

SYSTEMATIZE ETHNIC MINORITY POLICIES AND THEIR APPLICATION IN COMPILING TRAINING AND REFERENCE MATERIALS AT VIETNAM ACADEMY FOR ETHNIC MINORITIES*

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In recent years, the research and the systematization of policies in various fields have always been concerned by the management leaders and scientists. At the Committee on Ethnic Minority Affairs, Vietnam Academy for Ethnic Minorities, the issue of systematizing the ethnic minority policies has also been paid attention and implemented. Already achieved results have provided the scientific basis for the Committee on Ethnic Minority Affairs to formulate a national development strategy; building and consolidating the policy system. This has also been and will be the basis for the effective compilation of programs, training materials targeting at fostering ethnic knowledge at the Vietnam Academy for Ethnic Minorities... The article focuses on systematizing ethnic minority policies which are in effect as well as contemplating over to what extent should those results be applied to the compilation of training programs and materials at the Vietnam Academy for Ethnic Minorities. The research results will also provide a number of proposed processes and solutions to systematize ethnic minority policies, contributing to improving the efficiency of training at Vietnam Academy for Ethnic Minorities in the current period and the following years.

Keywords: Ethnic Minority Policy; Systemize ethnic minority policies; Compile programs and documents; Vietnam Academy for Ethnic Minorities.

1. Introduction

Systematization of ethnic minority policies plays an important role in the development of training and further studying programs on ethnic knowledge. In recent years, the issue of systematization of ethnic minority policies has also been given attention and implemented in a number of agencies and units. Some policies on economy, society, culture, education, health, fitness development... have been systematized to provide a scientific basis for the formulation of socio-economic development strategies in ethnic minority areas. In particular, for the agency in charge of ethnic minority affairs, the systematization of infrastructure facilities even has greater level of importance - it not only provides the scientific basis for the development and completion of ethnic minority policies, but also provides scientific knowledge about ethnic minority policies so that agencies in charge of ethnic

work to compile the curriculum and documents to foster national knowledge in their respective units every year. For the Vietnam Academy for Ethnic Minorities, the systematization of ethnic minority policies will make an important contribution to the study of ethnic groups, the ethnic policy strategy; fostering knowledge of ethnic minority affairs for cadres, civil servants and public employees in the political system... Therefore, the implementation of systematizing ethnic minority policies should be carried out regularly and continually in order to promptly update newly issued policies, contributing to improving the efficiency of training and further studying programs in general and for the compilation of programs and documents for fostering ethnic knowledge in particular.

2. Research overview

Research on systematization and document compilation in recent years has been given attention

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by many researchers, some theoretical and practical issues about systematization have been clarified in some research projects. such as: “Scientific basis for renewal of socio-economic development policies in ethnic minority areas in 2016-2020 period”; the project “Investigate and evaluate the results of implementing a number of programs, plans, projects and policies managed by the Committee on Ethnic Minority Affairs in 2011-2015 period”; 3 national scientific topics: “Systematizing and evaluating studies on ethnicity and ethnic work in Vietnam from 1986 to present”, (2016 - 2018), chaired by Assoc.Prof. Dr. Tran Trung, “Systematizing and evaluating studies on ethnic minority policies of Vietnam from 1986 to present”, (2016-2018) chaired by Dr. Trinh Quang Canh and the work “Urgent and fundamental issues on ethnic minorities and ethnic minority policies in Vietnam after more than 30 years of reform, proposing an ethnic minority policy 2021-2025 and up to 2030”, (2019) led by Dr. Phan Van Hung. However, with the systematization of ethnic minority policies serving the compilation of training and retraining programs and materials, so far there has been no work that is carried out systematically and comprehensively.

These above works mainly focus on systematizing research works on ethnic minority affairs and ethnic minority policy. On the basis of systematizing studies on ethnic work and ethnic minority policy, the authors have assessed the achievements and pointed out gaps in ethnic work and ethnic minority policies in our country. Although the works have clarified a number of theoretical and practical issues of systematization, the problem of applying the results of systematization into documents compilation, training programs preparation at the Vietnam Academy for Ethnic Minorities. This is also a room for the author to continue researching and clarifying in the article “Systematizing ethnic minority policies and their application in the compilation of programs, training and reference materials at the Vietnam Academy for Ethnic Minorities.

3. Research methodology

The article mainly uses the synthesis method, analysis of secondary documents to clarify the research content of the article. Using analytical and synthesized methods to analyze and clarify a number of concepts about systematizing ethnic minority policies, notions of document compilation, current situation of applying research on systematizing ethnic minority policies at the Vietnam Academy for Ethnic Minorities in recent years.

4. Research content

4.1. The concept of systemizing ethnic minority policies and compiling the training program at the Vietnam Academy for Ethnic Minorities.

- The concept of systematizing ethnic minority policies

The systematization of ethnic minority policies is to make the ethnic minority policies becomes systematic. Systematization of ethnic minority policies can be carried out in many different ways according to the purpose of the codifier. However, in any way, people who codify national policies must collect and arrange policies in a certain order, and make them systematic. Therefore, it can be understood that systematizing valid ethnic minority policies is to collect and arrange those policies in a certain order to achieve the goals set out by researchers. The systematization of ethnic minority policies can aim for different purposes in the process of building and implementing ethnic work, teaching work in order to create a comprehensive, consistent system of ethnic minority policies for people working in ethnicity to refer to and apply them in the implementation of their tasks.

For example: Systematizing ethnic minority policies by domain means that we collect and arrange ethnic minority policies in each field such as: Ethnic minority policy on culture, ethnic minority policy on economy; ethnic minority policy on the environment; Ethnic minority policy on education - training...

Systematization of ethnic minority policies by region: It means we collect and arrange ethnic minority policies according to each specific geographical area such as: Policy of the Central Highlands, ethnic minority policies in the Southwest region...

The systematization of ethnic minority policies for specific ethnic groups and ethnic groups is that we collect and arrange ethnic minority policies according to each specific minority group such as: Policy for the Khmer people, policy for the Chut people, for the O du people ...

Thus, the systematization of ethnic minority policies is a scientific activity, possibly for different purposes in the process of implementing the tasks. Create a documentary system on ethnic minority policy which overcomes the lack of information on policies, effectively serves the propaganda, popularization of ethnic minority policy teaching and research as well as storing documents on ethnic work.

-The concept of compiling programs and documents for enhancing knowledge of ethnic work at the Vietnam Academy for Ethnic Minorities.

Compilation of programs and documents on fostering knowledge of ethnic work is to collect and select documents related to ethnic work from scientific topics or studies on ethnic work, to write into topics with content on ethnic knowledge to serve the work of fostering ethnic knowledge.

Systematize ethnic minority policies and compile documents of the ethnic knowledge fostering program that have a two-way interaction relationship- a mutual, complementary interaction, systematization is the direct basis for the practice of compiling documents. On the contrary, the practice of compiling materials will have an impact on the systematization, contributing to the codified knowledge becomes knowledge in practice and valuable in practice.

4.2. Systematizing ethnic minority policies in recent years

The systematization of ethnic minority policies has been implemented by the Committee on Ethnic Minority Affairs. In 2015, the Committee on Ethnic Minority Affairs also implemented the topic “Scientific basis for innovation in socio-economic development policies. Ethnic minority areas in 2016 - 2020 period”. To have a scientific basis for policy renewal for socio-economic development of ethnic minority areas in 2016 - 2020 period”, the topic has been reviewed ethnic minority policies, in which, focus on policies from 2010 – 2015 period.

In particular, in 2015, the Committee on Ethnic Minority Affairs implemented the project “Investigating and evaluating the results of implementing a number of programs, projects, and policies for 2011-2015 period managed by the Committee on Ethnic Minority Affairs”. The project also systematized and evaluated the implementation results of the 05 policies implemented in 2011-2015 period, which are: Decision No. 102/2009/QĐ-TTg of the Prime Minister on the directly to poor households in disadvantaged areas; Decision No. 2472/QĐ-TTg dated December 28, 2011 of the Prime Minister on the issuance of a number of publications and magazines for ethnic minority and mountainous areas, and in extremely difficult areas in 2012-2015 period; Decision No. 755/QĐ-TTg dated 20/5/2013 of the Prime Minister approving the policy of supporting residential land, productive land, domestic water for poor ethnic minority households and poor households in communes and extremely difficult villages for 2013-2015 period; Decision No. 551/QĐ-TTg dated April 4, 2013 approving Program 135 on supporting infrastructure investment, supporting production development for extremely difficult communes, border communes, communes in safety zones, and extremely difficult villages; Decision No. 33/2013/QĐ-TTg dated June 4, 2013 of the Prime Minister approving the continued implementation of the policy to support migrants to implement sedentarization and settlement for ethnic minorities until 2015. In two recent years, the Committee on Ethnic Minority Affairs has also had a number of topics on systematization such as: The topic, “Research on solutions and policies to develop

physical strength, contributing to improving the quality of human resources of ethnic minorities to 2030”, chaired by Assoc. Prof, Dr. Vu Chung Thuy, systematized policies on the development of physical strength in ethnic minority areas, including the systematization of directly related ethnic minority policies and indirectly developing physical strength of ethnic minorities from 1986 up to now.” Project on socio-economic development in ethnic minority and mountainous areas, 2021 – 2030 period” The Committee on Ethnic Minority Affairs has reviewed and evaluated the ethnic policy system. In which, 29 documents of the Party on national policies have been codified; 73 documents on the Constitution and laws have regulations on ethnic minority policies; 20 documents on poverty reduction policies for ethnic minorities; 10 policies on agriculture, forestry and industry; 06 policies on supporting housing and production land; 24 policies on education, training and vocational training; 10 health policies; 08 policies on culture, sports and 04 policies on ethnic minority cadres; 04 specific policies for specific ethnic groups... However, this only reviews policies at the end of 2018 and is not complete. As a result, ethnic minority policies are not fully reflected in the last 2 years.

National level science and technology topic, “Systematizing and evaluating studies on ethnic minority policies of Vietnam from 1986 to present”, (2016-2018) by Dr. Trinh Quang Canh has systematized certain policies. National level topic, “Systematizing and evaluating studies on ethnicity and ethnic work in Vietnam from 1986 to present”, (2016 - 2018) chaired by Assoc. Prof Tran Trung has not only systemized researches on ethnic work, but has also assessed the success level and their contribution to the theoretical and scientific basis for a number of planned and implemented ethnic minority policies. In general, the topics have codified a number of ethnic minority policies. In particular, two topics have evaluated the achievements of ethnic minority policies since the reforms up to now. At the same time, it pointed out the contents that need to be further improved in the implementation of ethnic affairs as well as ethnic minority policies in our country. It can be seen that the research results of the two topics have provided a scientific foundation for ethnic work and ethnic policy serving the compilation of documents for fostering ethnic knowledge for civil servants, officials doing ethnic work, contributing to improving the efficiency of document compilation and fostering programs in recent years at the Vietnam Academy for Ethnic Minorities.

Despite those above results, the systematization of ethnic minority policies is still limited, and research results are still modest in terms of quantity. Only few topics have been studied on the systematization of

ethnic affairs, ethnic policy. However, the goal is not systematizing the ethnic minority policies in a systematic and comprehensive manner. Therefore, there is not a single result that fully reflects the system of ethnic minority policies in our country from 1986 to present. This has a significant impact on the implementation of strategic tasks of ethnic work in general and for the compilation of documents at the Academy in particular.

4.3 Applying the systematization of ethnic minority policies in compiling training programs and materials at the Vietnam Academy for Ethnic Minorities

In the process of compiling program materials, training materials, and fostering courses, the Academy inherited the systemized results of ethnic work and ethnic minority policies in these following aspects:

Firstly, the practice of systematizing ethnic work and ethnic minority policies has contributed to defining the framework of annual training and retraining programs. The results of the systematization of ethnic work and ethnic minority policies have contributed to the Academy building a training program framework suitable for the subjects of annual training. Specifically: In 2018, it inherited into the compilation of the program “Fostering ethnic profession skills” with topics such as: “The Party’s views, the State’s policies on ethnic issues and civic work. in which of each subject”; “The Party and State’s view and orientation to national policies to 2020 with a vision to 2030”; “Examining, monitoring and evaluating the implementation of ethnic minority policies”; “Review and summarize the implementation of ethnic minority policies”. In 2019, it also inherited into the compilation of the document set “Fostering ethnic knowledge for cadres, civil servants and public employees in 2018-2025 period” for cadres, civil servants, and leading officials at department level and equivalent (subject 3) and civil servants and public employees who do not hold leadership positions (subject 4), including 6 basic topics, which are the topics: “Overview of ethnic minorities in Vietnam”; “The Party’s viewpoints, undertakings and lines on the ethnic issues and ethnic minority affairs”; “Laws and policies of the State Party on socio-economic development in ethnic minority areas”; “Building strong grassroots politics in ethnic minority areas”. “State management of ethnic minority culture”; “National defense and security in ethnic minority and mountainous areas”. In addition, the research results on systematization also provide a scientific basis for the compilation of the curriculum framework for the ethnic work profession class for staff of the Central Committee of the Lao Front for country construction, including topics: “The views of the Communist Party of Vietnam on ethnic

affairs in the current period”; “State management of ethnic minority affairs in Vietnam - Practice and lessons learned”; “The work of advising, consulting in the development and implementation of ethnic minority policies in Vietnam - Practice and lessons learned”; “Ethnic policy and implementing ethnic minority policies in Vietnam - Practice and lessons learned”; “Examining and inspecting ethnic policy implementation in Vietnam - Practice and lessons learned”; “Summarizing the implementation of ethnic minority policies in Vietnam - Practice and lessons learned”...

Second, the results of the systematization of ethnic minority policies have contributed to the compilation of specific contents of each subject in the training and retraining program framework. Not only inheriting and building program framework, when compiling specific contents of each topic, the Editorial Board has inherited the systematization of national policies of systemized topics. In particular, for topics with content directly related to ethnic issues and ethnic minority policies, the editorial board will rely on the specific contents of the topic to select content from research results in accordance with the objectives of the proposed program framework. For example, for the topic “Viewpoints, undertakings and lines of the Party on the issue of ethnic affairs”, the editorial board has inherited the content on ethnic issues from the research results of the topic “Systematization and evaluation studies on ethnicity and ethnic work in Vietnam from 1986 to present, (2016-2018) chaired by Assoc.Prof. Dr. Tran Trung, views, guidelines, road The Party’s approach on ethnic issues and ethnic affairs through the revolutionary periods was mentioned in the subject. Or on the topic “Ethnic minority policy and the implementation of ethnic minority policies in Vietnam - Practice and lessons learned” also raised policy groups on economic development, including poverty reduction policies, new policies on reputable people; Examining and inspecting the implementation of ethnic policies in Vietnam - Practice and lessons learned have inherited the content from the topic “Systematize and evaluate studies on ethnic minority policies of Vietnam from 1986 to present, (2016-2018)”, chaired by Dr. Trinh Quang Canh... In 2019, when compiling 6 subjects” of the ethnic knowledge fostering program for civil servants and public employees, subjects 3, 4 editing boards also inherited the ethnic policy from the results of systematization, specifically: For the topic “The Party’s views, undertakings and lines on ethnic issues have mentioned the Party’s views on ethnic minority affairs and policies. the nation through the revolutionary times. The topic “State management on ethnic minority culture” also mentioned the Party’s Perspectives, State policies and laws on culture, State management on culture

of ethnic minorities; The topic “National defense and security in ethnic minority and mountainous areas” also mentioned the Party’s point of view, the State’s policies and laws on national defense and security in ethnic minorities and mountainous areas; The subject “Laws and State policies on socio-economic development in ethnic minority areas” also summarized a number of constitutions and other relevant legal documents that have specific provisions on ethnic minority policies.

Third, based on the scientific basis of supply systematization, the Academy has developed a plan to compile annual documents for each training program. From practical researches on ethnic policy, the Academy has developed a document compilation plan suitable for each subject and each training program. For example, building a plan to compile ethnic professional fostering programs, ethnic knowledge fostering programs for cadres, civil servants and public employees in 2018-2025 period for cadres, civil servants and public employees leadership positions at department level and equivalent (subject 3) and civil servants, public employees not holding leadership positions (subject 4)

In general, the systematization of ethnic work and policies has provided scientific arguments and is a direct basis for the compilation of training and retraining programs and materials at the Vietnam Academy for Ethnic Minorities in recent years. Contribute to improving the efficiency of document compilation, training programs in general and training and retraining programs at the Vietnam Academy for Ethnic Minorities in particular.

In addition to the achieved results, the application of systematized application of ethnic work and ethnic minority policies in document compilation and training programs is still limited. the nationalization of ethnic minority policies into document compilation is still low, the compilation of documents, the annual training program have not followed closely with the results of the academy’s scientific research in general and the ethnic policy systematization in particular. The specific contents in the topics have not been associated with the systematized results. On the other hand, when codified, it has not adhered to the framework of programs on ethnic knowledge fostering as well as plans to compile programs and annual training materials, in contrast to the compilation of programs and documents. Training and retraining have not been based on the results of systematizing ethnic minority policies, leading to low efficiency. The reason for the low systematization of ethnic minority policies in the compilation of documents and training programs is due to the low number of systematization of ethnic minority policies, mainly in conceptual form general, indirect, lack of comprehensiveness, incomplete ethnic minority

policy, just stop at a single level, but not systematic.

The systematization has not followed closely the training and retraining program at the Vietnam Academy for Ethnic Minorities. On the other hand, when building the training program, it is not attached to the systematized plan, especially the systemized policies. Whether the fostering lacks uniformity in content, leading to the low level of inheritance of ethnic minority policies from systematization...

5. Discussion

Current research and teaching practice shows that: in order for ethnic policy systematization to be applied effectively to the compilation of documents and the training programs at Vietnam Academy for Ethnic Minorities, in our opinion, we need to do well these following steps:

First, there is a close connection between the systematization of ethnic minority policies with the compilation of documents. This content should be done throughout the implementation of the Academy’s mandate, from identifying needs to quality assessment after the completion of the phases. Documentary systematization at the Academy must aim to provide document compilation with a comprehensive picture of the knowledge and skills for compilation to meet the requirements of the training and retraining program. The system of ethnic minority policies will provide a scientific basis for ethnic policy for program development, documenting, and finding a scientific basis for identifying topics. At the same time, systematizing ethnic minority policies will provide knowledge for building a system of textbooks, training materials, and refresher courses that actually update scientific knowledge about ethnic minority policy. Therefore, there is a need for a close connection between these two activities.

Secondly, improving the quality of the Academy’s scientific research, linking the systematization of ethnic minority policies with the implementation of the tasks of compiling documents and training programs of the Vietnam Academy for Ethnic Minorities. In particular, it is necessary to regularly systemize the ethnic policy system, in order to promptly update the newly issued policies into the results of the ethnic policy system.

Thirdly, building regulations on scientific research, in which there should be specific regulations between scientific research tasks and professional tasks, linking scientific research with the compilation of documents, thematic, training program. Because, in the end, scientific research is to serve the fostering training, and training is to provide conditions for learners to have scientific knowledge. Therefore, the Academy needs to combine document compilation in particular and training in general with scientific research to improve the quality of scientific research

and document compilation at the current Academy.

6. Conclusion

Thus, in recent years, Vietnam Academy for Ethnic Minorities has paid attention to systematizing ethnic minority policies. The application of systematized ethnic minority policies in document compilation, training program has also been implemented in practice in recent years by the Vietnam Academy for Ethnic Minorities. These results are an important basis for learning. The Vietnam Academy for Ethnic Minorities has organized the document compilation activities to serve the ethnic knowledge fostering program in recent years. However, the degree of systematized application of ethnic minority policies in the

compilation of documents and training programs is still limited, has not brought into play the position and role of systematizing ethnic minority policies for the compilation of materials, annual training programs at Vietnam Academy for Ethnic Minorities. Therefore, it has not brought into full play the effectiveness of scientific research at the Academy in general and for the systematization of ethnic minority policies in particular. Therefore, in the coming time, it is necessary to closely link scientific research with the compilation of documents and training programs in order to optimize the results of systematizing ethnic minority policies into the compilation of documents and programs for fostering knowledge of ethnic work at the Academy today.

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HỆ THỐNG HÓA CHÍNH SÁCH DÂN TỘC VÀ SỰ VẬN DỤNG VÀO BIÊN SOẠN CHƯƠNG TRÌNH, TÀI LIỆU ĐÀO TẠO, BỒI DƯỠNG TẠI HỌC VIỆN DÂN TỘC

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Tóm tắt: Những năm gần đây, việc nghiên cứu và hệ thống hóa chính sách trên các lĩnh vực luôn được các nhà lãnh đạo quản lý và các nhà khoa học quan tâm thực hiện. Tại Ủy ban Dân tộc, Học viện Dân tộc, vấn đề hệ thống hóa các chính sách dân tộc cũng đã được quan tâm và triển khai thực hiện. Những kết quả đó đã cung cấp những cơ sở khoa học để Ủy ban Dân tộc xây dựng chiến lược công tác dân tộc; xây dựng và hoàn thiện hệ thống chính sách. Đây cũng đã và sẽ là cơ sở để công tác biên soạn chương trình, tài liệu đào tạo, bồi dưỡng kiến thức dân tộc ở Học viện Dân tộc thực hiện có hiệu quả... Bài viết tập trung hệ thống hóa các chính sách dân tộc còn hiệu lực cũng như xem xét mức độ vận dụng những kết quả đó vào biên soạn chương trình, tài liệu bồi dưỡng ở Học viện Dân tộc. Kết quả nghiên cứu cũng sẽ đưa ra một số qui trình, giải pháp hệ thống hóa chính sách dân tộc, góp phần nâng cao hiệu quả công tác đào tạo và bồi dưỡng ở Học viện Dân tộc trong giai đoạn hiện nay và các năm tiếp theo.

Từ khóa: Chính sách Dân tộc; Hệ thống hóa chính sách dân tộc; Biên soạn chương trình, tài liệu; Học viện Dân tộc.