



**REQUIREMENTS IN THE PROCESS OF BUILDING
A CONTINGENT OF ETHNIC MINORITY CADRES IN THE
MOUNTAINOUS AREAS OF NGHE AN PROVINCE, VIETNAM**

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Abstract:

Nghe An is a province in Vietnam, with 10 mountainous districts and 1 mountainous town, accounting for 83.31% of the province's natural area. The mountainous area of Nghe An is a place with complicated and dangerous terrain and poor infrastructure; the lowest human development index (HDI) in the province; economic situation is extremely difficult, but it is a place with an important strategic position in terms of socio-economic development and protection of national border security. Therefore, building a contingent of ethnic minority cadres has a very important position and role in the development of the mountainous area of Nghe An. However, the work of building a contingent of ethnic minority cadres in mountainous districts of Nghe An currently has many shortcomings and limitations that need to be overcome, and possible solutions are needed so that the construction building a contingent of ethnic minority cadres in mountainous areas to achieve good results in the coming time.

Keywords: request, staff team, ethnic minority, Nghe An, Vietnam

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1. Introduction

Ethnic minorities in Nghe An province in Vietnam live mainly in high mountains, border areas, difficult transportation, harsh climate, and frequent natural disasters such as storms, floods, and landslides. In recent years, the material life, culture, and spirit of the people has been improved markedly but compared to the general level of the country, this is still the area with the most difficult conditions, socio-economic conditions slowest growing; access to the lowest basic social services; the highest poverty rate.

Stemming from the strategic location of the mountainous area, the ethnic minority area in the cause of national construction and defense, Nghe An province has always paid attention to building, training, fostering, and developing cadres of ethnic minorities in both quantity and quality. In addition to the achieved results, the limitations in building a contingent of ethnic minority cadres are in dire need of attention from the whole political system to have orientations and solutions to improve the quality of ethnic minority cadres ethnic minorities, contributing to socio-economic development and ensuring national defense, security, and foreign affairs in ethnic minority areas.

2. Factors affecting the construction of ethnic minority cadres in the mountainous areas of Nghe An province in Vietnam

The mountainous region of Nghe An province includes 10 districts and 1 town; the area accounts for 83.31% of the total 16,490.25 km² natural area of the province. Regarding administrative boundaries, the North and Northeast border Thanh Hoa province; to the south, it borders Ha Tinh province; in the East, it borders 4 plain districts of the province (Nam Dan, Do Luong, Yen Thanh, Quynh Luu); the West, Northwest, and Southwest border 3 provinces of the Lao People's Democratic Republic (Hua Phan, Xieng Khouang, and Bulikhamxay) with a borderline of 419 Km. Nghe An mountainous region has 5 border gates connecting with the Lao People's Democratic Republic (1 international border gate: Nam Can - Ky Son district; 1 main border gate: Thanh Thuy - Thanh Chuong district; 3 auxiliary border gates: Tam Hop - Tuong Duong district; Thong Thu - Que Phong district; Cao Veu - Anh Son district).

In 2021 the population of Nghe An mountainous area is more than 1.1 million people, accounting for more than 37% of the province's population, of which ethnic minorities account for more than 14% of the province's population. Ethnic minorities in Nghe An reside alternately with the Kinh in 11 mountainous districts and towns: Ky Son, Tuong Duong, Con Cuong, Anh Son, Thanh Chuong, Que Phong, Quy Chau, Quy Hop, Tan Ky, Nghia Dan, and Thai Hoa Town. Ethnic minorities are mainly distributed in mountainous districts, a remarkable feature in mountainous Nghe An is that although they live interspersed or isolated, in crowded towns or remote highlands, ethnic relations are still kept quite close.

Regarding the socio-economic situation in the mountainous area of Nghe An, mainly agriculture. Production is still scattered and fragmented, and the value of goods

exported from the region is still small, mainly raw materials. In upland, remote and border communes, subsistence production is common. Small-scale industrial - handicraft and service establishments, almost none in the highlands. The financial, banking, and insurance sectors performed poorly. Because the terrain is mainly mountainous and strongly divided, the infrastructure, especially the transport system of the mountainous districts, is still lacking.

Labor in agriculture and forestry accounts for 80%; underemployed labor is still large and increasing. The quality of labor is low, especially in mountainous districts, with less than 10% of trained workers, and only about 15% of trained workers in the whole region, mainly in low mountainous areas.

Poverty situation in 2021, Nghe An mountainous region accounts for 10%. The rate of shifting cultivation is large, accounting for 11.2% of the subjects mobilized for sedentary cultivation, mostly concentrated in communes in the border areas between Vietnam and Laos.

Social evils such as trafficking, drug use, and superstitious practices have not been completely eradicated, and the phenomenon of re-growing opium poppy still exists. There are many shortcomings and weaknesses in education, health care, and social work. The rate of natural population growth is still high (2.0%) and unstable and unbalanced between territories and ethnic groups.

Thus, the mountainous area of Nghe An is a place with a favorable geographical position and natural conditions for the sustainable development of Vietnam. The advantages of the region are advantages in trade with the outside and diverse resources. Besides, the mountainous area of Nghe An also faces many difficulties and challenges in socio-economic development where the terrain is complicated and dangerous, the infrastructure is poor, and the human development index (HDI) is low. The above advantages and disadvantages have directly affected the construction of ethnic minority cadres in mountainous districts, facing difficulties in topography, geography, poor infrastructure, and low human development index is the cause of the lack and weakness of ethnic minority cadres. Nghe An mountainous area has a large area, complex mountainous terrain, with specific characteristics of human geography, ethnic culture, and sparse population density, ethnic minorities account for over 36%. The population in the area, which has a long border, faces many difficulties in terms of economic, social, and infrastructural conditions. Therefore, building a contingent of ethnic minority cadres in the mountainous area of Nghe An is a decisive factor in holding an important position and role in the development of mountainous districts; is the force that directly decides to successfully carry out political, economic, cultural, social, defense and security tasks, building the Party in mountainous districts.

In the implementation of the current State of Vietnam's ethnic policy, the issue of building a contingent of ethnic minority cadres in the mountainous area of Nghe An is a fundamental issue that determines the strength of the country. For the great national unity bloc in mountainous areas, the growth of ethnic minority cadres is the most vivid expression of equality between ethnic groups, the successful implementation of political

and economic tasks, culture, society, national defense and security in mountainous areas, contributing to building a rich and strong Nghe An.

3. Requirements for the process of building a contingent of ethnic minority cadres in the mountainous area of Nghe An in the new period

3.1. Inadequacies and limitations in the construction of ethnic minority cadres in the mountainous area of Nghe An today

Firstly, the planning of cadres of ethnic minorities still has many limitations and is not effective.

The staff planning work still lacks specific and comprehensive measures, does not closely follow the characteristics of the staff, close to the situation of tasks in the locality; requirements on political qualities, qualifications, capacity, and working style have not been concretized close to the characteristics of ethnic minority cadres. In general, the planning work, for the contingent of ethnic minority cadres in the new situation, has not yet met the practical requirements set forth.

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

Secondly, there are many shortcomings in the work of training and fostering the arrangement and use of ethnic minority cadres

Training and retraining is a work that is directly related to the quality of ethnic minority cadres in the districts of Nghe An, but this work is still limited, especially for the target group. Nominations and non-formal training, the status of unsuitable recruitment still occurs in some grassroots localities. Elections have not been linked to the planning, so students who are ethnic minorities after graduating from colleges and universities have not been used, or used inappropriately with their trained expertise. To improve the quality of cadres for mountainous communes and remote areas, from 2010 to 2020, there will be over 1,500 students enrolled in the education system to recruit children of ethnic minorities in the mountainous districts of Nghe An. were sent to study at universities and colleges [2]. However, a large number of students, after graduating from school, have yet to find a job. In 10 years (2010 to 2020), in the mountainous districts of Nghe An, there are more than 150 students in the pre-qualification system after graduating from school who still do not have a job according to the initial commitment, of which 120 are qualified. And the reason given by the localities is that there is no payroll, the position is not suitable, or the learning quality of the students of the pre-election system is still low. The proportion of ethnic minority cadres on the payroll of organizations in mountainous localities in Nghe An is still low, accounting for 11% of the total cadres at the district level and 75% of the total cadres at the commune level [2].

Thirdly, the economic, social, and life situation of ethnic minorities in the mountainous area of Nghe An still faces many difficulties.

The economic, social, and life situation of ethnic minorities in the mountainous districts of Nghe An is an important basis for evaluating the results of building a contingent of ethnic minority cadres in the area. The life of ethnic minorities in the mountainous districts of Nghe An in recent years has improved and improved. However, compared with the general level of the province and the whole country, the life of the people still faces many difficulties, the per capita income of the mountainous ethnic minority in Nghe An is only 50% of the average nationwide; ethnic minorities are significantly lacking in most of the resources for production such as land, capital, and skilled labor. Unstable jobs, ethnic minorities in mountainous Nghe An often have many children, most have from 4 to 5 children. Economic constraints are the main obstacle to the promotion of human resource development and staff training.

3.2. Requirements for building a contingent of ethnic minority cadres in the mountainous area of Nghe An today

Firstly, building a contingent of ethnic minority cadres in the mountainous area of Nghe An must adhere to the requirements of the task of building and protecting national border security, firmly defending the Fatherland. This is a basic requirement, ensuring that ethnic minority cadres in the mountainous districts of Nghe An are firm in the face of all difficulties and challenges, against the plot of "peaceful evolution" and "riots subversion" of hostile forces. On the other hand, as a "political subject" in the construction of local socio-economic development in mountainous areas, the contingent of ethnic minority cadres must be built in the direction of: "dynamic, creative and flexible". To perform that task well, the problem for the mountainous region of Nghe An is to build a contingent of cadres in general and a contingent of ethnic minority cadres in mountainous areas in particular with a large number of people suitability, quality, balanced and reasonable structure among ethnic groups, ensuring continuity, inheritance, meeting the requirements of immediate tasks, and ensuring long-term development in the region mountainous area.

Secondly, building a contingent of ethnic minority cadres in mountainous districts of Nghe An must be included in the overall strategy of cadres of the State of Vietnam to create a connection with the building of cadres of the whole political system, in line with the development trend of the national renewal process.

Thirdly, to improve the overall quality of ethnic minority cadres in mountainous districts of Nghe An, first of all, political bravery, always a reliable political force in maintaining stability political regulation, security, and order in the locality and border areas; ethnic minority cadres must have comprehensive quality and quantity, not only have deep awareness but also be able to analyze and explain political and practical issues of struggle on the ideological front, complicated political situations taking place in the course of work; must be good at both practicing the struggle on the political and ideological front, effectively resisting the intrusion of reactionary, opportunistic and

pragmatic political views, contributing to maintaining political stability security and order in border areas.

Fourthly, building a contingent of ethnic minority cadres in mountainous Nghe An in the coming time must be associated with building a strong and comprehensive grassroots political system.

4. Some solutions to improve the quality and efficiency of ethnic minority cadres in the mountainous areas of Nghe An province

To improve the quality and efficiency of building a contingent of ethnic minority cadres in the mountainous areas of Nghe An province to meet the requirements of the comprehensive national renewal process, gradually making changes in the situation of ethnic minorities in the country the economic and social situation in mountainous areas: Firstly, properly aware of the position and role of ethnic minority cadres in mountainous districts.

The awareness of the correct position and role of ethnic minority cadres must be concretized in practice, associated with promoting the role of ethnic minority cadres because it is the most powerful force in the world. The force directly leads, directs, and manages the implementation of political, economic, cultural, social, defense, and security tasks in the locality the force that directly, receives, understands, to organize the performance of tasks assigned by superiors.

On the basis of awareness of the correct position and role of the staff, it is necessary to focus on building and improving the quality of ethnic minority cadres to suit local and national circumstances. Having done well in building a contingent of new ethnic minority cadres, the localities have mastered the guidelines, guidelines and policies and created a high degree of unity from the district and grassroots units communes in mountainous districts on the work of resource generation, training, fostering, and placement of ethnic minority cadres.

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

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

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

Thirdly, actively, focus on comprehensive training, and create cadres from ethnic minorities.

Actively detect, select, promote, and promote ethnic minority comrades who are typical of their stance, bravery, and political-moral qualities; have practical capacity to meet the requirements of tasks and are trusted by the people; boldly promote young cadres and female cadres of ethnic minorities to leadership and chairing positions at all levels. At the same time, there is a specific and realistic plan to continue training in universities, colleges, and boarding schools for ethnic minorities who have ambitions to dedicate themselves to their career building the homeland, the country after graduating from school, promptly supplement the source of local construction cadres. Due to the difficult conditions, the children of ethnic minorities have few conditions to study, so it is not necessary to choose people for training based on their educational level. It can be flexible (grades 10, 11, or 12), and during the training process, there will be a plan to supplement cultural knowledge for this subject before entering the full-time course.

Fourthly, implement well social policies towards ethnic minority areas.

The economic and social development and improvement of life for ethnic minorities in the mountainous area of Nghe An are the basis for fostering and developing a contingent of cadres, leading the people to create a new life. It is not easy to change the habits of thinking and doing of ethnic minorities. For hundreds of relatives, hearing is not equal to seeing, and seeing everyone is not as good as seeing people in their village doing it. This seems simple, but it is a big challenge in mobilizing to change the outdated customs of the people. To solve these problems, it is necessary to have synchronous solutions in terms of economy, politics, culture - society, and at the same time to combine well the solutions of both immediate and long-term to create opportunities for sustainable development steady; The most important solution is to need the State's investment attention in developing industries and professions in mountainous areas such as focusing on vocational training, developing service occupations, creating jobs for workers, paying attention to investing in material foundations to help the people develop their economy and culture; invest in exploiting the advantages of natural conditions and resources. Since then, improving the material life, and raising the cultural level of the people a condition to improve the quality of ethnic minority cadres for the mountainous districts. In addition, it is necessary to actively research and have appropriate policies for ethnic minority cadres, creating conditions for them to well complete their assigned tasks.

5. Conclusion

Improving the quality and effectiveness of the construction of ethnic minority cadres in the mountainous areas of Nghe An province in Vietnam stems from the actual situation

of the staff and the characteristics of the economic and cultural situation. Due to the specificity of the mountainous districts of Nghe An, society and tradition are specific, and it is necessary to implement synchronous solutions from awareness to specific problems. Thus, the building of a new contingent of ethnic minority cadres creates the impetus to realize one of the characteristics that Vietnam is aiming for "*ethnicities in the Vietnamese community, solidarity, equality, and mutual help for mutual development*".

Conflict of Interest Statement

The authors declare no conflicts of interest.

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