



BUILDING TEAM OF EMPLOYEES OF ETHNIC MINORITIES IN THE MOUNTAIN DISTRICTS OF THANH HOA TODAY

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ABSTRACT

During the development period, training and human resource development in general, building a contingent of ethnic minority cadres in particular in mountainous districts has been identified by the Party and State as a special feature. Enmity in the overall policy towards ethnic regions. The article, based on clarifying the position, role and current problems in building a contingent of ethnic minority cadres in mountainous districts of Thanh Hoa province, has proposed some solutions. Improve the quality of building a contingent of ethnic minority cadres in the mountainous districts of Thanh Hoa.

KEYWORDS

Ethnic minorities; Staff team; Improving quality, Thanh Hoa; The current



1. Position - the role of ethnic minority cadres in mountainous districts

Ethnic minority cadres not only have the same position and role as cadres in general but also have an important position and significance for solving ethnic problems, especially in the organization. To organize the implementation of ethnic lines and policies of the Party and the State, to carry out the revolutionary cause in mountainous areas and ethnic minority areas.

The ethnic minority cadres in mountainous areas play an important role in determining the effectiveness of operations in mountainous areas because this is the team that lives and works directly with the people and compatriots daily; clearly understand and grasp the situation that is happening at the grassroots level, see the needs and aspirations of the people, the pressing issues raised by the people. Moreover, many situations arise in ethnic minority areas that require local officials to proactively handle and make timely decisions, and cannot wait to consult for direction or hold a meeting to hand over decisions, such as controversial issues. land dispute, smuggling, deforestation, free migration, etc.

Deeply aware of the importance of ethnic minority cadres, entering the renovation process, ethnic work in general, and building ethnic minority cadres, in particular, are increasingly paid special attention by the Party. It is expressed through Resolution No. 24-NQ/TW dated March 12, 2003 of the Central Committee of the Party (Term IX) on ethnic affairs, emphasizing the requirement to build a contingent of local ethnic minority cadres with quality and capacity to meet local requirements; well implement the planning, training, fostering and use of EM staff for each region. Decision No. 402/QD-TTg of the Prime Minister dated March 14, 2016, on approving the Development Scheme developing the contingent of ethnic minority cadres, civil servants and public employees in the new period to perfect the institutional system and policies on recruitment, use and management of ethnic minority cadres, civil servants and public employees, building and developing a contingent of ethnic minority cadres, civil servants and public employees with solid political courage, quality, ethics, professional qualifications, and professional competence, contributing to consolidating and improving the effectiveness and efficiency results in state management. Resolution No. 52/NQ-CP dated June 15, 2016 of the Prime Minister on promoting the development of human resources of ethnic minorities in the period 2016-2020, with orientation to 2030 with the goal of "raising and developing the whole country". represent the human resources of ethnic minorities in terms of physical strength, intelligence and behavior, discipline, professional skills, reasonable structure... build a team of qualified intellectuals, entrepreneurs, EM cadres and direct laborers to promote socio-economic development, sustainable poverty reduction, and ensure national defense and security and the delta region. ethnic minority cells". Resolution No. 26-NQ/TW dated May 19, 2018, of the 7th Plenum of the 7th Central Committee (Term XII) on building a contingent of cadres at all levels, emphasized: "Communities at all levels and heads must have training plans. creating, fostering, arranging, arranging, creating conditions and development opportunities for young cadres, female cadres, cadres who are ethnic minorities". Since then, affirming the quality of human resources, especially the team ethnic minority grassroots cadres not only determine the economic and social development but also affect political stability and national defense and security in ethnic and mountainous areas in the new situation.

Thanh Hoa is a large province in terms of both area and population. The terrain is quite complicated, much divided and lower in the West-East direction. The mountainous region of Thanh is a large area, accounting for $\frac{3}{4}$ of the area and $\frac{1}{3}$ of the province's population, with 11 districts and 7

ethnic groups living together: Kinh, Muong (364,622 people), Thai (223,165 people), Mong (14,917 people). People); Dao (6,215 people); Tho (11,530 people), Kho Mu (978 people). Located in an important strategic position, along the western corridor bordering the Lao People's Democratic Republic with a border length of up to 192 km; The North and the Northwest border with Ninh Binh, Son La, and Hoa Binh provinces; To the south, it borders Nghe An province. Although it is considered as a potential area, it has not been exploited and promoted properly, so compared to localities located in the delta, coastal and mountainous areas; Thanh Hoa still faces many difficulties in life economic, cultural and social life.

Implementing the guidelines and lines of the Party, the State's policies, the Prime Minister's decisions on ethnic minority affairs, ethnic minorities are always paid special attention by the Provincial Party Committee, People's Council and Provincial People's Committee; set out guidelines, direct and concretize the policies of the Central Government to be suitable and flexible with the reality in each mountainous locality. The province also directs departments, agencies and sectors to implement synchronously and integrate resources to effectively implement programs, policies and projects approved by the Prime Minister for ethnic minority and mountainous areas. . At the same time, determining to build a strong contingent of ethnic minority cadres in mountainous districts of Thanh Hoa is an urgent task and requirement.

In the mountainous area of Thanh Hoa province, there are many important arterial roads, not only communicating with other areas in the province, more importantly, to reach other provinces in the country and some countries in the region. Areas need to go through mountainous areas. Route 15A connects the area with the northern and southern districts; route 217 to Hua Phan province (Laos), crossroads such as national highway 47, 45... Connecting with Thanh Hoa city, national highway 1A and delta districts. In particular, the Ho Chi Minh trail as the backbone, as a focal point for exchanges between the districts in the region as well as between the region and the northern and southern provinces has been invested, built and completed and put into use.

Therefore, building a contingent of ethnic minority cadres in mountainous districts of Thanh Hoa is an important factor in improving the leadership capacity, combat strength and effectiveness of leadership, management and administration of the Party committees and committees. People's Committees from district to the grassroots level in mountainous districts. As a "bridge" between the Party, the State and the people, cadres play an important role in socio-economic development, maintaining security and order in mountainous areas. , ethnic minority areas, deep-lying and remote areas.

Continuing to implement the current ethnic policy of the Party and State, the issue of building a contingent of ethnic minority cadres in mountainous districts of Thanh Hoa is a fundamental issue that determines the strength of the great bloc national unity, to the revolutionary cause of the Party in mountainous areas, the growth of ethnic minority cadres is the most vivid expression of equality between ethnic groups, the successful implementation of political tasks. economic, cultural, social, national defense and security in the mountainous districts, contributing to the construction of Thanh Hoa increasingly developed and prosperous.

2. Problems facing the construction of ethnic minority cadres in mountainous districts of Thanh Hoa today

In general, the contingent of cadres is large but not strong, there is a situation where there is a surplus and a shortage; The linkage between levels and sectors is still limited. The construction of ethnic minority cadres in mountainous districts of Thanh Hoa province currently has limitations, weaknesses and inadequacies:

Firstly, the authorities of some mountainous districts from district to grassroots level are not fully aware of the position and role of ethnic minority cadres

In the process of leading and building a contingent of ethnic minority cadres in the mountainous districts of Thanh Hoa, the actual awareness of responsibilities of several Party committees, Party organizations, leaders of units, from district and commune levels has not been clear. complete, profound and comprehensive about the position and role of building a contingent of ethnic minority cadres. Many localities have not thoroughly grasped the viewpoints on ethnic policies of the Party and State, so they have not actively created resources, have not had any solutions to create sources and select ethnic minority staff; and some localities have not paid attention to the construction of ethnic minority cadres.

Secondly, the planning of EM cadres still has many limitations and is not effective

The cadre planning is still lacking in overall and interconnection among all levels, branches and localities; heavy on guidelines and resolutions; still spread out, not closely following the characteristics of the staff, the situation of tasks in the area; requirements on political quality, qualifications, capacity, working style, etc. have not been concretized close to the characteristics of ethnic minority cadres. In general, the planning work, for the EM staff in the new situation, has not met the practical requirements set forth.

At the grassroots level, many localities still confuse planning and staffing; The structure of the staff is unbalanced, there are many ethnic groups, but the proportion included in the planning is not commensurate. Many party committees have not done well in the staff evaluation stage when putting them into planning; The planning to create a source of ethnic cadres lacks the initiative, does not guarantee the inheritance, is still closed and still formal.

Third, the work of training and fostering the arrangement and use of ethnic minority cadres still has many shortcomings

The training and retraining work is directly related to the quality of ethnic minority cadres in the mountainous districts of Thanh Hoa, but this work currently has many limitations, especially for candidates who are elected and recruited. the type of informal training, the status of recruitment that is not suitable for the target group still occurs in some grassroots localities. Elections have not been associated with planning, so ethnic minority students after graduating from colleges and universities have not been used or used inappropriately with their locally trained expertise. According to the statistics of Thanh Hoa province's Committee for Ethnic Minorities, in 2017 the province had 872 students of the pre-election system who graduated from universities, colleges and intermediate schools. Specifically, out of 872 students of Thanh Hoa's election system who graduated, 440 graduated from universities and colleges with pedagogy majors, 86 graduated from medicine, 68 graduated from agriculture and forestry. However, up to now, jobs have not been fully arranged. The

reasons given by the localities are that there is no payroll, waiting for unsuitable positions, or the learning quality of students in the recruitment system. still low. These professions are practical for ethnic minority areas and this is also a source of future cadres in ethnic minority areas of the province.

The structure of ethnic minority cadres is still inadequate. The number of ethnic minority officials is still small, unevenly distributed, most of them work in mass organizations and socio-political organizations; the proportion of female cadres of ethnic minorities is still small; cultural level, professional expertise, and political theory are still limited. The work of creating resources, planning, training, fostering, arranging and using ethnic minority cadres have not been synchronized and has not been effective. Creating a source of ethnic minority cadres only stops at training ethnic minority students in boarding schools for ethnic minorities, creating sources from afar, there is no regulation to select, arrange and use when they are good. Karma. Many commune-level officials are ethnic minorities in the locality, when arranging jobs because of their prestige with the people, they have not gone through specialized professional training classes, so the quality is still limited and the professional qualifications are not high. , not much experience, ability to receive and process information, cover, evaluate, forecast the situation, define tasks, operate the work is weak.

Fourth, the economic, social and life situation of ethnic minorities in the mountainous districts of Thanh Hoa is still difficult

The economic, social and life situation of ethnic minorities in the mountainous districts of Thanh Hoa is an important basis for evaluating the results of building a contingent of ethnic minority cadres in the area. The life of people in the mountainous districts of Thanh Hoa in recent years has developed and improved. However, compared with the general level of the province and the whole country, the life of the people still faces many difficulties, the per capita income in the mountainous ethnic minority in Thanh Hoa is still low compared to the whole country; Ethnic minorities are significantly lacking in most of the resources for production such as land, capital, skilled labor, labor knowledge, etc. Unstable employment, ethnic minorities People in the mountainous areas of Thanh Hoa often have many children. Economic limitations are the main obstacle to the promotion of human resource development and staff training.

On the other hand, natural geographical features, harsh climate, natural disasters and floods; scattered population; lack of information; evils such as gambling and drugs; the situation of religion and belief in ethnic minority areas is very diverse and there are many unusual places; In some places, religion has been taken advantage of by bad guys, reactionary organizations at home and abroad find ways to take advantage of complex difficulties in ethnic minority areas to incite and gather forces to destabilize political security. political and social order, hostile forces taking advantage of difficulties in ethnic minority areas to distort and divide the national unity bloc... are the causes affecting the construction and training of cadres ethnic minorities in the mountainous area of Thanh Hoa today.

3. Solutions to improve the quality and effectiveness of the construction of ethnic minority cadres in the mountainous districts of Thanh Hoa today

The document of the 12th National Party Congress emphasized the need to improve the quality of education and training, the quality of human resources, and take care of building a contingent of ethnic minority cadres. In particular, to well implement the renewal of cadre work, it is

necessary to: “Increase the percentage of leading cadres and party committees who are ethnic minorities, female cadres, and young cadres”. To improve the quality and effectiveness of building a contingent of ethnic minority cadres in the mountainous area of Thanh Hoa to meet the requirements of the comprehensive national renewal process, gradually making changes in the economic situation, The society in mountainous areas of Thanh Hoa province in particular needs to well implement some of the following solutions:

Firstly, grasping the Party’s viewpoint on awareness, responsibility, position and role of ethnic minority cadres in mountainous districts, departments and branches need to actively create ethnic minority cadres based on distribution. Analyze the planning location and generate local resources

The awareness of the correct position and role of ethnic minority cadres is not only reflected in the documents and resolutions of the Party committees at all levels, but it is also important to be concretized in practice, associated with the development of promoting the role of ethnic minority cadres, because it is the force that directly leads, directs and manages the implementation of political, economic, cultural, social, defense and security tasks in the locality, is the direct force, receiving and grasping, organizing the implementation of tasks assigned by the Party at higher levels.

Having done well in building a contingent of new ethnic minority cadres, the Party committees and localities can firmly grasp the Party's guidelines and policies, the State's laws, and create a high degree of unity from the Party Committee. province to grassroots units at district and commune levels in mountainous districts on the work of resource generation, training, fostering, arrangement and use of ethnic minority cadres. The EM staff planning is based on two factors: structure (age, gender, occupation, ethnicity...) and ensuring standards for the planned position. Fostering the admission to the Party of ethnic minorities in the planning area. It is necessary to attach importance to educating and challenging ethnic minorities who are the Party's target through practical movements, through relations with the people and capacity to do people's work luck.

From the practice in the mountainous districts of Thanh Hoa, it is shown that the party committee that is aware of the position and role of the ethnic minority cadres in that locality is interested in building and ensuring that the ethnic minority cadres are built and ensured in terms of quantity, reasonable structure and satisfactory quality; People's lives are improved and enhanced, the fields of cultural and social activities come into order. Without a really strong cadre, it is difficult to talk about building a strong and comprehensive locality in both socio-economic and defense-security terms.

Second, objectively assess the existing contingent of ethnic minority cadres, thereby identifying guidelines and solutions to build a contingent of ethnic minority cadres to meet both immediate and long-term requirements long

Survey and re-evaluate the existing contingent of ethnic minority cadres, thereby helping the Party committee firmly grasp the current status of advantages, disadvantages, weaknesses, lack of aspects, and potential trends of each cadre. At the same time, identify guidelines and solutions close to the requirements of building a contingent of ethnic minority people not only to meet the requirements of the immediate years but also in the long-term strategy of 10-20 years. In addition, it is necessary to develop criteria to survey and evaluate the contingent of ethnic minority cadres with specific characteristics, such as quality; academic level; forte, forte; task completion results; prospective trends; practical organizational capacity and prestige among the masses. Closely combine channels to survey and evaluate staff. Each channel comments, evaluates and has the meaning of

reference and complements each other to approach the nature of the staff; regularly promote democracy, listen to the reflection of the masses; promptly detect signs of violation of the quality, ethics and lifestyle of cadres and party members, on that basis, take appropriate forms of management, education and discipline.

The criteria for assessing the quality of ethnic minority cadres have a dialectical and close relationship with each other, forming an objective, comprehensive and standard value system to evaluate the quality of ethnic minority cadres and staff. to have solutions to improve the quality of ethnic minority cadres, to promptly meet the urgent requirements of the construction and development of the country in general and the mountainous districts of Thanh Hoa in particular.

Third, actively, focus on comprehensive training, create cadres from ethnic minorities

Employing ethnic minority cadres is a practical and urgent requirement that greatly affects the effectiveness of ethnic minority development in localities across the country. The proactive discovery, selection, promotion and promotion of ethnic minority comrades who are typical of their stance, bravery, political-moral qualities; has the practical capacity to meet the requirements of tasks and is trusted by the people; boldly promote young cadres, female cadres of ethnic minorities to leadership and chairing positions at all levels. At the same time, there is a specific and realistic plan to continue sending training to universities, colleges, and boarding schools for ethnic minorities who have ambitions to dedicate themselves to their career. build the homeland, the country after graduation, promptly supplement the local construction staff. Due to the difficult conditions, the children of ethnic minorities have few conditions to study, so it is not necessary to choose people to train based on their educational level. Those who have completed 10th, 11th, or 12th grade can be flexibly selected, then during the training process, there will be plans to supplement cultural knowledge for this subject before entering the mainstream course.

Fourth, the Provincial School of Politics, political centers, and boarding schools for ethnic minorities in mountainous districts of Thanh Hoa should soon study and develop a framework for training and fostering separate political theories for cadres. minorities

In addition to the general program of fostering Marxist-Leninist theoretical subjects, it is necessary to set aside funds appropriate time to broaden learners' understanding of ethnic, religious, historical and cultural issues; issues of gender equality and capacity building for women; knowledge of politics, national defense and security... in the integration period. Based on the requirements of standards for positions and professional titles of ethnic minority officials to design programs and content close to the reality of "working" what to learn?" Innovating training methods in the direction of "hands-on work". Combine training forms, especially on-the-job training and practical skills. Identify common and differentiated competencies required between political leaders and professional cadres. expertise in the Party and State apparatus, from which there is a basis for determining the process of selecting and training ethnic minority cadres.

Improve the quality and effectiveness of the construction of ethnic minority cadres in Thanh Hoa mountainous districts, stemming from the actual situation of the cadres and the characteristics of the economic, cultural, social and traditional situation. Given the specificity of the mountainous districts of Nghe An, it is necessary to synchronously implement solutions from awareness to specific problems. Thus, the construction of a new contingent of ethnic minority cadres creates the impetus to realize one of the socialist characteristics that Vietnam is aiming for "ethnicities in the Vietnamese community, the union solidarity, equality, respect and mutual help for development".

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