

QUALITY OF STAFF OF FARMERS ASSOCIATION OF HAI DUONG PROVINCE: STATUS AND SOLUTIONS

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Abstract

Farmers Association of Hai Duong Province is a socio-political organization, protecting legitimate rights and interests of over 300,000 farmers in the province. Activities of the associations have brought farmers access to new technology, linking farmers' activities with programs and projects on socio-economic development, loans and creating jobs. In order to help many farmers transform their agricultural economy, farmers actively participate in the movement of building new rural areas, enhancing cultural and artistic activities, sports and physical training. This is a solid foundation for political stabilization, social order and safety, as important preconditions for speeding up industrialization and modernization of agriculture and rural areas in Hai Duong province. In addition, there are still shortcomings such as the number of staff at all levels have not met the requirements, limited capacity of expertise, skills, practical experience is lacking. The movements are unevenly developed in localities, which have not yet aroused the potentials, creativeness and activeness of farmers. The shortcomings are rooted in many causes. The reason is that the personnel quality at the provincial level and at other level has not met the requirements in the new situation. Therefore, it is necessary to analyze the current situation in order to propose suitable solutions to the current socio-economic situation.

Keywords: *agriculture, farmers, province, quality, technology, socio – economic.*

1. Introduction

Hai Duong province is located in center of the Red River Delta, which has favorable economic and geographical position, has many advantages in trade exchange with northern key economic triangles as well as neighboring provinces. Hai Duong is located on total area of 1.651km². Total land area is 165,477 ha, of which agricultural land is 106,577 ha, non-agricultural land is 58,165 ha. There are 12 administrative units in whole province, including 10 districts, 1 city and 1 town. Of which two mountainous units are Chi Linh town and Kinh Mon district. The total number of communes in the province is 265, of which 24 are in mountainous communes.

In order to build up the organizational structure of the association at all levels in the province to meet the requirements during renovation, the Farmer Association of the province also introduce the viewpoints and solutions to improve the quality of the staff of the Farmers Association at all levels. These aspects are to improve the quality of the staff of the Farmer Association at all levels must come from the point of view of the Party.

Development and improvement of the quality of the staff of the Farmers Association at all levels must be based on the long-term and comprehensive development strategy of the association, especially in the period of accelerating the industrialization and modernization. the Farmers Association should be stronger to meet the role of organizing farmer movements and activities of the Association. Improving the quality of the staff of the Farmer Association at all levels must be based on knowledge, mindset and force ... and be carried out synchronously from recruitment process. This is followed by training process in order to equip new knowledge and skills while well arranging and using the right personnel effectively, in line with the position and practical capacity.

2. Research methods

The article uses a combination of research methods such as synthesis, comparative analysis from collected data sources, using statistical techniques, extrapolating forecasts to analyze and evaluate the processing of collected information. Set up forms, charts during the study. The statistics are collected through the statistics and reports published by the Organization - Inspection Board of the Farmers Association of Hai Duong Province. Through the data collected to analyze the quality status of the staff of the Farmers Association in Hai Duong province. On the basis of data analysis, evaluation, comment and solution should be followed.

3. Current status of the quality of the staff of the Farmers Association of Hai Duong province

The Hai Duong Farmers Association has tasks such as propagandizing and educating officials, members and farmers about the Party's guidelines and policies, regulations of the Farmers Association; In order to stimulate and promote the tradition of patriotism, revolutionary will, self-reliant spirit, creative labor, enrichment and support to develop the production of members and farmers during industrialization and modernization.

- Mobilizing, gathering and acting as the core for organizing farmer movements for socio-economic and cultural development, building new rural areas, building a family of cultural farmers; Caring for the material and spiritual life of members and farmers, participating in the planning and implementation of policies and programs for socio-economic development of the State in rural areas; Participating in the cooperative economy, the cooperative organized activities to support the farmers and mobilize the farmers to exercise the rights and duties of the citizens and participate in the movement to protect the fatherland.

- To gather farmers to join the Association, improve the number and quality of members. To build a strong association and organize the study and training to raise the scientific-technical and professional levels in production and business for members and farmers; Training and fostering professional staff to meet the requirements and tasks of the industrialization and modernization of the country.

- Based on the guidance of the Vietnam Farmers Association, the provincial Farmers Association has the duty to directly consult the provincial Party Committee and the provincial authorities to work out the contents and programs of the Association and the

movement in accordance with the actual situation in the locality. The Provincial Farmers Association is responsible for directing the professional guidance to district-level farmers' associations in the process of implementation.

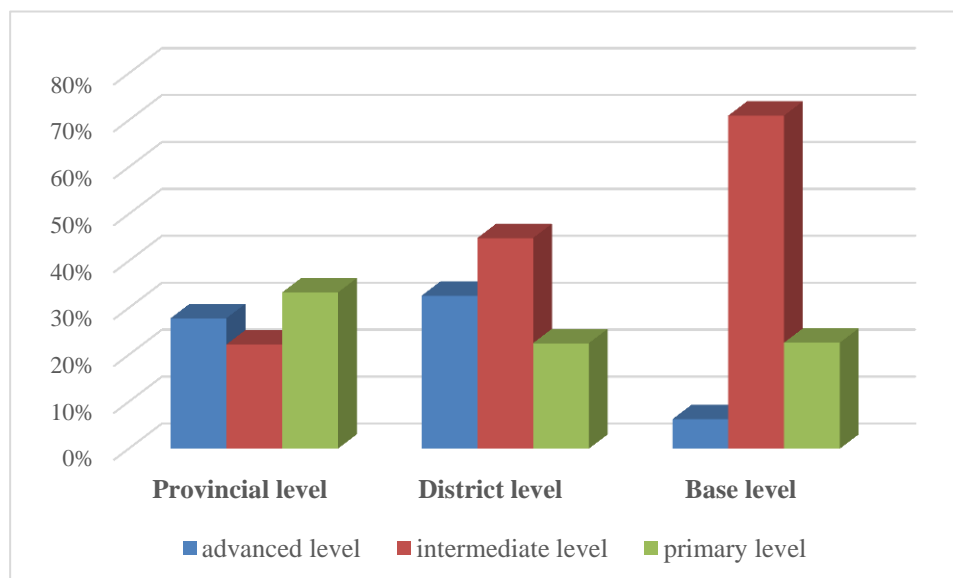
Table 1: Qualification of staff at all levels of the Hai Duong Farmers Association

	Year 2008			Year 2017		
	Provincial level	District level	Base level	Provincial level	District level	Base level
1.Total	20	46	256	18	49	256
- Female	6	27	13	6	25	29
- Male	14	19	243	12	24	227
2. By educational level						
- PhD	0	0	0	0	0	0
- MA.	0	0	0	3	9	0
- Universities and colleges	19	37	14	14	39	115
- Vocational training schools		5	94	1	1	101
- Preliminary vocational training schools			34			
3. By political theory level						
- Bachelors	5	9	0	5	16	16
- Vocational training schools	3	27	101	4	22	182
- Preliminary vocational training schools		4	146	6	11	58
4. By age						
- Below 31	3	12	0	2	5	1
- Between 31 and 40	7	8	19	9	23	30
- From 41 and below 50	6	12	95	3	10	92
- 50 or more	4	14	142	4	11	133

Source: Organization - Inspection Division of Hai Duong Farmers Association in 2008 -2017

According to the results of the table, the level of education and political theory at all three levels has increased remarkably. It can be seen that the contingent of staff in the provincial Association of Farmers' Association are basically trained, regular, qualified, responsible and enthusiastic in their work. In addition, there are still some young staff who have limited skills in advocacy and have no practical experience. In fact, the capacity to consult, propose, participate in the formulation, policy monitoring, social feedback; The capacity for concretizing local content of some key staffs is still limited. The allocation of payroll norms is not harmonious among localities and localities have many clues but they are only assigned with local officials with few basic clues. Some localities have not really paid much attention to the training and use of the staff of the association. In recent years, the quality of grassroots staff has been improved and the level has been improved, basically meeting the standards requirements for civil servants.

Chart 1: Political theory level of staff of Hai Duong Farmers Association in 2017



Regarding staff with political theoretical qualifications, only in 2017, the provincial level will have 27.8% of the staff of advanced level, 22.2% of the intermediate level and 33.3% of the primary level. At the district level, 32.6% had the advanced level, 44.9% of the intermediate level and 22.5% of the primary level. Grassroots level is 6.3%, intermediate level is 71% and primary level 22.6%. In addition, the level of education of staff at all levels is different, as can be seen in the table below:

Table 2: Education level of staff of Hai Duong Farmer Association

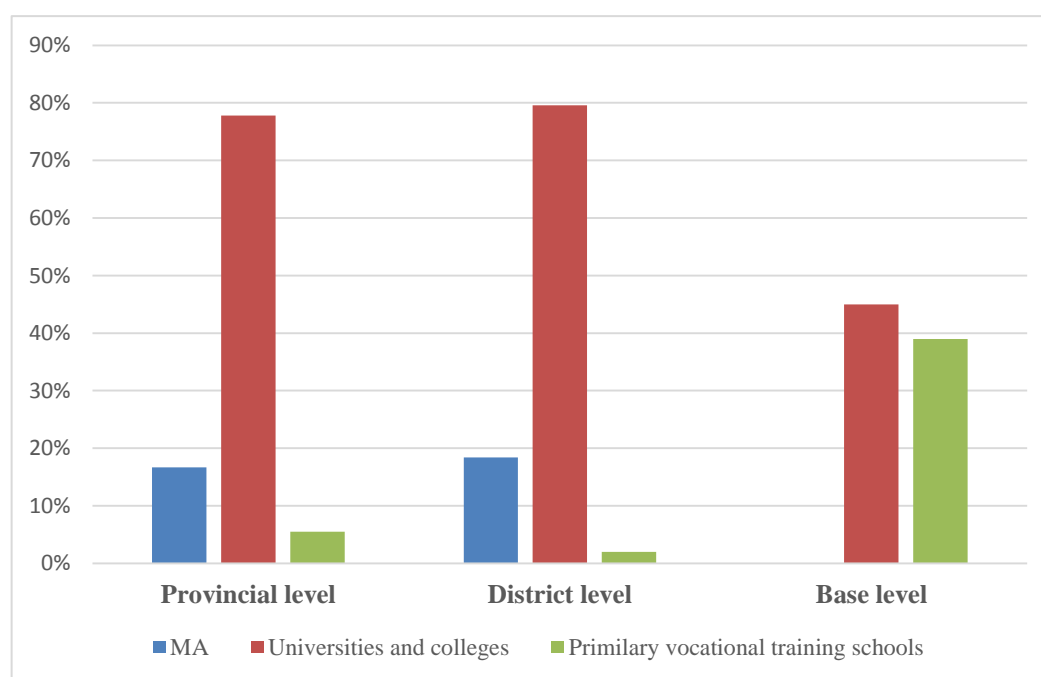
Year	Qualification	Level	Level		
			Province	Districts	Bases
2008	Total		25	46	256
	MA	Quantity	0	0	0
		Rate %	0	0	0
	Universities and colleges	Quantity	19	37	14
		Rate %	76	80,4	5,5
	Intermediate and primary vocational training schools	Quantity	0	5	128
Rate %			10,9	50	
2017	Total		18	49	256
	MA	Quantity	3	9	0
		Rate %	16,7	18,4	0
	Universities and colleges	Quantity	14	39	115
		Rate %	77,8	79,6	45
	Intermediate and primary vocational training schools	Quantity	1	1	101
Rate %		5,5	2	39,4	

Source: Organization - Inspection Division of Hai Duong Farmers Association

It can be seen from the table 2 above that most of the provincial and district staff are well educated from universities and colleges. The education level is an important factor to

assess the professional level of staff. Through surveys and statistics, it can be seen that the staffs of the association have not appreciated the possibility of gathering farmers, organizing the implementation of directives, resolutions and policies. It may cause from qualifications of district and grassroots level staff in gathering farmers, guiding and organizing farmers to well implement the directives, resolutions and guidelines of the Party and the Association; besides, a number of staff who do not work hard, are lazy in thinking, there are many documents in the process of receiving and handling not shown the responsibility, even leaders after the meetings do not read carefully such documents. This shows the general situation when many staffs have not created themselves a basic knowledge base, really good to be able to master professional knowledge. This situation can be attributed to the fact that many staffs of the Association, especially the grassroots level are at old age, mainly working with experience, not trained, fully trained to build for themselves the ability. This will directly affect the professional quality and efficiency of work. Whole farmers movement are implemented more quantitatively rather than qualitatively, it must improve their level in all aspects.

Chart 2: Educational background of staff of Hai Duong Farmers Association in 2017



Normally, higher education staff will have better understanding of science, society, ability to learn, apply knowledge, and use better skills in the workplace. In terms of educational level, the rate of education has increased at all three levels. The proportion of provincial staff with master's degrees increased from 0% in 2008 to 16.7% in 2017, from 0% in 2008 to 18.4% in 2017, the level of the university and college level increased from 5.5% in 2008 to 45% in 2017.

Over the past years, the Provincial Farmers' Association has implemented a number of measures in terms of staff of the association, from recruitment, evaluation, training, improvement, planning and appointment of cadres and other staff policies.

- On receiving and assigning tasks to staff, the provincial Farmers' Association has successfully carried out the reception of civil servants. After the decision of recruitment of the provincial Party Committee, the Standing Committee and the leaders of the provincial Farmers Association have meetings to assess the quality and capacity of each staff and agreed to make the decision to receive and assign tasks for each staff to ensure that it is suitable with the capacity and level of training.

- Regarding staff assessment, it always is keep abreast of legal documents and regulations of the Central Committee and the provincial Party Committee for evaluation. The evaluation shall be based on the assigned responsibilities, tasks and results of each staff, ensuring the principles of objectivity, fairness and impartiality. Through staff assessment, the advantages and disadvantages of each staff to timely overcome, repair. Annual civil servant evaluation records are kept in the staff records. This is one of the bases for planning, training, retraining, appointment and transfer of staff.

- In terms of training and upgrading of staff from 2011 up to now, the Provincial Farmers Association has sent 6 comrades to participate in professional training courses. In particular, 5 staff joined in master's programs, one staff joined in university. There were 10 staff who were sent to participate in political theoretical classes ...

- Regarding the planning, appointment or transfer of staff, in recent years, the provincial Farmers' Association always apply in a scientific and rational manner. Including the staff policy, the Farmers' Association always encourages the staff enthusiasm, offer position allowance, reward ...

4. Limitations

In addition to the results achieved, the staff at all levels still have many limitations that need to be overcome as follows:

- In terms of professional qualifications, the ability to gather farmers, organize the implementation of directives, resolutions and guidelines of the Party and the Association is limited at both the district and grassroots levels. On training, especially in the field of agriculture, social work ... According to the assessment of grassroots level, it is not guaranteed, the district level's self-assessment is not high.

- Regarding the morality of the profession in terms of saving, integrity, justice, impartiality, corruption and fight against corruption, criticism and self-criticism are still hesitant, not dare to give serious solutions. Being active in learning, updating and improving knowledge, capacity building, professional level have not reached yet.

- In terms of occupational skills, criteria such as the ability to predict and direct the development of thoughts, emotions as well as mental status of farmer members, skills in applying information technology to work have not been met at grassroots level, especially criteria such as reporting skills, problem analysis skills, forecasting factors affecting the Association's work and the skills of observation and evaluation. the activities of subordinates and professional skills on inspection, supervision, the implementation of special topics on staff work at district level did not meet requirements.

5. Main solutions to improve the quality of the staff of the Farmers' Association at all levels in Hai Duong province

➤ Strengthening political education

Strengthening the education of political ideology, raising awareness of Marxism-Leninism, Ho Chi Minh's thoughts, building the contingent of cadres of the Farmers' Association with stable political background revolutionary spirit, sense of discipline and capacity to fulfill well assigned tasks. Organizing professional development courses on political theory and professional skills for the staffs of associations at all levels, striving to 2030, the percentage of staff of the provincial Farmers' Association has the political theoretical degree from the intermediate level. Up to 70%, of which bachelor degree or advanced theory account for 40%.

➤ Improve policies on training course

Provincial Farmers Association should pay attention to the training and fostering of professional qualifications and management capacity, leadership for the staff of the Vietnam Farmers Association at all levels to meet the requirements and tasks of the Association in the period of industrialization, modernization and international integration. Based on the fact that the Association's staff are still weak in training, especially in the fields of agriculture and social work, it is necessary to continue building and perfecting the policy on training courses. To communicate and mobilize staff of the Farmers Association at all levels on the role and importance of personnel training, while actively participating in training and retraining programs on knowledge and skills to improve the level. It is necessary to renovate and improve training methods, professional training and fostering for staff of associations at all levels depending on each specific level.

➤ Improve standards framework for quality evaluation of farmers association and conduct quality assessment of staffs in accordance with the standard framework.

For the staff assessment of the Hai Duong Farmer Association in the past few years, mainly based on the self-review, review of staff and evaluation of the quality of party members at the end of the year, the construction of criteria Evaluation and remarks of staff have been researched but the standard framework for assessing the quality of the association's staff has not yet been established. Therefore, the assessment of staffs of the Association is sometimes general and emotional, even when building the project, the work of each staff members are difficult to identify with the role, the actual job position of each staff.

➤ Good implementation of policies for the staff of the Farmer Union at all levels

In the work of the association and the farmers movement, the role of grassroots staff is a key factor that needs to be strengthened and built to meet the requirements of each position. Need to build a team in the Executive Committee of the Association has the ability to arouse the masses, promote collective wisdom, high prestige with members, farmers, political opinions and creativity at work. It need to select and foster to have qualities, capabilities, and tasks. Caring for the health of the staff of the Association by organization of annual healthcare for the staff of associations at all levels, organization of

cultural activities, sports and physical training, offering good psychology for the staff of the Association. At the same time, to fully implement the regime of health insurance and social insurance for its staffs. To well perform the task of receiving and assigning tasks to the Association's staff, ensuring that they are strictly democratic, fair, open and in strict compliance with the regulations on selection and selection of staff to meet work requirements and farmer movement in the new situation.

In short, in the current phase with the goal of reforming the state, reforming the national administration, reforming and improving the organizational and operational efficiency of the political in a strong manner, requiring the staffs in general and the staff of the Farmers' Association in particular to have sufficient qualities and qualifications to play an important role in the implementation of policies and guidelines of the Party and the policies and laws of the state. Therefore, improving the quality of the staff of Farmers Association at all levels of Hai Duong province is an urgent requirement in the context of industrialization - modernization and international integration today.

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