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**THE LEADERSHIP CAPACITY OF GRASSROOTS PARTY
ORGANIZATIONS IN NON-STATE ENTERPRISES IN HO CHI MINH
CITY IN THE CURRENT PERIOD**

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

SUMMARY OF PHD THESIS

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**The thesis will be defended in front of the Thesis Committee at Academy
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INTRODUCTION

1. The urgency of the topic

Aware of the position and role of grassroots Party organizations in the private economic sector, in recent years, grassroots Party organizations in non-state enterprises in Ho Chi Minh City have always made efforts to improve their leadership capacity, maintain and promote their leadership role in enterprises. However, besides the advantages, the leadership capacity of some grassroots Party organizations in non-state enterprises in Ho Chi Minh City still has some limitations. Some Party committees and grassroots Party organizations have not yet fulfilled their role as the political leadership nucleus of the Party; grassroots Party organizations have not well demonstrated their role as a place to lead, educate, manage, supervise and train Party members, reducing the citizen's trust in the Party, and reducing the Party's leadership capacity right from the Party cell. The relationship between the Party committee and enterprise owners, enterprise managers has not truly been fulfilled in some places, and the partering relationship has not been clearly defined... The above practical reality is requiring a systematic research on the current leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City; there must be long-term directions and solutions in each term and each period.

To contribute to well implementing the urgent tasks mentioned above, the researcher selected and implemented the doctoral thesis topic ***“The leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City in the current period”*** as a doctoral thesis majoring in Party Building and State Government.

2. Research purpose and tasks

2.1. Research purpose

On the basis of clarifying theoretical and practical issues regarding the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City, the thesis proposes orientations and solutions to enhance the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City in the coming period.

2.2. Research tasks

- To review the research related to the thesis topic.
- To clarify the theoretical and practical issues concerning the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City in the current period.
- To survey and assess the current situation of the actual leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City from 2015 to present; clarify the causes of strengths, limitations and issues raised from practice.

- To propose directions and solutions, improving the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City in the future.

3. Study subjects and scope of the thesis

3.1. Study subjects

The leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City.

3.2. Scope of the thesis

- In terms of content: The thesis investigates the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City from the perspective of Party-building science. It considers grassroots Party organizations in non-state enterprises in Ho Chi Minh City as the political core within the enterprise across key leadership aspects: political and ideological work; the building of Party organizations and Party members; inspection and supervision work; preliminary and final reviews of practical experience; and the capacity for self-rectification to build clean and strong Party organizations.

- In terms of space: The thesis researches and surveys the leadership capacity of grassroots Party organizations in non-state enterprises across Ho Chi Minh City, covering all types of entities: private enterprises, state-owned enterprises with 50% or less state charter capital, foreign-invested enterprises, cooperatives, non-public service units, and non-agricultural, forestry, and fishery individual business households.

- In terms of time: The thesis researches and surveys the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City from 2015 to the present. The directions and solutions are oriented to 2035.

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

4.1. Theoretical basis

It is Marxism-Leninism, Ho Chi Minh ideology, the Communist Party of Vietnam's standpoint on grassroots Party organizations; on leadership, leadership capacity of Party organizations in general and leadership capacity of grassroots Party organizations in enterprises in particular.

4.2. Practical basis

The reality of the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City from 2015 to the present.

4.3. Research methods

The thesis uses the methodology of dialectical materialism and historical materialism, as well as analysis combined with synthesis; induction and deduction; statistics, comparison; practical survey and review; logical and historical approaches; sociological survey.

5. Scientific contributions of the thesis

- The thesis provides the central concept of the research topic: the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City is the synthesis of abilities to thoroughly grasp and apply Party resolutions and policies to formulate and successfully execute leadership decisions, enabling these grassroots Party organizations to fulfill their leadership roles, functions, and duties within non-state enterprises.

- The thesis clarifies practical issues arising from the leadership capacity of primary party organizations in non-state enterprises in Ho Chi Minh City, particularly the conflict between the requirement to ensure the leadership of primary party organizations and the characteristics of corporate governance as well as the autonomy of business owners in these non-state enterprises in Ho Chi Minh City.

- The thesis proposes 02 breakthrough solutions to enhance the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City in the coming period. Specifically: Innovating the issuance of leadership resolutions and policies tailored to the characteristics of enterprises and Party organizations, with an emphasis on propaganda, advocacy, and building cooperative relationships with enterprise owners or management; and: Enhancing the leadership capacity and fighting strength of grassroots Party organizations through the models of "Digital Cell", "Digital Party Member", and specific criteria sets tailored for non-state enterprises in Ho Chi Minh City.

6. Theoretical and practical significance of the thesis

- The thesis contributes to clarifying the theoretical and practical issues of the current leadership capacity of grassroots Party organizations in non-state enterprises.

- The research results of the thesis can be used as a reference material for the construction and improvement of the leadership capacity of grassroots Party organizations in non-state enterprises, and can be used as a reference in research and study on Party building.

- The research results of the thesis can also be used as reference materials for study, teaching, and scientific research on Party building at the Ho Chi Minh City Cadre Academy and political centers in Ho Chi Minh City.

7. Structure of the thesis

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

Chapter 1

OVERVIEW OF AVAILABLE RESEARCH RELATED TO THE TOPICS

1.1. RESEARCH OUTSIDE VIETNAM

1.1.1. Studies related to non-state enterprises, grassroots Party organizations in non-state enterprises

Dickson, B. J. (2003), *Red Capitalists in China: The Party, Private Entrepreneurs, and Prospects for Political Change*, Cambridge University Press

Dickson, B. J. (2007), *Integrating Wealth and Power in China: The Communist Party's Embrace of the Private Sector*, *The China Quarterly*, No. 192, tr.827-854

Chen, J. & Dickson, B. J. (2010), *Allies of the State: China's Private Entrepreneurs and Democratic*, Harvard University Press

Yan, X. & Huang, J. (2017), *Navigating Unknown Waters: The Chinese Communist Party's New Presence in the Private Sector*, *The China Review*, Vol. 17, No. 2, pp.37-63

Ma, J. & He, X. (2018), *The Chinese Communist Party's Integration Policy towards Private Business and Its Effectiveness: An Analysis of the Ninth National Survey of Chinese Private Enterprises*, *Chinese Journal of Sociology*, Vol. 4, No. 3, pp.422-449.

Zhang, H. (2018), *Who Serves the Party on the Ground? Grassroots Party Workers for China's Non-Public Sector of the Economy*, *Journal of Contemporary China*, Vol. 27, No. 110, pp.244-260.

Lao National Academy of Politics and Public Administration (2019), *Handbook on Party Building Work at the Grassroots Level*, Lao National Public Administration Publishing House.

Central Organizing Commission of the Lao People's Revolutionary Party (2020), *Enhancing the Orienting Role of the Party in the Private Economic Sector*, Research Project of the Central Organizing Commission of the Lao People's Revolutionary Party.

Yao, Z., Zhang, Z., & Ma, J. (2023), *Party Branches, Policy Perception and Corporate Social Responsibility: Evidence from Chinese Private Enterprises*, *Frontiers in Psychology*

Gu, Y., & Yang, Z. (2023), *The More Red the Greener? How the Communist Party of China's Party Organizations Influences Corporate Green*, *Finance Research Letters*, Vol. 55, Article 103860.

Zhang, K., & Zhou, Y. (2023), *The Communist Party of China Embeddedness in Corporate Governance and Total Factor Productivity: Evidence from Private Firms in*, *Finance Research Letters*, Vol. 58, Article 104545.

Xiao, B., & Vu, Q. P. (2024), *Party Building in Non-State Sectors: A Comparative Study of China and Vietnam*, *Asian Review of Political Economy*, Vol. 3, No. 15.

1.1.2. Studies related to the leadership capacity of the Party and grassroots Party organizations in non-state enterprises

Tian Gaiwei (2019), *An Important Area of Party Organization Reform: Research on Party Building in Small Enterprises and Individual Businesses*, Journal of Scientific Socialism, No. 2, pp. 106-113.

Wang Yupeng, Li Xin (2020), *Practical Difficulties and Solutions to Improve the Effectiveness of Party Building in Non-State Enterprises*, Zhongzhou Academic Journal, No. 10.

Gong Guangxiang, Wang Zhanxiang (2020), *Party Organization Building and the Vitality of Private Enterprises - From the Perspective of Enterprise Soft Power Building*, Journal of Shanghai University of Finance and Economics, Vol. 22, No. 3, pp. 35-49.

An Zhimin, Fu Jiadi (2021), *Research on the Issue of Improving the Capacity of Party Organizations in Non-State Enterprises in the New Era*, Journal of Administration and Law.

Lin, L. Y.-H., & Milhaupt, C. J. (2021), *Party Building or Noisy Signaling? The Contours of Political Conformity in Chinese Corporate Governance*, The Journal of Legal Studies, Vol. 50, No. 1, pp.187-217.

Wang Xiangzhi (2022), *Analysis of Improving the Execution Capacity of Party Organizations in Non-State Enterprises in the New Era*, Special Issue on Philosophy and Social Sciences, Vol. 41, No. 2, pp. 56-60.

Jiao Jianzhong, Lei Shuyi (2022), *Prominent Difficulties and Solutions for Improving the Quality of Party Building in Small-Scale Non-State Enterprises - A Case Study of Yuhang District, Hangzhou City*, Journal of Observation and Reflection, No. 3, pp. 67-79.

Liu, X., Zhou, J., Wu, Y., & Hao, N. (2022), *The Influence of Party Organization Involvements in Corporate Governance on Innovation: Evidence from China's Private-Owned Enterprises*, Sustainability, Vol. 14, No. 24, Article 16334.

Fu Chentchen (2024), *Analysis of Issues on Improving the Capacity of Party Organizations in Small and Micro Enterprises in the New Era* Dongyue Tribune, Vol. 45, No. 12, pp. 28-34.

Tian Caiwei (2024), *Comprehensive Strict Party Governance and Strengthening the Leadership Capacity Building of Grassroots Party Organizations*. Chinese Academy of Social Sciences Press.

1.2. RESEARCH IN VIETNAM

1.2.1. Studies related to non-state enterprises, grassroots Party organizations in non-state enterprises

Huynh Thi Gam (Chief Editor) (2013), *Building Party Organizations in Foreign-Invested Enterprises in the Current Period (Through a Survey in the Southeast Region)*, National Political Publishing House, Hanoi.

Le Thanh Ha (Chief Editor) (2014), *Developing New Party Members among Workers in Enterprises*, Labor Publishing House, Hanoi.

Nguyen Van Giang, Lam Quoc Tuan, and Pham Tat Thang (2015), *Current Party Organizations in Non-State Enterprises*, Political Theory Publishing House, Hanoi.

Nguyen Thi Tuyen (2015), *Management of Party Members in Non-State Enterprises in the Red River Delta in the Current Period*, Doctoral Thesis, Ho Chi Minh National Academy of Politics, Hanoi.

Nguyen Van Phong (2016), *Enhancing the Role of Party Organizations in Joint-Stock Companies*, Communist Review, No. 114-6/2016, Hanoi.

Viet Bach (2019), *Building Party Organizations and Developing the Party in Private Enterprises*, Online Communist Review, published on September 1, 2019.

Tran Van Toan (2021), *Developing Party Organizations and Party Members in Private Enterprises in Quang Tri Province*, Online Communist Review, published on October 15, 2021.

Le Van Cuong (2021), *Improving the Quality of Party Organizations and Party Members in Private Enterprises*, Online Communist Review, published on November 18, 2021.

Dang Thanh Ha (2021), *Party Development in Non-State Enterprises*, Nhan Dan Newspaper, published on November 23, 2021.

Pham Tat Thang and Nguyen Ngoc Anh (2023), *The Current Situation of Developing Party Organizations and Mass Organizations in Enterprises*, Online Political Theory E-Journal, published on January 30, 2023.

Ha Binh and Thuy Tien (2023), *Party Development in Non-State Enterprises: A Correct Policy Aligned with Practical Requirements*, Online Party Building E-Journal, Hanoi, published on April 19, 2023.

Ngo Thang Loi, Vu Thanh Huong, and Bui Duc Tuan (Co-Chief Editors) (2024), *Developing the Private Economy of Vietnamese People within New Development Orientations and Visions*, National Political Publishing House, Hanoi.

Do Ngoc Huy (2025), *Party Organization Development in Non-State Enterprises in Dong Nai Province*, Electronic State Management Journal, published on April 19, 2025.

Huynh Thanh Tra (2025), *Party Organization Development in Non-State Enterprises in Ho Chi Minh City*, Electronic Journal of Political Theory and Communications, published on November 11, 2025.

Hoang Van Hoan (2025), *Institutional Breakthroughs for the Private Economy to Be the Most Important Driving Force in Vietnam's Economy*, Political Theory Journal, No. 596 (July 2025).

Do Ngoc Huy (2025), *Party Organization Development in Non-State Enterprises in the Southeast Provinces*, Doctoral Thesis, Academy of Journalism and Communication, Hanoi.

Lien Hoa (2026), *Building Party Organizations in Private Enterprises Contributes to Maintaining Discipline and Enhancing Sustainable Development Capacity*, Communist Review, published on January 7, 2026.

1.2.2. Studies related to the leadership capacity of the Party and grassroots Party organizations in non-state enterprises

Do Tuan Nghia (2008), Improving the Leadership Capacity of Party Organizations in State-Owned Enterprises, Party Building Journal, No. 1/2008, Hanoi.

Luong Khac Hieu and Truong Ngoc Nam (2017), Enhancing the Leadership Capacity and Combativeness of the Party in the New Period, National Political Publishing House, Hanoi.

Dinh Ngoc Giang (2020), Enhancing the Capacity and Operational Efficiency of Grassroots Party Organizations in Conjunction with the Quality of Party Members to Meet Requirements in the New Situation, Political Theory Publishing House, Hanoi.

Dinh Quoc Thi (2021), Enhancing the Leadership Capacity and Combativeness of the Party: Theory and Practice, National Political Publishing House, Hanoi.

Lai Quan Sung and Tran Duc Nghi (2023), Enhancing the Role of Grassroots Party Organizations in the Education and Training of Revolutionary Morality for Cadres and Party Members According to Ho Chi Minh Thought, Electronic State Management Journal, published on April 27, 2023.

Duong Thi Ha (2023), Enhancing the Leadership Capacity and Combativeness of Grassroots Party Organizations - The Decisive Factor for Victory in Implementing Political Tasks and Socio-Economic Development in Hanoi City, Online Communist Review, published on July 17, 2023.

Tran Thi Minh Tuyet (2024), Enhancing the Leadership Capacity and Combativeness of Grassroots Party Organizations According to Ho Chi Minh Thought, Journal of Theoretical Activities, No. 8/2024, Da Nang.

Vu Thi Phuong Le (2025), Enhancing the Leadership Capacity of the Party in the Era of National Rise, Journal of Political Science Information, No. 43 (1/2025), Can Tho.

Tran Quoc To (2025), Enhancing the Leadership Capacity and Combativeness of Grassroots Party Organizations and Party Members in the People's Public Security to Meet the Requirements and Tasks in the New Situation, Online Communist Review, published on January 3, 2025.

Tran Nhat (2025), Party Member Development in Non-State Enterprises in the North Central Provinces in the Current Period, Doctoral Thesis, Ho Chi Minh National Academy of Politics.

Nguyen Thi To Uyen (2025), Enhancing the Leadership and Governing Capacity of the Party in the Nation's New Development Era, Political Theory Journal, No. 572 (10/2025).

Nguyen Cao Cuong (2025), The Quality of Activities for Party Cells in Non-State Enterprises in the Southeast Provinces and Cities, Doctoral Thesis, Academy of Journalism and Communication, Hanoi.

Vo Chau Thao (2026), Building Party Organizations in Non-State Enterprises in the Southeast Region in the Current Period, Doctoral Thesis, Ho Chi Minh National Academy of Politics.

Do Khoi Nguyen (2026), The Operational Quality of Grassroots Party Committees and Party Cells in Non-State Enterprises in Hanoi City, Doctoral Thesis, Academy of Journalism and Communication, Hanoi

1.3. OVERVIEW OF THE RESEARCH FINDINGS OF RELATED WORKS AND ISSUES ADDRESSED BY THE THESIS

1.3.1. Overview of the research findings of related works

Firstly, from a theoretical perspective, research works have contributed to clarifying the political basis, organizational basis, and social basis of building Party organizations in the non-state economic sector. These are important theoretical contents that the thesis can inherit when constructing concepts, connotations, and evaluation criteria for the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City.

Secondly, from a practical perspective, foreign studies, especially regarding China, show that the presence of Party organizations in the private enterprise sector can contribute to enhancing policy awareness, creating socio-political consensus, assisting enterprises in accessing guidelines and policies, and promoting social responsibility, innovation, and sustainable development. Domestically, many works have surveyed the practicalities of building Party organizations in private enterprises, foreign-invested enterprises, joint-stock companies, industrial parks, export processing zones, and key economic areas. These studies have pointed out positive results and identified many limitations. These practical results provide an important foundation for the thesis to inherit.

Thirdly, from the perspective of solution orientation, research works have proposed many groups of solutions with reference value aimed at improving the leadership capacity of grassroots Party organizations in non-state enterprises. These are useful suggestions for the thesis to inherit, select, and develop.

However, besides the achieved results, the published research works still have some gaps that need to be further clarified.

First of all, existing studies have not yet fully, directly, and systematically clarified the leadership capacity of grassroots Party organizations in non-state enterprises. Furthermore, very few works have thoroughly examined and defined the connotation, structure, and evaluation criteria of the leadership capacity of grassroots Party organizations in non-state enterprises.

In addition, no work has researched non-state enterprises in Ho Chi Minh City. This is an area with a large number of enterprises, diverse enterprise structures, a large workforce, complex labor relations, and a rapidly changing production and business environment.

Especially, existing studies remain relatively limited in integrating theory with practice regarding the leadership capacity of grassroots Party organizations in

non-state enterprises in Ho Chi Minh City to propose highly feasible solutions that align with current practical requirements.

1.3.2. Issues to be addressed by the thesis

Firstly, the thesis will continue to explain basic concepts such as: non-state enterprises, grassroots Party organizations in non-state enterprises, and the leadership capacity of grassroots Party organizations in non-state enterprises. In particular, the focus is on clearly defining the connotation of the leadership capacity of grassroots Party organizations in this type of enterprise in Ho Chi Minh City, clarifying the constituent elements of leadership capacity, its manifestation aspects, and evaluation criteria.

Secondly, it will objectively analyze and evaluate the current state of leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City; clearly analyze the causes of strengths and limitations, and a number of issues arising from practice.

Thirdly, it will forecast factors affecting the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City, propose directions and comprehensive, feasible solutions, with a deeper analysis of breakthrough solutions, aimed at enhancing the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City in the coming time.

Chapter 1 summary

Chapter 1 of the thesis has synthesized domestic and foreign research works related to the topic. Although many works have addressed grassroots Party organizations in non-state enterprises, there has not been any comprehensive, in-depth study on the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City, especially in the current new context.

Chapter 2

THE LEADERSHIP CAPACITY OF GRASSROOTS PARTY ORGANIZATIONS IN NON-STATE ENTERPRISES IN HO CHI MINH CITY – THEORETICAL AND PRACTICAL ISSUES

2.1. HO CHI MINH CITY, NON-STATE ENTERPRISES AND GRASSROOTS PARTY ORGANIZATIONS IN NON-STATE ENTERPRISES IN HO CHI MINH CITY

2.1.1. Overview of Ho Chi Minh City and the Ho Chi Minh City Party Committee

2.1.1.1. Overview of Ho Chi Minh City

Ho Chi Minh City was established on the basis of merging three localities: Ho Chi Minh City, Ba Ria-Vung Tau, and Binh Duong. Prior to the merger, Ho Chi Minh City (along with Hanoi) was classified as a special-class provincial administrative unit. Binh Duong is located in the Southeast region, with a natural land area of 2,694.64 km² and a population of 2,722,527 in 2024. Ba Ria-Vung Tau is a coastal province in the Southeast region, covering a natural land area of 1,982.56 km² with a population of 1,313,905 in 2024.

Following the merger, Ho Chi Minh City has a natural area of 6,772.59 km² and a population of 14,002,598 people. Economically, it is the largest economic locomotive in the country. The City's service sectors develop towards modernization, and the quality of commerce-services is improving. Regarding socio-culture, activities in the fields of socio-culture, education, healthcare, community care, social security... are focused on developing in parallel with economic development. National defense and security are strictly implemented, and the situation of security, order, and social safety in Ho Chi Minh City is maintained. The foreign affairs activities of city leaders are implemented synchronously, effectively, substantively, following the right orientation and focusing on serving the local development goals and strategies.

2.1.1.2. The Ho Chi Minh City Party Committee

The Ho Chi Minh City Party Committee is one of the largest party committees in the country, with 173 affiliated party organizations and 387,085 party members. Specifically for party organizations in non-state enterprises, there are currently 1,428 party organizations with 24,254 party members.

2.1.2. Non-state enterprises in Ho Chi Minh City - concepts, position, roles, characteristics

2.1.2.1. Concept

Non-state enterprises in Ho Chi Minh City are enterprises not owned by the State, including private enterprises, foreign-invested enterprises; joint-stock companies, limited liability companies with less than 50% state capital; enterprises established under the Law on Cooperatives, registered for establishment in accordance with the law.

2.1.2.2. Position and roles of non-state enterprises in Ho Chi Minh City

Firstly, non-state enterprises are a driving force of the City's economy, a pioneering force promoting the economic growth of Ho Chi Minh City.

Secondly, non-state enterprises are the main contributors to economic growth (GRDP) and budget revenue.

Thirdly, non-state enterprises play a particularly important role in mobilizing social investment capital and promoting the City's infrastructure.

Fourthly, non-state enterprises play a very important role in creating employment and ensuring social security.

2.1.2.3. Characteristics of non-state enterprises in Ho Chi Minh City

Firstly, non-state enterprises in Ho Chi Minh City exist in very large numbers, are growing rapidly, and account for an overwhelming proportion.

Secondly, non-state enterprises in Ho Chi Minh City are very diverse in ownership types, scales, and business sectors.

Thirdly, non-state enterprises in Ho Chi Minh City have a huge workforce scale, which is highly mechanical; labor relations interweave many challenges and potential complexities.

2.1.2. Grassroots Party organizations in non-state enterprises in Ho Chi Minh City – concepts, position, roles, functions, tasks, characteristics

2.1.2.1. Concept

Grassroots Party organizations in non-state enterprises in Ho Chi Minh City are foundational units of the Party established in non-state enterprises with 3 or more official Party members, considered and decided upon by the directly superior Party committee, and comprising two organizational forms: grassroots branches and grassroots committees.

2.1.2.2. Functions and tasks

Regarding functions: *Firstly*, grassroots Party organizations in non-state enterprises are the political nucleus, leading Party members and socio-political organizations in the enterprise; *Secondly*, propagating and mobilizing enterprise managers and workers to strictly observe the guidelines, directions, and policies of the Party and the laws of the State; *Thirdly*, protecting the legitimate rights and interests of the State, enterprises, and workers.

Regarding tasks: leading the implementation of production and business tasks, ensuring national defense, security, and corporate social responsibility; ideological work; leading socio-political organizations; organizational and personnel work; Party organization building.

2.1.2.3. Position and roles

Firstly, grassroots Party organizations in non-state enterprises ensure the Party's leadership role over enterprises and workers within enterprises.

Secondly, grassroots Party organizations in non-state enterprises have the role of promoting enterprises' production and business activities efficiently and lawfully; ensuring the rights of owners and protecting the rights of workers.

Thirdly, grassroots Party organizations in non-state enterprises have the role of promoting the continuous growth in both quantity and quality of the Vietnamese working class

2.1.2.4. Characteristics

Firstly, grassroots Party organizations in non-state enterprises are diverse in type, mostly of small scale.

Secondly, the contingent of Party members of grassroots Party organizations in non-state enterprises has great disparities in quantity, structure, educational level, professional and technical qualifications, political theory, and employment position across each type of enterprise.

Thirdly, grassroots Party organizations in non-state enterprises do not hold a decisive role, but rather participate in formulating and leading the effective implementation of production and business tasks, as well as enterprise development

Fourthly, the majority of grassroots Party organizations in non-state enterprises operate under difficult conditions.

2.2. THE LEADERSHIP CAPACITY OF GRASSROOTS PARTY ORGANIZATIONS IN NON-STATE ENTERPRISES IN HO CHI MINH CITY – CONCEPTS, CONTENT, REGULATING FACTORS AND ROLES

2.2.1. Concept

The leadership capacity of grassroots Party organizations in non-state enterprises is the synthesis of abilities to thoroughly grasp and apply the Party's resolutions and guidelines to propose and successfully organize the implementation of leadership decisions of grassroots Party organizations in non-state enterprises, enabling grassroots Party organizations to promote their role, functions, and leadership tasks within enterprises.

2.2.2. Content of the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City

Firstly, the capacity to thoroughly grasp the guidelines, directions, policies, and regulations of the Party; resolutions and guidelines of grassroots Party committee/cell congresses and superiors to propose appropriate and correct leadership resolutions and guidelines suitable to the enterprise's practical conditions.

Secondly, the capacity to organize the implementation of leadership decisions of Party committees and branches, and the capacity to lead socio-political organizations within the enterprise.

Thirdly, the capacity to mobilize enterprise owners and workers to implement the Party's guidelines and directions, State policies and laws; resolutions of the City Party Committee, superior Party committees, and leadership resolutions and guidelines of the Party committee, cell, or Party committee in the enterprise.

Fourthly, the capacity to inspect and supervise the implementation of leadership resolutions and guidelines of the Party committee, cell, or party committee.

Fifthly, the capacity to conduct preliminary and final reviews of the practical leadership of Party committees and branches.

Sixthly, the capacity for self-rectification and internal building of the Party committee or cell to be clean and strong.

2.2.3. Factors regulating the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City

2.2.3.1. *The quality of the contingent of party committee members and party members of the grassroots party organization in the enterprise, especially the qualities, qualifications, capacity, and employment position in the enterprise of the party committee secretary and standing committee members (if any)*

2.2.3.2. *Content and methods of leadership of the grassroots Party organization in the non-state enterprise*

2.2.3.3. *Quality of activities of the cell, party committee, party committee and the implementation of organizational principles and operations of the Party*

2.2.3.4. *Quality of mass organizations in the enterprise*

2.2.3.5. *The environment and production/business activities of the enterprise; the support of the enterprise owner*

2.2.3.6. *The leadership and guidance of the superior Party committee*

2.2.4. Roles of the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City

Firstly, contributing to ensuring the Party's leadership role over non-state enterprises in Ho Chi Minh City, helping enterprises operate in accordance with the Party's guidelines, directions, and policies, and the State's laws.

Secondly, creating conditions for enterprises to stabilize, develop, and perform well in production and business activities.

Thirdly, the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City is of decisive significance to the prestige and leadership role of the grassroots Party organizations within the enterprises.

Fourthly, the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City is the decisive factor for the quality of building clean and strong grassroots Party organizations in non-state enterprises.

Chapter 2 Summary

Chapter 2 of the thesis plays an extremely important role: preparing the theoretical foundation for the entire thesis topic. Within it, the thesis focuses on researching and defining the concept of the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City, as well as the 6 evaluation criteria for the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City.

Chapter 3

THE CURRENT LEADERSHIP CAPACITY OF GRASSROOTS PARTY ORGANIZATIONS IN NON-STATE ENTERPRISES IN HO CHI MINH CITY - CURRENT SITUATION, CAUSES, AND RAISED ISSUES

3.1. CURRENT SITUATION OF THE LEADERSHIP CAPACITY OF GRASSROOTS PARTY ORGANIZATIONS IN NON-STATE ENTERPRISES IN HO CHI MINH CITY

3.1.1. Strengths

Firstly, the capacity to thoroughly grasp the guidelines, policies, and regulations of the Party, as well as the resolutions and directions of higher-level Party committees and grassroots Party general assemblies/branches, in order to issue suitable and correct leadership resolutions and directions tailored to the practical conditions of enterprises, has shown increasingly positive progress.

Secondly, the level of implementation regarding leadership decisions made by Party committees and branches within enterprises in Ho Chi Minh City has become increasingly serious and effective.

Thirdly, the capacity to mobilize business owners and workers to implement the guidelines and policies of the Party, the policies and laws of the State, the resolutions of the Municipal Party Committee and higher-level Party committees, as well as the leadership resolutions and directions of Party committees and branches within enterprises, has consistently met quality standards.

Fourthly, the capacity to inspect and supervise the execution of leadership resolutions and directions of Party committees and branches in non-state enterprises in Ho Chi Minh City has been carried out in an increasingly strict and systematic manner.

Fifthly, the capacity to conduct preliminary and final reviews of leadership and direction practices has become increasingly objective and comprehensive.

Sixthly, the capacity for self-rectification and the internal building of clean and strong Party committees and branches has been significantly enhanced.

3.1.2. Limitations

Firstly, the capacity to thoroughly grasp the Party's guidelines, policies, and regulations, as well as the resolutions and directions of higher-level Party committees and grassroots Party general assemblies/branches, in order to issue suitable and correct leadership resolutions tailored to the practical conditions of enterprises, occasionally falls short of the set requirements.

Secondly, the capacity to organize the implementation of leadership decisions made by Party committees and branches, along with the capacity to lead socio-political organizations within enterprises in Ho Chi Minh City, remains unscientific and ineffective in a few grassroots Party organizations.

Thirdly, the capacity to mobilize business owners and workers to execute the guidelines and policies of the Party, the policies and laws of the State, the resolutions of the Municipal Party Committee and higher-level Party committees, as well as the leadership resolutions and directions of Party committees and branches within enterprises in the City, occasionally fails to meet practical requirements.

Fourthly, the capacity to inspect and supervise the execution of leadership resolutions and directions by Party committees and branches in non-state enterprises in Ho Chi Minh City lacks regularity and consistency across grassroots Party organizations.

Fifthly, the capacity to conduct preliminary and final reviews of leadership practices by Party committees and branches is occasionally formalistic and lacks a straightforward assessment of reality.

Sixthly, the capacity for self-rectification and the internal building of clean and strong Party committees and branches occasionally fails to satisfy the set requirements.

3.2. CAUSES AND RAISED ISSUES

3.2.1. Causes

3.2.1.1. Causes of strengths

*** Objective causes**

Firstly, the Central Committee and the Ho Chi Minh City Party Committee have recently paid great attention to directing and leading Party work in the non-state enterprise sector, with a series of leadership and direction documents. *Secondly*, the achievements of the renovation process of the country and Ho Chi Minh City over the past period, particularly accomplishments in socio-economic development. *Thirdly*, the consensus, support, encouragement, and facilitation from the contingent of enterprise owners and managers.

*** Subjective causes**

Firstly, the awareness of Party committees and the contingent of Party members in grassroots Party organizations in non-state enterprises in Ho Chi Minh City regarding the position and role of Party organizations in private economic units is increasingly being enhanced. *Secondly*, the organizational model, operational methods of Party organizations, and Party development work in private economic units have been gradually improved by Party committees. *Thirdly*, the pioneering and exemplary nature of the contingent of Party members in non-state enterprises in Ho Chi Minh City.

3.2.1.2. Causes of limitations

*** Objective causes**

Firstly, advising the Ho Chi Minh City Party Committee in developing separate and favorable solutions and mechanisms for grassroots Party organizations in non-state enterprises in Ho Chi Minh City to improve leadership capacity and operational efficiency by the Party Commissions under the Ho Chi

Minh City Party Committee still lacks proactivity. *Secondly*, the international economic and political security situation has greatly affected domestic economic development and the Capital, and enterprises in the City face many difficulties. *Thirdly*, private economic units are growing rapidly in number, but the majority are of small scale with few employees. *Fourthly*, for current non-state enterprises, the central tasks are production, business, revenue, and profit; enterprise owners have not correctly and fully perceived the position and role of Party organizations and mass organizations in enterprises and the implementation of coordination regulations within enterprises. *Fifthly*, private enterprises have many distinct characteristics, as workers are purely laborers without political striving motives

** Subjective causes*

Firstly, the awareness of some Party committees lacks a clear understanding of the position and role of Party organizations and mass organizations in enterprises. *Secondly*, the leadership methods of some Party committees still lack proactivity. *Thirdly*, the contingent of cadres performing Party work at non-state enterprises hold concurrent positions, lack operating time, and fluctuate frequently. *Fourthly*, the majority of Party committee members, including cell secretaries, are wage earners, subject to management and direct income payment from enterprise owners, leading to a hesitant mentality, avoiding clashes, and not daring to struggle or have frank exchanges with leaders and enterprise owners.

3.2.2. Raised issues

Firstly, the conflict between the requirement to ensure the leadership of primary party organizations and the specific characteristics of corporate governance as well as the autonomy of business owners in non-state enterprises in Ho Chi Minh City.

Secondly, the conflict between the requirement to improve the quality of party committee members in primary party organizations within non-state enterprises in Ho Chi Minh City and the practical conditions of this cadre.

Thirdly, the conflict between the requirement for strong innovation in leadership content and methods and the limited operational funds of primary party organizations in non-state enterprises in Ho Chi Minh City.

Fourthly, the conflict between the requirements of leading, directing, and managing party members by primary party organizations and the practical situation of dispersed party members across corporations and enterprises with numerous scattered branches and offices.

Chapter 3 Summary

Based on the theoretical framework built in Chapter 2, the thesis closely follows the 6 identified criteria, clarifies the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City, and identifies the objective and subjective causes of the achieved results and existing limitations. From that current situation, it draws out a number of issues regarding the current leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City.

Chapter 4

DIRECTIONS AND SOLUTIONS TO IMPROVE THE LEADERSHIP CAPACITY OF GRASSROOTS PARTY ORGANIZATIONS IN NON-STATE ENTERPRISES IN HO CHI MINH CITY IN THE COMING TIME

4.1. FORECAST OF INFLUENCING FACTORS AND DIRECTIONS TO IMPROVE THE LEADERSHIP CAPACITY OF GRASSROOTS PARTY ORGANIZATIONS IN NON-STATE ENTERPRISES IN HO CHI MINH CITY IN THE COMING TIME

4.1.1. Forecast of factors affecting the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City in the coming time

4.1.1.1. *Favorable factors*

Firstly, the improvement and synchronization of the Party's system of viewpoints and guidelines on private economic development and the special mechanisms for Ho Chi Minh City are forecast to create a solid political and legal corridor, directly impacting and enhancing the capability to concretize guidelines and the leadership capacity of grassroots party organizations over small and medium-sized enterprises.

Secondly, the political determination and breakthrough policies of the Ho Chi Minh City Party Committee regarding Party-building work in non-state enterprises and in realizing the urban government model and new development space are forecast to create a solid political and legal corridor, directly impacting and enhancing the capability to concretize guidelines and the leadership capacity of grassroots party organizations over small and medium-sized enterprises.

Thirdly, the revolutionary streamlining of the political system's apparatus and the reform of the two-tier local government model of Ho Chi Minh City are forecast to create smooth connectivity, prompt responses, and policy effectiveness of grassroots party organizations in non-state enterprises.

Fourthly, the national digital transformation and the robust application of information technology in the leadership methods of the Ho Chi Minh City Party Committee are forecast to create a solid political and legal corridor, directly impacting and enhancing the capability to concretize guidelines and the leadership capacity of grassroots party organizations over small and medium-sized enterprises.

4.1.1.2. *Unfavorable factors*

Firstly, the dominance of the market mechanism and the pressure to maximize profits, which is the nature of non-state enterprises.

Secondly, pressure from enforcing new-generation international commitments, and barriers arising from a party organizational model that is not yet compatible with the modern governance structure of state-owned enterprises.

Thirdly, the inertia in thinking, limited professional capacity, and hesitant mentality of a portion of Party committee members at enterprises.

Fourthly, the complex fluctuations of the labor force and non-traditional security challenges in Ho Chi Minh City are forecast to create a solid political and legal corridor, directly impacting and enhancing the capability to concretize guidelines and the leadership capacity of grassroots party organizations over small and medium-sized enterprises.

4.1.2. Directions to improve the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City in the coming time

Firstly, enhancing political bravery, firmly and creatively applying Marxism-Leninism and Ho Chi Minh Thought, and closely following practical realities to correctly position the political nucleus role of grassroots Party organizations in non-state enterprises.

Secondly, establishing a clear mechanism for task assignment and coordination, ensuring the principle of "The Party provides political orientation, the Enterprise Owner manages and operates production and business".

Thirdly, focusing on building and rectifying grassroots Party organizations in non-state enterprises closely linked with standardizing the contingent of Party committee members and Party members; at the same time, emphasizing the methods of propaganda, mobilization, persuasion, and setting examples.

Fourthly, closely linking Party building work with the sustainable development goals of the enterprise and protecting the legitimate rights and interests of workers.

Fifthly, standardizing and improving the quality of Party activities, maintaining the principles of the Party's organizational operations associated with building a system of specific quality evaluation criteria suitable to the conditions of non-state enterprises.

Sixthly, flexibly adapting to the streamlined local government model and promoting the application of digital technology to optimize management processes, enhancing the effectiveness of guidance and inspection from superior Party committees.

4.2. SOLUTIONS TO IMPROVE THE LEADERSHIP CAPACITY OF GRASSROOTS PARTY ORGANIZATIONS IN NON-STATE ENTERPRISES IN HO CHI MINH CITY IN THE COMING TIME

4.2.1. Raising the awareness and responsibility of Party committees, Party organizations, cadres, and relevant Party members concerning the improvement of the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City

To implement the solutions, focus should be placed on the following key areas:

First, fundamentally innovate the content of political and ideological education, ensuring a deep grasp of the mission and responsibilities of grassroots Party organizations within non-state enterprises in Ho Chi Minh City.

Second, substantively uphold the pioneering, exemplary role and the responsibility to set a good example among cadres and Party members, especially Party cell secretaries.

Third, raise the awareness and responsibility of higher-level Party committees in guiding, supporting, and resolving difficulties for grassroots units.

Fourth, establish coordination mechanisms through internal legal documents, innovate mass mobilization methods, and strengthen close ties with the masses by adopting the well-being and happiness of workers as the ultimate measure of a Party committee's leadership capacity.

To execute these solutions, the following measures and approaches need to be implemented:

First, fundamentally innovate the methods for studying and thoroughly grasping resolutions, linking them with political campaigns for self-criticism and criticism, thereby transforming theoretical education into an intrinsic need for every cadre, Party member, and worker within the enterprise.

Second, highly promote the pioneering, exemplary role and accountability of heads of Party committees, business owners (if they are Party members), or key cadres in self-study, self-cultivation, and taking the lead in innovating production methods.

Third, innovate ideological activities to closely align with business and production realities, integration orientations, and actively protect the Party's ideological foundation within non-state enterprises.

Fourth, maintain persistence and flexibility in propaganda and mobilization efforts to build consensus and transform the mindset of business owners.

4.2.2. Innovating the issuance of resolutions and leadership guidelines suitable for the characteristics of enterprises and Party organizations; focusing on propaganda, mobilization, and building cooperative relationships with enterprise owners or managers

First, fundamentally innovate the process of developing and issuing leadership resolutions towards a streamlined, practical approach that closely aligns with the production and business tasks of non-state-owned enterprises (NSOEs).

Second, diversify and modernize the methods of propaganda and mobilization, translating Party guidelines and resolutions into voluntary actions of employees and the consensus of enterprise owners.

Third, proactively build, perfect, and effectively operate the Regulations on work coordination between the Party committee and the Board of Directors/Board of Management of NSOEs.

Fourth, strongly promote the bridging role of Party organizations in harmoniously resolving the relationship of interests among the State, NSOE owners, and employees, creating a stable and progressive labor environment.

Fifth, emphasize the exemplary responsibility, enhance the political acumen, and improve the dialogue and negotiation capacity of Party committee members, especially Party Secretaries, when working with NSOE owners.

4.2.3. Strengthening the work of building and improving the quality of the contingent of Party committee members and Party members in non-state enterprises with qualities and capacities to successfully fulfill assigned tasks; attaching importance to the selection, training, fostering, and arrangement of Party committee secretaries holding high positions in the enterprise's management system.

Firstly, fundamentally innovating the thinking and methods of evaluating and planning cadres and Party members in non-state enterprises, using production and business efficiency as the primary measure.

Secondly, strengthening training and fostering to build a contingent of Party committee members and Party members who are "both red and expert," meeting the strict requirements of the market economy.

Thirdly, creating a strategic breakthrough in selecting and arranging Party committee Secretaries who simultaneously hold key positions in the enterprise's management and executive system.

Fourthly, tightening discipline and order, regularly reviewing and screening the contingent combined with a mechanism to protect dynamic and creative Party cadres and members.

Fifthly, strongly innovating the work of sourcing and developing new Party members from the workforce of direct production workers and skilled laborers, and applying digital technology in Party member management.

4.2.4. Promoting the leadership capacity and combativeness of grassroots Party organizations through the "Digital Party Cell" and "Digital Party Member" models, alongside specific criteria sets in non-state enterprises in Ho Chi Minh City

First, comprehensively innovate the content and format of Party activities to adapt to the technology era through the proceduralization of the "Digital Party Cell" model.

Second, clearly define the standards for building the "Digital Party Member" model, coupled with a scientific and substantive task assignment method.

Third, shape the system of criteria within the Model Criteria Set for evaluating and classifying the quality of Party organizations and members specifically tailored to the unique characteristics of non-state enterprises.

Fourth, perfect the power control mechanism and tighten organizational discipline, while simultaneously protecting Party members who engage in substantive criticism and self-criticism.

Fifth, establish an ideological front network by building a core force of Party members to defend the Party's ideological foundation within internal cyberspace.

4.2.5. Innovating the leadership methods of grassroots party organizations toward orientation, support, and companionship tied to the digitalization of coordination regulations in non-state enterprises in Ho Chi Minh City

First, defining the content and targets of leadership through the translation of political language into economic language, creating consensus with owners of non-state enterprises.

Second, standardizing coordination processes and methods through the digitalization and standardization of working regulation documents between party committees and enterprise executive boards.

Third, clearly defining the timeframe and output products of mass mobilization work by taking the stability of labor relations as a measure of leadership efficiency.

Fourth, clarifying the responsibilities and authorities of directly superior party committees in directly accompanying and protecting the legitimate rights and interests of party committees and party organizations in non-state enterprises.

Fifth, identifying the application of digital leadership methods and technological platforms in internal management and administration of party cells as an inevitable requirement to adapt to the operating environment of modern non-state enterprises.

4.2.6. Promoting the role of socio-political organizations to improve the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City

Firstly, fundamentally innovating the operational content and methods of mass organizations in enterprises towards practically adhering to needs and representing the protection of workers' legitimate rights and interests.

Secondly, highly and substantively promoting the functions of supervision, social criticism, and participation in contributing ideas to Party building by socio-political organizations.

Thirdly, utilizing labor emulation and creativity movements launched by mass organizations as a vibrant practical environment to discover, foster, and create sources for Party member development.

Fourthly, building a synchronized coordination mechanism between Party committees, enterprise owners, and mass organizations, coupled with close support, guidance, and firm protection from superior Party committees.

Fifthly, accelerating digital transformation, modernizing the methods of mass gathering of mass organizations, and strengthening the protection of the Party's ideological foundation on the enterprise's internal cyberspace.

4.2.7. Improving the effectiveness of directing, guiding, inspecting, and supervising work by immediate superior Party committees over grassroots Party organizations in non-state enterprises

Firstly, strongly innovating the thinking and methods of inspection and supervision towards a proactive, regular, and early and remote preventive approach associated with the characteristics of production and business.

Secondly, enhancing close and specific professional direction and guidance by superior Party committees for grassroots Party organizations in enterprises to combat the tendency towards administrative formalization.

Thirdly, focusing inspection and supervision on crucial and sensitive stages, closely linked to protecting the legal and legitimate rights of workers.

Fourthly, tightening Party discipline, strictly handling violations coupled with a mechanism to protect dynamic and creative Party cadres and members, and constructing an integrated working environment.

Fifthly, consolidating the apparatus, improving the bravery and professional skills of the contingent of cadres performing inspection and supervision work, and promoting the supervisory role of mass organizations and workers.

Chapter 4 summary

Chapter 4 of the thesis has focused on forecasting the favorable and challenging factors affecting the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City; and systematizing the directions and 6 main groups of solutions to improve the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City in the coming time.

CONCLUSION

Party organizations in non-state enterprises serve as a bridge connecting the Party with enterprise owners and cadres and employees in enterprises, holding an important position in the Party's organizational system. Improving the leadership capacity of grassroots Party organizations in non-state enterprises is an objective requirement to ensure the Party's leadership role in the context of market economy development and profound international integration.

In recent times, the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City has increasingly been enhanced, demonstrating their role as the political nucleus within enterprises, and gradually affirming their role in accompanying the enterprise's development and protecting workers' legitimate rights. However, current realities show that the leadership capacity of some grassroots Party organizations in non-state enterprises still has certain limitations, such as: content and operational methods are not truly suitable to enterprise characteristics; the quality of the contingent of Party committee members and Party members is uneven; promoting the political nucleus role still faces many difficulties due to flexible and diverse production and business conditions. This poses a requirement to continue comprehensively innovating in terms of awareness, organization, and leadership methods of grassroots Party organizations to enhance operational efficiency in nowadays' dynamic economic environment.

In the future, the work of improving the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City will be subjected to the interwoven impacts of many favorable factors, difficulties, and challenges. Therefore, continuing to improve the leadership capacity of grassroots Party organizations in non-state enterprises in Ho Chi Minh City is an urgent requirement that has both long-term strategic significance and immediate urgency to protect the working-class nature and create harmonious labor relations in the era of the nation's rise. To successfully achieve this goal requires the involvement of the entire political system with high determination and drastic actions, and a need to synchronously implement the directions and solutions outlined in the Thesis, contributing to building a Ho Chi Minh City Party Committee that is increasingly clean and strong, and building a Ho Chi Minh City that is increasingly prosperous, beautiful, and sustainably developed.

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