

Applying Ho Chi Minh's point of view on the work of cadres in the work "Modifying the working style" to this work in Vietnam today

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Abstract

The work "Modifying the working style" written by President Ho Chi Minh in 1947 warned about the shortcomings, shortcomings, and mistakes of the cadres, party members, hindering the resistance war. of the nation. Over the past 70 years, the work "Modifying the way of working" is still valid because of the current news, the predictions, and predictions that President Ho Chi Minh has pointed out about the dangers to the ruling Party. His views and instructions have been inherited in building a contingent of cadres and civil servants who are both "pink" and "specialized", in the construction of ways, manners, ethical standards, and working capacity, etc. at the same time, it has a great impact on the construction and strong development of the contingent of cadres in our country today.

Keywords: Ho Chi Minh, work of cadres, working style modification, Vietnam today

1. INTRODUCTION

Leader Nguyen Ai Quoc - Ho Chi Minh was the person who prepared carefully and thoughtfully to found the Communist Party of Vietnam in February 1930 and was the builder to train our Party to be clean and strong overview. Along with the Party building, he also soon advocated the establishment of fronts and mass organizations, leading the struggle towards gaining power in the hands of the people, establishing a new state, the Democratic Republic of Vietnam. Republic and the Communist Party naturally become the ruling party.

Associated with the building of the Party, State, Front Fatherland, mass organizations, he always cared and requested to do well his cadres to have a contingent of cadres to undertake all revolutionary work through the revolutionary period both in the people's democratic revolution and the socialist revolution.

Thanks to the scientific and strict organization, cadres' work have been carried out synchronously, etc. so it has created a synergy, responding well to the implementation of political tasks, winning many victories since Party born up to now. His correct, clear, and insightful thought on the work of cadres expressed in practice and in his writings and speeches, which are bold in the work "Modifying the working style", still continues orientate, suggest the Communist Party of Vietnam lead the implementation of this work well so that there is a contingent of qualified cadres of the entire political system in the period of continuing renovation.

2. RESEARCH RESULTS AND DISCUSSION

Overview of the work "Modifying the working style"

In 1947, the first year the country entered the "all-people, comprehensive, long-term" resistance war, based on our strength, we are certain to win. The Party advocated building "branches work automatically" and promote the initiative and creativity in leadership and direction of the Party committees at all levels. In order to help cadres and party members understand and fulfill well requirements for cadres and party members, prevent and overcome the shortcomings, limitations, diseases that arise when the party is in power, As individualism, in October 1947, Ho Chi Minh wrote the work "Modifying the working style" under the pseudonym X.Y.Z.

At that time, the Party Central Committee directed the organization of a political study session in the entire Party. Along with other documents, "Modifying the working style" is a valuable document that learners must thoroughly grasp in this event with the desire to contribute to helping cadres and party members learn, practice, and cultivate to there is a positive change in terms of ideology, organization, ethics and ways of working, leading, directing, etc.

The work has an ideological theme revolving around the Party building and rectifying the Party's ideology, morality, the organization and personnel, the methods and methods of leadership, of the Party's mass work in resistance and national construction conditions. The work is structured by 6 major categories: "1. Criticism and correction; 2. A few things to experience; 13. Revolutionary character and morality; 4. Cadre's issues; 5.

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Leadership style; 6. Against bragging". In each large item, there are many small items, which are arranged quite closely with the close connection between the contents together. The cadres issue mentioned by the Person includes many contents. That is the conception, role, standard requirements, and stages in the work of cadres, etc. Those contents have been recognized by our Party and implemented quite well during the revolution.

Conscious of the need to build and rectify the Party in general, cadres work in particular, through periods, especially the "Innovation" period, especially in recent years, our Party has been very interested and eager to do so directing, directing implementation. That is reflected in many documents of congress, conferences of leading agencies of the Party over many terms, recently documents of Congress XII, XIII, and the documents of the Conference of the Central Executive Committee, and the Politburo.

The application of the Communist Party of Vietnam

Directive 05 of the Politburo term XII (2016) "on promoting learning and following Ho Chi Minh's ideology, morality and style" requires the entire Party, the entire people, and the entire army to thoroughly grasp, systematic, and well, the regular and continuous implementation of the contents of Ho Chi Minh's ideology, morality, and style associated with the agenda and action plans to implement the Resolution of the XII Congress and the Conferences of Party, resolutions of the party committee and contents of the party's activities, etc., so practical and effective.

Resolution No. 04, The Fourth Conference of the XII Party Central Committee (2017) "on strengthening the construction and reorganization of the Party; prevent and repel the deterioration of ideology, politics, morality, lifestyle, the expression "self-evolving", "self-transforming" internally" set out and required the implementation of 4 groups. tasks, solutions: About political ideology, self-criticism, and criticism; on mechanisms and policies; on inspection, supervision, party discipline; promoting the role of the people and the Fatherland Front and socio-political organizations (Communist Party of Vietnam, 2017).

Resolution No. 18 (2017), the 6th Conference of the XII Central Committee of the Party "Some issues on continuing to innovate, aligning the organizational apparatus of the lean political system, effective operation, effectiveness" has set out tasks and solutions related to the cadres and cadres' work (Communist Party of Vietnam, 2017). On the basis of the evaluation of the contingent of cadres after more than 20 years of implementing the Resolution of the 3rd Central Committee, Session VIII, the Resolution of the 7th Conference, Session XII of the Party "on focusing on building the contingent of cadres. sets of levels, especially strategic level, with sufficient qualities, capacity, and prestige, are on a mission level", outlined views, identified goals, set tasks and solutions. In which, the main solution tasks are: Raising awareness, enhancing political education, ideology, morality, and lifestyle for cadres and party members; continue to innovate, improve the quality and efficiency of cadres work; building a contingent of cadres at all levels with qualities, capabilities, and prestige to meet the requirements of the new period; focus on building a contingent of strategic-level cadres on a par with their tasks; strictly control power in cadres work; against running, running right; promoting the role of the people to participate in building the contingent of cadres; improve the quality of advisory work, attach importance to practical summation, theoretical research on the organization and personnel work; on personnel work at all levels of Party Congress and National Party Congress (Communist Party of Vietnam, 2018).

In his closing remarks at the 8th Central Committee Meeting Session XII on October 6, 2018, General Secretary Nguyen Phu Trong evaluated the contingent of cadres and party members: "The sense of responsibility of cadres and party members were gradually raised, from their practical actions in work and life, creating a positive change in political ideology, morality, lifestyle, working style; the sense of discipline and internal solidarity. Many comrades have a sense of training, preserving ethical qualities, lifestyle, wholeheartedly, being very dedicated to their work, and being loved and trusted by the masses "; However, there are still "Some cadres and party members, including key leaders at all levels, have not clearly defined their responsibilities and are not really exemplary in training and preserving quality and morality. lifestyle, etc., causing bad public opinion among cadres, party members and people"(Communist Party of Vietnam, 2021).

The XIII National Congress (January 2021) of the Party said: "The work of cadres has been reformed", "achieved some important results", "the fight against running, running power" has had the effect of "warning, deterring, stopping" (Communist Party of Vietnam, vol 1, 2021, p. 75). In addition, cadres work is also limited: "The institutionalization and concretization of the Party's policy on a number of issues in cadres work is still slow", "there are inconsistencies between the laws. State and Party's regulations "," the cadres policy has not really motivated the cadres to be wholeheartedly in their work" (Communist Party of Vietnam, vol 1, 2021, p. 91)

In the process of implementing the views, goals, tasks, and legal approaches to the cadres work outlined by the Party as well as learning and following the Ho Chi Minh-style ethical ideology, it is impossible not to continue to apply His thoughts on the work of cadres in the work “Modifying the working style”, in order to better perform the work of cadres in the current period. Accordingly, should focus on some of the following contents:

Firstly, it is necessary to fully realize Ho Chi Minh’s thinking about the importance of this cadres, talent, and team-building work. In his work “Modifying the of working style”, Ho Chi Minh also clearly stated the concept of cadres: “Cadres are the ones who bring the policies of the Party and the Government to the people to understand and implement. At the same time, bring the situation of the people to the Party and the Government to understand, to set the right policy” (Minh, vol 5, 2011, p. 309. According to him, the tasks and responsibilities of the cadres are to propagate, disseminate and grasp thoroughly the lines, guidelines, and policies for the people; cadres must fully reflect the current situation of life as well as the will and aspirations of the people so that the Party and Government can promptly supplement, adjust, outline policies for consolidation.

He always emphasizes the importance and role of the cadres in the revolutionary career: The person affirms that the cadres are the root of all jobs, “Successful or failing jobs are due to good or bad cadres”, that “the issue of cadres is an important issue, in need of a team” (Minh, vol 5, 22011, p. 313).

He was very interested in talent and asked the revolutionaries to appreciate and respect talented people, respect useful people, etc.: “Must respect talents, respect cadres, respect each person useful for our common work” (Minh, vol 5, 2011, p. 313).

From clearly seeing the importance of the cadres, he was very interested and proactively embarked on early preparations to build a team of cadres during the revolutionary activities, leadership, and direction of the revolution. Vietnam, especially from the time the Party was born until he went back to “the world of gentle people”.

His thinking about the very important role of the cadres reminded us that our Party, the Party Committees at all levels, especially a part of leading cadres and managers at all levels in the political system, first of all. Top of a few things. That is to overcome the manifestations of underestimation, assign the work of cadres to the advisory agency; must pay attention to the level of cadres work in the spirit of highest responsibility; clearly the importance of the contingent of cadres, especially those at strategic and cadresing level; There must be the proactive and strategic vision in cadres work.

Secondly, to attach importance to improving the quality of training, training, and retraining of cadres according to Ho Chi Minh’s point of view. Ho Chi Minh affirmed the importance of cadre training, because “training cadres is the original work of the Party” (Minh, vol 5, 2011, p. 309), “the more we must appreciate the cadres, cadres must be supplemented, old cadres must be maintained and new ones must be trained”(Minh, vol 5, 2011, pp. 309-310). This is a basic task, to be proactive to build a contingent of cadres. That perception not only stems from the role as the root of education, training, and coaching to form a contingent of cadres, but also comes from the limitation of a part of the cadres.

The requester must have various forms of training for cadres, which are diverse, diverse, and suitable for many types of cadres so that many cadres can participate in learning: “The Party offers the set. But the vast majority of officers, either busy at work, or too far away, are untrained. For those cadres, the Party needs to find ways to train them (or open classes locally, or send textbooks to them for study, etc.)” (Minh, vol 5, 2011, p. 313).

Ho Chi Minh City pointed out a number of limitations of cadres training: The content of the training was not close to the expertise and expertise of the cadres; the person in charge has not participated in the training. Political theory training has not been respected, not associated with reality: The person who requests “must teach reasoning to cadres”. Only practice without reasoning as well as having one bright eye, one blind eye” (Minh, vol 5, 2011, p. 315); “theoretical training for senior officials, up to now or have not done, or do not do it correctly, reasoning and reality do not match each other, teaching by memorization” (Minh, vol 5, 2011, p. 309).

From the shortcomings in cadres training, the person who requested to make changes more practical and effective. The advocate: “Must practice the slogan: do whatever apprentice. Commentary in the military, politics, economy, culture, organization, propaganda, the police, etc., which subject should cadres learn to do well in that subject “(Minh, vol 5, 2011, pp. 309-310). “Leadership agencies and those in charge must have a plan to teach

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cadres in their subjects, supported by the Party levels" (Minh, vol 5, 2011, p. 310). The requester must train the cadres with many contents: Career training, politics, culture, theory; The training for cadres must be practical, directly servicing the work, can be applied to the real work of learners, capable of organizing, leading, and managing.

According to him, cadres training is a regular, long-term job, learning is a mandatory task for the cadres, it is a condition for the cadres to remind: "This training is a long-term training, etc. Study hours count as working hours. When reminding cadres, must see the results of the study as well as the results of other work. "Officers can take turns going to school" (Minh, vol 5, 2011, p. 311).

Not only interested in learners but Ho Chi Minh also very interested in teachers. The requester must build a team of teaching cadres, in charge of the training. This is a team that is very important to the quality of cadres training. The requester must make adequate investment in cadres training: "Agencies need to pay close attention to training cadres. The cadres in charge of such training must be very carefully selected. Leaders need to participate in teaching. Do not be stingy about expenses in training" (Minh, vol 5, 2011, p. 313). In order to encourage, encourage and motivate this team, he suggested: "It is necessary to favor teachers and reward well-organized classes" (Minh, vol 5, 2011, p. 313).

Those instructions of him help us to re-illuminate the training and retraining of cadres in the entire political system. Accordingly, reviewing and examining all levels, levels, programs, and training schools from the central to local levels to overcome limitations, defects, negatives, and waste; promote the role of teachers, learners, facilities, techniques, technology, etc. contributing to further improving the quality and efficiency of this work in the shortest possible time.

Thirdly, to inherit Ho Chi Minh's fair, objective, honest, and accurate cadres review experience in the cadre evaluation stage. Ho Chi Minh is interested in the review of cadres and clearly shows the role of this task, when it is done, it will have a very good effect on cadres recognition: "Experience tells us: every review, on the one hand, new talents are found, on the other hand, obsolete people also appear" (Minh, vol 5, 2011, p. 314). So it is necessary to regularly review and evaluate cadres. Not every day checking, "But often testing to help them learn from experience, fix defects, develop strengths. Assign work without checking, and pay attention to when it fails. So I do not know how to love cadres" (Minh, vol 5, 2011, p. 316).

In the cadres assessment, he said that first of all, it is necessary for officials to self-evaluate voluntarily and honestly. Necessary for the public to participate in cadres evaluation. People who have a dialectic view of their children require, human assessment needs to be comprehensive throughout the whole process: "Considering cadres, not only on the surface but also their properties. Not only watch one thing but at the same time look at their entire history, all their works" (Minh, vol 5, 2011, p. 318).

Those who leave good experiences in the review of officers, commenting officers should not only consider the surface, just consider one thing at a time, but must consider carefully their whole work. He advises not to use those who are not good with manifestations such as: showing off work, alas, looking for small jobs and doing, in front of them according to orders, behind the orders, or attacking others, or flattering himself; at the same time should pay attention to using people with valuable qualities such as keep working, not be bragging, speak upright, not conceal defects, not be eager to work, avoid difficult work, determined to do according to the orders of the Party, loyal.

The cadres assessment is the stage that for many years, we consider the most difficult and weakest. The inaccurate assessment leads to the arrangement, arrangement, especially promotion and appointment of an unsuitable cadres section, not with the quality and capacity of each person. Studying in Ho Chi Minh in reviewing and evaluating cadres must be truly fair, objective, honest, and accurate; overcoming manifestations of acceptance, prejudice, narrow-mindedness, and emotion in cadres assessment; Cadres evaluation must be on the basis of science, both quantitative and qualitative, both subjective and objective, must really know the cadres, etc.

Fourthly, absorbing and implementing the correct and skillful usage of Ho Chi Minh's cadres and talents. First of all, he requested that the arrangement, arrangement, reminder, promotion, and appointment of cadres and talents must be true. This demonstrates the spirit of science in using cadres. The person who pointed out, when raising an official, should consider the criteria such as: being close to the masses, being trusted and admired by the masses; at the same time "must see what the person is worth. If a talented person does not use their skill properly, it will not work. If you are not careful enough, you cannot help bring your backpack, just speaking but

not knowing how to do it, into leadership positions. That is very harmful” (Minh, vol 5, 2011, p. 314). Depending on the situation, conditions, and nature of each place, branch, or locality, depending on the situation, the request will be arranged properly.

The use of cadres, according to him, is not only correct but also must be smart. Because this work is not only an individual’s job, but the general part of the revolutionary career that has an impact on the organization, the agency and the society, so “must be clever to use, fix the shortcomings. to them, to help their strengths” (Minh, vol 5, 2011, p. 314). Using officials also shows that leaders not only help but also encourage, encourage, praise, and raise good places; help them with affection, skillfully correct their bad and wrong places; at the same time must always control the cadres.

The use of talents and cadres is also shown in arranging, arranging, and promoting the right capabilities, forte, quality, right people, right job. It must be used depending on the talent, people with great talent can use it for big things, with small talents, then use it for small things. The person who has left experience is very sophisticated when selecting cadres to arrange, arrange, promote and appoint. It must be those who: “very loyal and enthusiastic at work, in the struggle”, “has close contact with the people, know the people”, “always pay attention to the interests of the people”, “Can be in charge of solving problems”, “when failure does not panic, when victory is not arrogant”, “when executing resolute resolutions”, “boldness without fear of difficulties”, “always keep the right discipline, etc.” (Minh, vol 5, 2011, p. 315).

Inheriting Ho Chi Minh’s experience, in using cadres, talents must be correct and skillful, that is to be both scientific and artistic. Accordingly, it will promote the talents, intellect, and qualities of each officer and the whole cadres, making them contribute more and more to each mission and to the revolutionary cause.

Fifthly, to prevent and overcome negative and wrong manifestations in using cadres that Ho Chi Minh warned. The person pointed out a number of negative and wrong manifestations in the arrangement, placement, promotion, and appointment of cadres. The person requesting immediate treatment of the situation: there are places where people often use well-spoken writers, but they cannot do their jobs or fight; again drowning writers who are not good at speaking but very loyal, enthusiastic, very close to the masses.

People only vehemently condemned the situation of leaders at all levels with negative signs such as: using family members, relatives, acquaintances, companionship, flatterers, good-natured personality, factions, opportunity, etc. and then tolerate, protect, protect when they are wrong, making them more and more damaged, etc.; on the other hand, “hates righteous people”, “avoids people whose personality is not suitable for you” (Minh, vol 5, 2011, p. 318), plucks his hair for revenge, etc. When falling into those expressions. is to “spoil the Party’s work, even the dignity of the leader” (Minh, vol 5, 2011, p. 319).

The person urgently requested to remedy these negative manifestations. To overcome this, Ho Chi Minh pointed out that it is necessary to pay attention to improving the quality, intelligence, and capacity of the personnel and agencies performing the work of cadres.

People have very high requirements with their forces, agencies do the work of cadres because this is a special task, a work for people. They have to be knowledgeable about others but also have to know themselves: “If you don’t know yourself, it is difficult to know people, so if you want to know the right and wrong in people, you must first know the right. your right and left. If you do not know the right and wrong about you, you cannot tell whether the officer is good or bad” (Minh, vol 5, 2011, p. 317). Some people believe that a part of the cadres often commits the following diseases: “prideful”, “like people flattering themselves”, “because of their love and hatred towards people”, “a certain, narrow framework that fits into everyone differently”. When committing one of these four diseases, it is like “eyes with colored glasses”, “never clearly seeing the real face” of those that we evaluate and use. The person requested this force: “To know the cadres clearly, to properly treat all kinds of people, first of all, you must correct your shortcomings. The less I have shortcomings, the more correct the way to consider an officer” (Minh, vol 5, 2011, p. 317).

Recommend some solutions

It is the shortcomings and shortcomings, especially the negative issues in cadres work in this place and elsewhere of some Party organizations and other organizations in the political system that have not done right and in fact are wrong. contrary to Ho Chi Minh’s ideology and our Party’s view on this work. Preventing and overcoming negative manifestations, handling negative objects in the work of cadres is an urgent and necessary job. Accordingly, it will make the stages of the cadres work process be carried out properly, synchronously, and cleanly, in order to have a team of “pink” and “professional” cadres commensurate with the task requirements. new issues of each branch, locality, agency, unit, and the whole country according to Ho Chi Minh’s

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expectation.

The XIII Congress (January 2021) of the Party separated cadres' work into one side in Party building work and advocated to continue to propose a number of tasks and solutions for cadres' work on the basis of inherent, apply, and develop Ho Chi Minh's thought. To accomplish that problem, need to perform Specifically as follows:

Firstly, focus on building a contingent of cadres at all levels, especially the strategic level with full qualities, capabilities, prestige, and mission level. Improve institutions, regulations on cadres work, title standards, criteria, and cadres evaluation mechanism. Building a contingent of cadres, first of all, the leader with strong political bravery, pure morality, outstanding ability, dare to think, dare to say, dare to do, dare to take responsibility, innovate, dare to face difficulties and challenges, act for the common good, have high prestige and are truly pioneering, exemplary, are the nucleus of solidarity.

Secondly,

building regulations on the authority and responsibility of the head in the work of cadres and cadres management; well comply with regulations on power control in cadres work, fight against running, running power; strictly and synchronously handle the party's discipline, administrative discipline and legal sanctions against cadres who have committed violations, even when they change work or retire.

Thirdly, continue to improve mechanisms and policies to motivate cadres to strive, wholeheartedly and wholeheartedly with their work. Respect and do well the work of cadres protection, internal political protection. Resolutely prevent sectarian manifestations, "group interests" and take advantage of the mass media to distort the truth, incite, disrupt, divide, and cause internal unity (Communist Party of Vietnam, vol 1, 2021, p. 187).

3. CONCLUSION

The work "Modifying the working style" has profound theoretical and practical meaning. The work has inherited, supplemented, and developed Marxism-Leninism on building the Communist Party; systematically shows the basic aspects of the Party building and rectification in terms of the Party in power, including cadres work. The work's theoretical views on the work of cadres of strategic significance contribute to the correct direction for this work of the Party and the political system.

The work is a very practical and useful learning material in the education, training, maintenance, and capacity building for cadres and party members, bringing the public's and people's confidence in the cadres, into a revolutionary career led by the Party. Although it has been nearly 75 years, the work "Modifying the working style" is still one of the important works on party building, on cadres work; following the specific instructions in the work will contribute to building the Communist Party of Vietnam, which has strong political, ideological, organizational, ethical, and political power.

The process of building a contingent of cadres is also the process of forming and developing the Party, the state, the fronts, and mass organizations. Ho Chi Minh's basic views on the work of cadres have gradually been realized, always playing the role of guiding and guiding this work of the entire Party as well as Party Committees at all levels, in order to improve the quality. the contingent of cadres associated with the building and perfecting of the political system to serve the country and the nation during the Vietnamese revolution, especially in the period of continuing the renewal career in the coming time.

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