

**MINISTRY OF EDUCATION AND TRAINING    HO CHI MINH NATIONAL  
ACADEMY OF POLITICS  
ACADEMY OF JOURNALISM AND COMMUNICATION**

**DO TIEN CAN**

**PROVINCIAL AND CITY PARTY COMMITTEES IN KEY ECONOMIC  
REGIONS OF CENTRAL VIETNAM LEAD THE DEVELOPMENT OF  
HIGH-QUALITY HUMAN RESOURCES TODAY**

**Sector: Party Building and State Government**

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**SUMMARY OF DOCTORAL THESIS INDUSTRY  
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## INTRODUCTION

### 1. Importance of the Topic

The process of renovation, industrialization, and modernization led by the Communist Party of Vietnam has been rapidly advancing, entering a new phase with the objective: "By 2030, on the occasion of the 100th anniversary of the Party's establishment, Vietnam will become a developing country with modern industry and high middle-income status." Achieving this objective necessitates strengthening the Party's leadership at all levels, particularly the leadership of provincial and municipal committees in key economic regions. This is a very urgent issue.

The Central Key Economic Region (CKER) comprises five provinces and cities: Da Nang City (centrally governed), and the provinces of Thua Thien Hue, Quang Nam, Quang Ngai and Binh Dinh. This is one of the four key economic regions of the country; it is the slowest developing region compared to the other key economic regions. Therefore, developing high-quality human resources (HQHR) is an essential task, demanding the leadership focus of the provincial and municipal Party committees in the region.

In the field of leadership for the development of high-quality human resources, the key economic region in Central Vietnam has actively and proactively implemented the Party's policies and resolutions, as well as those of provincial and municipal party committees. This decisive leadership and organization have resulted in initial achievements in the development of high-quality human resources, significantly contributing to the socio-economic development of the provinces and cities, as well as to the overall renovation efforts in the localities.

However, there remain limitations and weaknesses in the leadership for human resource development, particularly high-quality human resources, by the provincial and municipal party committees. Many grassroots and district-level party committees, along with some provincial committee members, have yet to fully and deeply understand the position and role of human resources (HR), especially high-quality human resources, in the comprehensive development of localities and the economic region. There is also a lack of strategic and breakthrough policies from the provincial and municipal party committees concerning high-quality human resource development. The institutionalization and concretization of the Party's guidelines and resolutions regarding this development have been slow, facing many difficulties and inconsistencies, leading to resolutions that have not effectively translated into practice, resulting in uneven progress across different phases and terms both within localities and throughout the region.

A thorough and systematic study to identify feasible solutions for enhancing advantages and addressing limitations, weaknesses, and shortcomings is essential to strengthen the leadership of provincial and municipal party committees in the Central Key Economic Region during the new phase of national development. This is a pressing issue both theoretically and practically.

To contribute to the successful implementation of this urgent matter, the doctoral candidate has chosen to conduct the thesis topic: *"The Leadership of Provincial and Municipal Party Committees in the Development of High-Quality Human Resources in the Central Key Economic Region Today"*.

### 2. Purpose and Objectives of the Research

#### 2.1. Research Purpose

Based on a clarification of the theoretical and practical issues regarding the leadership of provincial and municipal party committees in the Central Key Economic Region concerning the development of high-quality human resources today, the thesis proposes key

solutions to enhance the leadership of these committees in this area by 2035, with a vision toward 2045.

## **2.2. Research Objectives**

- An overview of research trends related to the thesis topic both internationally and domestically.
- An analysis to clarify the theoretical and practical issues regarding the leadership of provincial and municipal party committees in the Central Key Economic Region concerning the development of high-quality human resources today.
- An assessment of the current state of high-quality human resources in the provinces and cities of the Central Key Economic Region; an evaluation of the leadership of provincial and municipal party committees in this region concerning the development of high-quality human resources over the past few years, highlighting strengths, limitations, shortcomings, causes, and lessons learned.
- Proposing directions and key solutions for future development.

## **3. Research Subject and Scopes of the Dissertation**

### **3.1. Research Subject**

The subject of the dissertation is the leadership in the development of high-quality human resources by provincial and municipal party committees in the Central Key Economic Region over recent years.

### **3.2. Research Scopes**

*Spatial Scope:* The dissertation surveys and evaluates the current state of leadership in the development of high-quality human resources by provincial and municipal party committees in the Central Key Economic Region, including the Da Nang Municipal Party Committee and the Provincial Party Committees of Thua Thien Hue, Quang Nam, Quang Ngai, and Binh Dinh, from 2010 to the present (2024).

*Time Scope:* Along with the survey and evaluation mentioned above, the dissertation proposes directions and solutions with validity until 2035, with a vision toward 2045.

## **4. Theoretical Basis, Practical Foundations, and Research Methods**

### **4.1. Theoretical Basis**

The theoretical foundation of the dissertation is based on Marxism-Leninism, the thoughts of Ho Chi Minh, and the Party's policies and viewpoints regarding the leadership of education, science and technology, human resources, high-quality human resources, and leadership in various aspects of social life.

### **4.2. Practical Foundations**

The practical foundation of the dissertation is the current state of high-quality human resource development in the provinces and cities of the Central Key Economic Region and the leadership of provincial and municipal party committees in this region regarding the development of high-quality human resources over recent years.

### **4.3. Research Methods**

The dissertation employs the methodology of Marxism-Leninism, alongside historical methods combined with logical methods; analysis combined with synthesis; surveys, practical summarization, sociological investigations, and expert methods.

## **5. Contributions of the Dissertation**

*Concept:* The leadership of provincial and municipal party committees in the Central Key Economic Region in the development of high-quality human resources today.

- A few high-value experiences regarding the leadership of provincial and municipal party committees in the Central Key Economic Region concerning the development of high-quality human resources in recent years.

- One or two specific solutions to enhance the leadership of provincial and municipal party committees in the Central Key Economic Region for the development of high-quality human resources in the coming years.

### **6. Theoretical and Practical Significance of the Dissertation**

- The results of the dissertation aim to contribute to the development of both theoretical and practical understanding among provincial and municipal party committees in the Central Key Economic Region regarding the leadership in the development of high-quality human resources.

- The research findings of the dissertation can serve as a reference material during the leadership of provincial and municipal party committees in the Central Key Economic Region concerning the development of high-quality human resources in the coming years.

- The research findings of the dissertation may also be used as study materials for academic research and scientific inquiries related to party building and state governance.

### **7. Structure of the Dissertation**

- In addition to the introduction, conclusion, a list of the author's published scientific works related to the dissertation, a list of references, and appendices, the dissertation consists of four chapters and nine sections.

## **Chapter 1**

### **OVERVIEW OF RELATED RESEARCHES**

#### **1.1. INTERNATIONAL RESEARCH WORKS RELATED TO THE THESIS TOPIC**

##### **1.1.1. Works from several developed countries on human resources, high-quality human resources, and the development of high-quality human resources**

Works from several developed countries on human resources, high-quality human resources, and the development of high-quality human resources include: Aahad M. Osman-Gani and Wee-Liang Tan (2006), *Human Resource Development: Key to Singapore's Sustainable Growth and Competitiveness* [144], Alagaraja, M., & Wang, J. (2012), *Development of a National HRD Strategy Model: Cases of India and China* [145], G.N. McLean, (2012), *What is the World Is It?* in Lee, Monica; *Human Resource Development As We Know It: Speeches That Have Shaped the Field* [154], H.C. Oh, M. Choi (2013), *Comparative Advantage of OECD Member Countries' Competitive Advantage in National Human Resource Development System* [150], Sajit Chandra Debnath (2014), *Education and Human Resource Development in East Asian Knowledge Economies* [160], Rahim, S., Murshed, M., Umarbeyli, S., Kirikkaleli, D., Ahmad, M., Tufail, M., & Wahab, S. (2021), *Do Natural Resources Abundance and Human Capital Development Promote Economic Growth? A Study on the Resource Curse Hypothesis in Next Eleven Countries* [158], Loh, O. H., & Chin, J. S. P. (2024), *Human Resource Management in Singapore - The Complete Guide, Volume B: Work and Remuneration*, World Scientific [157]...

##### **1.1.2. Studies on Leadership and Management of Human Resource Development in Socialist Countries**

The section focuses on research conducted in socialist countries regarding the leadership, management, and development of human resources (HR), particularly high-quality human resources (HQHR). Below are some notable studies and contributions: Xinh Kham Phom Ma Xay (2003), *Training and Developing Economic Leadership and Management Cadres of the Lao People's Democratic Party and Government Today* [142]; *Respect for Intellectuals and Talents: A Hundred-Year Revival of the Nation* by Tham Vinh Hoa and Ngo Quoc Dieu (co-editors, 1996), [54] ; Nguyen Thi Thu Phuong (editor) (2009), " *China's talent strategy from 1978 to present* " [81]; Wang Huiyao (2010), " *National strategy of talent to change the world*" (2010) [23]. ; Xie Baxing and colleagues (2010), *China's strategies and*

policies to promote innovation in higher education and training of highly skilled workers [61]; Wang Chong (2012), *Quality of economic growth in the western region of China with the exploitation of rural human resources* [141] ; Book: "Talent - The number 1 resource" (2013) by author Truong Hao Ham, Hoang Duy [49]; Phit Samay Bunvilay (2014), *Developing high-quality human resources in Vientiane city, Lao People's Democratic Republic today* [17]; Chitsavan Thetyothin (2022), *Lao People's Revolutionary Party leads human resource development* [89]; Bouteing Bounlaphong (2023), *Promoting human factors in the industrialization and modernization process in the northern provinces of the Lao People's Democratic Republic today* [10]...

## **1.2. RELATED DOMESTIC RESEARCH WORKS**

### **1.2.1. Domestic Studies on Human Resources, High-Quality Human Resources (HQHR), and HQHR Development**

Nguyen Dac Hung (2007), *Developing human resources to revive the country* [84]; [62]; Duong Anh Hoang (2012), *Developing human resources to serve industrialization and modernization in Da Nang* [55]; Le Thi Hong Diep (2012) , *Developing high-quality human resources to form a knowledge-based economy in Vietnam - Some theoretical and practical issues* [45]; Ta Ngoc Tan, (2012) *Development of education and training, human resources, talents - Some experiences of the world*" [84]; Doctoral thesis in economics (2017) "Developing high-quality human resources at Vietnam Oil and Gas Group to 2025" by author Nguyen Phan Thu Hang [51]. Doctoral thesis by author Nguyen Thi Quyet (2017), *Developing high-quality human resources in Quang Ngai today* [78]...

### **1.2.2. Research works of the Party, Party committees lead the development of human resources, high-quality human resources**

Research works on the ruling Communist Party of Vietnam's leadership in developing human resources, high-quality human resources such as: Nguyen Van Tai (2010), " *Promoting the social activism of our country's current cadres* " [83]; Le Quang Hung (2013), Doctoral thesis: " *Developing high-quality human resources in the Central Key Economic Zone* " [58]; Doctoral thesis in philosophy: " *The problem of developing high-quality female human resources in Vietnam today* " (2013) belong to Nguyen Thi Giang Huong [60] ; Ha Thi Hang (2014), " *Human resources for industrialization and modernization associated with the development of knowledge economy in Thua Thien Hue province today*" [50]; Pham Thi Van Anh ( 2015 ) , PhD thesis: " *Developing high-quality human resources in industrial parks in Bac Ninh* " [2]; Book: " *Policy to attract high-quality human resources in the public sector in our country today*" (2016) by authors Trieu Van Cuong - Nguyen Minh Phuong [22]; Book: " *Developing tourism human resources in Da Nang to 2030*" (2021) by author Le Thi Thanh Huyen [69]; Nguyen Thi Ngoc Anh, (2023), PhD thesis: " *Developing human resources at FDI enterprises in industrial parks of Vinh Phuc province*" [1]...

### **1.2.3. Research works on Party committees at all levels leading human resource development and high-quality human resources**

PhD thesis "The Provincial Party Committees of the Red River Delta region lead the acceleration of industrialization and modernization of agriculture and rural areas in the current period" (2012) by the author Nguyen Thi To Uyen [139]; Doctoral thesis: "Lao Cai Provincial Party Committee leads human resource training from 2001 to 2010" (2014) by Nguyen Thi Van Hang [52]; Doctoral thesis: "Thai Binh Provincial Party Committee leads human resource training for agriculture from 2001 to 2010" (2015) by Pham Thi Kim Lan [73]; Doctoral thesis: "Vinh Phuc Provincial Party Committee leads the construction of human resources from 2001 to 2013" (2015) by Ha Vu Tuyen [129]. Doctoral thesis "Provincial and municipal Party committees in the Central coastal region lead the development of science and technology human resources in the current period" (2017) by Tran Van Phuong [82]; Le Ho Hieu (2018), *Quang Ninh Provincial Party Committee leads the development of human*

*resources from 2005 to 2015* [53]; Ho Chi Minh National Academy of Politics - Thai Binh Provincial Party Committee (2024), Proceedings of the Scientific Conference: *Building high-quality human resources - a strategic breakthrough in the Red River Delta*, Thai Binh [57]...

### **1.3. SUMMARY OF RESULTS FROM RELATED RESEARCH WORKS AND KEY ISSUES ADDRESSED BY THE THESIS**

#### **1.3.1. Overview of Research Results from Related Research Works**

*First*, the research works have clarified the core system of conceptual tools regarding the content, leadership methods, governance, roles, and characteristics of the Party's leadership across various sectors of social life, including the development of high-quality human resources (HQHR). The studies have also defined key concepts such as human resources (HR), HQHR, and criteria for evaluating HQHR.

*Second*, these research works have accurately assessed the leadership efforts in HR development both nationwide and locally, reflecting the current realities of this work.

*Third*, although the studies approach the topic from different perspectives and scopes, they all propose solutions to improve the quality of leadership in HR and HQHR development at both the national and local levels. A recurring recommendation across the studies is to increase investment in education and training (ED&T).

*Fourth*, some research works not only provide systematic solutions but also offer suggestions and recommendations for further improving the Party's leadership and local Party committees' efforts in various aspects of HR development.

The scientific research and practical experiences mentioned above have made significant contributions to both theory and practice. They serve as valuable reference materials, supporting the author in conducting in-depth research for this dissertation. These studies provide diverse perspectives on research subjects and methodologies, which the author selectively incorporates throughout the research and implementation process.

#### **1.3.2. Key Issues Explored in the Thesis**

*First*, the research clarifies the theoretical and practical issues regarding the leadership of high-quality human resource (HQHR) development by the provincial and municipal Party committees in the Central Key Economic Region (CKER). Specifically, it addresses key aspects of the CKER, the role of provincial and municipal Party committees, HR and HQHR, and the processes involved in HQHR development.

*Second*, the study focuses on building the theoretical framework for the dissertation, which includes the central concept: "The leadership of HQHR development by provincial and municipal Party committees in the CKER." It explores the content and methods of leadership (CML) employed by these committees to develop HQHR, as well as their leadership roles in this process.

*Third*, the research surveys and evaluates the current state of HQHR in the provinces and cities within the CKER, as well as the leadership efforts by the regional Party committees in recent years. The evaluation covers two main aspects: leadership content and methods of leadership. The study identifies strengths, weaknesses, limitations, causes, and lessons learned from these leadership efforts.

*Fourth*, the study analyzes the opportunities and challenges involved and proposes comprehensive, feasible solutions to enhance the leadership of provincial and municipal Party committees in the CKER for HQHR development. These solutions aim to strengthen leadership until 2035, with orientations toward 2045.

## **Chapter 2**

### **LEADERSHIP OF PROVINCIAL AND MUNICIPAL PARTY COMMITTEES IN THE CENTRAL KEY ECONOMIC REGION IN DEVELOPING HIGH-QUALITY HUMAN RESOURCES – THEORETICAL AND PRACTICAL ISSUES**

## **2.1. THE CENTRAL KEY ECONOMIC REGION, ITS PROVINCES, PARTY COMMITTEES, AND HUMAN RESOURCES**

### **2.1.1. Overview of the Central Key Economic Region and the Characteristics of Its Provinces**

#### *\* Formation of the Central Key Economic Region*

The Central Key Economic Region (CKER) was established in 1997 and initially consisted of four provinces and cities under central authority (Da Nang City, Thua Thien Hue, Quang Nam, Quang Ngai). In 2004, the Government issued Decision No. 148/2004/QĐ-TTg, approving the strategic socio-economic development plan for the CKER for the periods up to 2010 and 2020. This decision added Bình Định Province to the region, completing its current composition.

#### *\* Development perspectives*

*First*, the socio-economic development of this region is consistent with the socio-economic development strategy of the whole country, ensuring consistency with the development planning of sectors and fields.

*Second*, maximize the potential and comparative advantages of the region in terms of geo-economic and political position and natural resources.

*Third*, promote the human factor, considering it an important development resource of the Region.

*Fourth*, economic development goes hand in hand with ensuring social equity and improving people's quality of life.

*Fifth*, sustainable development, harmonizing the goals of economic development, social development and ecological environment improvement with the protection of water resources, forests and marine environment.

### **2.1.1.2. Characteristics of provinces and cities in the Central Key Economic Region**

#### *\* Natural geographical features*

The North of the Central Vietnam Borders the North Central sub-region, the South of the South Central sub-region, the West of the neighboring provinces of Laos and the East of the East Sea with a 600 km long coastline. The region runs along the length of a part of the Central region of our country, narrow in width. The natural area of the whole region is 27,881.7 km<sup>2</sup>, accounting for 8.45% of the country's area, ranking second among the three Central Vietnam Borders of our country. The region has 02 island districts: Hoang Sa and Ly Son.

#### *\* Economic characteristics*

The Central Economic Region has many advantages in trading with provinces in the country and with many countries in the region and the world. The entire Economic Region has 04 coastal Economic Zones (EZs) including Chan May - Lang Co EZ, Chu Lai EZ, Dung Quat EZ and Nhon Hoi EZ, 01 Da Nang High-Tech Park and a system of 19 industrial parks and export processing zones, accounting for 5.8% of the total number of industrial parks in the country.

#### *\* Political characteristics*

The provinces and cities in the Central Key Economic Region (CKER) hold significant geopolitical importance for Vietnam due to the following factors. During the resistance war against colonialism and imperialism, in the provinces of this region, there were very fierce battles, our army won great victories with resounding feats.

The political system from the province to the grassroots level in the provinces and cities of the Region is built firmly, with political security and social order and safety.

#### *\* Cultural and social characteristics*

The provinces and cities in the Central Highlands are one of the cultural centers of our country.



By 2020, the total population of the region will be about 6,550,811 people, accounting for 7.0% of the country's population, ranking third among the four CKER of the country. The working labor force is 3,403 thousand workers, accounting for 31.22% of the total labor force of the region.

The people of this region have valuable qualities such as: diligence, thrift, love of learning, respect for teachers ...

*\* Defense and security characteristics*

The Central Key Economic Zone is a particularly important strategic area for national defense and security.

Hostile forces often distort and incite political instability and social order and safety in this region.

**2.1.2. Provincial and municipal Party Committees, Provincial Party Committees, City Party Committees, Standing Committees of Provincial and City Party Committees in the Central Key Economic Zone - concepts, functions, tasks, powers and characteristics**

***2.1.2.1. Overview of provincial and municipal party committees in the Central Key Economic Zone***

The Central Key Economic Region has 05 provincial and municipal party committees with 83 party organizations under provincial and municipal party committees.

The whole region has 3,947 grassroots party organizations under 83 district-level party committees and equivalent.

The whole region has 305,306 party members. Of which, Binh Dinh Provincial Party Committee is the party committee with the largest number of party members with a total of 70,022 comrades.

***2.1.2.2. Provincial and municipal Party Committees in the Central Key Economic Zone - concepts, functions, tasks, and powers***

*\* Concept of provincial and municipal party committees in the Central Vietnam*

The Provincial and Municipal Party Committees in the Central Vietnam are the leading bodies of the provincial and municipal Party Committees between two Provincial and Municipal Party Congresses; elected by the Party Congress of the current term; lead the implementation of the Central's policies, resolutions, and directives and the State's policies and laws; resolutions of the Provincial and Municipal Party Congresses of that term; and propose and recommend to the Politburo and the Secretariat issues related to the Central's leadership of the provinces and cities.

*\* Functions of provincial and municipal Party Committees in the Central Key Economic Region*

*First*, lead the implementation of resolutions of provincial and municipal party congresses;

*Second*, comprehensively lead and decide on major, important issues on socio-economy; national defense, security, foreign affairs, and Party building work;

*Third*, propose and recommend to the Politburo and the Secretariat issues related to the Central Government's leadership over localities.

*\* Duties and powers of provincial and municipal party committees in the Central Vietnam*

*One* is to lead the concretization of policies and measures to implement the resolution. *Two* is to lead, direct and organize the preliminary and final review of the resolutions. *Three* is to orient or decide according to authority. *Four* is to lead the provincial and municipal governments to perform their functions, tasks and powers according to the provisions of law. *Five* is to lead the mass mobilization work and implement the grassroots democracy regulations. *Six* is to decide on issues related to financial and asset management. *Seven* is to review and give opinions on the work that the Party Central Committee has resolved between the two sessions

of the provincial and municipal Party Committees. *Eight* is to carry out other tasks assigned by the Central Committee.

*\* Working Relationship of Provincial and Municipal Party Committees in the Economic Region*

According to Regulation No. 10-QĐi/TW, as well as other regulations on the functions, responsibilities, and working relationships of provincial and municipal Party committees, the working relationship of these committees is defined with various bodies and organizations. This includes relationships with the Central Executive Committee, the Politburo, the Secretariat, as well as with Party organizations, agencies under the Central Government, military region Party committees, and Border Guard Party Committees. Additionally, it involves relationships with subordinate Party organizations and specialized advisory and support bodies across three main areas: leadership, coordination, and comprehensive direction; compliance with professional guidance and training; and oversight. These foundational relationships are crucial for enabling the leadership role of provincial and municipal Party committees in connection with relevant organizations from the central to the local level.

**2.1.2.3. Standing Committee of Provincial Party Committee, City Party Committee in Central Vietnam - concept, functions, tasks, powers**

*\* Concept BTVTTU in the Central Vietnam Military History Museum*

The Standing Committee of the Provincial Party Committee and the City Party Committee in the Central Vietnam Economic Zone is the leading body between two sessions of the Provincial Party Committee and the City Party Committee; elected by the Provincial Party Committee and the City Party Committee conference at the first session of the Provincial Party Committee and the City Party Committee after the Provincial Party Congress, among the members of the Provincial Party Committee and the City Party Committee; leads, inspects and supervises the implementation of resolutions of the Provincial Party Congress, the City Party Committee, the Central Committee's Standing Committee and the Central Committee's resolutions and directives; decides on policies on organization and personnel work; decides to convene and prepare the content of the Provincial Party Committee and the City Party Committee's meetings; proposes and recommends to the Politburo, the Secretariat and the Provincial Party Committee and the City Party Committee issues related to the leadership of the Central Committee and the Provincial Party Committee and the City Party Committee for the province and the city, and coordinates with relevant agencies and organizations in performing assigned political tasks.

*\* Function of the Central Military Commission in the Central Military Region*

- Lead, inspect and supervise the implementation of resolutions of provincial and municipal party congresses, resolutions and directives of the Provincial Party Committee and the Central Committee;

- Decide on policies on organization and personnel work; decide to convene and prepare content for meetings of the provincial and municipal Party Committees;

- Propose and recommend to the Politburo, Secretariat and provincial and municipal Party Committees issues related to the leadership of the Central Government and provincial and municipal Party Committees over provinces and cities.

*\* On the duties and powers of BTVTTU in the Central Vietnam Military Region:*

*One is* to decide to convene a provincial party committee conference, direct the preparation of content, programs, reports, projects, draft resolutions, and conclusions to be submitted to the provincial party committee conference on issues under the authority of the provincial party committee and city party committee. *Two is*, to lead, direct, inspect, and supervise the implementation and organization of the resolution. *Third*, to lead the concretization and implementation of policies and resolutions on Party building, building the political system, and organizational and personnel work. *Fourth*, to be able to issue resolutions

or conclusions to lead important and sensitive issues in the fields of socio-economics, national defense, and security. *Fifth*, to decide or give policies and directions, measures to implement national defense, security, foreign affairs, and building a national defense. *Sixth*, to orient internal affairs activities. *Seventh*, to lead and direct the finances and assets of the provincial and municipal Party Committees. *Eighth*, to participate in giving opinions in the development and promulgation of policies, resolutions, directives, and regulations of the Party, especially issues related to the province and city. *Ninth*, decide on other important issues proposed by Party committees and subordinate Party organizations. *Tenth*, authorize the Standing Committee of the Provincial Party Committee and City Party Committee to carry out a number of specific tasks.

*\* Working Relationship of the Provincial and Municipal Party Standing Committees in the Economic Region*

As previously discussed, the working relationships of the Standing Committees of provincial and municipal Party Committees primarily revolve around three main areas. (1) They are subject to the leadership, direction, and reporting requirements of the Central Executive Committee, the Politburo, and the Secretariat. (2) They coordinate with and receive professional and technical guidance from central-level agencies. (3) They exercise comprehensive leadership and direction over the work of subordinate Party organizations.

**2.1.2.4. Advisory and support agencies for provincial and municipal Party Committees**

According to Regulation No. 137-QD/TW dated December 1, 2023 of the Secretariat on the functions, tasks, powers, and organizational structure of specialized agencies advising and assisting provincial and municipal Party Committees directly under the Central Committee, advisory and assisting agencies of provincial and municipal Party Committees include the office, the organizing committee, the inspection committee, the propaganda committee, the mass mobilization committee, and the internal affairs committee. These advisory agencies perform basic tasks including researching, proposing, and implementing work aspects according to regulations; providing guidance, inspection, and supervision on professional and technical matters; coordinating in organizing and performing tasks, and performing a number of other tasks assigned by the Standing Committee of the Provincial and Municipal Party Committees.

**2.1.2.5. Characteristics of provincial and municipal Party Committees in the Central Key Economic Zone .**

*First*, the average age of most provincial and municipal party committees falls into two age groups: 40-50 and over 50 years old, with the average age of provincial and municipal party committees being around 50 years old.

*Second*, the professional level and political theory of the provincial and municipal Party Committee members of the Economic Zone are increasingly improved.

*Third*, the provincial and municipal Party Committees inherit a tradition of resilience and unyielding spirit in resisting foreign invasion, as well as a history of dynamism and creativity in overcoming challenges and hardships in the leadership of socialist construction, as demonstrated by previous generations of leaders.

*Fourth*, the individuals under the leadership of the provincial and municipal Party Committees are gradually improving their overall capacities and possess many admirable qualities.

*Fifth*, these Party Committees operate in dynamic and innovative regions, marked by a socialist-oriented market economy, openness, and significant international integration. However, certain negative influences and harsh natural conditions also pose notable challenges to their activities in this region.

## **2.2. HUMAN RESOURCES, HIGH-QUALITY HUMAN RESOURCES, AND THE DEVELOPMENT OF HIGH-QUALITY HUMAN RESOURCES IN THE KEY ECONOMIC ZONES OF CENTRAL VIETNAM**

### **2.2.1. Human resources – concept, classification and characteristics**

#### **2.2.1.1. Concept of Human resources**

From research approaches and from the perspective of Party building and state administration, it can be conceived that human resources are human resources with good health, ability to work and work according to State regulations, used to create material and spiritual wealth to serve the personal needs of human resources, thereby contributing to the successful implementation of policies and development orientations of localities, each region and the country.

#### **2.2.1.2 Classification of human resources**

There are many different ways to classify human resources depending on different research perspectives. Within the scope of the thesis, it can be divided into two systems: human resources in the political system and human resources serving production and business activities.

#### **2.2.1.3 Characteristics of HR in provinces and cities in the Central Key Economic Zone**

*First*, the labor force in the provinces and cities in the Central Key Economic Zone is industrious, hard-working and studious.

*Second*, HR in the Region have a spirit of patriotism, love for their homeland and a desire to contribute to their locality.

*Third*, the region's human resources seriously lack leading experts in various fields, especially in fields with high technology and technical factors.

*Fourth*, HR in the Economic Zone is still scattered, lacking connectivity within each province, city and within the Zone.

### **2.2.2 High-quality human resources in provinces and cities of the Central Key Economic Zone - concept, classification, characteristics and role**

#### **2.2.2.1. Concept of high quality human resources of provinces and cities**

The labor force of the provinces and cities in the Central Vietnam Economic Zone is the labor force of the province, city and the Region, consisting of people with good health and civic qualities, with basic professional qualifications (skilled technical workers, college, university, postgraduate or practical training) and high professional skills, is the part that plays the role of leading, orienting and contributing to the successful implementation of socio-economic development goals and tasks in each development stage of each province and city in relation to the overall development of the Region, contributing to the development and strength of all aspects of the country.

#### **2.2.2.2. Classification of high quality human resources**

Similar to the classification of HR, HQHR is also divided into two main types: HQHR in the production system and HQHR serving production and business activities but with higher criteria.

#### **2.2.2.3. The role of HQHR in the provinces and cities of the Key Economic Zone in Central Vietnam**

*First*, it is a force that contributes to planning policies and strategies for all-round development of provinces and cities in the Region.

*Second*, is the main and core force in organizing the implementation of the Party's guidelines and policies and the State's policies and laws.

*Third*, HQHR plays a very important role in shortening the development gap and contributing to rapid and sustainable development in provinces and cities.

*Fourth*, the Central Committee of the Vietnam Fatherland Front is an important force contributing ideas and policy criticism.

### **2.2.3. Developing high-quality human resources in provinces and cities of the Central Key Economic Zone - concept, content and methods**

#### ***2.2.3.1. Concept of developing high-quality human resources in provinces and cities of the Central Key Economic Region***

Developing the HQHR in the provinces and cities of the Central Vietnam is an activity of the Party, the State, all levels of government, departments, branches, sectors; HQHR users, other social forces in the provinces and cities with the participation of socio-political organizations, cadres, party members, and related organizations in the provinces and cities in the Region so that the HQHR of each province and city has a reasonable quantity, structure and quality in relation to the development of HQHR of the whole Region, well meeting the requirements of socio-economic development, national defense and security of each province, city and the whole Region, contributing to the strong development of the country.

#### ***2.2.3.2. Content of developing high-quality human resources in provinces and cities of the Central Key Economic Region***

*First*, developing HQHR ensures quantity.

*Second*, develop a rationally structured HQHR.

*Third*, develop HQHR in terms of qualities, intellectual level, working capacity, job ability, prestige and health.

*Fourth*, develop HQHR in terms of organizational discipline, working style, manners, and attitudes towards cadres, civil servants in agencies, units, and the people.

#### ***2.2.3.3. Methods of developing high-quality human resources in provinces and cities of the Central Key Economic Region***

*First*, by developing, promulgating and organizing the implementation of resolutions on human resources, human resources development and human resource development.

*Second*, through educational activities, training, self-training, and development.

*Third*, through recruitment, appointment, rotation and transfer.

*Fourth*, through attracting, employing and transferring high-quality human resources.

*Fifth*, by promoting the role of organizations in the political system, other forces participate in developing the HQHR.

*Sixth*, by closely coordinating with universities, colleges and research institutes in the Region and nationwide.

### **2.3. PROVINCIAL AND MUNICIPAL PARTY COMMITTEES IN THE CENTRAL KEY ECONOMIC ZONE LEADING HIGH-QUALITY HUMAN RESOURCE DEVELOPMENT – CONCEPT, CONTENT, METHODS, AND ROLE**

#### **2.3.1. Concept of Provincial and municipal Party Committees in the Central Key Economic Region lead the development of high-quality human resources**

The Provincial and Municipal Party Committees in the Central Vietnam lead the development of the HQHR, which is the entire activity of the Provincial and Municipal Party Committees, the Central Steering Committee for the Development of the HQHR, with the participation of Party organizations, authorities at all levels, cadres and party members of the provincial and municipal Party Committees; organizations in the Party organization system, relevant organizations and individuals and people in the provinces, cities and in the Region in building and promulgating resolutions and decisions of the Provincial and Municipal Party Committees, the Central Steering Committee for the Development of the HQHR; leading, directing the implementation, inspection and supervision to successfully implement policies and resolutions on the development of the HQHR, contributing to the building and development of the HQHR of each province, city and the whole Region with good quality, meeting the socio-economic development requirements of each province, city and the development goals of the Central Vietnam.

### **2.3.2. Leadership content of provincial and municipal Party Committees in the Central Key Economic Region in developing high-quality human resources**

*First*, leading the implementation of the Party's resolutions, decisions, conclusions, major orientations, tasks and solutions on developing the HQHR.

*Second*, leaders build the organization of government apparatus at all levels, agencies and units operating in the field of education and training, and high-quality training facilities.

*Third*, leaders of Party committees and authorities at district and commune levels, especially Party committees and authorities at district level, should lead the development of HQHR in the area.

*Fourth*, proactively carry out necessary coordination work between provincial and municipal Party Committees in the Region in leading the development of the HQHR.

*Fifth*, the leaders summarize and review the resolutions, directives and conclusions of the Central Government, provinces and cities on the development of HQHR.

### **2.3.3. Leadership methods of provincial and municipal Party Committees in the Central Key Economic Region in developing high-quality human resources**

*One is* to lead by resolutions, conclusions, programs, and directions on the development of HQHR.

*Second*, leaders through state agencies concretize and organize the implementation of resolutions of provincial and municipal Party Committees on developing human resources.

*Third*, leadership through propaganda, persuasion and mobilization.

*Fourth*, leadership through organization and personnel work.

*Fifth*, leadership through party organizations and party members in implementing policies and resolutions on developing HQHR.

*Sixth*, lead by promoting the role of the Vietnam Fatherland Front, relevant organizations and forces and local people to participate in the leadership of the provincial and municipal Party Committees in developing the HQHR.

*Seventh*, by inspection and supervision.

### **2.3.4. The leadership role of provincial and municipal Party Committees in the Central Key Economic Region in developing high-quality human resources**

*First*, the leadership of provincial and municipal Party Committees is the most important factor determining the realization of policies, guidelines and resolutions on the development of the HQHR.

*Second*, the correct leadership of provincial and municipal Party Committees is a very important factor in encouraging, motivating and attracting participants to develop HQHR.

*Third*, it is the main factor creating the development and promoting the role of HQHR in the development of all aspects of each province and city, especially socio-economic development.

*Fourth*, it is the most important factor for the Central Vietnam's HQHR to develop strongly and is the synthesis of the HQHR development of each province and city, deciding for the Region to be worthy of its especially important position and role.

## **Chapter 3**

### **DEVELOPING HIGH-QUALITY HUMAN RESOURCES AND PROVINCIAL AND CITY PARTY COMMITTEES IN THE KEY ECONOMIC REGION OF THE CENTRAL REGION LEADERSHIP IN DEVELOPING HIGH-QUALITY HUMAN RESOURCES – REALITY, CAUSES AND EXPERIENCES**

### **3.1. REALITY OF HIGH-QUALITY HUMAN RESOURCES IN PROVINCES AND CITIES IN THE KEY ECONOMIC REGION OF THE CENTRAL REGION**

#### **3.1.1. Advantages**

### ***3.1.1.1. On quantity, structure and distribution***

The number of HQHR in the provinces and cities of the Central Vietnam has increased in recent years.

The structure, age, gender, and occupation of HQHR in provinces and cities have changed in a positive direction in each province and the entire Central Highlands region.

The distribution of HQHR of CKER in the Central region in recent years has become more and more reasonable.

### ***3.1.1.2. Regarding qualities, working capacity, reputation and health***

The political quality, ethics and lifestyle of HQHR are increasingly improved.

The professional level of the Economic Zone's human resources is increasingly improved, better meeting the requirements and assigned tasks.

Working capacity, performance of assigned duties and tasks have changed significantly.

The health of HQHR increasingly better meets requirements and tasks.

### ***3.1.1.3. On sense of organization, discipline, working style, manners, attitude towards cadres, civil servants in agencies, units and local people***

The sense of organization and discipline of the Economic Zone's HQHR has changed positively in performing duties, tasks, discipline and order.

The working style and manner of HQHR are increasingly innovative, meeting requirements and tasks.

The attitude of officials and civil servants in agencies and units towards local people has changed significantly.

### ***3.1.2. Limitations***

#### ***3.1.2.1. On quantity, structure and distribution***

Although the number of HR is increasing rapidly, the scale of HQHR in the Region is still low.

Although the structure of HQHR has had reasonable changes, there are still many shortcomings.

The distribution of HQHR in provinces and cities in the Region is not reasonable according to regions, areas, sectors and fields of each locality.

#### ***3.1.2.2. Regarding qualities, intellectual level, working capacity, work ability, reputation and health***

The political qualities, ethics and lifestyle of HQHR still have certain limitations.

The professional qualifications and skills of HQHR still do not meet requirements in many aspects.

Working capacity does not meet requirements and tasks.

Although the reputation of the Economic Zone's HQHR has been maintained, there are still some groups showing signs of decline in quality and reputation.

Although the physical strength and health of the HQHR Economic Zone have improved, there are still certain limitations.

#### ***3.1.2.3. On sense of organization, discipline, working style, manners, attitude towards cadres, civil servants in agencies, units and local people.***

The sense of organization and discipline of a part of the economic zone's workforce is not high.

The working style and manner of a part of the HQHR has not really been innovated.

The attitude of some people in the HQHR towards cadres, civil servants in agencies, units and local people is not appropriate.

## **3.2. PROVINCIAL AND CITY PARTY COMMITTEES IN THE KEY ECONOMIC REGION OF THE CENTRAL REGION LEAD THE DEVELOPMENT OF HIGH-QUALITY HUMAN RESOURCES - REALITY, CAUSES, EXPERIENCES**

### **3.2.1. Reality of Provincial and municipal Party Committees in the Central Key Economic Region lead the development of high-quality human resources.**

#### **3.2.1.1. Advantages**

##### **\* On implementing leadership content**

*First*, The leadership in building and implementing resolutions, decisions, conclusions of the Party, tasks and solutions on developing human resources in the resolutions of the Party Congresses of provinces and cities have made remarkable progress

*Second*, the leadership in building the organization of government apparatus at all levels, especially provincial and municipal governments, agencies and units operating in the field of education and training, high-quality training institutions, and staff, especially key staff and lecturers, is increasingly valued.

*Third*, the leadership of Party committees and authorities at district and commune levels, especially Party committees and authorities at district level, in leading the development of HQHR in the area has received attention from provincial and municipal Party committees.

*Fourth*, the proactive implementation of necessary coordination work between provincial and municipal Party Committees in the Region in leading the development of the Central Highlands and the Central Highlands to meet the requirements of implementing the development goals of the Central Highlands and the Central Highlands has received the attention and consensus of provincial and municipal Party Committees.

*Fifth*, the review and conclusion of leadership and direction work. HQHR development is valued and implemented effectively by leaders.

##### **\* On implementing leadership methods**

*First*, leadership by resolutions and decisions of the Provincial Party Committee and the Provincial Party Committee on the development of increasingly comprehensive HQHR.

*Second*, leadership by leading and directing provincial and municipal authorities in the region to concretize and institutionalize resolutions and decisions of the provincial Party Committee, municipal Party Committee, and the Central Steering Committee on developing human resources for sustainable development to be implemented throughout the province and city more frequently and with better quality.

*Third*, leadership through propaganda, persuasion, and mobilization in developing human resources must be proactive and have many creative approaches.

*Fourth*, leadership through organization and staff of provincial and municipal government agencies and organizations and agencies operating in the fields of education and training, human resources and human resources development of the province and city have many remarkable innovations.

*Fifth*, leadership through party organizations and party members and through exemplary actions of party members working in government agencies, agencies and units operating in the fields of education and training, human resources, and human resources development of the province and city has had positive changes.

*Sixth*, the leadership promotes the role of the Vietnam Fatherland Front, socio-political organizations at all levels, and relevant organizations and forces in developing the HQHR; coordinating these organizations with Party committees and authorities at all levels in implementing tasks and solutions for developing the HQHR has had remarkable changes.

*Seventh*, leadership through economic and supervisory work focuses on organizing the implementation of policies and resolutions on developing HQHR.

#### **3.2.1.2. Limitations and disadvantages**

##### **\* On implementing leadership content**

*First*, the leadership in building and implementing resolutions, decisions, conclusions, major orientations of the Party, tasks, and solutions on developing the HQHR still has some points that are not comprehensive and do not have a breakthrough in thinking.



*Second*, lead the building of government apparatus at all levels, especially provincial and municipal governments, agencies and units operating in the field of education and training, high-quality training institutions, staff, especially key staff, and teaching staff. still slow, many contents are still confusing.

*Third*, the leadership of the Party Committee and authorities at district and commune levels, especially the Party Committee and authorities at district level, in leading the development of the HQHR in the area, is sometimes not thorough.

*Fourth*, the proactive implementation of necessary coordination work between provincial and municipal Party Committees in the Region in leading the development of the Central Highlands and the Central Highlands to create the Central Highlands and the Central Highlands to meet the requirements of implementing the development goals of the Central Highlands and the Central Highlands has not yet reached the true depth of coordination.

*Fifth*, the work of reviewing and summarizing the leadership and organization of the implementation of HQHR development still has certain limitations.

*\* On implementing leadership methods*

*First*, Leadership by resolutions and decisions of the provincial Party Committee, city Party Committee, and the Central Steering Committee on developing the human resources for sustainable development, although many resolutions and projects have been issued, they still lack breakthroughs.

*Second*, The leadership and direction of provincial and municipal authorities in the Region to concretize and institutionalize resolutions of the Provincial Party Committee, City Party Committee, and the Central Steering Committee on developing the human resources for sustainable development for implementation throughout the province and city still has certain limitations.

*Third*, Leadership through propaganda, persuasion and mobilization in developing human resources is sometimes not really valued .

*Fourth*, Leadership by organization, cadres of provincial and municipal government agencies and organizations operating in the fields of education and training, human resources and human resources of provinces and cities are still limited in consulting, coordination and implementation.

*Fifth* , leadership by promoting the role of the Vietnam Fatherland Front, socio-political organizations, relevant organizations and forces and local people participating in the leadership of the provincial and municipal Party Committees in developing the HQHR still lacks initiative and creativity.

*Sixth*, Leadership through party organizations, party members and exemplary conduct of party members working in government agencies, agencies and units operating in the fields of education and training, human resources, and human resources development in the province and city still has some limitations.

*Seventh*, leadership through economic and technical work still has certain limitations.

### **3.2.2. Causes**

#### *3.2.2.1. Reasons for the advantages*

*First*, the majority of provincial and municipal Party Committees, especially members of the Standing Committee of the Provincial and Municipal Party Committee (PSC), have full and profound awareness of the development of the HQHR, have the capacity to participate in developing resolutions and decisions of the provincial and municipal Party Committees on the development of the HQHR, and participate in leading and directing the implementation.

*Second*, the government, organizations in the political system, organizations operating in the fields of education and training, science and technology clearly define their responsibilities in developing human resources, actively participate according to their functions and tasks.

*Third*, most of the HR people in the Central Vietnam promote the tradition of studiousness, progress, overcoming all difficulties, proactively studying, training and striving to become successful. HQHR.

*Fourth*, science and technology have developed rapidly, especially the Fourth Industrial Revolution with great achievements; the implementation of the open-door policy and international integration has achieved great results, which is the most important factor for provincial and municipal Party Committees to lead the development of high-tech agriculture.

*Fifth*, The Party's guidelines and policies on developing the People's Armed Forces have been increasingly perfected, concretized, and institutionalized promptly and accurately; and have been led and directed by the Politburo and the Secretariat to be implemented resolutely, inspected, and supervised by provincial and municipal Party Committees in general, as well as provincial and municipal Party Committees in the Central Highlands.

#### *3.2.2.2. Causes of limitations*

*First*, there are still many district-level Party committees and some provincial and municipal Party committee members who do not have full and profound awareness of HQHR, and their qualifications and capacity on this issue are limited.

*Second*, the conditions and ability to ensure the necessary conditions for the development of HQHR in the provinces in the Central Highlands region still face many difficulties.

*Third*, attracting talents to work in the Central provinces and cities in general, and in the CKER provinces and cities in particular, still faces many difficulties.

*Fourth*, There is no mechanism and department to direct and manage socio-economic development in general and the development of high-tech agriculture in particular.

*Fifth*, Some points in some documents of the Central Government on developing HQHR have not been edited and supplemented in a timely manner; some Central agencies have not really paid attention to coordinating with the provincial and municipal Party Committees of the Central Government in developing HQHR.

#### *3.2.3. Experience*

*First*, the provincial and municipal Party Committees, the Provincial and Municipal Party Committees (PPCs) have a deep, complete and unified awareness of the current development of the province's human resources.

*Second*, provincial and municipal Party Committees closely follow the leadership and direction of the Central Government on policies and orientations for the development of the national key economic zones to propose appropriate and correct policies, tasks and solutions.

*Third*, it is important to focus on leading and directing the Party Central Committee, especially the People's Council and People's Committee at the same level, in concretizing and institutionalizing viewpoints and policies on developing the national defense and security sector.

*Fourth*, the provincial and municipal Party Committees attach importance to leadership and direction in comprehensively innovating the quality of education and training, general education, vocational training, colleges and universities.

*Fifth*, the provincial and municipal Party Committees must be proactive in leading and directing the coordination of the provincial and municipal Party Committees in the Central Highlands region in leading the development of the HQHR.

*Sixth*, the Central Party Committees of the provinces and cities attach importance to the support of central agencies and closely coordinate with institutes and universities in developing high-quality human resources.

## Chapter 4

### **DIRECTIONS AND SOLUTIONS TO STRENGTHEN LEADERSHIP OF PROVINCIAL AND CITY PARTY COMMITTEES IN THE REGION KEY ECONOMIC AREA OF CENTRAL REGION FOR DEVELOPING HIGH-QUALITY HUMAN RESOURCES IN THE UPCOMING TIME**

#### **4.1. FORECASTING FAVORABLE FACTORS, DIFFICULTIES AND DIRECTIONS TO STRENGTHEN THE LEADERSHIP OF PROVINCIAL AND CITY PARTY COMMITTEES IN THE KEY ECONOMIC REGION OF THE CENTRAL REGION FOR THE DEVELOPMENT OF HIGH-QUALITY HUMAN RESOURCES IN THE UPCOMING TIME**

##### **4.1.1. Forecasting favorable and unfavorable factors**

###### **4.1.1.1. Favorable factors**

*First*, the great and historical achievements of the renovation process over the past 40 years under the leadership of the Party and the renovation results of the provinces and cities in the CKER continue to encourage and motivate the provincial and municipal Party Committees of this region to rise up strongly to lead the development of the Central Highlands in the coming years.

*Second*, the Party's resolutions and decisions on developing CKER nationwide, which have been issued, along with new policies and decisions to be issued, are a very important basis for provincial and municipal Party Committees to develop, issue and organize the implementation of resolutions and decisions on developing HQHR.

*Third*, the Party Congress of the Central Vietnam city for the 2025-2030 term will be a great success, passing the term resolution, including decisions on developing the HQHR; electing new quality provincial and municipal Party committees to effectively lead the development of the HQHR in the next term.

*Fourth*, the rapid development of science and technology, especially the Fourth Industrial Revolution.

*Fifth*, the people, especially the young generation of this region, actively promote the tradition of studiousness, overcome difficulties to study and progress; the education and training system in the region is increasingly developing; provincial and city Party Committee members have accumulated valuable experiences in leading the development of human resources.

###### **4.1.1.2. Difficult factors**

*First*, the overall level and leadership capacity of many provincial and municipal Party Committee members in the Central provinces and cities still have shortcomings in leading the development of HQHR in the coming years.

*Second*, many cadres and party members have been disciplined by the party and the law, affecting cadres, party members and people in the region, creating significant difficulties for provincial and municipal party committees in leading the development of the HQHR in the coming years.

*Third*, the harsh climate, unfavorable working conditions, and weak economy have significantly limited the attraction of talented people to work in the provinces in the Region.

*Fourth*, development Education and Training in the provinces The Central region's CKER still faces many difficulties and is not strong.

*Fifth*, leadership. Developing HQHR in current conditions is a very new and very difficult problem in our country in general, especially in the Central provinces.

**4.1.2. Directions to strengthen the leadership of provincial and municipal Party Committees in the Central Key Economic Region in developing high-quality human resources in the coming time**

*First*, the provincial and municipal Party Committees of the Economic Zone need to continue to strengthen their leadership role, creating profound changes in the ranks of provincial and municipal Party Committee members, the Party Central Committee, the Vietnam Fatherland Front, socio-political organizations and local people of the Economic Zone regarding the role and importance of leadership and direction in successfully implementing the task of developing the HQHR in each province in particular and the Economic Zone in general.

*Second*, provincial and municipal Party Committees continue to specify and identify the development of high-tech agriculture associated with the development of knowledge-based economy and digital transformation as key and breakthrough tasks in the current period and the following terms, creating a basis for identifying appropriate and feasible tasks and solutions for leadership and direction of implementation.

*Third*, strengthen leadership to effectively apply the achievements of the Fourth Industrial Revolution in leadership and direction of developing high-quality human resources in sufficient quantity, reasonable structure, and quality to serve the construction of the digital economy and digital society of each locality and the whole region.

*Fourth*, attach importance to leadership and direction of coordination between organizations in the Central Committee, scientific agencies inside and outside the Region, between provincial and municipal Party Committees in participating in the leadership of provincial and municipal Party Committees in developing high-tech agriculture in each province, city and the entire Region.

*Fifth*, focus on leading and directing the improvement of education and training quality, promoting the tradition of studiousness of children in the Region to create a basis for leading the development of human resources in each province, city and the entire Region.

## **4.2. MAIN SOLUTIONS TO STRENGTHEN THE LEADERSHIP OF PROVINCIAL AND CITY PARTY PARTIES IN THE KEY ECONOMIC REGION OF THE CENTRAL REGION FOR THE DEVELOPMENT OF HIGH-QUALITY HUMAN RESOURCES BY 2030**

**4.2.1. Continue to raise awareness and responsibility of Party committees, Party organizations, cadres, Party members, especially provincial Party committees, city Party committees, key cadres of organizations in the political system on strengthening the leadership of provincial and city Party committees in developing high-quality human resources.**

*First*, focus on propaganda and education to raise awareness of the importance of developing human resources and human resources in the Executive Committee, Standing Committee of Provincial Party Committees, and City Party Committees of provinces and cities in the Economic Zone on the task of developing human resources and human resources.

*Second*, focus on propaganda, raising awareness and responsibility of the government, the Vietnam Fatherland Front and socio-political organizations on the necessity of carrying out the task of developing human resources for the country.

*Third*, the Party Committees and Standing Committees of the provinces and cities need to strengthen the dissemination and awareness raising work for leaders and officials under the management of the Standing Committee. The importance of developing human resources.

*Fourth*, it is necessary to strongly innovate the propaganda, study and implementation of the resolution on developing HQHR.

**4.2.2. Improve all aspects of qualifications and leadership capacity of provincial Party Committee members, city Party Committee members, members of provincial and city Party Standing Committees in the Central Key Economic Region to meet the requirements of strengthening the leadership of provincial and city Party Committees in developing high-quality human resources.**

*4.2.2.1. Improve all aspects of the qualifications of provincial and municipal Party Committee members, members of the provincial and municipal Standing Committees in the Central Key Economic Region to meet the requirements of strengthening the leadership of provincial and municipal Party Committees in developing high-quality human resources.*

*First*, continue to improve the professional qualifications of provincial and municipal Party Committee members to meet the increasingly high requirements and tasks of the work.

*Second*, strengthen training and raise political theory awareness for provincial and city party committee members.

*Third*, create a breakthrough in foreign language training for provincial and city party committee members.

*Fourth*, strengthen periodic training on leadership and management skills for provincial and municipal Party Committee members, especially in new areas of leadership and management.

*4.2.2.2. Enhance the leadership capacity of provincial and municipal Party Committee members, members of the provincial and municipal Standing Committees in the Central Key Economic Region to meet the requirements of strengthening the leadership of provincial and municipal Party Committees in developing high-quality human resources.*

*First*, each provincial and municipal Party Committee member needs to continue to improve their ability to conduct in-depth research, thoroughly grasp, and correctly perceive the Party's policies and guidelines, and the policies and resolutions of the provincial and municipal Party Committees in their localities on leading the development of high-quality human resources.

*Second*, continue to improve the capacity of provincial and municipal Party Committee members in ideological work, creating a unified awareness of the Party Committees and authorities where they hold leadership and management positions regarding the policies and resolutions of the Central Government, the provincial and municipal Party Committees and their own Party Committees on the work of developing the HQHR.

*Third*, improve the capacity of government leadership, collective leadership, and management of agencies and units in concretizing resolutions and decisions on developing human resources, and determining implementation solutions.

*Fourth*, provincial and municipal Party Committee members continue to spread the spirit of setting an example, taking the lead in organizing implementation, arousing determination and consensus in each agency and unit regarding political determination; being exemplary in implementation, mobilizing the entire political system to join in.

**4.2.3. Innovate the development, promulgation, dissemination and leadership of the implementation of resolutions and decisions of the provincial Party Committee, city Party Committee, provincial and city Party Committee Standing Committees in the Central Key Economic Region on the development of human resources and high-quality human resources.**

*First*, the provincial and municipal Party Committees of the Economic Zone need to closely follow the policies and breakthrough tasks of the Central Executive Committee, provincial and municipal Party Committees in order to propose policies and resolutions suitable for each specific locality.

*Second*, provincial and municipal Party committees need to focus on the steps of preparation for issuing resolutions on developing HQHR.

*Third*, it is necessary to pay attention to the consultation, advice and expert opinion gathering stages in issuing resolutions on the development of HQHR of provincial and municipal Party Committees.

*Fourth*, seriously implement the steps of drafting the draft. Project, resolution on developing high quality human resources.

*Fifth*, organize well the conferences to pass draft resolutions of the executive committee and standing committee.

*Sixth*, strengthen the leadership of the provincial and municipal Party Committees in disseminating and developing action plans and programs to implement the resolutions of the Party Central Committee.

**4.2.4. Improve the leadership quality of provincial and municipal Party Committees towards authorities at all levels in concretizing and institutionalizing the policies and resolutions of provincial and municipal Party Committees into resolutions, projects, plans, and action programs to implement the development of high-quality human resources in provinces and cities.**

*First*, the leaders of the People's Council and People's Committee promptly concretize policies and resolutions, in which, it is necessary to direct the People's Council and People's Committee to promptly and proactively develop programs, plans and projects on developing the HQHR in each stage of the congress term.

*Second*, focus on innovating the direction and management methods of provincial and municipal Party Committees towards the government apparatus at all levels, in which the responsibility of heads of governments at all levels, agencies, units and the dynamism of cadres, civil servants and public employees in the work of developing human resources for the country should be promoted.

*Third*, improve the capacity to develop and effectively implement plans, projects, programs, mechanisms and policies, creating a favorable environment for human resource development.

*Fourth*, pay attention to the leaders of the People's Council and People's Committee in building projects and programs to develop high-quality human resources for breakthrough sectors and fields, high-quality human resources with fundamental factors and leading the development of high-quality human resources with appropriate remuneration policies.

**4.2. 5. Strengthen training and fostering of cadres, especially key cadres at all levels, with sufficient qualities, capacity and prestige equal to the tasks, meeting the requirements of strengthening the leadership of the provincial and municipal Party Committees in developing high-quality human resources.**

*First*, the advisory agencies of provincial and municipal Party Committees, Departments of Home Affairs and the Party Central Committee at all levels need to organize reviews and assessments of the quality of staff of agencies in the Party Central Committee.

*Second*, provincial and municipal Party Committees develop plans and projects for training and fostering cadres to meet requirements and tasks.

*Third*, provinces and cities need to focus on combining recruitment, training, and fostering to improve the quality of civil servants in terms of politics, professional expertise, and vocational skills.

*Fourth*, provinces and cities need to have innovative policies to attract high-quality human resources. Research and develop policies to attract talent for the Economic Zone.

*Fifth*, focus on training to improve foreign language proficiency for staff to meet the requirements and conditions for studying and working in an international environment.

*Sixth*, combine training and development with "retaining" talented people in the administrative system of provinces and cities.

**4.2.6. Perfecting the organizational structure, improving the quality of staff of advisory and support agencies of the provincial and municipal Party Committees; Department of Science and Technology; training and fostering facilities for local human resources; promoting the role of these agencies in developing high-quality human resources.**

***4.2.6.1. Perfecting the organizational structure, improving the quality of staff of advisory and support agencies of the provincial and municipal Party Committees; strongly promoting the role of these agencies in strengthening the leadership of the provincial and municipal Party Committees in developing high-quality human resources.***

*First*, complete the organizational structure of advisory agencies, especially the provincial party committee organization board, provincial party committee office, and city party committee office.

*Second*, research to arrange, consolidate or establish additional specialized agencies (but not add new focal points or units) on advising on the development of HQHR.

*Third*, continue to improve the quality of staff doing advisory work in the field of HQHR development.

*Fourth*, it is necessary to conduct a preliminary and final review of the advisory activities of relevant advisory agencies.

***4.2.6.2. Complete the organizational structure, improving the quality of staff of the Department of Science and Technology, training and fostering facilities for human resources of the province and city; promoting the core role of these organizations in developing high-quality human resources.***

*First*, the Departments of Science and Technology need to be more serious in studying, thoroughly grasping and researching the policies and resolutions of the Party at all levels, especially policies and resolutions related to the development of high-tech agriculture.

*Second*, further strengthen the advisory work for provincial and municipal Party Committees on appropriate mechanisms and policies in developing sustainable agriculture.

*Third*, take care to build and develop a team of staff to do advisory work in the field of developing HQHR.

*Fourth*, focus on identifying advantages and specific specialties in training HQHR for HQHR training facilities of the Economic Zone.

*Fifth*, promote the consulting and critical role of training institutions and research institutes in the development of human resources.

***4.2.7. Promote the role of the Fatherland Front, socio-political organizations and people in implementing resolutions and decisions of the provincial Party Committee, city Party Committee, provincial Party Committee Standing Committee, city Party Committee on developing high-quality human resources; strengthen inspection and supervision work.***

***4.2.7.1. Promote the role of the Fatherland Front, socio-political organizations and people in implementing resolutions and decisions of the provincial and municipal Party Committees, the provincial and municipal Standing Committees on developing high-quality human resources.***

*First*, the Vietnam Fatherland Front and socio-political organizations need to continue to demonstrate and promote their role in participating in developing resolutions, policies and projects for developing high-quality human resources.

*Second*, promote the role of the Vietnam Fatherland Front and socio-political organizations in disseminating and raising awareness of the work of developing the HQHR.

*Third*, continue to promote the role of the Vietnam Fatherland Front and socio-political organizations in participating in the preliminary and final review, supervision, preliminary and final review of the implementation of policies and resolutions on the development of the HQHR.

*Fourth*, provincial and municipal Party Committees need to pay attention to building a team of cadres working for the Front as well as a team of cadres of socio-political organizations to meet the requirements of new tasks.

***4.2.7.2. Strengthen the inspection and supervision of the implementation of resolutions and decisions of the provincial and municipal Party Committees, the provincial and municipal Standing Committees on the development of high-quality human resources.***

*First*, enhance awareness of the heads of the Party Central Committee about the role of inspection and supervision in the implementation of policies and resolutions on the development of HQHR.

*Second*, provincial and municipal Party Committees need to focus on developing inspection and supervision programs on the organization and implementation of policies and resolutions on the development of human resources.

*Third*, it is necessary to organize inspections and supervisions according to the program and plan. When necessary, surprise inspections can be made of policies and resolutions on HQHR.

*Fourth*, pay close attention to pointing out the advantages that need to be promoted and the shortcomings and limitations in the implementation process.

***4.2.8. Strengthen the leadership of the Politburo and the Secretariat, facilitate the Central departments and branches; coordination between provinces and cities in the Region, universities, research institutes and provinces and cities nationwide; promote international cooperation to develop high-quality human resources.***

***4.2.8.1. Strengthening the leadership of The Politburo, the Secretariat, and the Central agencies, departments, and branches facilitate the strengthening of the leadership of provincial and municipal Party Committees in the Central Key Economic Region in developing high-quality human resources.***

*First*, the Politburo needs to pay attention to issuing resolutions on the development of provinces and cities in the Economic Zone to create momentum for the socio-economic development of each province and city in the Economic Zone.

*Second*, the Government is interested in amending a number of policies and strategies on developing HQHR.

*Tuesday*, complete and unify the set of criteria for HQHR.

*Fourth*, pay attention to investing in facilities and improving the quality of operations of some large human resource training facilities in the Economic Zone.

***4.2.8.2. Respect the coordination between provinces and cities in the Region and provinces and cities nationwide in developing high-quality human resources.***

*First*, it is necessary to create an increasingly higher level of consensus on the necessity of coordination and association in developing HQHR.

*Second*, promote the activities of the Central Key Economic Zone Council to meet regional linkage requirements.

*Third*, focus resources on forming training centers and orienting the development of high-quality human resources for the future in the Economic Zone.

*Fourth*, promote exchanges, seminars, and conferences on developing high-tech agriculture among provinces and cities of the Economic Zone.

*Fifth*, promote the signing of agreements on training of skilled workers between provinces and cities of the Economic Zone.

***4.2.8.3. Promote coordination with universities and research institutes nationwide and international cooperation under permitted conditions to develop high-quality human resources.***

*First*, pay attention to signing and coordinating with major universities nationwide in training coordination, building standard training programs, and assessing the quality of education for local universities.

*Second*, coordinate with major universities, specifically Hanoi National University and Ho Chi Minh City University of Technology in training high-quality human resources.



*Third*, strengthen links with foreign training institutions in developing human resources in the Economic Zone.

*Fourth*, strengthen the implementation of cooperation mechanisms and expert consultation in developing high-tech agriculture in the Economic Zone.

## CONCLUSION

Recognizing the general trend of development and the need to fully leverage the human factor-one of the three key factors and the most important driver of national development-our Party and State have always prioritized the development of high-quality human resources in the strategic directions for the country across various Party congress terms, especially since the 7th National Congress of the Communist Party of Vietnam (1991). Based on this foundation, in recent terms, provincial and municipal party committees nationwide, particularly in the Central Key Economic Region, have translated the task of developing high-quality human resources into key and breakthrough missions that require strengthened leadership from these committees to achieve rapid and sustainable socio-economic development, as well as national defense and security for the region. Given that localities in the Central Key Economic Region face geographic and natural conditions that are not particularly favorable, human resources will be the most critical asset for development. Therefore, it is essential to continue enhancing and promoting the leadership role of the provincial and municipal party committees in the Central Key Economic Region in the development of high-quality human resources during the current period.

The development of high-quality human resources in the provinces and cities of the Central Key Economic Region involves the activities of party committees, government organizations at all levels, along with the participation of socio-political organizations, officials, party members, relevant force organizations, and the people in these provinces and cities. The aim is to ensure that the high-quality human resources in each province and city have a reasonable quantity and structure, as well as quality, in relation to the overall development of high-quality human resources in the region, adequately meeting the socio-economic development, national defense, and security requirements of each locality and the region as a whole, contributing to the robust development of the country.

Under the leadership and guidance of the Central Government, the leadership in the development of high-quality human resources by the provincial and municipal party committees in the Central Key Economic Region has seen many positive changes, reflected in both the content and methods of leadership. However, alongside these positive outcomes, there remain certain limitations and shortcomings in the leadership efforts regarding the development of high-quality human resources by the provincial and municipal party committees. The causes of these limitations stem from both objective and subjective factors, with subjective causes being predominant. From the leadership process in the development of high-quality human resources by the provincial and municipal party committees in the economic region, several valuable experiences can be drawn as follows: *First*, the provincial and municipal Party Committees, the Standing Committee of the provincial and municipal Party Committees (SPCs) have a deep, complete and unified awareness of the development of HQHR of the provinces and cities at present. *Second*, Provincial and municipal Party Committees closely follow the leadership and direction of the Central Government on policies and orientations for socio-economic development and viewpoints and goals on developing high-tech agriculture in the Economic Zones to propose appropriate and appropriate policies, tasks and solutions. *Third*, it is important to focus on leading and directing the Party Central Committee, especially the People's Council and People's Committee at the same level, in concretizing and institutionalizing the viewpoints, policies and resolutions of provincial and

municipal Party Committees on developing high-tech agriculture. *Fourth*, the provincial and municipal Party Committees attach importance to leadership and direction of comprehensive innovation in the quality of education and training, general education, vocational training, colleges, universities, and political schools of the provinces and cities. *Fifth*, the provincial and municipal Party Committees actively and proactively lead and direct the implementation of good coordination between provincial and municipal Party Committees in the Central Vietnam People's Army in leading the development of human resources for the country. *Sixth*, the provincial and municipal Party Committees of the Central Vietnam People's Army attach importance to the support of central agencies and other relevant agencies in leading the development of human resources for the country.

Within the scope of the dissertation and based on the current situation, causes, and leadership experiences in HQHR development, the author boldly proposes eight groups of solutions to enhance the leadership of provincial and municipal Party committees in the Central Key Economic Region. These solutions cover the following areas: (1) Leadership to raise awareness of the role of the HQHR and the leadership role of the provincial and municipal Party Committees; (2) Improving all aspects and leadership capacity of the leadership subjects, directly the provincial Party Committee members and municipal Party Committee members of the provincial and municipal Party Committees in the Economic Region; (3) Innovating the development, promulgation, dissemination and leadership of the implementation of resolutions on developing the HQHR of the provincial and municipal Party Committees in accordance with the spirit of Resolution No. 28-NQ/TW on continuing to innovate the Party's leadership and governance methods; (4) Improve the leadership quality of provincial and municipal Party Committees towards authorities at all levels in concretizing and institutionalizing policies and resolutions of provincial and municipal Party Committees on developing human resources for the people in the province and city; (5) Focus on training and fostering a contingent of cadres, especially key cadres at all levels with sufficient qualities, capacity and prestige to match the tasks, especially the task of developing human resources for the people; (6) Continue to improve the organizational apparatus, improve the quality of cadres of advisory and support agencies of provincial and municipal Party Committees; (7) Promote the role of the Fatherland Front, socio-political organizations and people in implementing resolutions and decisions of provincial and municipal Party Committees, including resolutions on developing human resources for the people in the province and city; (8) Strengthen the leadership of the Party and State as well as mobilize all social resources to invest in the work of developing human resources for the people in the province and city.

However, the author's research results contribute only one perspective to the synthesis, aiming to provide a more objective evaluation from the researcher's standpoint. This approach allows for the proposal of a systematic set of solutions that is less influenced by subjective factors, given that the author is not directly in the position of leadership. The author also acknowledges that leadership in HQHR development, particularly in the Central Key Economic Region, is a complex issue involving numerous major relationships that cannot be fully addressed within one or two terms. As such, the author intends to continue pursuing this line of research even after completing the dissertation.

## LIST OF PUBLISHED WORKS OF THE AUTHOR IS RELATED TO THE THESIS TOPIC

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2. Do Tien Can, *Human resource development in the political system - The key task to make Ly Son develop strongly in economy, and firmly in national defense and security*. Journal of Financial and Accounting Science, January 2022 issue (ISSN: 2354-0958), University of Finance and Accounting, 2022.
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