

Recruitment of cadres and civil servants from ethnic minorities in the current political system from central to local levels - Current situation and solutions*

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Therefore, the improvement of the capacity of ethnic minority staff brings great meaning and effect, because they are pioneering soldiers in the fields of Party building, administration, socio-economic development, ensuring national defense and security and outside ethnic minority and mountainous areas.

In order to attract, recruit and effectively use ethnic minority staff in the coming time, it is necessary to perform well and synchronously some of the above solutions, because it is not only the correct implementation of guidelines and guidelines of Party on building a contingent of ethnic minority cadres but also meeting the requirements of the strategy of ethnic work as well as industrialization and modernization and international integration in ethnic minority and mountainous areas. At the same time, step by step improve the system of legal policies, ensuring uniformity, contributing to improving the quality, ensuring a reasonable proportion of the contingent of ethnic minority people participating in agencies of the State and from China, nursing to the base during the period of accelerating the renovation and international integration.

Keywords: Recruitment; Officer; Officer; Officials; Solution; Ethnic minorities; Political system.

1. Set the problem

Over the past years, the Party and the State have always paid attention to investing in ethnic minority and mountainous areas through the implementation of many policies, programs and projects. The Resolution of the Seventh Conference of the Central Committee of the IXth Congress stated: “The issue of nationality and national unity is a fundamental and long-term strategic issue and is currently an urgent issue of the Vietnamese revolution. Male”. In order to successfully implement political, economic, social, security, defense, foreign affairs issues, in ethnic minority and mountainous areas, to create a position and power for the revolution, the role of the cadres Ministry in general, ethnic minority officials (EMs) in particular are considered a key, critical and decisive stage. At the time, President Ho Chi Minh affirmed: “Officials are the root of all work”, “Successful or failed work is due to good or poor officials.”

Because the EM staff plays a very important and important role, the attraction, recruitment and use of this staff over the past time has been paid special attention by the Party and our State, with the policy “ To build a contingent of local ethnic minority officials with qualities and capabilities to meet local requirements ”¹. At the same time, “There are plans for training, retraining and use of grassroots and district cadres who are EM people; ... using effectively the number of trained students and students from schools, bar numbers After completing the military service, the children of ethnic minority people act as sources of supplementary officials for the establishments ”². In Decree No. 24/2010 / ND-CP dated March 15, 2010 and Decree No.

¹. Communist Party of Vietnam, Documents of the Seventh Conference of the 9th Central Committee, Hanoi, 2003, p.41.

². Decision No. 122/2003-QĐ-TTg of the Prime Minister dated June 12, 2003 on the Government’s Action Program to implement the Resolution of the 7th plenum of the 9th Party Central Committee on civil affairs clan. Hanoi, 2003.

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29/2012 / ND-CP dated February 12, 2012 of the Government on recruitment, use and management of civil servants, There are priority regulations for EM people in training and use. The Constitution (amended) in 2013 continues to affirm “The State implements a comprehensive development policy and creates conditions for ethnic minorities to develop internal resources to develop together with the country.”³ In addition, there are many documents issued on regimes and policies to encourage EM cadres to train and foster to improve their professional qualifications, political theory, state management, foreign languages and informatics to meet title standards, step by step meet and improve the quality of performance of tasks.

2. Current status of recruitment of cadres and civil servants of ethnic minorities today

Implementing guidelines and policies on cadre work of the Party and State, in recent years, the staff of ethnic minority people (EMs) have been improved in terms of quality, increasing in quantity. , contributing to promoting the socio-economic development, maintaining political security and social order in ethnic minority areas of the whole country. The policy of the Party and State on EM staff has been gradually improved. The legal documents were issued, adjusted quite comprehensively, initially meeting the needs in practical training, management and use of EM cadres and civil servants. Party committees, authorities and localities have directed and facilitated EM cadres, civil servants and officials (CBCCVC) to take part in courses to improve their professional qualifications, political reasoning and Management skills ... After completing the courses, it is considered and arranged into suitable positions and titles, promoting the knowledge of learning, basically meeting the requirements and tasks. Currently, in the whole country, the number of CBCCs and ethnic minority people with professional training is 17,598 people, accounting for 4.7%; political theory: 14,381 people, accounting for 3%; state management: 7,368 people, accounting for 9.45%; about professional skills: 35,457 people, accounting for 8.52%; other training and retraining: 36,648 people, accounting for 16.67%; the number of ethnic minority CBCCs trained abroad: 99 people, accounting for 3.3%.⁴

The recruitment of CBCCVC is done in accordance with the current legal regulations, ensuring publicity and strictness, consistent with the actual situation. Agencies, units, ministries,

³. Constitution of the Socialist Republic of Vietnam (amended in 2013): Article 5 (Clause 4).

⁴. National Council of the National Assembly XIII (2014), Report 840 / BC-HDDT13 dated 5-1-2014 on the results of monitoring “The implementation of policies and laws in training and use for staff Ministries, civil servants and officials of ethnic minorities up to 2013

branches and localities apply recruitment policies and regimes, prioritize recruitment of EM candidates according to the provisions of the Law and guiding documents. . At the same time, to build a policy to attract people with high professional qualifications to work in mountainous, highland, extremely difficult socio-economic and ethnic minority areas.

“By the end of 2015, there are 68,781 staff members of ethnic minorities across the total 588,453 payrolls, accounting for 11.68%”⁵. Along with the increase in the quantity and quality of the ethnic minority cadres are also increased. According to the results of the monitoring report of the Ethnic Minority Council in ministries, branches and 36 localities, “number of officials civil servants and officials of ethnic minorities with professional training have 17,598 people (nationwide is 374,263 people), accounting for 4.7%; political theory training: 14,381 people (nationwide is 476,225 people), accounting for 3%; training on state management: 7,368 people (nationwide is 77,927 people), accounting for 9.45%; training on professional skills: 35,457 people (nationwide is 415,867 people), accounting for 8.52%; other training and retraining: 36,648 people (nationwide is 219,940 people), accounting for 16.67%; Overseas training: 99 people (nationwide is 2,989 people), accounting for 3.3%”⁶. With the increase in quantity, the increase in the quality of ethnic minority cadres in recent years has contributed to promoting the socio-economic development, maintaining security - politics. and social order in ethnic minority areas of the whole country.

Recruiting in many ministries, branches and localities, there has been a combination of payroll norms and job requirements, employment positions, focusing on moral qualities and officials; policies to attract CBCCVC to work at the grassroots level and areas with difficult and particularly difficult socio-economic conditions have brought into play practical effectiveness. The appointment of CBCCVC leaders and managers at all levels is done according to the principle of focus, democracy, objectivity and publicity, transparency, motivating people with qualifications and ability to strive to reach up, contributing to the renovation of cadre work and improving the quality of EM staff. The proportion of ethnic minority officials and

⁵. Vo Thi Tuyet Thu: Orientation and solutions to build and complete planning policies, train and use cadres and civil servants of ethnic minorities in the period of 2016-2020, with a vision to 2030, Proceedings of Scientific Workshop: Theoretical and practical basis to improve the poverty reduction law policy for ethnic minorities in the period of 2016 - 2020 in accordance with the Constitution, Hanoi, 2016

⁶. Prime Minister (2016), Decision No. 402 / QD-TTg dated March 14, 2016 of the Prime Minister on the Approval of the Project on Developing the contingent of ethnic minority CC and VCs in the new period, Hanoi

employees in general and the proportion of ethnic minority management officials in particular are gradually being raised compared to the proportion of ethnic minority people in the area.

In addition to the achieved results, the training and use of ethnic minority cadres and civil servants still have some limitations, inadequate: i) The ratio of ethnic minority cadres and civil servants in state agencies and non-business units is still low. with the proportion of ethnic minority people in the area (for example, Son La province has 80% of ethnic minority people, but the provincial officials only account for 42%; Bu Gia Map and Binh Phuoc provinces have ethnic minority people. minority, but 90% of officials are Kinh people, and the last 10 years have not recruited EM people⁷; ii) The structure of ethnic minority cadres and civil servants is uneven between levels, Party agencies, state agencies, sectors ... The higher the number and the lower the proportion of ethnic minority cadres and civil servants. In 5 provinces in the Central Highlands, the proportion of ethnic minority people accounts for the lowest of 22% (Lam Dong), the rest is over 35% (of which Kon Tum is 55%), but the highest number of ethnic minority CBCCs of these provinces is not much. 15%. At the central level, the proportion of ethnic minority cadres and civil servants accounts for only 5%, officials account for 1.6%, of which the Ministry of Science and Technology has 8 people, the Ministry of Labor, War Invalids and Social Affairs has 7 people and the Ministry of Information and Communications 4 people communication, Ministry of Construction 4 people, Ministry of Industry and Trade 3 people; iii) The ethnic minority public service staff mainly works in education and health; There are few mass organizations, economic and technical sectors. In the same locality, there is an imbalance between ethnic minority groups in the cadres and civil servants, especially in the northern mountainous provinces (except Tay, Nung, Muong and Thai ethnic groups, the remaining other EMs have a very low number of CBCCVC compared to the population); iv) The quality of ethnic minority cadres and civil servants is still low; The staff of cadres and civil servants trained in political theory is still small, especially for the number of commune-level full-time officials (over 60%); The rate of ethnic minority CBCCs meeting the state management standards is still low. The capacity to direct, administer and manage local officials in some localities with a large number of ethnic minorities is still inadequate, especially at the grassroots level; v) Regarding the recruitment and use of ethnic minority cadres and civil servants, the training has not been linked to the demand for

⁷. National Assembly's National Council (2014), Report No. 840 / BC-HDDT13: "Monitoring results The implementation of policies and laws in training and use for ethnic minority cadres and VCs to 2013 Hanoi, November 2014.

use, so many ethnic minority students go out of school and cannot apply for jobs because they study contrary to the professions; the number of students enrolled in the job-vacancy system still accounts for a high percentage; vi) Many agencies and units in ministries, departments and branches have few, even without ethnic minority cadres.

The rate of ethnic minority officials, civil servants and employees compared to the total number of existing officials in some provinces is very low: Vinh Phuc province: 0.18%; Nghe An Province: 2.8%; Quang Ngai Province: 3.62%; Phu Yen Province: 0.4%; Lam Dong Province: 5.0%; Can Tho City: 2.59%; Ca Mau Province: 0.17%⁸. Many districts are crowded with ethnic minorities, but the number of ethnic minority cadres and civil servants in administrative agencies and public service delivery units at district and commune levels is still low compared to the rate of ethnic minority people in the locality, such as the districts of Lam Dong province. Dong and Dak Nong (Party Committee of agencies, Construction Department, Department of Natural Resources and Environment ...) do not have ethnic minority cadres and civil servants; vii) Planning, mobilizing and appointing ethnic minority cadres and civil servants to hold leadership and management positions are in general limited; The creation of sources, regulating the rate for each title of leadership at all levels, especially the proportion of leadership and management of ethnic minority women (8) in localities and establishments with large numbers of ethnic minorities has not been paid attention. taken seriously. In general, the higher the leadership level and the cities and provinces with developed economies, the less the CBCC cadres, the leaders of EMs and the lower the proportion of the corresponding population.

The causes of these shortcomings and limitations are due to: Firstly, the documents of the Government, ministries and branches regulating and guiding the implementation of the Law on Officials and Public Employees and the Law on Public Employees on training and recruitment. , managing and using CBCC is still slow and inconsistent. There are no specific and detailed regulations, especially in terms of quantity and percentage of cadres and civil servants for ethnic minority people, so localities face difficulties in implementing; Secondly: In some places, the heads of agencies and units are not properly aware of the planning and use of ethnic minority cadres and civil servants, have not bravely arranged in the positions, especially the position of leaders. agency. Some committees and authorities have not really paid attention to building and creating a source of EM cadres, civil servants and officials. Planning,

⁸. Statistics on the number of provincial officials, civil servants and officials up to May 31, 2018 by the Committee for Ethnic Minorities

arranging and using CBCCV has sometimes been irrational; annual assessment of CBCCV is still in form and respect, not yet real; Thirdly, the investment in facilities and funding for training and retraining of officials and public servants has not met the demand; Fourthly, the development of human resources from education and training in mountainous areas is limited. The quality of general education in ethnic minority areas is generally low, so the majority of EM students fail to pass into universities and colleges. Payroll criteria, the demand for job positions at administrative agencies and non-business units are almost saturated, so it is difficult to solve and arrange jobs for ethnic minority students after graduation. The year is: The capacity and qualifications of some ethnic minority cadres and civil servants are still limited, there are still some ethnic minority cadres and civil servants who have not boldly renewed the way of thinking, how to do, and look forward to, rely on the higher levels; The activities are mainly based on experience, the ability to apply the trained knowledge in practice is not high.

3. Some solutions for recruiting ethnic minority cadres in the political system from central to local levels

3.1. It is necessary to continue to improve institutions on recruitment, use and management of cadres, civil servants and officials of ethnic minorities.

Continue to implement the Law on Public Employees; Civil Law and guiding documents. To properly, fully and effectively implement preferential regimes and policies for ethnic minority cadres. Research, develop, modify and supplement specific policies in recruitment, rank promotion, promotion; training and retraining; standards and conditions in planning, appointment of leadership and management titles for officials. Studying and prescribing regimes and policies to attract talents, utilizing and treating salaries and social insurance policies suitable to talented people in their official and professional activities. staff.

Raising awareness about the role and meaning of recruitment, building a contingent of ethnic minority cadres and civil servants. Related ministries and departments; levels of committees, authorities at the level of awareness raising on the role and tasks of recruitment, building a contingent of ethnic minority cadres and civil servants - an important human resource in economic development - society in ethnic minority and mountainous areas our country today.

3.2. Develop regulations and specific recruitment policies and build a contingent of ethnic minority cadres, civil servants and employees

The concerned ministries and branches should soon have plans and contents to direct and coordinate with ethnic minority and mountainous localities in formulating priority or specific recruitment regulations in the recruitment and building of cadres and civil servants. EM people are suitable for each region, locality and ethnic group, meeting the needs of immediate and long-term employment positions for public and local organizations and units. Recruitment policies are particularly attractive in attracting, enlightening high-quality human resources to work at agencies and units, so it is necessary to stipulate subjects to be specially recruited lower than the general regulations in special areas. hard.

There is a policy of giving priority to ethnic minorities with few people in the recruitment of civil servants (EM people are entitled to 20 points); assigning local authorities the right to autonomy in determining which ethnic minority groups in the area are entitled to recruitment policies suitable to the actual situation of localities, avoiding the form of raking in recruitment, discouraging The EMs in the area need to add to the political system at all levels. There should be a priority policy in the recruitment of EM people. Presently, when two people have the same score, the priority is given to EM people. This provision has not helped increase the number of EM people in the political system at all levels.

3.3. Review, evaluate, determine and forecast the employment positions of public organizations and units and localities in the coming years and the following years as a basis for determining the number and quality of recruitment. use of officials and employees of ethnic minorities.

Organizations, units and localities should review and assess the situation of ethnic minority cadres and civil servants according to their current job positions in order to plan for adjustment, arrangement, new recruitment or redress of redundant cases in order to increase efficiency and quality of activities to meet the administrative reform requirements of the central and local levels. Forecasting the needs of ethnic minority cadres and civil servants in the coming time in terms of the quantity of quality units, localities and publicity for people and recruiters to know for studying and studying plans prepare for the recruitment.

3.4. Planning and effectively implementing the training process in parallel with recruiting and using the EM team

The input quality of recruitment depends on the human resources trained in learning capacity, moral quality, meeting the professional requirements in accordance with the job position and the demand for cadres and civil servants who are ethnic minorities.

specific to each public unit and organization and each locality. Be aware and implement this as a part (step 1, inevitable condition) in recruitment. Therefore, the committees, local authorities, public agencies need to identify input sources according to the needs of the job position and the needs of ethnic minority cadres in general and each specific ethnic group to create training resources, no floating phenomenon exists, lack of orientation and planning as at present. The use of ethnic minority cadres and civil servants of the units and localities after recruiting in accordance with the position of employment should be determined as the following stage of recruitment, how to recruit the team to promote force to meet local socio-economic development requirements.

Promote training and retraining. Accordingly, it is necessary to continue to implement new training programs, retraining and retraining to strengthen and improve capacity, professional qualifications and working skills for ethnic minority officials. In addition, it is necessary to develop specific mechanisms and policies to train ethnic minority students and students from high school boarding schools and pre-university to university and postgraduate.

In addition to promoting training and retraining according to the resolutions and decisions issued by the Party and State in recent years, it is necessary to well implement Circular No. 02/2014 / TTLT-BNV -UBDT, September 11, 2014, of the Ministry of Home Affairs and the Committee for Ethnic Minorities, detailed and guided the implementation of policies for cadres, civil servants and officials of ethnic minorities. Especially, well implementing the objectives and solutions according to Decision No. 402 / QĐ-TTg, dated March 14, 2016, of the Prime Minister on the approval of the project to develop cadres and civil servants, ethnic minority officials in the new period.

Speeding up the training of cadres, such as sending staff to study at universities, colleges, professional secondary schools and political training schools. The most important thing is to train according to the industry, local and ethnic development strategies, according to the staff training plan. Closely coordinate between agencies using officials and training institutions. The urgent task is to clearly define the training needs for each staff member to have a specific training plan.

3.5. Effectively implement policies on attracting, utilizing, creating sources, training and fostering ethnic minority cadres.

The implementation of policies for EM staff will encourage staff to be assured of working, sticking to their work, motivated to strive and improve their capacity in all aspects. There must be a training

program for intellectuals and talents for ethnic minorities, how each ethnic group has intellectuals to lead their people to develop. There must be a program to bring the elite ethnic minority youth to study abroad, access to new technologies and new knowledge, not just studying in the country. In addition, there should be mechanisms and policies for receiving and recruiting children of their compatriots. Adjust and promulgate timely policies on remuneration suitable for ethnic minority cadres, especially in remote and disadvantaged areas. Regularly check, evaluate, summarize in time to propose solutions to constantly improve the qualifications and capacity of ethnic minority officials, suitable to each area of ethnic minority areas. In order to attract, recruit and effectively use ethnic minority staff in the coming time, it is necessary to perform well and synchronously some of the above solutions, because it is not only the correct implementation of guidelines and guidelines of Party on building a contingent of ethnic minority cadres but also meeting the requirements of the strategy of ethnic work as well as industrialization and modernization and international integration in ethnic minority and mountainous areas.

4. Conclusion

In order to effectively recruit ethnic minority cadres, in the coming time, it is necessary to perform well and synchronously some of the above solutions, because it is not only the correct implementation of guidelines and guidelines of the Party about building a contingent of ethnic minority cadres who also meet the requirements of the strategy of ethnic work as well as the cause of industrialization and modernization and international integration in ethnic minority and mountainous areas.

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Tuyển dụng đội ngũ cán bộ, công chức, viên chức người dân tộc thiểu số trong hệ thống chính trị từ trung ương đến địa phương hiện nay
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Tóm tắt: Việc nâng cao năng lực đội ngũ cán bộ dân tộc thiểu số (DTTS) mang lại ý nghĩa và tác dụng to lớn, bởi họ là những chiến sỹ tiên phong trên các lĩnh vực xây dựng Đảng, chính quyền, phát triển kinh tế - xã hội, bảo đảm quốc phòng, an ninh và đối ngoại vùng DTTS và miền núi. Để thu hút, tuyển dụng, sử dụng có hiệu quả đội ngũ cán bộ người DTTS trong thời gian tới cần thực hiện tốt và đồng bộ các giải pháp. Đó không chỉ là việc thực hiện đúng chủ trương, đường lối của Đảng về xây dựng đội ngũ cán bộ DTTS mà còn đáp ứng yêu cầu chiến lược công tác dân tộc cũng như sự nghiệp CNH-HĐH và hội nhập quốc tế ở vùng DTTS và miền núi. Đồng thời, từng bước hoàn thiện hệ thống chính sách pháp luật, bảo đảm đồng bộ, góp phần nâng cao chất lượng, bảo đảm tỷ lệ hợp lý đội ngũ các bộ người DTTS tham gia vào các cơ quan của Nhà nước, từ Trung ương đến cơ sở trong thời kỳ đẩy mạnh công cuộc đổi mới và hội nhập quốc tế.

Từ khóa: Tuyển dụng; Cán bộ; Công chức; Viên chức; Giải pháp; Dân tộc thiểu số; Hệ thống chính trị.