

# HO CHI MINH'S IDEOLOGY ON USING TALENTS FOR SUSTAINABLE DEVELOPMENT IN VIETNAM

## A IDEOLOGIA DE HO CHI MINH SOBRE A UTILIZAÇÃO DE TALENTOS PARA O DESENVOLVIMENTO SUSTENTÁVEL NO VIETNÃ

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**Abstract:** Ho Chi Minh's ideology is a comprehensive and profound system of political theory and viewpoints on basic issues of the Vietnamese revolution, the result of the creative application and development of Marxism-Leninism in Vietnam. Specific conditions of our country inherit and develop the fine traditional values of the nation, and absorb the cultural quintessence of humanity. Ho Chi Minh's ideology paved the way for our people's struggle to win and is a great spiritual asset to our Party and nation. The article presents, analyzes, and clarifies the content of Ho Chi Minh's ideology on the use of talents and the application of that thought in the process of international integration in Vietnam today.

**Keywords:** Ho Chi Minh's ideology. Using talents. Sustainable development. Vietnam.

**Resumo:** A ideologia de Ho Chi Minh é um sistema abrangente e profundo de teoria política e pontos de vista sobre questões básicas da revolução vietnamita, o resultado da aplicação criativa e desenvolvimento do marxismo-leninismo no Vietname. As condições específicas do nosso país herdam e desenvolvem os belos valores tradicionais da nação, e absorvem a quintessência cultural da humanidade. A ideologia de Ho Chi Minh abriu o caminho para a luta do nosso povo para vencer e é um grande bem espiritual para o nosso Partido e nação. O artigo apresenta, analisa e clarifica o conteúdo da ideologia de Ho Chi Minh sobre o uso de talentos e a aplicação desse pensamento no processo de integração internacional no Vietname de hoje.

**Palavras-chave:** A ideologia de Ho Chi Minh. Utilização de talentos. Desenvolvimento sustentável. Vietname.

## Introduction

For nearly a century, his thought has become the banner guiding all victories of our country's revolution. Today, Ho Chi Minh's thought is still a torch that illuminates the way for our Party and people on the path to realizing the goal of "rich people, a strong country, democracy, justice, and civilization". In that great asset, Ho Chi Minh's thought on the use of talents has profound value in both theory and practice and is a valuable orientation for our Party and State to plan and implement our views, guidelines, and policies to attract and utilize talents in the current innovation cause.

## Material and Method

*Purpose:* From the presentation of Ho Chi Minh's ideology on the use of talents for sustainable development of the country, and the application of that thought in the current development of Vietnam, thereby proposing solutions to promote the attraction and use of talents entering the public sector today build, develop and effectively use the contingent of Vietnamese intellectuals in the renovation period according to Ho Chi Minh's ideology.

*Methodology:* The paper's approach is based on the worldview and the methodology of Marxist philosophy. At the same time, the thesis uses a combination of research methods such as analysis and synthesis, induction and deduction, comparison, and statistical methods.

*Main Findings:* The article clarifies the content of Ho Chi Minh's ideology on the use of talents for the sustainable development of the country; then draws solutions to train and use talents to serve the cause of the construction and development of Vietnam.

## Results and Discussion

### Ho Chi Minh's ideology on the meritorious use of talents

During his lifetime, Ho Chi Minh always valued talent and considered it a very important driving force to build, protect and develop the country. Ho Chi Minh's concept of respecting talents originates from the thought of respecting the people, trusting the people, and upholding the people's role in mastering the country, which is the continuation and development of the nation's traditional concept of talent bridge. In the new conditions

of the country. His thoughts on talent and meritocracy are expressed in the following basic contents:

*Policy to find talented people.* After the revolutionary state was born, President Ho Chi Minh affirmed that our country is a democratic country; our state is a people's democratic state; our government is the people's government. If it is a people's government, it must be elected by the people and selected by the people with talent and virtue to shoulder the country's affairs. To do that, just one day after the birth of the revolutionary State, on September 3, 1945, the Provisional Government held its first meeting. President Ho Chi Minh set out six urgent tasks, which he proposed: "Organize a general election with universal suffrage as soon as possible. ..." (Minh, 2011, vol.4, p.7).

To find talented people for the election of the first National Assembly, President Ho Chi Minh had an article "Talent and building the nation" published in the National Salvation Newspaper on November 14, 1945, in which he affirmed the factor. The most important thing to maintain independence is to build a country that "Necessary talent for construction" although: "Our country's talents are not many, but if we choose wisely, distribute them well, and use them well, then there are talents growing more and more" (Minh, 2011, vol.4, p.114). This will be an important factor to build and develop the country from the economy, military, and education to diplomacy. He also earnestly appealed to "our compatriots who have talent and initiative in these works, and are willing to enthusiastically help the country, please send a clear plan to the government". This is a simple but creative method of President Ho Chi Minh. Through the public appeal in front of the entire people, it has aroused a sense of self-respect, national pride, and a sense of responsibility for each individual, as knowledge of the independence and freedom of the country...

More than a year later, on November 20, 1946, in a short article "Finding talented people" with less than 140 words, he again wrote: "The country needs to be built. Construction requires talent" (Minh, 2011, vol.4, p.504) and called on local authorities to find talented and virtuous people who can do things that benefit the country and the people to report to the Government. It can be seen that this is one of the important policies of President Ho Chi Minh in the search for talented and virtuous people to build a people's democratic state. Finding, detecting, and recommending talented people is not the task of an individual or a government, but the task of the entire people. The whole country

will join in this common task to "study the plan thoroughly, if it can be put into practice, then put it into practice".

*The method of use must be reasonable too with the conditions and context of the country.* He said that for the revolutionary line to be implemented effectively and bring benefits to the whole society, guiding and implementing cadres would play the role most important. The writer wrote: "Cadres are the ones who explain the policies of the Party and the Government to the people, understand and implement them. At the same time, report the situation of the people to the Party, to the Government to understand clearly, to set the right policies", "Cadres are the root of all work... The success or failure of the work is due to good cadres good or bad" (Minh, 2011, vol.5, p.309-313); Therefore, it is necessary to "bring up cadres like gardeners cultivating precious trees" (Minh, 2011, vol.5, p.313); Using a reasonable method "The use of talents, we should not base ourselves on too strict conditions, as long as it is not against the interests of the people, is not a Vietnamese fraud, is pro-French, pro-Japanese, has loyalty with the Fatherland is usable. We use great talent to do big things, small talents we cut to do small things, whoever can do something, we put it right away".

President Ho Chi Minh's ideology of respecting talents was emphasized in the article: "Talent and nation-building" published in the National Salvation Newspaper; he pointed out: "Now that we want to maintain our independence, we must put our whole heart into building the country. Resistance must go hand in hand with national construction. Construction requires talent. Although there are not many talents in our country, if we choose wisely, distribute them well, and use them well, the talents will grow and multiply" (Minh, 2011, vol.5, p.459). The person who appealed: "We hope that our compatriots, who have talents and initiatives, etc..., are willing to enthusiastically help the country, please send a clear plan to the Government. We will study the plan carefully so that we can practice it right away" (Minh, 2011, vol.4, p. 273). The article has shown the consistency of his thought of respecting talents in the cause of national construction; he said that: our country has no shortage of talents- talented people have virtue, the problem is to detect and use them appropriately if the Government does not see the fault; therefore, as President, Ho Chi Minh boldly acknowledged that shortcoming and suggested that localities find talented people-people who have the ability and capacity to shoulder and do things for the benefit of the country and the country. Notify the Government for use.

As can be seen, his articles on "Talent and building the nation" and "Finding talented people" are like "sage mats":

"Finding talented people"

The home country needs to be built. Construction requires talent. Among the 20 million compatriots, there is no shortage of talented and virtuous people.

Because the Government does not hear coming, see not everywhere the talented people cannot come from. That shortcoming I would like to admit.

Now, to correct that, and to take advantage of talented people, localities must immediately investigate where there are talented people who can do things for the benefit of the country and the people. They must immediately notify the Government.

The report must clearly state the person's name, occupation, talents, aspirations, and whereabouts.

Within a month, localities must report to the full.

President of the Government of Vietnam

Ho Chi Minh" (Minh, 2011, vol.4, p. 451).

In addition, in the work "Modifying the way of working", he emphasized: "If talented people use their talents improperly, they will not work and", "if they are not careful, they cannot help but only talk about them without taking the position of leadership, that is very harmful"; Critic: "Usually we don't know how to use people according to our talents", "blacksmiths say to build cabinets, carpenters say to forge knives, so both of them are confused". An important issue in respecting talents is to use them correctly, according to him: "must know how to use people like carpentry", "must know how to use people to succeed", and "with good leadership, small talents can turn into success" great success. If leadership is not good, great talent will also turn into small talent. His art of using talents is shown in "smartly using officials", and "skillfully using leaders" to "small talents turn into great talents"; The way to use it to bring the collective and the country to achieve the set goals, can be considered as the art of using "the right people for the right job", using the "right people at the right place", "knowing how to use it according to talent people"; so that cadres "dare to speak, the courage to give opinions, the courage to be in charge, the courage to work", combined with the spirit of "great generosity", fairness and impartiality when using people, especially in the talent of persuading and persuading wrongdoers to return to the revolutionary government to help them make progress, mobilize their capacity to build and defend the country; this has shown his

greatness in using people who oppose him to "more friends, fewer enemies" to benefit the people and the country (Minh, 1995, vol.4, p. 68).

*It is necessary to perform well in the evaluation and use of cadres.* This is a necessary activity that must be carried out regularly, because "each time a talent review is performed, on the one hand, new talents will be found, on the other hand, corrupt people also emerge" (Minh, 2011, vol.6, p.274). Our Party also affirms that cadre evaluation is the most important stage based on measurement criteria of work efficiency; the assessment results are the basis for serving the requirements of reasonable use, assigning "right people, right jobs" by their strengths, contributing to promoting staff capacity and effectively solving the work of the organization; at the same time, the cadre assessment results will also contribute to detecting degenerate and opportunistic people to remove from the apparatus of the Party and State and organizations. In addition, it is also necessary to focus on creating the right conditions and environment for talent.

*Nurturing and training talented people.* President Ho Chi Minh identified the fostering, training, and use of talents as the top issue, the foundation, determining the success or failure of the revolution. When the country is going up, President Ho Chi Minh said that to improve people's knowledge, train human resources, and foster talents, it is necessary to focus on education and training.

Right from their years of working abroad, he has organized many training courses, and training cadres for the Revolution in Guangzhou, China. During the resistance war, he opened the University of Medicine and Pharmacy; general math classes and pre-university and advanced pedagogical schools; schools of basic science and advanced pedagogy (Central Campus, Guangxi, China) to build up a class of people with talents and virtues to serve the Fatherland and the people. During the period of building socialism in the North, besides training by foreign experts, he also advocated sending people to study in the Soviet Union, China, and several socialist countries, contributing to the formation of socialism and forming a large group of scientists later. Therefore, in the resistance war against the US for national salvation, we had many talented commanders and scientists, and technicians who made good use of modern weapons and means of war, contributing to the victory was a strong invader army, equipped with modern equipment at that time, the United States.

President Ho Chi Minh always unified between talent and virtue. He affirmed: "Having talent must have virtue". In President Ho Chi Minh's articles on talent, he used the word "finding talented people" or "appreciating talented people". Because talent and

virtue are the two most important things indispensable in every cadre, having talent without virtue is difficult to succeed, having virtue without talent will not benefit the country or the people. It is not natural to have talented and virtuous cadres but one must undergo training to create them, and must ensure comprehensively in terms of profession, politics, culture, and theory...

The above works, shows his genius in absorbing the ideas of talented people, and at the same time raising his point of view, properly applying the talent in respecting the national context country the first stage of the revolutionary government has contributed to attracting many talents to the cause of national construction and defense; step by step "drive" the country to overcome challenges and difficulties to achieve great victories.

President Ho Chi Minh's strategy of using and taking advantage of talents is invaluable and always true for the Party, State, and people, the problem is how to use it appropriately for each development stage of the country with the right strategies.

### **Applying Ho Chi Minh's ideology of using talents to serve the country's sustainable development in Vietnam**

The Communist Party of Vietnam has always been interested in attracting and using talented people in line with revolutionary realities in each historical period. Especially, since the country entered the doi moi period (in 1986) until now, the Party has issued many policies related to attracting and using talents, making this content a core policy and policy core in building and rectifying the Party and developing the country. Resolution No. 03-NQ/TW dated June 18/1997, of the Third Plenum of the Party Central Committee, term VIII on the strategy of cadres in the period of accelerating industrialization and modernization of the country set the task: "Focus on discovering, training and fostering talents, creating a source of leaders and managers at all levels from central to grassroots levels; leading scientific staff; business managers of large enterprises".

Resolution No. 26-NQ/TW dated May 19, 2018, of the Seventh Plenum of the Party Central Committee, term XII on focusing on building a contingent of cadres at all levels, especially at the strategic level, with sufficient quality, capacity, and prestige, on par with the requested tasks: "Stipulate a framework of mechanisms and preferential policies to detect, attract, and utilize talents with a focus and focus, especially in key sectors and fields for services for rapid and sustainable development. Develop a national strategy on

attracting and utilizing talents in a way that does not discriminate between party members or outsiders, Vietnamese at home or abroad" (Communist Party of Vietnam, 2018, p.64).

Institutionalizing the guiding viewpoint of the Party, our State has built, promulgated, and organized the implementation of policies and laws to attract and utilize talents. The Law on Cadres and Civil Servants of 2008 stipulates: "The State has policies to detect, attract, foster, employ and treat people with meritorious treatment", and "Panda prioritize the selection of talented people power". Resolution No. 30c/NQ-CP dated November 8/2011, promulgating the State Administrative Reform Master Program for the period 2011-2020 has set out goals related to the policy of respecting and treating talents in the economy public duties such as: recruiting, arranging, and assigning tasks suitable to the qualifications and capacity of civil servants; implementing the mode of examination for rank promotion according to the principle of competition; competitive entrance exam for appointment to leadership and management positions...

In particular, the Government's Decree No. 140/2017/ND-CP dated December 5, 2017, on policies to attract and create sources of cadres from excellent graduates and young scientists stipulates the Books to attract and create cadres from excellent graduates, young scientists working at agencies of the Party, State, Vietnam Fatherland Front, socio-political organizations from the Central Government to the district level; public non-business units of the Party, State and armed forces have laid the legal basis for ministries, branches, and localities based on the specific conditions of agencies and units, actively building and promulgate regulations on attracting and appreciating talents. The Ministry of Home Affairs has developed and submitted to the Prime Minister a draft of the National Strategy to attract and utilize talents to create a legal basis for the detection, training, and retraining to attract and utilize talents to attend participate in agencies, organizations, and units in the political system from the central to grassroots levels. With the motto "Four good" (good remuneration - good promotion opportunities - good working environment for good creativity), the draft Strategy emphasizes: "There is a special remuneration mechanism, creating a favorable working environment. do good work so that talented people can develop their capacity and show their talents to contribute to the country"; "have the policy to reward individuals and organizations that recommend, discover, foster, train and use the right talents"; "Strictly handle acts of abuse of power to obstruct and persecute talents...".

The Law amending and supplementing several articles of the Law on Cadres and Civil Servants and the Law on Public Employees in 2019 stipulates: "The State has a policy



of detecting, attracting, appreciating and giving worthy treatment to talented people. The Government stipulates a policy framework for appreciating and treating talented people in public service activities"... It can be said that the above guidelines and policies are clear evidence of the fact that our Party and State are fully aware of the role of talent and the need to attract and use talents in the cause of national construction and socio-economic development.

Over the past time, the attraction of talents to the public sector has achieved many positive results. Statistics from 2000-2020 of 03 ministries and 21 localities show that the number of civil servants and public employees attracted to the public sector is 3,128 people, of which 2,903 people are still working, accounting for 92.8%; 225 people quit their jobs, accounting for 7.2%. Regarding professional qualifications when being attracted: 68 people with PhDs, accounting for 2.41%; masters 853 people, accounting for 30.25%; the university 1,899 people, accounting for 67.34%. In terms of age structure: 1,180 people under 25 years old, accounting for 42.5%; from 25 to 30 years old 1,115 people, accounting for 40.1%; over 30 years old 484 people, accounting for 17.4%. Position after attracting: experts 2,375 people, accounting for 90.13%; department leaders and equivalent to 223 people, accounting for 8.46%; departmental leaders and equivalent to 36 people, accounting for 1.37%; leaders of the People's Committees of provinces and equivalent to 01 people, accounting for 0,04%.

The draft National Strategy on Attracting and Utilizing Talents requires ministries, sectors, and localities to issue and implement specific policies to attract and utilize talents. Attracting with focus and focus, especially in key sectors and fields for fast and sustainable development such as politics and state management; science, high technology, especially digital technology, database, automation; education; medical; biotechnology; culture, sports...; must ensure the minimum ratio of talents in the structure of leadership, management, and professional structure.

However, the attraction and use of talents in some ministries, branches, and localities still face many problems. For example, in Binh Duong province, several civil servants, after being recruited, applied to change jobs when their service time expired, or quit their jobs to accept compensation for the talent attraction regime; In Da Nang city, there is a situation where those who are attracted and trained do not fulfill their commitments, quit before completing their working obligations to look for another job

with a higher salary. At the Vietnam Institute of Educational Sciences (Ministry of Education and Training) it is also very difficult to recruit and receive highly qualified staff.

The main cause of the above phenomenon is the difference in the level of competition in attracting and using talents between the public and private sectors; mechanisms and policies are incomplete, lack synchronization and investment resources are limited, creating pressure on agencies, units, and localities; leadership, direction, and management are still not drastic; has not yet formed a team dedicated to talent management; The propaganda, dissemination, and awareness-raising activities are still limited, making cadres, civil servants, public employees, and society not understand and believe in the talent policy.

### **Some solutions to promote attraction and use of talents in the public sector today**

*First of all, perfecting and improving the effectiveness of the implementation of policies and laws on attracting and using talents.* It is necessary to review and evaluate the promulgation and implementation of policies and laws on attracting and respecting talents from the point of view of: "Regardless of whether talents are party members or outside the Party, Vietnamese people in the country or the world abroad"; in planning and layout; training and retraining; appointment, rotation, transfer and secondment of cadres. Prioritize promulgating policies and laws to detect, attract and utilize talents; policies and laws on evaluation and classification based on results, efficiency in performing tasks and powers; pay salary, arrange salary according to work results and efficiency; treatment, reward, and honor according to merit and dedication.

*Second, raise awareness about the position and role of talents and legal policies to attract and utilize talents.* Renovate the awareness and responsibilities of Party committees at all levels, leaders of agencies and units, especially those who are leaders in formulating and organizing the implementation of policies and laws to attract and utilize talents. Continue to innovate and improve the effectiveness of information and communication activities in the mass media; in party activities and professional work of agencies and units to change society's perception and behavior about the role and position of talents and policies to attract and utilize talents in various forms diverse, flexible, suitable. Heads of party committees and authorities at all levels are responsible for directing and organizing the effective implementation of policies and laws to attract and utilize talents.

*Third, strengthen the training and fostering of talents in association with sustainable talent generation.* Develop training and retraining programs for people with talents, achievements, and merits; ensure favorable conditions for talented people to regularly participate in training and retraining of knowledge and skills suitable to their capacity and forte. Organize training and refresher courses exclusively for talents at all levels of leaders and managers; leaders, managers, and professional and professional staff. Develop and implement training and retraining programs to detect and select talents in training institutions of the education system and of Party and State agencies and organizations and major organizations socio-political to create a long-term talent source, ensuring the transition between generations.

*Fourth, create a favorable working environment and conditions for talents.* Heads of agencies and units need to well implement regulations on public service culture, evaluate work results, and implement democracy in the activities of agencies and units, creating a favorable working environment that promotes collective strength together with the creativity of talented individuals. Encourage and create conditions for talents and scientists working in agencies and units to participate in learning and interacting with experts and scientists around the world to update new knowledge, develop new development directions new development, and contribute to the general development of the country as well as agencies and units. Having a material treatment policy; framework policy on salary for talents for ministries, branches, and localities to implement uniformly and synchronously.

*Fifth, strengthen learning from international experiences in attracting talent.* It is necessary to promote the implementation of cooperation programs on attracting talent from prestigious domestic and international training institutions. Building an affiliate network and organizing networking activities to share international experiences in attracting and employing talents. At the same time, organize to exchange and learn from experiences of countries and international organizations in formulating and implementing policies and laws to attract and utilize talents; actively and actively participate in forums to exchange and share successful experiences in developing and implementing policies and laws to attract and utilize talents. Creating conditions for talented officials, civil servants, and public employees to participate in international seminars and conferences to learn, gain experience, and train in the short and long term to supplement new knowledge and knowledge and promote their forte, capacity, and enthusiasm at work.

*Sixth, strengthen inspection, examination, and supervision of the implementation of policies towards talents.* It is necessary to develop a specific plan to strengthen the periodic and

irregular inspection and examination of agencies and units implementing and implementing policies to attract and utilize talents to replicate good examples and prevent, detect and promptly handle violations. At the same time, functional departments and branches need to focus on formulating and formulating policies and monitoring the implementation of policies and laws to attract and utilize talents. In addition, the Vietnam Fatherland Front and socio-political organizations have strengthened thematic supervision and supervision of documents in the implementation of policies and laws to attract and utilize talent.

## **Conclusion**

During the process of revolutionary leadership, the issue of caring for and fostering talents for the country, and training the contingent of "both pink and professional" cadres has always been the top concern of President Ho Chi Minh. Before leaving, he still graciously reminded in his Will: "Strengthening the revolutionary generation for the next generation is a very important and very necessary thing". In the current period of national renewal and deeper international integration, the issue of attracting and employing talents becomes more important and decisive than ever. The root of the talent policy lies in the nurturing, protection, and development of talents. Talents need to be valued, assigned tasks that are worthy and consistent with their talents; are respected, properly appreciated for their labor achievements, and recognized and honored for what they contribute. Therefore, the Party and State need to develop and implement a talent development strategy, consider the "demanding for talents" as a national development strategy, and implement a policy of attracting and using talents effectively and reasonably. It must be determined that this is both an urgent and a long-term issue in the revolutionary cause in our country today. Party committees and authorities at all levels need to have appropriate remuneration regimes and policies to seek, retain, attract and develop intellectual resources to serve the cause of national development. Dear President Ho Chi Minh has gone far, but his ideas about talent are still valid for us. His view on the art of using people and taking advantage of financial resources is an invaluable lesson for us to have correct, successful, and effective guidelines and policies in today's cadre work.

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