



**APPLYING HO CHI MINH'S THOUGHTS ON DEVELOPING
THE ETHNIC MINORITY STAFF IN MOUNTAINOUS AREA
OF NORTH CENTRAL PROVINCES, VIETNAM**

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Abstract:

Throughout his revolutionary career, President Ho Chi Minh always paid particular attention to ethnic minorities and mountainous areas, and he especially emphasized the development of people's ethnic minorities. In the substantial transformation of the world and the country, in the mountainous regions of the North Central provinces of Vietnam, the issue of developing ethnic minority cadres has always been thoroughly grasped by Ho Chi Minh's ideology in the process of implementing the strategy of great national unity, especially in the North Central provinces of Vietnam, focuses on developing ethnic minority officials to promote socio-economic development in ethnic minority areas ethnic minorities and the mountainous regions during the period of promoting industrialization and modernization.

Keywords: Ho Chi Minh's thought, ethnic minorities, development of ethnic minority cadres, North Central region, Vietnam

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1. Introduction

Deeply imbuing and grasping Ho Chi Minh's ideology in caring for ethnic minorities and ethnic minority areas, right from its birth and throughout the process of revolutionary leadership, the Communist Party of Vietnam always identified ethnic and minority ethnic work as a primary, long-term strategic issue; is the task of the entire political system. In particular, the focus is on training, fostering, and developing ethnic minority officials. This is considered a central and essential task with a critical position and is a deciding factor in the success or failure of the revolutionary cause in mountainous and ethnic minority areas. In the current revolutionary period, ethnic minority cadres play a particularly important role in determining the success or failure of the revolutionary cause in mountainous and ethnic minority areas. With the purpose of "*making our fellow ethnic groups gradually manage all their affairs*," Ho Chi Minh's ideology on developing ethnic minority officials acts as a guiding principle for the development of Vietnam's ethnic minority cadres. The article clarifies Ho Chi Minh's ideology on training ethnic minority cadres and the application of mountainous areas of the North Central provinces to the development of ethnic minority cadres in Vietnam today.

2. Ho Chi Minh's ideology on developing ethnic minority officials in Vietnam

Ethnic minorities and mountainous areas comprise nearly three-quarters of Vietnam's natural area. They are home to 54 ethnic groups, including 53 ethnic minorities with over 13 million people, accounting for over 14% of the nationwide population. Appreciate the key position of the mountainous region - a significant place in economics, politics, foreign affairs, and defense, "*where many ethnic minorities live*" and "*where adjacent to neighboring countries*." Ho Chi Minh always paid attention to this strategic area and gave love to Vietnamese ethnic minorities. With unique feelings, Ho Chi Minh always appreciated the position of ethnic minorities and the mountainous regions in the nation's revolutionary cause. Ho Chi Minh pointed out the tasks of the leaders of the Party and Government: "*You all know that the mountainous areas of our country occupy an important position for national defense and the economy. Therefore, the Party Central Committee and the Government, as well as the party committees at all levels, local committees, aunts, and uncles, must learn how to improve the material and cultural life of ethnic people. By doing so, we will both improve the lives of people of all ethnic groups and contribute to providing necessary things for the State*" [5, 166].

Ho Chi Minh constantly affirmed that ethnic minorities are an inseparable part of the Vietnamese ethnic community. Immediately after returning to the Fatherland (January 28, 1941), Ho Chi Minh chose Cao Bang as a stopping point and built Cao Bang and the northern mountainous provinces as the base of the revolution, sticking with fellow citizens and being loved and protected by fellow countrymen. After the successful August Revolution, in a letter to the Congress of Southern Ethnic Minorities in Pleiku on April 19, 1946, he wrote: "*Kinh or Tho, Muong or Man, Gia Rai or Ede, Xe Dang, Ba Na and*

other ethnic minorities are all Vietnamese descendants, all blood brothers. We live and die together, happy and miserable together, hungry and hungry, helping each other. In the past, we were distant from each other, first because of a lack of communication and secondly because people encouraged us to separate ourselves. Today, Vietnam is our common country. In the National Assembly, representatives of all ethnic groups are present. The government has an "ethnic minority clinic" to take care of all people" [1, 249]. Although ethnic minorities and mountainous areas have a lot of potential for development, due to economic difficulties, physical facilities, and human resources, ethnic minorities and the mountainous regions still cannot keep up with the general development of the whole country, so Ho Chi Minh said: "For mountainous areas to develop, first of all, we must promote the cause of socio-economic development in mountainous areas, and this cause must be with the mountain people themselves as the core. To promote potential and advantages while strengthening "national solidarity and improving people's lives"" [4, 458].

Ethnic minorities and mountainous people must be at the core of all policies, in which the development of ethnic minority officials needs special attention and emphasis. Ho Chi Minh said that national policy needs to start with cadre work: Training, fostering, and developing staff, predominantly ethnic minority staff, because they understand very well the reality, cultural characteristics, and psychology of people of all ethnic groups and are the ones who receive, organize propaganda, and mobilize the masses to implement the Party's guidelines and policies state laws in ethnic minority and mountainous areas. Ho Chi Minh stated clearly: *"We must pay attention to training, fostering, and promoting officials in mountainous areas. Of course, Kinh officials must help local people, but we must do so to help local officials improve so that people can manage local affairs themselves, rather than making excuses to do it for them" [4, 270].*

Along with the policy of great national unity, in Ho Chi Minh's ideology, the top requirement in developing ethnic minority officials in mountainous areas is to train and improve cultural qualifications, building types of schools and classes suitable for ethnic minority areas in mountainous regions, *"paying attention to developing schools for ethnic youth to both study and work" [6, 164].* With the school model for ethnic youth that learns while working, ethnic staff have the conditions to study and practice their knowledge, putting the knowledge they have learned into vivid practice right in the learning environment. with the goal of *"training local officials who are both cultural, technical, and good at labor" [6, 164].* Ho Chi Minh pointed out two fundamental issues that the Party and State need to pay attention to and help ethnic people: First, combat illiteracy and develop general education; Second, train ethnic officials. Ho Chi Minh requested the Party and Government to launch and maintain the popular education movement among people of all ethnicities to eliminate illiteracy. Ho Chi Minh pointed out: *"Compatriots must try to eliminate illiteracy. You must know how to read and write to progress in business" [6, 95].*

Ho Chi Minh also emphasized the planning of ethnic minority cadres, *"Strive to train, educate and promote local and ethnic cadres. Even though at first local and ethnic cadres have low qualifications, little experience, and do not work well, leaders must guide them and help*

them, and over time they will certainly improve" [5, 523]. According to Ho Chi Minh, training ethnic minority officials is for use. To use it effectively, you must take care of regular training and have specific plans, coordination, selection, and precise planning. Ho Chi Minh said: *"Culture in the mountainous areas has progressed a lot. Thai people, Meo people, Tay people, and Nung people have their own words. That's good. Illiteracy has been eliminated a lot, but still, slowly, it is necessary to promote cultural learning more"* [2, 163].

Ho Chi Minh pointed out that to develop our homeland, our people are the main force, so we need to be determined to study to progress and develop constantly; only then can we complete our mission of revolution in their homeland and contribute to the overall development of the country, *"This job is for local officials to do. Therefore, if you are still weak, you must study, learn how to work and learn about the profession. If you don't do it because you're weak, it won't work. There are many things I don't know, but if I'm determined to learn, I must know and know. Knowing is progress"* [3, 212].

In the work of ethnic minority officials, Ho Chi Minh paid particular attention to the development of female officials. Therefore, according to Ho Chi Minh, properly evaluating women's role in the revolutionary cause is necessary. Ho Chi Minh said, *"Women have equal rights with men in political, economic, cultural, social, and family aspects"* [3, 377]. On March 19, 1964, speaking at the Conference of Women Cadres in Mountainous Areas, Ho Chi Minh affirmed: *"In the past, when there were still the West and Japan and the kings, mandarins, women and girls of all ethnic groups were oppressed by them, cruel exploitation. On the other hand, they incite one nation to despise and hate another nation. Since the success of the revolution and the victory of the resistance war, the Party and Government have made girls and boys equal, and all ethnicities equal"* [6, 265]. To promote their equal rights, ethnic minority women must constantly study and make efforts in all activities, actively contributing to the cause of building and protecting the country. Ho Chi Minh pointed out: *"...women must try to study. Education, political school, career school. If you don't study, you won't progress. If you have determination, you will learn. Currently, women in mountainous areas work as teachers, doctors, technical officers, and militia leaders..."* [6, 262]. To develop an equitable team of female ethnic minority officials, Ho Chi Minh regularly reminds authorities at all levels to pay attention and have development strategies so that women can fully develop their abilities. At the Mountain Propaganda Conference, when it was learned that no ethnic minority female delegates were invited to attend, Ho Chi Minh severely criticized, *"In all aspects of revolutionary activities, ethnic minority women All have made great contributions. If a meeting like this forgets the role of women, then surely in the localities, you will also forget the role of women"* [5, 158].

3. The current status of the process of applying Ho Chi Minh's thought on developing ethnic minority cadres in the provinces of the North Central region of Vietnam

3.1. Some results achieved

In recent years, the Communist Party of Vietnam has always focused on cadre work and improved the training and fostering of cadres at all levels. Resolution 26-NQ/TW of the

7th Conference of the 12th Central Committee on focusing on building cadres at all levels, especially at the strategic level, with sufficient qualities, capacity, and prestige, equal to the task, emphasized: "*Cadres are the decisive factor in the success or failure of the revolution; cadre work is the "key" link in the work of building the Party and the political system. Building a cadre team, especially strategic cadres, is a top priority task, a vital task of the Party, which must be carried out regularly, carefully, scientifically, closely, and effectively. Building a cadre team invests in long-term and sustainable development*" [7]. To clarify the critical task of personnel work in the new situation, the 13th National Congress of the Communist Party of Vietnam continued to affirm: "*Personnel work is the "key of the keys"*" [8, 75]. Therefore, the Communist Party of Vietnam pointed out the goal of building a contingent of cadres in the coming time: "*to ensure a continuous and steady transition between generations, capable of leading our country to become an industrialized country in the modern direction by 2030, with a vision to become a modern industrialized country in the socialist direction by 2045, for the goal of a rich people, a strong country, democracy, fairness, civilization, increasingly prosperous and happy*" [9].

In the substantial transformation of the world and the country, in the mountainous areas of the North Central provinces of Vietnam (the article selects 11 mountainous districts in the regions: Thanh Hoa (Quan Hoa District, Muong Lat); Nghe An (Ky Son District, Con Cuong District, Que Phong District); Ha Tinh (Huong Son District, Huong Khe District); Quang Binh (Minh Hoa District, Tuyen Hoa District); Quang Tri (Huong Hoa District, Dak Rong District), the issue of developing a team of ethnic minority cadres is raised as an urgent issue, this is considered the key to promoting socio-economic development for mountainous areas. Resolution No. 26-NQ/TW of the Politburo (dated November 3, 2022) "*on socio-economic development and ensuring national defense and security in the North Central and Central Coast regions to 2030, with a vision to 2045*" has put forward the viewpoint: "*Developing science and technology, innovation and digital transformation, by the actual conditions of the region.*" In the mountainous areas of the North Central provinces of Vietnam, there are advantages such as the determination of the Government, young human resources, and quick access to new technology. However, in the process of industrialization and modernization of the country, the mountainous regions of the North Central region of Vietnam are also facing many difficulties and challenges, such as the system of institutions, policies as well as enforcement institutions, dispute resolution related to economic development are still weak, not synchronous and especially the team of ethnic minority cadres in the mountainous regions of the North Central region is currently weak in quality and inadequate in structure. Therefore, the team of ethnic minority cadres in the North Central provinces of Vietnam has not met the country's industrialization and modernization requirements.

To develop feasible solutions to promote resources in mountainous districts in the North Central region in the process of promoting industrialization and modernization is an urgent issue in both theory and practice. Therefore, developing a solid contingent of ethnic minority cadres in the North Central provinces of Vietnam is a task and requirement.

Imbued with Ho Chi Minh's thought on developing ethnic minority cadres, in recent years, based on thoroughly implementing the policies of the Party, the Government, the Prime Minister, and ministries and branches have issued many legal documents to train and develop ethnic minority cadres and based on the characteristics of the North Central provinces, many policies have also been issued on developing ethnic minority cadres. These are critical legal bases for all levels, sectors, and localities of the North Central provinces to create specific plans and projects to develop ethnic minority cadres in the future. In the period from 2020 to 2023 alone, regarding the development of ethnic minority cadres in mountainous areas of the North Central provinces, Vietnam has achieved encouraging results:

Firstly, the quantity and quality of ethnic minority cadres in agencies, units, and localities have been gradually improved. After participating in training courses, ethnic minority cadres, especially key cadres, have promoted their capacity and strengths, consolidated their expertise, and contributed significantly to the effectiveness of leadership, direction, administration, and implementation of tasks and public services in agencies, units, and localities, especially in areas with many ethnic minorities living; ensuring effective implementation of local political tasks.

Secondly, the use and management of ethnic minority cadres are carried out by agencies and units based on job positions while also being linked to their capacity and strengths, ensuring relative harmony and rationality. In addition, the work of cadre management and evaluation is also given attention. The quality of ethnic minority staff is gradually consolidated and improved, increasingly affirming their role and position in the work.

3.2. Some limitations

However, in addition to the achievements in developing the contingent of ethnic minority cadres in the mountainous areas of the North Central provinces, there are still certain limitations and weaknesses:

First, there is an imbalance in the proportion of ethnic minority cadres in the political system. This leads to inequality in ethnic development, according to Ho Chi Minh, who believes that "*all ethnic groups in the Vietnamese ethnic community are equal and develop equally.*"

Second, the recruitment and use of ethnic minority cadres have not been implemented effectively. The arrangement of ethnic minority cadres in localities, especially at the grassroots level, is still inadequate and not in line with their trained expertise, leading to low implementation efficiency, even leading to errors and violations that cause loss of prestige among compatriots, causing many serious consequences.

Third, creating sources and planning for developing ethnic minority cadres is still inadequate, and many localities are confused about creating sources and developing teams. Therefore, many mountainous localities are still passive; there are no ethnic minority cadres to build; this shows the weakness of the Party Committee and government in leading the locality's development.

Fourth, the quality of human resources in mountainous areas is deficient; the number of ethnic minority cadres who have received formal and systematic training accounts for a small proportion. Therefore, the leadership capacity and task performance of many ethnic minority cadres have not met the current standards and requirements.

Fifth, the training and development of ethnic minority cadres still has many shortcomings; the quality, content, and training programs often do not link theory to practice, the theoretical learning at training institutions is carried out relatively well, but the concretization into practice requires creativity and appropriateness, which is still limited. The training has not been precisely planned nor linked to practical work; many job positions are only trained in one or two fields. Therefore, it leads to an imbalance in the use of job positions; many people are trained but need to be used in the correct job position.

3.3. Causes of limitations

First, the geographical and natural characteristics of the mountainous areas of the North Central provinces are too complicated, with poor infrastructure, limited investment resources, and backward and conservative customs and practices.

Second, the socio-economic situation in the mountainous areas needs to be developed, with the average income per capita in the mountainous regions of the North Central provinces being only 55% of the national average. Population planning still has many shortcomings, and the birth rate is much higher than in the urban plains. Early marriage and divorce are still common. Economic and social limitations hinder the promotion of human resource development and training of ethnic minority cadres.

Third, the mountainous areas of the North Central provinces are bordered by Laos, and the issue of spontaneous migration is relatively complicated. Hostile forces take advantage of the difficulties of ethnic minority areas to distort and divide national solidarity... these are the causes affecting the current work of developing ethnic minority cadres.

4. Solutions to promote the development of ethnic minority cadres according to Ho Chi Minh's ideology in the mountainous areas of the North Central provinces, Vietnam today

To promote the achieved results and overcome the limitations and weaknesses in the development of ethnic minority cadres, in the coming time, the North Central provinces, Vietnam needs to implement well the following essential solutions:

First, the mountainous areas of the North Central provinces, Vietnam need to continue to thoroughly grasp and flexibly and creatively apply the guidelines and policies of the Communist Party of Vietnam on the development of ethnic minority cadres by the characteristics of the situation and requirements of the tasks of the mountainous localities of the North Central provinces, Vietnam. Continue to promote the building of a significant national unity bloc for sustainable development based on

equality, regardless of region or ethnicity, "*Ensuring equality, solidarity, respect, and mutual assistance among ethnic groups for mutual development*" [8, 50] by the spirit of the resolution of the 13th National Congress of the Communist Party of Vietnam.

Second, the mountainous areas of the North Central provinces of Vietnam need to continue to promote the review and assessment of the current situation of ethnic minority cadres in the mountainous regions in all aspects, such as training, fostering, planning, appointment, rotation, promotion, etc. Especially the recruitment issue, the recruitment of ethnic minority cadres needs to be flexible and suitable to the reality of each locality because the level, awareness, and understanding of ethnic minorities are still limited compared to the current development level between the plains and urban areas. Therefore, the mountainous regions of the North Central provinces of Vietnam need to research and propose appropriate mechanisms in the recruitment, use, and development of ethnic minority cadres that are both suitable to the policies and guidelines of the Vietnamese Government but at the same time demonstrate creative application in the development of ethnic minority cadres.

Third, the mountainous areas of the North Central provinces need to mobilize the strength of the entire political system to develop the mountainous regions. First of all, it is necessary to invest in upgrading, completing, and building new infrastructure, creating the socio-economy, improving the material and spiritual life of the mountainous people, promoting education development, improving health care conditions, promoting hunger alleviation and poverty reduction, job creation, and sustainable development in the mountainous areas. "*There is a mechanism to promote the positivity, self-reliance, and self-reliance of ethnic minorities in socio-economic development, implementing multidimensional and sustainable poverty reduction*" [8, 170].

Fourth, the mountainous areas of the North Central provinces need to study and propose to the Central Government the construction of a specific mechanism in the socio-economic development of the locality, in which attention should be paid to the work of building and developing the cadre team in general and the development of the cadre team of ethnic minorities in particular. In addition to the general characteristics of cadres who are ethnic minorities, it is necessary to base on the regional culture, geographical location, and socio-economic characteristics of each locality in the mountainous areas of the North Central provinces to have appropriate policies in developing the cadre team of ethnic minorities, only then can we promote rapid development in the mountainous regions in terms of human development.

Fifth, in the next five to ten years, the mountainous areas of the North Central provinces need to propose and develop appropriate plans closely linked to the reality of building and developing mountainous districts so that the mountainous regions can increasingly develop and keep up with the plains and the urban areas. To achieve this, in addition to the state's investment budget for mountainous policies in general, the mountainous regions of the North Central provinces need to have reasonable policies to call for investment and development from domestic and foreign enterprises in the mountainous areas, in which the top priority is to develop human resources for this area.

5. Conclusion

Ho Chi Minh's thought on developing ethnic minority cadres has demonstrated a vision of cadre strategy in every revolutionary stage. Based on Ho Chi Minh's thought, the work of ethnic minority cadres has always received special attention from the Communist Party of Vietnam and the State of Vietnam. It has achieved many great results in the revolutionary cause. In the current period, the development of ethnic minority cadres in the mountainous areas of the North Central provinces is considered an essential task in the development of mountainous and ethnic regions.

Conflict of Interest Statement

The authors declare no conflicts of interest.

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