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**PROVINCIAL AND CITY PARTY COMMITTEES IN THE
RED RIVER DELTA LEAD THE WORK OF PROVINCIAL
AND CITY LABOR CONFEDERATIONS
IN THE CURRENT PERIOD**

**PHD THESIS MAJORING IN PARTY BUILDING AND STATE
GOVERNMENT**

SUMMARY OF PHD THESIS

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INTRODUCTION

1. The urgency of the topic

The Red River Delta is one of the key economic regions of the country, characterized by a large and highly educated population, with a significant concentration of intellectuals. This region boasts strong development across multiple sectors, including industry, services, agriculture, forestry, and fisheries. As the country progresses in its socio-economic development, the workforce and civil servants in the Red River Delta, as well as in its individual provinces, continue to grow rapidly both in number and quality. There is a marked diversification and dynamic shift in the workforce across economic sectors. The majority of workers are young, energetic, eager to learn, creative, and quick to adapt to modern science and technology, market mechanisms, and international economic integration. This workforce forms the core of the region's economic activities and plays a vital role in driving socio-economic development, economic restructuring, industrialization, and modernization, both within the region and the country as a whole.

Deeply aware of the position, role and importance of trade union organizations, in response to the requirements of the new situation and tasks, in recent years, provincial and municipal Party Committees in the Red River Delta have grasped and well implemented the Party's viewpoints and policies, the State's policies and laws, closely following the political tasks of the locality, leading the provincial and municipal labor federations to achieve many remarkable results. In addition to the achieved results, the leadership of provincial and municipal Party Committees in the Red River Delta towards provincial and municipal labor federations still has some limitations and shortcomings such as: Not proactively proposing policies, leadership directions and building a team of workers and laborers close to the local situation; the concretization of directives and resolutions of higher levels of provincial and municipal Party Committees is sometimes slow, general, and not closely following the practical situation of the locality to direct provincial and municipal labor federations to organize implementation; The work of mobilizing union members and establishing grassroots unions still faces many difficulties...

Based on the current operational state of the labor confederations in the provinces and cities of the Red River Delta, it is evident that there are still limitations in the understanding and recognition of the position, role, and importance of these organizations in fulfilling their functions. As representative bodies, labor confederations play a crucial role in protecting the legal and legitimate rights and interests of workers and employees, contributing to Party building, and participating in state management. Additionally, they are responsible for organizing, uniting, propagating, educating, mobilizing, and guiding workers in implementing the Party's guidelines, State policies, and laws.

With this in mind, I have chosen the topic "***Provincial and City Party Committees in the Red River Delta Lead the work of Provincial and City Labor Confederations in the Current Period***" for my doctoral thesis in the field of Party Building and State Governance.

2. Research purpose and tasks

2.1. Research purpose

Based on research aimed at clarifying the theoretical and practical issues surrounding the leadership of provincial and city Party Committees in the Red River Delta over provincial and city labor confederations, this thesis proposes strategic directions and solutions to enhance the leadership role of these Party Committees in strengthening and guiding the labor confederations in the region in the coming time.

2.2. Research tasks

- Overview of research related to the topic.
- Analyze and clarify theoretical and practical issues regarding the leadership of provincial and city Party Committees in the Red River Delta over provincial and city labor confederations.
- Conduct a comprehensive, systematic, and accurate assessment of the current state of leadership by the provincial and city Party Committees in the Red River Delta over provincial and city labor confederations from 2015 to the present, identifying strengths, weaknesses, causes, and key lessons learned.
- Propose directions and solutions to strengthen the leadership of provincial and city Party Committees in the Red River Delta over provincial and city labor confederations in the coming time.

3. Objective and scope of the thesis

3.1. Study subjects

Provincial and city Party Committees in the Red River Delta provide leadership for provincial and city labor confederations.

3.2. Scope of the study

- *In terms of time:* The thesis examines and studies the current state of leadership by the provincial and city Party Committees in the Red River Delta over provincial and city labor confederations from 2015 to the present. The proposed directions and solutions outlined in the dissertation are intended to remain relevant in the coming time.

- *In terms of space:* The thesis investigates the leadership of provincial and city Party Committees in the Red River Delta over provincial and city labor confederations. This includes the Party Committees of Hanoi, Hai Phong, Hai Duong, Bac Ninh, Vinh Phuc, Hung Yen, Thai Binh, Nam Dinh, Ha Nam, Ninh Binh, and Quang Ninh. The study focuses on the period from 2015 to the present, with a vision extending in the coming time.

4. Theoretical, practical basis and research methods of the thesis

4.1. Theoretical basis

The theoretical basis of the dissertation is based on Marxism-Leninism, Ho Chi Minh's ideology, and the perspectives of the Communist Party of Vietnam on the Party's leadership.

4.2. Practical basis

The practical basis of the dissertation is the current state of leadership by provincial and city Party Committees in the Red River Delta over provincial and city labor confederations from 2015 to the present.

4.3. Research methods

The dissertation is grounded in the methodological framework of Marxism-Leninism and employs a combination of research methods, including: systematization; analysis and synthesis; induction and deduction; statistical and comparative methods; sociological survey; and practical review.

5. Scientific contributions of the thesis

- Develop definitions and clarify the content and methods of leadership by provincial and city Party Committees in the Red River Delta over provincial and city labor confederations.
- Derive key lessons learned from the leadership practices of provincial and city Party Committees in the Red River Delta over provincial and city labor confederations.
- Propose new and feasible solutions to strengthen the leadership of provincial and city Party Committees in the Red River Delta over provincial and city labor confederations in the future.

6. Theoretical and practical meaning of the thesis

6.1. Theoretical meaning

- The thesis contributes to summarizing practical experiences, as well as supplementing and advancing the theory on the leadership of provincial and city Party Committees in the Red River Delta over provincial and city labor confederations in the present day.

- The thesis also plays a role in establishing a methodology for studying and surveying the leadership of Party Committees over related mass organizations and political-social organizations.

6.2. Practical meaning

- The findings of the thesis can serve as a reference for Party Committees and Party organizations in the Red River Delta to propose policies and measures for directing the activities of labor confederations, addressing the set requirements.

- The thesis can also be used as a reference for studying and teaching the subject of Party building and state governance at universities, political schools, and institutions within the system of the Ho Chi Minh National Academy of Politics.

7. Structure of the thesis

In addition to the introduction, conclusion, list of published scientific works of the author related to the thesis, list of references and appendices, the thesis consists of 4 chapters and 9 sections.

Chapter 1

OVERVIEW OF AVAILABLE RESEARCH RELATED TO THE TOPICS

1.1. RESEARCH OUTSIDE VIETNAM

1.1.1. Research on the working class

Maicen Nhepsi (2004), *The working class is still the most important political force*, Journal of Foreign Theoretical Dynamics, China, No. 11 (translated and published on the Reference Information Topic of the City Propaganda Department Ho Chi Minh City Party Committee, December 2005, pp. 11-16.

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Liu Kebai, Wang Mei, Yan Chunzhi (2008), *The position and role of the contemporary working class*, China Workers Publishing House, Labor Publishing House, Hanoi.

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Tieu Phong (2015), *One hundred years of Two Ideologies*, Truth National Political Publishing House, Hanoi.

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Nguyen Huu Chi, Dao Mong Diep (2010), *Trade union laws of some countries and experience for Vietnam*, Journal of Law No. 6-2010.

Chris King-Chi Chan, Elaine Sio-Leng Hui (2012), *Dynamics and dilemmas of workplace union reform in China: A case study of Honda workers' strikes*, Journal of Industrial Relations, No. 54, December 2012.

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Ton Trung Pham (translated by Nguyen Tien Chiem) (1997), *Socialist market economy and trade unions*, Labor Publishing House, Hanoi.

Kan Wang, Manfred Elfstrom (translated by Nguyen Thu Ha) (2019), *Labor unrest and institutional replacement: perceptions of local union leaders in China*, *Journal of Scientific Research Trade Union*, No. 17.

Cho Young-Rae (2023), *Chun Tae-IL - A living torch for the working class*, Da Nang Publishing House, Da Nang.

1.2. RESEARCH IN VIETNAM

1.2.1. Research on the working class

Nguyen Thi Huong (2012), *The Working Class - The Vanguard in the Process of Building Socialism in Vietnam*, Doctoral Thesis in Scientific Socialism, Ho Chi Minh National Academy of Politics and Public Administration, Hanoi.

Nguyen The Thang (Editor) (2015), *The Alliance of the Working Class, Peasantry, and Vietnamese Intellectuals in the New Context*, National Science Project, Region I Academy of Politics, Ho Chi Minh National Academy of Politics as the hosting organization.

Institute of Workers and Trade Unions (2016), *The Working Class and Trade Unions in Vietnam Today - Challenges and Prospects*, Labor Publishing House, Hanoi.

Pham Van Giang (2017), *The Transformation of Vietnam's Working Class Under the Impact of Current International Integration*, Doctoral Thesis in Philosophy, Ho Chi Minh National Academy of Politics, Hanoi.

Nguyen Duc Nhuan (2018), *Opportunities and Challenges in Building the Vietnamese Working Class*, *Labor and Trade Union Journal*, Issue 641, June, pp. 13-14.

Pham Van Giang (2018), *The Social Structure and Stratification of the Vietnamese Working Class Today*, *Labor and Trade Union Journal*, Issue 641, June, pp. 15-17.

Nguyen Ngoc Ha (2019), *Applying President Ho Chi Minh's Views on Building the Vietnamese Working Class in the Current Period*, *State Management Journal*, Issue 280 (5), pp. 64-68.

Nguyen Thi Thu Ha (2020), *The Structure of Vietnam's Working Class During the Period of Promoting Industrialization and Modernization of the Country*, Doctoral Thesis in Philosophy, University of Social Sciences and Humanities, Vietnam National University, Hanoi.

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Bui Thi Ngoc Lan (2023), *Multidisciplinary and Interdisciplinary Approaches in Researching the Vietnamese Working Class*, *Socialism - Theory and Practice Journal*, Issue 2(24), pp. 31-35, 64.

Bui Van Hai (2024), *Strengthening the Working-Class Nature of the Party in the New Context*, Doctoral Thesis in Party Building and State Administration, Ho Chi Minh National Academy of Politics, Hanoi.

Bui Thi Ngoc Lan (2024), *Building the Vietnamese Working Class by 2030 with a Vision to 2045 in Response to the New Global Context*, *Theoretical Issues (Leadership Service)*, Issue 5, pp. 19-26.

1.2.2. Research on trade unions and labor confederations

Bui Van Cuong (2019), *Promoting the 90-Year Tradition, Vietnam's Trade Unions Marching Forward with the Nation in the Revolutionary Cause Under the Leadership of the Party*, *Communist Journal*, Issue 922, July, pp. 7-11.

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Dinh Ngoc Giang (2020), *Promoting the Role of Trade Unions in Party Development in Enterprises Outside the State Sector*, *Labor and Trade Union Journal*, Issue 662, March, pp. 27-28.

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Do Ngan Huong (2021), *Improving the Quality of Union Officials at the Base Unions of Vietnam's Education Trade Unions*, Doctoral Thesis in Human Resource Management, University of Labor and Social Affairs, Hanoi.

Luyen Phuong Nam (Editor) (2022), *Research and Propose Solutions to Enhance the Quality of Base Union Activities in Enterprises in Industrial Zones of the Province in the Current Period*, Provincial-Level Scientific Project, Trade Union of Industrial Zones of Hung Yen Province as the leading organization.

Tran Tuan Son (2022), *Vietnamese Law on Protecting Workers' Rights in the Context of Vietnam's Accession to the Comprehensive and Progressive Agreement for Trans-Pacific Partnership*, Doctoral Thesis in Law, University of Law, Hue University.

Tran Thanh Hai, Pham Thi Thu Lan (Co-editors) (2022), *The Role of Base Trade Unions in Representing Union Members in Enterprises*, Labor Publishing House, Hanoi.

Le Cao Thang (Editor) (2022), *Research on Innovating the Organization and Activities of the Vietnam Trade Union in the Context of Our Country's Participation in New Generation Free Trade Agreements*, National-Level Scientific Project, Institute of Safety and Occupational Health Science as the leading organization.

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1.2.3. Research on the leadership of the Communist Party of Vietnam and party committees at all levels over trade unions and labor confederations

Nguyen Phu Trong (2001), *Studying the Party's Leadership Over Trade Unions*, Labor Publishing House, Hanoi.

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Nhac Phan Linh (2022), *The Party's Leadership Over Trade Union Organizations in Private Enterprises*, *Labor and Trade Union Journal*, Issue 685 (February), pp. 20-23.

Nguyen Thi Hien (2023), *The Party Leads the Vietnam General Confederation of Labor in Caring for and Protecting Workers' Legal Rights and Interests (2011-2022)*, *Party History Journal*, Issue 3, pp. 48-53.

Chu Thanh Tam (2023), *The Bac Ninh Provincial Party Committee's Leadership Over the Activities of the Provincial Labor Union from 2001 to 2020*, Doctoral Thesis in the History of the Communist Party of Vietnam, Ho Chi Minh National Academy of Politics.

Nguyen Dinh Khang (2024), *Deserving the 95-Year Tradition of Building and Growing Under the Party's Leadership, Vietnam's Trade Unions Continue to Contribute to the Cause of National Defense and Construction in the Current Period*, *Communist Journal*, Issue 9, pp. 29-34.

Nguyen Thi Hien (2024), *The Party Leads the Activities of the Vietnam General Confederation of Labor from 2001 to 2020*, Doctoral Thesis in the History of the Communist Party of Vietnam, Ho Chi Minh National Academy of Politics.

1.3. GENERAL COMMENTS ON THE RESULTS OF THE AVAILABLE RESEARCH, AND RESEARCH DIRECTIONS OF THE THESIS

1.3.1. General comments on the results of available research

Published scientific topics, research projects, and articles have examined the working class, trade unions, labor confederations, and the leadership of party committees at all levels over unions and labor confederations. These studies have been conducted from various perspectives and approaches, yielding numerous significant theoretical and practical results. Some of the key findings can be summarized as follows:

Firstly, overall, the research conducted by both domestic and international scholars provides objective assessments that affirm the significance and role of trade unions and labor confederations, as well as the leadership of ruling political parties over these organizations. These studies have demonstrated the effective policies and measures adopted by political parties and governments in other countries in leading their nations. These can be valuable experiences for the Communist Party of Vietnam to learn from and apply to strengthen its leadership over labor confederations. Notably, many of these studies have discussed the leadership of party committees at various levels over trade unions and labor confederations today, with some highlighting specific aspects and methods of leadership.

Secondly, the research, particularly scientific studies and articles, has closely examined the current situation of party leadership over labor confederations in various regions, offering precise and accurate data and evidence. Some studies have highlighted successful leadership practices by party committees in managing labor confederations locally.

Thirdly, each study explores the topic from different perspectives and proposes various solutions, all aimed at strengthening the leadership of party committees over labor confederations. Some research has started to analyze and suggest recommendations, addressing both methodological and epistemological issues, as well as providing specific proposals for various aspects and fields, with the goal of improving the leadership of party committees over labor confederations in relation to different organizations, units, and regions.

1.3.2. Research directions of the thesis

Although many works have addressed the leadership of party committees at all levels over labor confederations in the mentioned localities, due to the specific objectives, scope, and subjects of research, no study has systematically, in-depth, and comprehensively examined the theory and summarized the practice of the provincial and city Party Committees in the Red River Delta leading the current provincial and city labor confederations. Therefore, the doctoral student chose this topic as their research subject to meet both the relevance and practical requirements.

The thesis will focus on addressing the following key issues:

Firstly, clarifying the theoretical and practical foundation for the leadership of the provincial and city Party Committees in the Red River Delta over provincial and city labor

confederations: This will include research to define the concept of provincial and city labor confederations, highlighting the functions, tasks, and roles of these labor confederations in the provinces and cities of the Red River Delta. Specifically, the thesis will build a theoretical foundation for the leadership of the provincial and city Party Committees over these unions, identifying the subjects and objects of leadership. It will also systematically examine the content and methods of leadership employed by the provincial and city Party Committees.

Secondly, survey and analysis of the advantages and limitations of the leadership of the provincial and city Party Committees in the Red River Delta over the provincial and city labor confederations: This section will analyze the causes of these advantages and limitations, offering lessons learned and experiences regarding the leadership of the provincial and city Party Committees.

Thirdly, forecasting the factors affecting leadership: This part will predict the factors influencing the leadership of the provincial and city Party Committees in the Red River Delta over the labor confederations, proposing directions and feasible, synchronized solutions, including new and innovative approaches. It will provide a deeper analysis of breakthrough solutions to strengthen the leadership of the provincial and city Party Committees over labor confederations in the coming years.

Chapter 2

THEORETICAL AND PRACTICAL ISSUES ON THE LEADERSHIP OF PROVINCIAL AND CITY PARTY COMMITTEES IN THE RED RIVER DELTA OVER PROVINCIAL AND CITY LABOR CONFEDERATIONS IN THE CURRENT PERIOD

2.1. PROVINCES, CITIES, PROVINCIAL AND CITY PARTY COMMITTEES, AND LABOR CONFEDERATIONS OF PROVINCES AND CITIES IN THE RED RIVER DELTA CURRENTLY

2.1.1. Characteristics and roles of provinces and cities in the Red River Delta today

2.1.1.1. Characteristics of provinces and cities in the Red River Delta

- * Natural characteristics*
- * Economic characteristics*
- * Political characteristics*
- * Socio-cultural characteristics*
- * National defense and security characteristics*

2.1.1.2. Roles of provinces and cities in the Red River Delta

Firstly, the provinces and cities in the Red River Delta are a crucial part of the administrative system at the provincial level - the second level in the four-tiered administrative structure of Vietnam, from the central government to the commune level - playing a key role in the implementation of socialist construction and national defense activities.

Secondly, the region is a strategically significant area in terms of politics, economics, culture, society, and the environment, where the Party's policies and the State's laws on socio-economic development, national defense, and security are implemented, as well as the resolutions of the Politburo and the Government regarding the Red River Delta.

Thirdly, the provinces and cities in the Red River Delta hold an important role in ensuring national political security and safeguarding the country's sovereignty.

Fourthly, the provinces and cities in the Red River Delta are where the Party's

resolutions and decisions on building a strong political system, strengthening the cadre system, and enhancing the political structure and cadres at the provincial and city levels are realized, contributing to the development of the political system and cadre workforce nationwide to meet the demands of future reforms.

2.1.2. Provincial and city party committees, provincial and city party committees in the Red River Delta - concepts, functions, tasks, powers and roles

2.1.2.1. Overview of provincial and city party committees in the Red River Delta

In provinces and cities in the Red River Delta, there are 11 provincial and city party committees, including 9 provincial party committees and 2 centrally run city party committees: Hanoi City Party Committee and Hai Phong City Party Committee.

2.1.2.2. Provincial and City Party Committee in the Red River Delta - concepts, functions, tasks, powers and roles

** Concept of provincial and city party committees in the Red River Delta*

The Provincial Party Committee, City Party Committee in the Red River Delta, or the provincial-level party committee is the leadership body of the provincial and city party organizations in this region between two congresses. The committee is elected by the provincial and city congresses in accordance with the Party's election regulations, and it operates under a collective leadership system with individual responsibility.

** Functions of the Provincial and City Party Committee in the Red River Delta*

** Duties and powers of the Provincial and City Party Committee in the Red River Delta*

** Roles of provincial and city party committees in the Red River Delta*

2.1.2.3. Standing Committee of Provincial and city Party Committees in the Red River Delta - concepts, functions, tasks, powers and roles

** Concept of the standing committee of the provincial and city party committees in the Red River Delta*

The Standing Committee of the Provincial Party Committee and City Party Committee in the Red River Delta is elected by the Provincial Party Committee and City Party Committee conferences in accordance with the Party's election regulations from among the members of the Provincial and city Party Committees. It serves as the leadership body between the two sessions of the Provincial Party Committee and City Party Committee, operating on the principles of collective leadership and individual responsibility.

** Functions of the Standing Committee of the Provincial Party Committee and City Party Committee in the Red River Delta*

** Duties and powers of the standing committee of the provincial and city party committees in the Red River Delta*

** Roles of the standing committee of the provincial and city party committees in the Red River Delta*

2.1.3. Provincial and city labor confederations in the Red River Delta - concept, organizational structure, functions, tasks, roles and characteristics

2.1.3.1. Concept of provincial and city labor confederations in the Red River Delta

Labor confederations at the provincial and city levels were formed in the provinces and cities of the Red River Delta region. These unions are socio-political organizations that represent workers and employees within the political structure of the provinces and cities, operating under the guidance of the local Party Committees. Their role is to protect the legal and rightful interests of workers, advocate for their rights, and ensure their welfare. They are involved in state and socio-economic management, as well as overseeing the activities of government bodies, organizations, units, and local businesses through inspection and supervision. The unions also promote education, skill development, adherence to the law, and

active participation in achieving the province's and city's political goals, contributing to the defense and development of the nation.

2.1.3.2. Organizational system and principles of organization and operation of provincial and city labor confederations in the Red River Delta

** Organizational system*

** Principles of organization and operation*

2.1.3.3. Functions, tasks, and powers of provincial and city labor confederations in the Red River Delta

*** Functions**

Firstly, representing and protecting the legal and legitimate rights of workers in the provinces and cities.

Secondly, participating in state management and socio-economic management, as well as engaging in inspections, audits, and monitoring the activities of government agencies, organizations, units, and businesses at the provincial and city levels; overseeing and providing social feedback on the work of Party committees, government bodies, and officials at the local level.

Thirdly, promoting and encouraging workers in the provinces and cities to improve their education, professional skills, comply with the law, and contribute to the construction and defense of the country.

Fourthly, contributing to the building of the Party and State.

Fifthly, engaging in people-to-people diplomacy.

*** Tasks and Powers**

Firstly, propagating the Party's guidelines, policies, state laws, and the tasks of the trade union organization.

Secondly, representing, caring for, and protecting the legal and legitimate rights and interests of union members and workers in the area.

Thirdly, actively or in cooperation with relevant authorities, inspecting, auditing, and overseeing the implementation of laws, policies, and regulations related to the legal rights and interests of union members and workers in workplaces; guiding and directing the resolution of labor disputes, participating in the investigation of workplace accidents and occupational diseases.

Fourthly, directing district-level labor confederations, local industry unions, industrial park unions, and subsidiaries of trade unions to carry out their tasks as per regulations.

Fifthly, coordinating with and guiding grassroots unions under central-level industry unions and other higher-level unions in the area, implementing activities by sector or profession; executing Party directives, state laws, and socio-economic development plans, as well as local security and defense policies.

Sixthly, encouraging union members and workers to enhance their professional skills, legal knowledge, and work ethics; managing cultural, sports activities, workers' cultural centers, vocational education institutions, job placement services, and worker support and counseling centers per state and union guidelines.

Seventhly, implementing planning, managing, training, and nurturing officials, and applying policies for officials under their management; cooperating with local Party committees in arranging and promoting officials according to delegations.

Eighthly, guiding and supervising lower-level union congresses and conferences; developing and managing union membership; evaluating and ranking trade union organizations annually in line with the union's guidelines.

Ninthly, carrying out foreign relations work as stipulated by the union's Presidium.

Tenthly, managing and using the union's finances, assets, and economic activities according to state law.

2.1.3.4. The role of provincial and city labor confederations in the Red River Delta

Firstly, the provincial and city labor confederations in the Red River Delta are part of the political system in the provinces and cities, as well as a member organization of the Vietnam Fatherland Front at the provincial and city levels in the region. They play a crucial role in enhancing the quality and effectiveness of the political system and the Vietnam Fatherland Front's activities at the provincial and city levels.

Secondly, the labor confederations in the Red River Delta contribute to strengthening the working class in Vietnam, ensuring it meets the expectations of its role and significance in the current period of renewal.

Thirdly, they help build, consolidate, and develop the close relationship between the Party and the people.

Fourthly, they contribute to the success of the Party's and government's work in building a strong administration that effectively fulfills its functions and duties in the current period of reform.

2.1.3.5. Characteristics of provincial and city labor confederations in the Red River Delta

Firstly, the provincial and city labor confederations in the Red River Delta are established and operate in a region with numerous advantages, a region of special importance in terms of the economy, politics, national defense, and security of Vietnam.

Secondly, over nearly 40 years of renovation, the organizational structure and the workforce of the labor confederations in the Red River Delta, especially the key personnel, have undergone significant reform, with improvements in their overall competence and work abilities. The leadership has been largely rejuvenated to meet the requirements of carrying out the union's functions and tasks.

Thirdly, the union members of the labor confederations in the Red River Delta inherit the valuable and unique traditions of the workers and unions in the provinces and cities of this region, actively contributing to the cause of building socialism and protecting the nation today.

Fourthly, negative influences from family ties, local traditions, administrative mechanisms, and the centralized subsidy system still exert considerable influence on the activities of union officials in many areas.

2.2. PROVINCIAL AND CITY PARTY COMMITTEE IN THE RED RIVER DELTA LEAD OVER PROVINCIAL AND CITY LABOR CONFEDERATIONS - CONCEPT, CONTENT, METHODS AND ROLE

2.2.1. Concept of provincial and city party committees in the Red River Delta leading provincial and city labor confederations

The provincial and city Party Committees in the Red River Delta lead the provincial and city labor confederations through the activities of the provincial and city Party Committees and their Standing Committees, with the participation of Party organizations, Party members, and officials from the provincial and city Party branches; various organizations within the political system and local communities; and relevant organizations in the process of developing and issuing resolutions, decisions, and conclusions from the provincial and city Party Committees and their Standing Committees regarding the labor confederations. They provide leadership and guidance for the implementation of these resolutions, decisions, and conclusions, as well as overseeing and monitoring their execution to ensure their success, contributing to the successful fulfillment of the political tasks of the

provincial and city Party organizations.

2.2.2. Content of leadership of the provincial and city Party Committees in the Red River Delta over the provincial and city labor confederations

Firstly, the provincial and city Party Committees provide leadership to the provincial and city labor confederations in defining the direction and tasks for their activities during the term.

Secondly, the provincial and city Party Committees lead the local governments in concretizing and institutionalizing the resolutions, decisions, and conclusions of the Party Committees and their Standing Committees regarding the provincial and city labor confederations, ensuring their implementation across the organizations, agencies, and units in the provinces and cities.

Thirdly, the provincial and city Party Committees lead subordinate Party organizations in directing the union organizations at the same level to develop their organizational structure, workforce, and carry out their functions and tasks, contributing to the successful fulfillment of the labor union's functions and tasks in the provinces and cities.

Fourthly, the provincial and city Party Committees lead the coordination between local governments, the Vietnam Fatherland Front, socio-political organizations, social organizations, and professional social organizations in the provinces and cities, creating favorable conditions for the provincial and city labor confederations to operate effectively.

2.2.3. Leadership methods of provincial and city Party Committees in the Red River Delta over provincial and city labor confederations

Firstly, the provincial and city Party Committees lead the provincial and city labor confederations through resolutions, decisions, and conclusions issued by the provincial and city Party Committees and their Standing Committees regarding the labor confederations.

Secondly, the provincial and city Party Committees lead the labor confederations through the state management of the provincial and city governments over the activities of the labor confederations, and the management of the district-level governments over the operations of union organizations, officials, civil servants, workers, and employees in the area.

Thirdly, the provincial and city Party Committees lead the labor confederations through propaganda, persuasion, and mobilization efforts.

Fourthly, the provincial and city Party Committees lead the labor confederations through the organization of personnel in the labor confederations.

Fifthly, the provincial and city Party Committees lead the labor confederations through Party organizations and Party members working within the unions at all levels, and through the exemplary actions and leadership of Party members.

Sixthly, the provincial and city Party Committees lead by encouraging and motivating the Vietnam Fatherland Front, socio-political organizations, other organizations, forces, and the local population to participate in leadership activities of the labor confederations and their operations.

Seventhly, the provincial and city Party Committees lead through monitoring and supervising the Party organizations and Party members working in the provincial and city labor confederations and the leadership of union organizations at the same level.

2.2.4. The leadership role of provincial and city party committees in the Red River Delta over provincial and city labor confederations

Firstly, the correct leadership of the provincial and city Party Committees in the Red River Delta is a crucial factor in ensuring that the activities of the provincial and city labor confederations are conducted properly and effectively.

Secondly, it plays a key role in promoting the role of workers, civil servants, and public employees, especially the workers in the local area, who, alongside the working class nationwide, serve as the core force leading the industrialization and modernization of the country today.

Thirdly, it contributes significantly to strengthening the close relationship between the Party and the people in general, and between the Party and the working class in Vietnam, in particular, during the period of renovation.

Fourthly, it is a crucial factor in training and enhancing the operational capacity of socio-political organizations in the provinces and cities.

Chapter 2 summary

Proper leadership of the provincial and city Party Committees in the Red River Delta is the most important factor in ensuring that the activities of the provincial and city labor confederations in this region are of high quality and effectiveness, successfully fulfilling their functions and tasks, while clearly demonstrating and affirming their role in the current period of renewal. To achieve this, it is essential to strengthen the leadership of the provincial and city Party Committees over the labor confederations. Two key issues that must be effectively addressed are: firstly, ensuring the correct identification of the leadership content of the provincial and city Party Committees toward the labor confederations; and secondly, establishing an appropriate leadership approach by the provincial and city Party Committees that aligns with the content of their leadership toward the labor confederations.

Chapter 3

PROVINCIAL AND CITY PARTY COMMITTEES IN THE RED RIVER DELTA LEAD OVER PROVINCIAL AND CITY LABOR CONFEDERATIONS - CURRENT SITUATION, CAUSES AND EXPERIENCE

3.1. CURRENT SITUATION OF PROVINCIAL AND CITY PARTY COMMITTEES IN THE RED RIVER DELTA LEAD OVER PROVINCIAL AND CITY LABOR CONFEDERATIONS

3.1.1. Advantages and results

3.1.1.1. Advantages of implementing leadership content

Firstly, the leadership of the provincial and city labor confederations determines the direction and tasks for their activities during the term in a timely manner, in accordance with local realities.

Secondly, the leadership of the provincial and city governments specifies and institutionalizes the resolutions, decisions, and conclusions of the provincial and city Party Committees and their Standing Committees regarding the labor confederations, ensuring their implementation across organizations, agencies, and units in the provinces and cities in a comprehensive and timely manner.

Thirdly, the leadership of the subordinate Party committees and equivalents in guiding union organizations at the same level helps build organizational structures, develop a qualified workforce, and fulfill functions and tasks, contributing to the successful implementation of the labor confederations' functions and tasks, achieving notable results.

Fourthly, the leadership promotes coordination between the provincial and city governments, the Vietnam Fatherland Front, socio-political organizations, and other social-professional organizations in the area, facilitating the labor confederations' operations to become more scientific and effective over time.

3.1.1.2. Advantages of implementing leadership methods

Firstly, the resolutions, decisions, and conclusions of the provincial and city Party Committees, as well as their Standing Committees, regarding the labor confederations are issued frequently and relatively in a timely manner.

Secondly, the state management of the provincial and city governments over the activities of the labor confederations, as well as the state management of district-level governments over the activities of union organizations, officials, civil servants, workers, and employees in the area, has seen positive changes.

Thirdly, propaganda, persuasion, and mobilization efforts have been given attention, with content closely aligned with the political tasks of local areas, agencies, and units.

Fourthly, the personnel organization work of the provincial and city labor confederations has been increasingly improved.

Fifthly, leadership through Party organizations and Party members operating in the labor confederations at all levels, as well as the exemplary actions of Party members, have been given significant attention and focus.

Sixthly, efforts to encourage and motivate the Vietnam Fatherland Front, socio-political organizations, other organizations, forces, and the local population to participate in the leadership activities of the provincial and city labor confederations, and the activities of the unions themselves, have been modernized and are becoming more effective.

Seventhly, the supervision and monitoring of Party organizations and Party members operating in the labor confederations, as well as the leadership of union organizations at the same level, have been carried out relatively consistently.

3.1.2. Disadvantages and limitations

3.1.2.1. Disadvantages and limitations in implementing leadership content

Firstly, the provincial and city Party Committees' leadership in determining the operational directions and tasks for the labor confederations in some localities has not been very effective.

Secondly, the leadership of the provincial and city Party Committees in guiding the provincial and city governments to concretize and institutionalize the resolutions, decisions, and conclusions of the Party Committees and their Standing Committees regarding the labor confederations for implementation across local government organizations and units still has some limitations.

Thirdly, the leadership of the provincial and city Party Committees in guiding subordinate Party committees and equivalents regarding the leadership of labor confederations at the same level to build organizational structures, staff teams, and implement functions and tasks to contribute to the successful fulfillment of the labor confederations' functions and tasks has not always been timely or consistent in some places.

Fourthly, there are times when the provincial and city Party Committees are uncertain in leading the coordination between the provincial governments, the Vietnam Fatherland Front, socio-political organizations, and social-professional organizations in localities to facilitate effective operation of the labor confederations.

3.1.2.2. Disadvantages and limitations in implementing leadership methods

Firstly, some resolutions, decisions, and conclusions of the provincial and city Party Committees and their Standing Committees regarding the leadership of the labor confederations at the provincial and city levels have not been well-suited to the practical realities.

Secondly, the leadership through state management by the provincial and city governments of the activities of the labor confederations at the provincial level and the

management of the activities of union organizations, officials, civil servants, workers, and employees at the district level have not always yielded the desired results.

Thirdly, some propaganda, persuasion, and mobilization activities by the provincial and city Party Committees remain monotonous, unappealing, and not well-targeted to specific groups.

Fourthly, the staff organization work within the provincial and city labor confederations is sometimes lacking in cohesion and clarity.

Fifthly, some Party members working within the labor confederations at the provincial and city levels have not fully demonstrated their leadership or exemplary roles in carrying out their assigned duties.

Sixthly, the encouragement and mobilization of the Vietnam Fatherland Front, socio-political organizations, and other forces and citizens to participate in the leadership of the labor confederations and their activities in some localities have not seen significant innovation.

Seventhly, the work of monitoring and supervising the Party organizations and Party members within the labor confederations at the provincial and city levels, as well as the Party committees at all levels in leading union organizations, has not yet met the required standards.

3.2. CAUSES AND EXPERIENCE OF PROVINCIAL AND CITY PARTY COMMITTEES IN THE RED RIVER DELTA LEAD OVER PROVINCIAL AND CITY LABOR CONFEDERATIONS

3.2.1. Causes

3.2.1.1. Causes of advantages and results

Firstly, the Party consistently pays attention to the leadership of the provincial and city Party Committees regarding the labor confederations at the provincial and city levels.

Secondly, the provincial and city Party Committees in the Red River Delta have effectively implemented the Party's guidelines and policies, as well as the laws and regulations of the State, in relation to the activities of the labor confederations in general and public servants and workers in particular.

Thirdly, the provincial and city Party Committees in the Red River Delta have a correct understanding of their roles and responsibilities in leading the labor confederations at the provincial and city levels.

Fourthly, the labor confederations in the provinces and cities actively research, propose, and advise the provincial and city Party Committees on issuing resolutions or thematic issues regarding union activities.

Fifthly, the local government, Vietnam Fatherland Front, political-social organizations, and the people in the provinces and cities of the Red River Delta always focus on implementing the guidelines of the provincial and city Party Committees in carrying out the functions and tasks of the labor confederations.

3.2.1.2. Causes of disadvantaged and limitations

Firstly, the process of industrialization and modernization has negatively impacted the awareness and actions of cadres, union members, and workers.

Secondly, some Party committees and leaders at the provincial and city levels in the Red River Delta have not fully understood the position and role of the trade union organizations.

Thirdly, some advisory and supporting agencies of the provincial and city Party Committees have not been sufficiently attentive, do not have a clear understanding, or have misunderstandings about the nature of the structure and operations of the labor confederations at the provincial and city levels.

Fourthly, the role of some grassroots Party organizations and Party members in the quality of union activities at agencies and units remains weak.

Fifthly, the work of planning, training, and fostering union cadres has not received adequate attention.

3.2.2. Experience

Firstly, each provincial and city Party Committee member, especially members of the Standing Committee of the provincial and city Party Committees in the Red River Delta, should enhance personal responsibility and actively participate in the leadership of the provincial and city Party Committees concerning the labor confederations at the provincial and city levels. This is a key factor for the Party Committees to lead the labor confederations effectively and successfully.

Secondly, the provincial and city Party Committees should prioritize leading the labor confederations by selecting appropriate content and leadership methods for different types of trade union organizations. Special attention should be paid to defining leadership content and methods suitable for trade unions in non-state-owned enterprises to ensure that the leadership of the Party Committees results in effectiveness.

Thirdly, improving the quality of union cadres, especially the key cadres of the labor confederations at the provincial and city levels and other union organizations, through policies and solutions that bring practical results, is a crucial factor for the success of the leadership of the provincial and city Party Committees over the labor confederations.

Fourthly, leveraging the role of local government, Vietnam Fatherland Front, and political-social organizations at the provincial, city, and grassroots levels to participate in the leadership of the provincial and city Party Committees over the labor confederations is an essential element in ensuring the effectiveness of this leadership.

Summary of Chapter 3

In recent times, the provincial and city party committees in the Red River Delta have given significant attention to leading the provincial and city labor confederations, achieving many important results. These notable outcomes in the content and methods of leadership by the provincial and city party committees in the region have helped union activities become increasingly in-depth and more closely aligned with the practical realities on the ground. Specifically, the party committees have led the labor confederations in fulfilling their functions and tasks; established organizational structures that meet the requirements for the successful execution of the union's duties; guided subordinate party committees and equivalent bodies in managing the labor confederations at their respective levels, helping to build organizational structures, develop staff, and perform their functions and tasks, contributing to the successful realization of the labor union's objectives; and led the coordination between provincial and city governments, the Fatherland Front, political-social organizations, and other social-professional organizations, facilitating the effective operation of the labor confederations in the region. However, alongside these achievements, there are still certain limitations in the leadership of the provincial and city party committees over the labor confederations in the Red River Delta.

Chapter 4

DIRECTIONS AND MAIN SOLUTIONS STRENGTHENING LEADERSHIP OF PROVINCIAL AND CITY PARTY COMMITTEES IN THE RED RIVER DELTA OVER THE PROVINCIAL LABOR CONFEDERATIONS IN THE COMING TIME

4.1. FORECASTING FAVORABLE FACTORS, DIFFICULTIES AND DIRECTIONS FOR STRENGTHENING LEADERSHIP OF PROVINCIAL AND CITY PARTY COMMITTEES IN THE RED RIVER DELTA OVER PROVINCIAL AND CITY LABOR CONFEDERATIONS IN THE COMING TIME

4.1.1. Forecasting advantages and disadvantages

4.1.1.1. Forecasting advantages

Firstly, the monumental achievements and historical significance of nearly 40 years of reform in our country, along with the outcomes of the reforms in the provinces and cities in the Red River Delta, continue to inspire and encourage provincial and city party committees to lead the labor confederations towards even greater achievements in the coming years.

Secondly, the Party's resolutions on the political system, the tasks, and solutions outlined in the 13th Party Congress regarding political-social organizations, as well as the resolutions from the 13th Congress of the Vietnam Trade Labor for the 2023-2028 term, provide a vital foundation for provincial and city party committees to determine the correct tasks and solutions to strengthen the leadership of the labor confederations in the provinces and cities effectively.

Thirdly, the outstanding results of Party-building work, especially in the fight against corruption, preventing decline and negative tendencies in recent years by the entire Party and the provincial and city party committees in the Red River Delta, motivate and encourage these committees to enhance their leadership of the labor confederations for more effective outcomes.

Fourthly, the upcoming 2025-2030 Party Congresses at the provincial and district levels in the Red River Delta and the 14th National Party Congress will be held successfully, encouraging and creating new momentum for provincial and city party committees to further strengthen their leadership of the labor confederations to achieve even better results.

Fifthly, the successful 10th Congress of the Vietnam Fatherland Front for the 2024-2029 term has had a significant impact on the activities of the labor confederations across the country, including in the Red River Delta, creating favorable conditions for the provincial and city party committees in the region to enhance their leadership of the labor confederations in the coming years.

Sixthly, as our country increasingly integrates internationally, establishing friendships with many nations for the nation's development, we will leverage international assistance and learn from the experiences of labor organizations worldwide to strengthen our labor confederations and ensure their effective operation.

4.1.1.2. Forecasting disadvantages

Firstly, the living conditions of many families of workers, civil servants, public employees, and laborers in the provinces of the Red River Delta remain difficult; the severe consequences of the COVID-19 pandemic have had a significant impact on the activities of trade unions and labor confederations at the provincial and city levels, as well as on the strengthening of the leadership of provincial and city party committees over the labor confederations.

Secondly, a significant number of officials and party members have severely degraded or exhibited negative behaviors, leading to disciplinary actions, both party-related and

criminal, including many senior officials. This has had a considerable impact on the party members, union members, and workers, affecting the efforts to strengthen the leadership of provincial and city party committees over the labor confederations in this region.

Thirdly, the trend of democratization in social life is developing, with the knowledge and skills of union members steadily improving, and trade unions growing stronger. However, leading the labor confederations to effectively carry out their functions and tasks in the current conditions is a significant challenge for the provincial and city party committees in the Red River Delta.

Fourthly, the organizational model of the labor confederations in the Red River Delta has undergone significant changes during the period of renewal; the functions and tasks of each type of trade union organization differ considerably, and the membership is no longer uniform in terms of professional structure and operating environment, as it was before the period of renewal.

Fifthly, the labor confederations in the Red River Delta are in the process of continued renewal and reorganization according to the Central Resolution 6 of the 12th Party Congress on the political system's organizational apparatus and the merging of several provinces and districts in the Red River Delta, in line with the Party and State's policies. This has led to significant changes in the labor union's personnel.

Sixthly, as our country increasingly participates in international trade organizations to further develop, some major countries, as important members of these organizations, require us to allow the establishment of worker organizations outside of trade unions in businesses outside the state sector.

4.1.2. Directions for strengthening the leadership of provincial and city Party Committees in the Red River Delta over provincial and city labor confederations in the coming time

Firstly, thoroughly and deeply understand the content, tasks, and solutions of the 14th Party Congress Resolution on the construction of trade union organizations and the leadership of the Party and party committees at all levels over trade unions, promoting the role of trade unions in the era of national growth and development.

Secondly, stabilize the organizational structure and personnel of the labor confederations at the provincial and city levels after the merger of political system organizations and agencies at the provincial and city levels, following the directive of higher authorities on summarizing Party Resolution 18-NQ/TW regarding the organizational apparatus of the political system, addressing redundancy issues, strengthening unity, and effectively carrying out assigned functions and tasks.

Thirdly, facilitate the labor confederations at the provincial and city levels, and trade union organizations in general, to innovate the content and methods of their activities, improving the quality of their work, clearly demonstrating and affirming their role in the industrialization and modernization of the country in the era of national development.

Fourthly, improve the quality of trade union organizations in non-state-owned enterprises, and build workers in the Red River Delta as a leading force in the local industrialization and modernization efforts, alongside the working class nationwide as the leading force in the country's industrialization and modernization.

Fifthly, bring about a strong transformation in the quality of provincial and city party committees, party committees at all levels, and the team of officials, especially key personnel, to meet the demands of labor confederations at the provincial and city levels in the era of national development and growth.

4.2. MAJOR SOLUTIONS TO STRENGTHEN THE LEADERSHIP OF PROVINCIAL AND CITY PARTY COMMITTEES IN THE RED RIVER DELTA FOR PROVINCIAL AND CITY LABOR CONFEDERATIONS IN THE COMING TIME

4.2.1. Raising awareness and responsibility of party committees at all levels, especially provincial party committees, city party committees, district party committees, and party committees in businesses and public service units in the Red River Delta on strengthening the leadership of Provincial and city Party Committees for provincial and city labor confederations

Firstly, party committees at all levels deeply understand the role of trade unions in general, and the provincial and city labor confederations in the Red River Delta, in particular; the role of the working class in Vietnam, including workers in the Red River Delta; the content and methods of leadership of the provincial and city party committees over the labor confederations in the current period of renewal, and the necessity of strengthening this leadership.

Secondly, continue to implement the resolutions, decisions, and directives of the Party, as well as the policies and laws of the State regarding the Vietnamese trade unions at all levels, party organizations, officials, party members, the Vietnam Fatherland Front, political-social organizations, within the provinces and cities, especially in trade union organizations and among union members.

Thirdly, enhance the awareness and responsibility of the party committees, grassroots trade union officials, and higher-level trade unions regarding the construction, identification of content, and methods of operation that are suitable for trade unions in non-state-owned enterprises, with a focus on unions in foreign-invested businesses and individual economic units.

Fourthly, diversify methods and forms to raise the awareness and responsibility of party committees, officials, party members, and organizations within the political system from the provincial, city, and grassroots levels regarding strengthening the leadership of provincial and city party committees over the labor confederations.

4.2.2. Develop resolutions, decisions, and conclusions of the Provincial Party Committee, the Standing Committee of the Provincial and City Party Committee in the Red River Delta on good quality provincial and city labor confederations and organize successful implementation

Firstly, the provincial and city party committees, as well as their standing committees, should identify pressing issues that need to be addressed in order to build a strong and effective labor federation. They should then formulate and issue their resolutions, decisions, and conclusions to implement these goals.

Secondly, improve the quality of preparation for drafts and discussions on the resolutions, decisions, and conclusions of the provincial and city party committees and their standing committees regarding the labor confederations in the provinces and cities.

Thirdly, strengthen leadership and guidance for specialized agencies that advise and assist the provincial and city party committees, and encourage the participation of the Vietnam Fatherland Front and political-social organizations, particularly the labor confederations, in the drafting of resolutions, decisions, and conclusions by the provincial and city party committees and their standing committees.

Fourthly, enhance the role and responsibility of the provincial and city party committee members, as well as standing committee members, in drafting and discussing the content of resolutions, decisions, and conclusions by the provincial and city party committees and their standing committees regarding the labor confederations in the provinces and cities.

Fifthly, improve the quality of meetings held by the provincial and city party committees and their standing committees in the Red River Delta to discuss and decide on the issuance of resolutions, decisions, and conclusions about the labor confederations in the provinces and cities.

Sixthly, implement the process for carrying out the resolutions, decisions, and conclusions of the provincial and city party committees and their standing committees in the Red River Delta regarding the labor confederations in the provinces and cities.

4.2.3. Improving the quality of the Provincial Party Committee, City Party Committee, Standing Committee of the Provincial and City Party Committee; Build specialized agencies to advise and assist the provincial and city Party Committees, meeting the requirements of strengthening the leadership of the provincial and city Party Committees over the provincial and city labor confederations in the coming years

4.2.3.1. Improve the quality of the Provincial and City Party Committee, Standing Committee of the Provincial and City Party Committee to meet the requirements of strengthening the leadership of the Provincial and City Party Committee over the provincial and city labor confederations in the coming years

Firstly, effectively implement the work of generating sources to ensure a sufficient supply of high-quality personnel, facilitating the selection of candidates for the provincial and city party committees, as well as their standing committees, for both the current and the next terms.

Secondly, specify the criteria for provincial and city party committee members and standing committee members for both the current and the next terms.

Thirdly, carry out effective planning, training, and rotation of officials within the provincial and city party committees, standing committees, and current officials to ensure they fulfill their duties and meet the requirements for enhancing leadership over the labor confederations in the provinces and cities.

Fourthly, strengthen management, monitoring, supervision, and evaluation of personnel policies for officials within the planning of the provincial and city party committees, standing committees, and current officials.

Fifthly, create favorable conditions for officials within the provincial and city party committee planning, standing committees, and current officials to engage in self-study and self-discipline in all aspects; promote the role of political organizations at the provincial and city levels, as well as the people, in improving the quality of the provincial and city party committees, ensuring they meet the requirements for strengthening their leadership over the labor confederations in the provinces and cities.

Sixthly, strictly and thoroughly implement the principles, procedures, and processes for nominating and recommending officials within the provincial and city party committees and standing committees for election at the party congresses of the provinces and cities, as well as develop and implement plans to train new provincial and city party committee members and standing committee members for the upcoming term.

4.2.3.2. Building specialized agencies to advise and assist the Provincial and City Party Committee, attach importance to the mass mobilization committee and organizing committee to meet the requirements of strengthening the leadership of the Provincial and City Party Committee over the provincial and city labor confederation

Firstly, it is important to enhance the awareness and responsibility of provincial and city party committees, especially the subordinate committees, regarding the role of specialized agencies that assist and advise the provincial and city party committees, such as the mass mobilization and organization departments, in strengthening the leadership of the provincial

and city party committees over the provincial and city labor confederations.

Secondly, continue to innovate and streamline the organizational structure of specialized agencies assisting the provincial and city party committees, making them more efficient and effective in order to meet the requirements of strengthening the leadership of the provincial and city party committees over the labor confederations.

Thirdly, improve the quality of the staff in these specialized agencies to ensure they can effectively support the leadership of the provincial and city party committees over the labor confederations.

Fourthly, the provincial and city party committees should prioritize leading and guiding the coordination between the specialized agencies in carrying out their functions and assisting in formulating proposals for the provincial and city party committees to define policies and strategies for leading the labor confederations effectively.

4.2.4. Leading to improve the organizational apparatus, improve the quality of officials of provincial and city labor confederations and trade union organizations; Build grassroots party organizations in agencies, units and enterprises to ensure effective leadership over labor confederations

4.2.4.1. Leading the consolidation of organizational apparatus, improving the quality of officials of provincial and city labor confederations and trade union organizations to ensure good performance of functions and tasks

Firstly, the provincial and city party committees should continue to thoroughly implement the tasks and solutions regarding the organizational structure of the political system as outlined in Resolution No. 6 of the 12th Party Central Committee, particularly in leadership and streamlining the organization of the provincial and city labor confederations and other trade unions.

Secondly, it is important to build a high-quality workforce, especially the key officials of the provincial and city labor confederations and trade unions, to ensure they fulfill their responsibilities effectively.

Thirdly, the party committees at all levels should focus on guiding and directing trade union staff to effectively engage in self-learning and self-discipline to improve their qualities, skills, and work capabilities in the trade union field.

Lastly, it is necessary to promote the role of political-social organizations within agencies, units, businesses, and trade union members in contributing to the improvement of the quality of trade union staff.

4.2.4.2. Building quality grassroots party organizations in agencies, units, and enterprises to ensure effective leadership over labor confederations in agencies, units, and enterprises

Firstly, it is important to improve the quality of party committees and the standing party committees at the grassroots level within agencies and units, with particular emphasis on party committees and standing committees in non-state enterprises, ensuring they fulfill their responsibilities and lead trade unions effectively in carrying out their functions and tasks.

Secondly, the content and methods of leadership of grassroots party organizations should be renewed to suit the structure of trade unions in agencies, units, and various types of businesses, particularly trade unions in non-state enterprises.

Thirdly, the quality of party members, especially those in grassroots party organizations in non-state enterprises, should be enhanced. The role of party members in improving the leadership quality of grassroots party organizations over trade unions should be promoted, and efforts should be made to establish party organizations in businesses that do not yet have them.

Fourthly, the role of political-social organizations in agencies, units, and businesses should be promoted to help improve the leadership quality of grassroots party organizations over trade unions. This includes strengthening the leadership, direction, monitoring, and creating favorable conditions for higher-level party committees in improving the leadership quality of grassroots party organizations over trade unions.

Fifthly, the leadership, direction, monitoring, and creating favorable conditions for higher-level party committees in improving the leadership quality of grassroots party organizations over trade unions should be further enhanced.

4.2.5. Strengthening inspection and supervision of the provincial and city party committees; Promoting the role of the Fatherland Front and socio-political organizations to participate in the leadership of provincial and city Party Committees over provincial and city labor confederations

4.2.5.1. Strengthen the inspection and supervision of the Provincial and City Party Committee over Party Committees, officials and party members at all levels in implementing resolutions, decisions and conclusions of the Provincial Party Committee, City Party Committee, and Standing Committee of the Provincial Party Committee

Firstly, the standing committees of provincial and city Party Committees should prioritize leading and directing the inspection committees of the Party Committees to conduct inspections and supervision of lower-level Party Committees, officials, and Party members regarding the implementation of resolutions, decisions, and conclusions issued by the Party Committees and their standing committees concerning provincial and city labor confederations.

Secondly, the standing committees of provincial and city Party Committees should oversee and direct specialized agencies assisting the Party Committees to effectively carry out inspections and supervision in accordance with Party regulations.

Thirdly, the Party Committees should identify and address complex issues related to the implementation of resolutions, decisions, and conclusions by the Party Committees and their standing committees concerning provincial and city labor confederations, particularly those issues that garner significant attention from officials, Party members, public servants, and union members.

Fourthly, there should be a formulation and enforcement of coordination regulations between the inspection and supervision activities of the Party Committees and the supervisory functions of the Vietnam Fatherland Front and other organizations in the provinces and cities. This collaboration aims to enhance oversight of the implementation of resolutions, decisions, and conclusions issued by the Party Committees and their standing committees regarding provincial and city labor confederations.

4.2.5.2. Promoting the role of the Fatherland Front and socio-political organizations to participate in the leadership of provincial and city Party Committees over provincial and city labor confederations

Firstly, focus on leading efforts to enhance the overall qualifications and competencies of officials within the Vietnam Fatherland Front and other political and social organizations in provinces and cities, ensuring they effectively contribute to the leadership activities of provincial and city Party Committees concerning labor confederations.

Secondly, strengthen guidance on Party-related professional work and provide instructions on the content and methods of participating in the leadership of provincial and city Party Committees over labor confederations. This guidance should be targeted at officials from the Vietnam Fatherland Front and other political and social organizations in provinces and cities.

Thirdly, create favorable conditions for the Vietnam Fatherland Front and other political and social organizations in provinces and cities to engage in the leadership activities of provincial and city Party Committees concerning labor confederations. Additionally, ensure these organizations effectively carry out their role in providing social critique on policies and conclusions of the Party Committees and their standing committees regarding labor confederations before these directives are issued.

Fourthly, strengthen leadership and direction to foster collaboration between the Vietnam Fatherland Front and other political and social organizations in provinces and cities. This collaboration should align with the operational regulations of the Vietnam Fatherland Front and focus on participating in the leadership activities of provincial and city Party Committees over labor confederations.

4.2.6. Enhancing the leadership and oversight of the Politburo and the Secretariat, along with facilitating support from central ministries, sectors, and organizations, to enable provincial and city Party Committees in the Red River Delta to effectively lead provincial and city labor confederations

Firstly, elevate the quality of resolutions, decisions, and conclusions issued by the Politburo and the Secretariat concerning the Vietnam Fatherland Front and other political-social organizations, including trade unions at all levels.

Secondly, strengthen the leadership and guidance of the Politburo and the Secretariat in researching and clarifying theoretical issues regarding the operations of the Vietnam Fatherland Front, political-social organizations in general, and trade unions specifically, as well as the Party's and Party Committees' leadership of trade unions under current conditions.

Thirdly, enhance the leadership and direction of the Politburo and the Secretariat toward the Central Inspection Commission and their specialized advisory bodies to intensify the inspection and supervision of Party Committees in the Red River Delta regarding their leadership of provincial and city labor confederations.

Fourthly, promote active support from central ministries, agencies, and organizations, particularly the Ministry of Home Affairs, the Central Committee of the Vietnam Fatherland Front, and leaders of political-social organizations—most notably the Vietnam General Confederation of Labor—within their functions and duties to facilitate effective leadership by Party Committees in the Red River Delta over provincial and city labor confederations.

Summary of Chapter 4

Alongside analyzing and clarifying theoretical and practical issues concerning the leadership of provincial and city Party Committees in the Red River Delta over labor confederations within the context of implementing a socialist-oriented market economy, openness, and international integration, as well as the rapid advancement of science and technology—especially the unprecedented achievements of the Fourth Industrial Revolution—the thesis examines and evaluates the current state of leadership by these Party Committees over provincial and city labor confederations, identifying strengths, weaknesses, and their causes.

Based on this foundation, the thesis proposes solutions to strengthen the leadership of provincial and city Party Committees in the Red River Delta in the coming years. To ensure effectiveness, the solutions suggested in the thesis can be studied and implemented, with particular emphasis on a breakthrough measure: improving the quality of provincial and city Party Committees and their Standing Committees to meet the demands of strengthening their leadership over provincial and city labor confederations in the years ahead.

CONCLUSIONS

In recent years, provincial and city Party Committees in the Red River Delta have consistently prioritized their leadership over provincial and city labor confederations. This leadership has demonstrated numerous strengths, progress, and commendable results, significantly contributing to the development and strengthening of the Vietnam Fatherland Front and local socio-political organizations, as well as the reform achievements of provinces and cities. However, there remain limitations and shortcomings in this leadership. Efforts are underway to identify and implement solutions to address these issues.

From the leadership practices of the Party Committees over provincial and city labor confederations, valuable lessons can be drawn: *Firstly*, each Party Committee member, especially those in the Standing Committees, must enhance personal responsibility and actively engage in leadership over labor confederations. This individual commitment is a critical factor in ensuring the quality and effectiveness of leadership. *Secondly*, the Party Committees must focus on selecting appropriate content and leadership methods tailored to different types of labor confederations, especially those within non-state enterprises. Aligning leadership strategies with the specific needs of these organizations ensures effective governance. *Thirdly*, emphasis should be placed on improving the quality of personnel, particularly key leaders in provincial labor confederations and other union organizations, through effective policies and solutions. *Fourthly*, the role of local governments, the Vietnam Fatherland Front, and other socio-political organizations must be leveraged to support the Party Committees in their leadership of labor confederations.

To further strengthen the leadership of Party Committees in the Red River Delta over provincial and city labor confederations in the coming years, a coordinated and effective implementation of various solutions is essential. These can include the following: *Firstly*, raising awareness and responsibility among Party Committees at all levels—particularly provincial, city, district-level Committees, and those within enterprises and public institutions—regarding the importance of strengthening leadership over labor confederations. *Secondly*, developing high-quality resolutions, decisions, and conclusions by provincial and city Party Committees, along with effective implementation strategies. *Thirdly*, enhancing the quality of Party Committees and their Standing Committees while building specialized advisory and support bodies to meet leadership demands over labor confederations in the coming years. *Fourthly*, restructuring organizational frameworks and improving the capacity of labor union personnel, establishing grassroots Party organizations within agencies, units, and enterprises to ensure effective leadership of labor confederations. *Fifthly*, intensifying inspection and supervision efforts by Party Committees while promoting the role of the Vietnam Fatherland Front and other socio-political organizations in supporting Party leadership over labor confederations. *Sixthly*, strengthening leadership and oversight by the Politburo and the Secretariat and enhancing support from central agencies and organizations to facilitate effective leadership by provincial and city Party Committees over labor confederations in the Red River Delta.

AUTHOR'S PUBLICATIONS RELATED TO THE THESIS TOPIC

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