

RECRUITING AND USING CONTINGENT OF CADRES, CIVIL SERVANTS AND OFFICIALS OF ETHNIC MINORITIES IN THE POLITICAL SYSTEM

Phi Hung Cuong^a
Hoang Viet Anh^b

^a Vietnam Academy for Ethnic Minorities
Email: phihungcuongtn@gmail.com

^b Academy of Politics Region I
Email: viethanhv1@gmail.com

Received: 14/2/2020
Reviewed: 26/2/2020
Revised: 6/3/2020
Accepted: 15/3/2020
Released: 31/3/2020

DOI:
<https://doi.org/10.25073/0866-773X/381>

*D*etermining the urgent needs of attracting, recruiting and employing a contingent of cadres, civil servants and officials of ethnic minorities in the political system is essential. This is not only an important task of the Party and State of ethnic minority cadres' work but also aims to resolve urgent issues to meet the objective requirements of ethnic minority areas in the period of promoting industrialization - modernization and international integration. The research assesses the current needs of attracting, recruiting and using cadres, civil servants and officials of ethnic minorities in the political system; At the same time, there is an overall, in-depth and important view of the importance of ethnic minority cadres for the socio-economic development in ethnic minority and mountainous areas.

Keywords: Attraction; Recruitment, employment, officials, public servants and employees; Ethnic minority; Political system.

1. Introduction

Throughout the revolutionary periods, the work of building a contingent of ethnic minority officials has always been concerned and respected by the Party and State. The document of the Ninth National Congress (2001) of the Party stated: "Actively implement priority policies in training and retraining ethnic minority cadres". At the 12th National Party Congress Document, our Party emphasized "Increasing the proportion of ethnic minority leaders, party committees, ethnic minority women, young cadres". The policy on building a contingent of ethnic minority cadres has been set up in the Party's Resolutions and has been implemented by localities.

Institutionalizing the policy of the Party, the Government and a number of ministries and branches has issued decisions on the work of ethnic minority officials such as: Decision No. 106/2007/QĐ-TTCT, dated 13 July 2007 of the Prime Minister The Government, on the elaboration of Project "A number of solutions to enhance training, fostering and creating sources of officials of the grassroots political system in the Northwest region (2007-2010)"; The pilot project recruited 600 young intellectuals to be commune vice presidents in 64 poor districts nationwide; Project on recruiting 500 young intellectuals to participate in rural development in mountainous areas in the period of 2013-2020; Decision No. 718/QĐ-TTg

on "Approving the Scheme on consolidation and strengthening of the Mong ethnic cadres in the grassroots political system in the key communes in the Northwest region in the period of 2014 - 2018"; Circular No. 02/2014/TTLT-BNV-UBDT of September 11, 2014 of the Ministry of Home Affairs and the Ethnic Minority Committee promulgating guidelines for the implementation of policies for ethnic minority officials, public servants and employees; Decision No. 402/QĐ-TTg dated March 14, 2016 of the Prime Minister on Approving the Project on development of ethnic minority cadres, civil servants and officials in the new period ... is an important legal basis for ministries, departments and agencies at the central as well as localities to formulate plans and schemes to "Perfecting the institutional system and policies on recruitment, use and management of teams." cadres, civil servants and officials of ethnic minorities in order to build and develop the contingent of cadres, civil servants and officials of ethnic minorities who have firm political stature, quality and morality; having professional qualifications, contributing to consolidating, raising the effectiveness and efficiency in state management. Reasonably raising the proportion of ethnic minority officials, public servants and employees at State agencies and public non-business units from the central to grassroots levels, especially in localities in ethnic minority areas minority".

2. Research overview

Studies of cadres, civil servants and officials in both Vietnam and abroad have shown an overall view of the position and role of cadres, civil servants and officials in general. It is composed of cadres, civil servants and officials of ethnic minorities in the political-administrative system of nations. In Vietnam, accordingly, researches on policies of cadres in ethnic minority areas have achieved important results, including: i) The researches have generalized most of the Party's guidelines and policies. State on ethnic minority staff work. At the same time, scientifically analyzing the implementation of guidelines and policies of the Party and State on the work of building a contingent of ethnic minority cadres during the period of national renewal; ii) The studies agreed on the viewpoint confirming the position, role and importance of ethnic minority cadres, civil servants and officials in the socio-economic development of the population. ethnic minorities. The studies also show that, both in quantity and quality, the contingent of cadres, civil servants and officials of ethnic minorities is still weak and weak, failing to meet the socio-economic development requirements of region and locality; iii) The researches have contributed to summarizing some practical and theoretical experiences in the guidelines and policies of ethnic minority officials since the renovation (1986) to the present. At the same time, draw some comments and conclusions based on newly analyzed materials and information, scientific explanations, especially comments and conclusions on the implementation of policies on ethnic minority cadres. with specific characteristics of each region, locality, fields as well as ethnic groups; iv) The recommendations and solutions of researches are a valuable source of reference, contributing to the Party and the State to have practical bases in the formulation and promulgation of main guidelines and policies. policies on developing the contingent of ethnic minority cadres, contributing to meeting the tasks of the revolution in the new period as our country takes a comprehensive step toward national renewal and international integration.

Although important results have been achieved, studies on cadre policy for ethnic minorities are still limited, namely: Firstly, the studies have not fully covered the staff policies. In the ethnic minorities since the implementation of the renovation policy until now, the focus has been on a certain period or term, and even some studies have only researched on a specific policy. In addition, the period from before 2000 also received little attention to in-depth research, which mainly focused on some key issues of this period; secondly, with time constraints, studies on ethnic minority cadres are mainly concentrated in a region or a local area or a certain

field; Thirdly, the research works are mentioned in different angles, as well as each industry, each region, but the raising of questions in research and scientific hypotheses is also rarely mentioned.

In addition, as a whole, there has not been any research project that has not comprehensively studied the composition, structure, quantity and quality of ethnic minority officials, public servants and officials. minorities in our country's political system from the central to local levels. Especially, there has not been any research project fully on the situation of attracting, recruiting, using and proposing solutions to strengthen the contingent of cadres, civil servants and officials of ethnic minorities in the main system. central to local government. Therefore, the studies have not fully covered the policies and the implementation of policies on the work of ethnic minority officials.

3. Research methods

This article has used a number of major research methods, including: i) Methods of analysis and evaluation: Based on the summary results of attracting, recruiting and employing cadres and civil servants, Ethnic minority officials in the political system, the author will conduct analysis and evaluation of the achievements and limitations in the research works. At the same time, it is also clarified and analyzed on issues of attracting, recruiting and using ethnic minority officials, public servants and officials in the political system; ii) Methods of processing statistical data: Based on data sources from surveys and researches on attraction, recruitment and employment of ethnic minority officials, public servants and officials in the system political system; iii) Secondary data analysis method: In this article, mainly collecting and analyzing published works on attracting, recruiting and employing cadres, civil servants and public employees. ethnic minorities in the political system.

4. Research results

4.1. Demand for attracting, recruiting and using central agencies

With the attention of the Party and the State on the work of ethnic minority cadres, in recent years, the contingent of cadres and cadres of ethnic minority people working in the central agencies and ministries has been increasingly increased both in quantity and quality. According to the monitoring report No. 840/BC-HDDT13 of the National Assembly's National Council, "The number of ethnic minority officials in ministries and central branches is 6,864/136,693, accounting for 5%. The number of ethnic minority VCs at central level is 3,029 people/187,436 people, accounting for 1.6%." . Some ministries and sectors have a high proportion of ethnic minority officials: "Ethnic Committee (24.2%), Supreme People's Procuracy

(8.2%), Ministry of Justice (8%), Ministry of Planning Planning and Investment (5.5%), Ministry of Finance (4.6%); .. ”. According to statistics of the Ministry of Home Affairs, as of October 2017, the number of ethnic minority officials who are leaders of ministries and central branches (subject 1) is 15, of which the Committee for Ethnic Minorities has 5 people, Ho Chi Minh Mausoleum Management Board has 10 people. Also according to the statistics of the Ministry of Home Affairs, the number of leading officials (subjects 2) of ethnic minority people in ministries and central branches has 57 people, of which a number of agencies with a large number are the Committee for Ethnic Affairs: 24 people; State Bank: 8 people; Social Insurance: 9 people; Ministry of Education and Training: 6 people. For department-level leaders (subject 3) in the central ministries, according to the Ministry of Home Affairs, there were 402 people as of October 2017. The number of cadres and civil servants who do not hold leadership positions in ministries and central branches with a total of 1879 people.

According to a report of the Central Organizing Committee at the Workshop “Enhancing the work of female cadres and ethnic minority cadres”, organized by the National Assembly Party Committee and the Central Organizing Committee on June 21, 2017: At central level, the total number of ethnic minority people is over 18,000 out of nearly 366,000 cadres, civil servants and public employees (accounting for about 5% - see chart 1), of which 16.3% of ethnic minority officials are leaders. direct management from the room level upwards; At the provincial level, there are 163 thousand people out of 1,115 thousand cadres, civil servants and officials (accounting for 14.7%), of which 6.3% of ethnic minority officials hold leadership and management positions ... Currently, the total ethnic minority officials belonging to the Politburo, the Secretariat managed by 49/725, accounting for 6.8%.

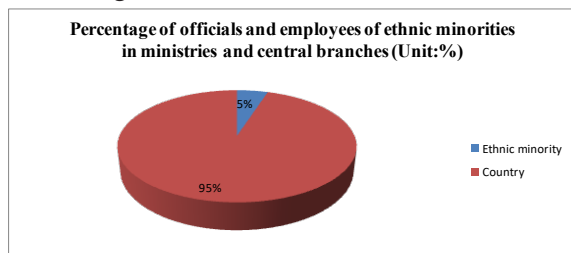


Figure 1: Percentage of officials and employees of ethnic minorities in ministries and central branches (Unit:%)

Source: Central Organizing Committee at the Workshop: Enhancing the work of female cadres and ethnic minority cadres, organized by the National Assembly Party Committee and Central Committee of Organization, Hanoi, June 2017

It can be seen from the report of Standing Committee of the National Assembly (2013), statistics of the Ministry of Home Affairs and the report of the Central Organization Committee (2017), in recent years, the number of ethnic minority public officials in ministries and central branches have increased significantly. This is a remarkable signal in determining the needs of attracting, recruiting and using cadres and cadres of ethnic minority cadres of ministries, ministries and central branches.

The increase in the number of ethnic minority cadres and civil servants in ministries and central agencies in recent years is due to the good identification of attracting, recruiting and using according to the provisions of the Law. For example, the Committee for Ethnic Minorities has well implemented the guidance of Circular No. 02/2014/TTLT-BNV-UBDT dated September 11, 2014 of the Ministry of Home Affairs and the Committee for Ethnic Minorities. at least 40% of the total payroll. For departments and units of the Committee for Ethnic Minorities, in the planning, appointment to the leadership and management titles, there must be at least 01 head or deputy head of ethnic minority.

4.2. Demand for attracting, recruiting and using local

* At the provincial political system

Thoroughly grasping the guidelines and policies of the Party and the State on the cadres and civil servants working on ethnic minority people, “Every year, the provinces and cities directly under the Central Government base on the socio-economic development orientation and local needs. , in the recruitment plan, it is required to determine a reasonable payroll percentage of the total number of staff members assigned by competent authorities to organize the recruitment of ethnic minority people into senior specialist. The recruitment criteria and conditions and the order and procedures for recruitment organization comply with current law “. In which, the ratio must be ensured: “The province has the proportion of ethnic minorities from 5% to less than 10% of the total population of the province: the percentage of ethnic minority officials, public servants and employees involved At least 3% of the total assigned payroll to agencies, organizations and units at the provincial level. The province has a proportion of ethnic minorities from 10% to less than 30% of the total population of the province: the percentage of ethnic minority officials, public servants and officials involved in agencies, organizations and units A minimum of 5% of the province’s total payroll assigned. The province has the proportion of ethnic minorities from 30% to less than 50% of the total population of the province: the percentage of ethnic minority

officials, public servants and officials involved in agencies, organizations and units. At least 10% of the province's total payroll will be allocated. The province has a proportion of ethnic minorities from 50% to less than 70% of the total population of the province: the percentage of officials, civil servants and officials of ethnic minorities participating in agencies, organizations and units granted. At least 15% of the total provincial payroll will be allocated. The province has the percentage of ethnic minorities over 70% of the total population of the province: the percentage of ethnic minority officials, public servants and employees participating in the provincial agencies, organizations and units is at least 20% of the total payroll assigned”.

On that basis, many provinces have issued thematic resolutions and developed specific plans and roadmaps to effectively implement the recruitment and employment of ethnic minority cadres and civil servants in the provincial political system, suitable for our locality such as: Plan No. 241/KH-UBND dated September 8, 2016, of the People's Committee of Lao Cai province on the implementation of the Project on Developing the contingent of cadres, civil servants and public employees ethnic minorities in the new period; Plan No. 568/KH-UBND dated March 7, 2017 of the People's Committee of Kon Tum province on Approving the Scheme on development of ethnic minority officials, public servants and employees in the new period in the locality Kon Tum province; Plan No. 4247/KH-UBND dated October 19, 2016 of the People's Committee of Ninh Thuan Province on Approving the Project on development of ethnic minority officials, public servants and officials in the new period; Plan No. 150/KH-UBND dated November 25, 2016 of Son La Provincial People's Committee on Promulgating the Implementation of Project on development of ethnic minority officials, public servants and officials in the period new in Son La province; Decision No. 1338/2007/QĐ-UBND dated September 5, 2007 of the People's Committee of Yen Bai province on promulgating policies to attract and encourage the development of scientific and technical staff and managerial staff and train ethnic minority officials in Yen Bai province; Decision No. 942/QĐ-UBND dated July 26, 2016 of the People's Committee of Dien Bien province, approving the Plan for development of ethnic minority officials, public servants and officials in the new period of Dien Bien Province Minutes 2016-2020 and the following years; Resolution No. 16-NQ/TU dated 12/15/2014 of the Standing Committee of Quang Nam Provincial Party Committee on Ethnic Minority Affairs in the period 2015-2020 and orientation to 2025...

Due to specific plans and roadmaps, in recent years, the contingent of cadres and civil servants of

ethnic minorities in the provincial political system has made strong changes. According to statistics of the Ministry of Home Affairs in 31 provinces and cities across the country, by the end of October 2017, the number of ethnic minority officials who were grassroots leaders and equivalent (subject 2) was 1879. Also according to the statistics of the Ministry of the Interior, by the end of October 2017, ethnic minority officials were leaders at the department level and the equivalent (subject 3) in 31 provinces and cities nationwide with 18,708/56,470 people.

According to the Central Organizing Committee report, “Ethnic minority cadre work has made significant progress in recent years. This team is increasingly enhanced both in terms of quantity and quality. Currently, at the provincial level, there are over 163 thousand ethnic minority cadres and civil servants out of a total of 1,115 thousand officials and civil servants, accounting for 14.7% (see figure 2). In the 2015-2020 term, 12% of ethnic minority officials will participate in the provincial party committee ... In the same term, 10.9% of ethnic minority officials will join the Provincial Standing Committee.

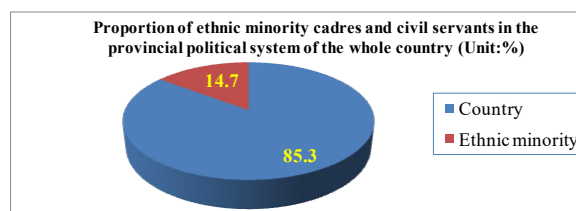


Figure 2: Proportion of ethnic minority cadres and civil servants in the provincial political system of the whole country (Unit:%)

Source: Central Organizing Committee at the Workshop: Strengthening the work female officials, ethnic minority officials, Hanoi, June 2017

** At the district political system*

With the attention and good implementation of the relevant legal documents on the work of cadres, in many localities across the country, the contingent of cadres and civil servants of ethnic minorities in the district political system is increasing (see table).

** At the communal political system*

The contingent of cadres and civil servants at communal, ward and township levels (hereinafter referred collectively to as communal level) of the whole country in general, ethnic minority cadres and civil servants in particular has a very important role, because they are the ones who directly organize the direction, Party's guidelines and State's policies and laws in life. Due to specific plans and schemes, the number of cadres and civil servants working at communal level has increased over time in both quantity and quality. According

Table: Number of CCVC statistics of ethnic minorities in the provincial political system of the provinces

No	Provincial Government Officials	Officer		Officials	
		Total	Ethnic Minorities	Total	Ethnic Minorities
1	Gia Lai	1,474	127	18,874	2,649
2	Điện Biên	1,030	272	14,529	5,243
3	Hòa Bình	1,056	482	16,955	8,203
4	Quảng Nam	1,047	28	9,204	522
5	Cà Mau	981	31	9,189	54
6	Thái Nguyên	1,686	188	14,060	4,245
7	Sóc Trăng	1462	183	13,821	3,945
8	Lạng Sơn	1,691	1,243	15,048	11902
9	Tuyên Quang	1586	568	9,937	3,847
10	Lai Châu	793	229	12,701	4,509
11	Trà Vinh	1,354	107	12,372	2,473
12	Lâm Đồng	1,997	72	17,916	1,431
13	Đắk Nông	1,487	139	5,236	606
14	Ninh Thuận	2,113	204	12,223	2,420
15	Khánh Hòa	8,173	492	52,900	1,269
16	Đồng Nai	3,581	65	44,302	677
17	Yên Bái	5,059	2,323	12,400	3,655
18	Kon Tum	975	158	8,346	1,572
19	Thừa Thiên-Huế	310	79	1,758	258
20	Thanh Hóa	774	313	14,650	5,817
21	Kiên Giang	1,865	78	17,014	925
22	Bắc Giang	1,383	71	6612	111
23	Bình Định	653	44	1,991	208
24	Lào Cai	1,115	268	16,919	5,401
25	Phú Yên	852	14	11,506	303
26	Hà Giang	1,303	611	18,708	10,343
27	Bình Thuận	556	33	1,950	493
28	Đắk Lắk	3,321	375	41,448	4,852
29	Son la	1,017	445	20,687	4,161
30	Bắc Kan	2,131	1,915	6,037	5,211
Total		52,825	11,208	459,293	97,473

Source: Report No. 840 / BC-HDDT 13 of the National Assembly's Ethnic Council

to the Ministry of Home Affairs, “The nationwide communal contingent of cadres has 111,496 people. In particular, the number of cadres and civil servants of ethnic minorities is 17,728 people, accounting for 15.9% (see figure 3) ... The contingent of commune-level full-time cadres is 145,112 people. In particular, the number of ethnic minority officials is 27,571 (accounting for 19%).

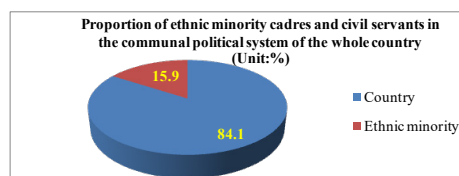


Figure 3: Proportion of ethnic minority cadres and civil servants in the communal political system of the whole country (Unit:%)

Source: Report No. 840/BC-HDDT13 of the National Assembly Ethnic Council

It can be seen that the increase in the number of ethnic minority cadres and civil servants in the political system at all levels from the central to grassroots levels in recent years is due to the good implementation of the guidelines and policies by ministries, branches and localities: of the Party and the State on determining needs in the work of ethnic minority officials. Therefore, the contingent of cadres and civil servants of ethnic minorities in the political system at all levels has actually been improved in terms of quality, increased in number, ensuring the Party’s leadership, managing the State’s management, contributing to promoting socio-economic development, maintaining political security and social order in ethnic minority areas of the country. In addition, many ministries, branches and localities have paid attention to directing and creating conditions for ethnic minority cadres and civil servants to participate in training and retraining courses to improve their professional knowledge, skills, political theory and skills. management and operating skills. The number of ethnic minority cadres and civil servants sent to training and retraining after completing the courses has been gradually considered and assigned to suitable positions and titles, appropriate qualifications and promoted knowledge. The model is equipped with basic equipment to meet practical

requirements and working tasks.

Recruitment is done in accordance with the current law provisions, ensuring openness, strictness and suitability to the actual situation; a number of agencies and units have prioritized the recruitment of ethnic minority people to ensure compliance with the provisions of the Law on Cadres and Civil Servants in civil servant examination and examination. Therefore, the proportion of cadres and civil servants who are ethnic minorities has made positive changes from ministries, branches, central agencies and localities throughout the country.

However, besides the achieved results, cadre work also has some limitations and shortcomings: The number of ethnic minority cadres and civil servants in state agencies and non-business units in many places is still very low compared to with the proportion of ethnic minority population in the area, even some provinces are less than a quarter compared to the percentage of ethnic minority population in the whole province. The proportion of officials and ethnic minorities at the central level is only 5%, officials only account for 1.6%. Therefore, “The structure of the contingent of cadres and civil servants of ethnic minorities is uneven between Party agencies, state agencies, sectors ... Ministry of Science and Technology 8 people, Ministry of Labor, Invalids and Social Affairs 7 people , Ministry of Information and Communications 4 people, Ministry of Construction 4 people, Ministry of Industry and Trade has 3 people) ... Even some agencies without cadres and civil servants are ethnic minorities such as: Office of the President, Academy of Sciences Social Studies, Vietnam Social Insurance) ”. In all 5 provinces in the Central Highlands, the lowest proportion of ethnic minorities is Lam Dong 22%, the rest are over 35% and more than 50% (Kon Tum 55%) but the officials of ethnic minorities of these provinces only reach the highest not exceeding 15%. ; Ministry of Science and Technology 8 people, Ministry of Labor, Invalids and Social Affairs 7 people, Ministry of Information and Communications 4 people, Ministry of Construction 4 people, Ministry of Industry and Trade has 3 people ...”. In the provinces “Tra Vinh, Binh Phuoc, Vinh Phuc, Thua Thien - Hue, An Giang, Phu Yen, Thai Nguyen, Nghe An, Binh Thuan, Thua Thien - Hue, ethnic minority cadres account for only 0.5%”.

5. Discussion

In order to perform well the recruitment, employment of contingent of cadres, civil servants and officials of ethnic minorities in the political system, in our opinion, we need to pay attention to

the following contents:

- Implement effectively guidelines and policies of the Party and State on ethnic minority cadres work.

It is necessary to continue effectively implementing Decision No. 402/QĐ-TTg dated March 14, 2016 on the development of ethnic minority cadres in the new period. In particular, the ministries, ministries, branches as well as localities should develop plans and programs such as: New training programs, retraining and retraining courses to consolidate and enhance capacity and professional qualifications. , professional, skills working for ethnic minority cadres and civil servants. In addition, it is necessary to develop specific mechanisms and policies to train ethnic minority pupils and students from the boarding ethnic minority, pre-university to university and postgraduate. Promote ethnic minority knowledge fostering program under the Prime Minister’s Decision 771 according to 4 target groups: Subject 1 (Provincial leaders and the like); subject 2 (Department-level leaders and equivalent); subject 3 (Leader of Division and equivalent); subject 4 (cadres, civil servants and public employees do not hold leadership positions).

- Continue to improve institutions on recruiting, using and managing the contingent of ethnic minority officials, public servants and officials.

Completing the institutional system on recruiting, using and managing the contingent of CC, VC ethnic minority cadres, in which, continuing to implement the Law on Cadres and Civil Servants, the Law on Public Officials and its guiding documents. To properly, fully and effectively implement priority regimes and policies for ethnic minority officials and employees. Study to formulate, amend and supplement policies with particular characteristics in recruitment, rank promotion and promotion; training and retraining; criteria and conditions in planning, appointment of leadership and management titles for officials and employees of ethnic minorities. Studying and defining the regimes and policies to attract talents, respect, remuneration, salary and social insurance policies suitable for talented people in official and professional activities of the team staff of ethnic minority cadres

- Develop strongly in quantity and quality assurance for the contingent of ethnic minority cadres, civil servants and officials

According to the report of the Ministry of Home Affairs, in recent years, in addition to some localities, a high proportion of officials and cadres of ethnic minorities is close to the proportion of the

population of ethnic minorities such as: “Bac Kan (86%); Ha Giang (57%), Hoa Binh (52%), Tuyen Quang, Lai Chau (38%), Thanh Hoa (30%) ... most of the remaining provinces have a much lower rate of ethnic minority officials. Compared with the percentage of ethnic minority population present in the area such as Dien Bien, the proportion of officials and ethnic minorities accounts for only 30% of the total number of officials and officials in the province, while the rate of ethnic minorities in the province is 80.1%, the provinces other such as Dak Lak 13% compared to 31%; Dak Nong 9% vs 32.4%, Tra Vinh 18% vs 31.5% ... “

Therefore, in order to overcome the above situation on the development of quantity and quality improvement of the contingent of cadres and civil servants of ethnic minorities in the coming time, it is necessary to carry out, “For provinces and cities directly under the Central Government (collectively referred to as provinces), the percentage of ethnic minority officials, public servants and employees participating in the provincial agencies, organizations and units is at least 3% to 20% of the total payroll assigned, depending on the percentage of people. ethnic minorities over the total population of the province. For districts, towns, provincial cities (collectively referred to as districts), the percentage of ethnic minority cadres, civil servants and public employees participating in the district agencies, organizations and units is a minimum of 5% to 35% of the total payroll assigned, depending on the proportion of ethnic minorities to the district’s total population. For communes, wards and townships (collectively referred to as communes), the minimum percentage of ethnic minority officials, public servants and employees participating in commune-level agencies, organizations or units is at least 10% up to 50% of total payroll assigned”, depending on the percentage of ethnic minorities in the total population of the commune...

- Continue to research, amend and supplement policies related to recruitment

Continuing to develop the education system with continuity and continuity between grades. Implement planning, training, and vocational orientation for ethnic minority students after graduating from junior secondary schools and other educational levels to create a source of cadres associated with local needs, with particular attention paid to locating key officials in the grassroots political system in areas with large ethnic minority populations.

Adjust and specify the enrollment norms for ethnic minorities of universities, colleges, vocational secondary schools and vocational training schools

in the northern mountainous regions, the Central Highlands and the southwestern region to create a source of officials and employees developing human resources for ethnic minorities. Creating an agreement between the sending competent agency and the agency responsible for training, and the agency responsible for considering and recruiting according to job positions after graduates graduate to ensure effective implementation. Integrating cultural training with specialized management and leadership knowledge training for the subjects attending ethnic minority cadres. Renewing contents of training programs for ministries to ensure national unity and suit the characteristics of ethnic minority areas.

- Effectively implement policies on attracting, utilizing, creating sources, training and retraining cadres and civil servants of ethnic minorities.

To timely adjust and promulgate policies on remuneration to suit the contingent of ethnic minority officials, especially in remote and disadvantaged areas. In addition, regularly checking, evaluating and summarizing in order to timely propose solutions to constantly improve the qualifications and capacity of cadres and civil servants of ethnic minorities, suitable for each area of ethnic minority areas.

6. Conclusion

With the determination of the needs of recruiting and using the contingent of cadres and civil servants of ethnic minorities, the work of ethnic minority cadres has made positive changes, strictly complying with the current law provisions, ensuring publicity, tightness and in accordance with the actual situation. Many agencies and localities have had different policies in recruitment such as giving priority to ethnic minorities; direct funding support and sent to training and retraining to improve educational levels, professional skills, political theory; arranging the leader to the party committee at all levels; free pass in examinations for highland, deep-lying and extremely difficult socio-economic regions ...

The work of ethnic minority cadres also has some limitations and shortcomings: The staff structure of cadres and civil servants of ethnic minorities is not equal at all levels, between Party agencies, state agencies, branches ... In the same locality there is still an imbalance among ethnic minorities (especially in the Northern mountainous provinces, except for the Tay, Nung, Muong and Thai ethnic groups, the rest of other ethnic minorities have the number of officials), also civil servants and officials are very low compared to the proportion of the population). In addition, the quality of

ethnic minority cadre cadres in many localities is still very low, especially the communal cadres. Ethnic minority civil servants are mainly working in education and health care, mass organizations, while the economic and technical sector is still small and low.

In order to overcome the limitations and weaknesses in the time of requiring the Party, the State as well as branches and levels to study

and promulgate policies and early, specific and synchronous solutions which help the ethnic minority people achieve better results, especially before the requirements of the socio-economic development process of the whole country in general, ethnic minority areas and mountainous areas in particular, in the period of comprehensively promoting the national renovation process—and international integration.

References

- Ministry of Home Affairs. (2017). *Statistics of the number of ethnic minority officials*.
- National Assembly Council XIII session. (2014). *Report on supervision results The implementation of policies and laws in training and use of cadres, civil servants and officials of ethnic minorities up to five 2013*. Hanoi.
- The Central Committee for Thought and Culture. (2003). *A study paper on resolutions of the Seventh Conference of the Party Central Committee, IXth Congress*. Hanoi: National Political Publishing House.
- The Central Organizing Committee. (2017). *Enhancing the work of female cadres and ethnic minority cadres*. organized by the National Assembly Central Committee and the Central Committee of Organization. Hanoi.
- The Prime Minister. *Approving the Project on Developing the contingent of cadres and civil servants of ethnic minorities in the new period*. , Decision No. 402 / QD-TTg dated March 14 (2016).

TUYỂN DỤNG, SỬ DỤNG ĐỘI NGŨ CÁN BỘ, CÔNG CHỨC, VIÊN CHỨC NGƯỜI DÂN TỘC THIỂU SỐ TRONG HỆ THỐNG CHÍNH TRỊ

Phí Hùng Cường^a
Hoàng Việt Anh^b

^a Học viện Dân tộc

Email: phihungcuongtn@gmail.com

^b Học viện Chính trị khu vực 1

Email: vietanhv1@gmail.com

Ngày nhận bài: 14/2/2020

Ngày phản biện: 26/2/2020

Ngày tác giả sửa: 6/3/2020

Ngày duyệt đăng: 15/3/2020

Ngày phát hành: 31/3/2020

DOI:

<https://doi.org/10.25073/0866-773X/381>

Tóm tắt

Xác định nhu cầu đang đặt ra của việc thu hút, tuyển dụng, sử dụng đội ngũ cán bộ, công chức, viên chức người dân tộc thiểu số trong hệ thống chính trị là hết sức cần thiết. Đây không chỉ là nhiệm vụ quan trọng của Đảng, Nhà nước ta về công tác cán bộ dân tộc thiểu số mà còn nhằm giải quyết những vấn đề cấp bách, đáp ứng yêu cầu khách quan của vùng dân tộc thiểu số trong thời kỳ đẩy mạnh công nghiệp hóa – hiện đại hóa và hội nhập quốc tế. Bài nghiên cứu đánh giá đúng nhu cầu đang đặt ra về việc thu hút, tuyển dụng, sử dụng đội ngũ cán bộ, công chức, viên chức người dân tộc thiểu số trong hệ thống chính trị; đồng thời có cái nhìn tổng thể, sâu sắc, tâm quan trọng của đội ngũ cán bộ dân tộc thiểu số đối với việc phát triển kinh tế - xã hội ở vùng dân tộc thiểu số và miền núi.

Từ khóa

Thu hút; Tuyển dụng, sử dụng, cán bộ, công chức, viên chức; Dân tộc thiểu số; Hệ thống chính trị