

# IMPROVING THE QUALITY OF TEACHING GIA RAI AND BA NA LANGUAGES FOR CADRES, CIVIL SERVANTS, PUBLIC SERVANTS IN GIA LAI PROVINCE\*

Hoang Thi Xuan

Viet Nam Academy for Ethnic Minorities  
Email: [xuanht@hvdt.edu.vn](mailto:xuanht@hvdt.edu.vn)

Received: 26/8/2021  
Reviewed: 12/9/2021  
Revised: 17/9/2021  
Accepted: 25/9/2021  
Released: 30/9/2021

DOI: <https://doi.org/10.54163/0866-773X/578>

In the past, Gia Lai province has implemented well guidelines and policies on training and fostering ethnic minority languages for cadres, civil servants and public servants according to Decision No. 402/QĐ-TTg, March 14<sup>th</sup>, 2016 of the Prime Minister of the Socialist Republic of Viet Nam on the approval of the Project on developing the contingent of cadres, civil servants and public servants of ethnic minorities in the new period. On that basis, the People's Committee of Gia Lai province has quickly and urgently paid much attention, directing the implementation of work to the grassroots. Therefore, the province has achieved many important results in the teaching of Gia Rai and Ba Na languages, in order to contribute to creating favorable conditions for departments, jobs and officials to fulfill their assigned tasks. This article focuses on evaluating the results and limitations in the process of teaching Gia Rai and Ba Na languages in Gia Lai province in recent years; thereby proposing some basic solutions for the purpose of improving the quality of teaching Jarai and Ba Na languages for cadres, civil servants and public servants in the coming time.

**Keywords:** *Ethnic minorities; Ethnic language; Ethnic minority and mountainous areas; Training and fostering; Cadres, civil servants, public servants.*

## 1. Introduction

Ethnic minority language training and retraining for cadres, civil servants and public servants working in ethnic minority and mountainous areas is the right policy of the Vietnam Party and State. In order to effectively implement the Resolutions, Decrees, Directives and Decisions of the Party and State on focusing on building a contingent of cadres at all levels, especially at the strategic level, with sufficient quality, capacity and prestige, on par with tasks, including policies on training and fostering

ethnic minority languages for cadres, civil servants and public servants according to Decision No. 402/QĐ-TTg, March 14<sup>th</sup>, 2016 of the Prime Minister of the Socialist Republic of Vietnam. As a result, the work of training and fostering ethnic minority languages is being seriously implemented, in which Gia Lai is one of the typical localities.

With 34 ethnic groups living together, ethnic minorities account for 46.23%<sup>1</sup>, mainly Gia Rai and

<sup>1</sup>. <https://www.tapchiconsan.org.vn/>

\* The article is the research results of the topic “Studying on the model of organization of teaching ethnic minority languages for cadres, civil servants and public servants in target group 3 and target group 4 in the national target program for socio-economic in ethnic minority and mountainous areas for the 2021-2030 period”, Code: HVDT.03.2021.

Ba Na, Gia Lai province has issued and organized the implementation of Directive No. 11-CT/TU, March 13th, 2009 of the Standing Board of the Provincial Party Committee on strengthening public leadership in training and fostering the Gia Rai and Ba Na languages for cadres, civil servants and public servants. Implementing this Directive, the training and fostering of the Gia Rai and Ba Na languages in the province has achieved important results, the contingent's ability to use the Gia Rai and Ba Na languages cadres, civil servants and public servants have been raised, contributing to the propaganda and mobilization of the people, building solidarity, helping each other in Social Economics development, poverty alleviation, well implement the guidelines and lines of the Party, policies and laws of the State. Besides, the training and fostering of ethnic minority languages also has some limitations, especially the quality of training and fostering is still not high, directly affecting the quality and performance of the staff locally. Therefore, the article focuses on researching, analyzing and evaluating the current situation of this work, thereby proposing some basic solutions to improve the quality of training and fostering of Gia Rai and Ba Na languages is very necessary in the current period.

## 2. Research overview

In recent years, there have been many research works on teaching ethnic minority languages for officials, civil servants and public servants, in which there are typical research projects such as: Tran Tri Doi (2003), "Current status of language education in ethnic minority areas in the three Northern provinces of Vietnam - Recommendations and solutions", Vietnam National University Press, Hanoi, an article, on the basis of assessing the current status of language education in ethnic minority areas in three Northern provinces of Vietnam, has proposed a number of solutions to improve the effectiveness of language education, in which the author especially paid attention to the practical needs of learners. Authors group Doan Van Phuc, Dinh Thi Hang, Nguyen Minh Hoat (2019), "The Party's viewpoints and guidelines, the Vietnam State's policies on ethnic minority languages from 1930 to until now", Journal of Ethnic Minorities Research, has deeply assessed the language policy of the Party and State of Vietnam, as well as the shortcomings and difficulties in preserving and teaching ethnic minority languages in ethnic minority and mountainous areas for many years. Besides, there are a number of research

works by the authors: Luu Van Minh (2017), "Some orientations and solutions in training and fostering ethnic minority languages for civil servants in the next time", <https://moet.gov.vn>; Tan Thanh, "Teaching ethnic minority languages for High school students and cadres, civil servants and public servants", <https://kontumtv.vn>; Nghia Hiep, "Teaching ethnic minority languages for teachers", <http://baodantoc.vn...> These research have evaluated the results of teaching and learning ethnic minority languages, and proposed some solutions to improve the effectiveness of ethnic minority language teaching programs for cadres, civil servants and public servants, such as: It is necessary to strengthen training for teachers, increase funding to open more subjects, open more methodological training courses, improve teaching quality and organize a contest for teachers of Vietnamese language ethnic minorities in order to encourage the teaching staff to self-study, explore and be creative in the lessons. Article by author Vu Thi Thanh Minh (2020), "Training and fostering ethnic minority languages for cadres, civil servants and public servants working in ethnic minority areas", Journal of Ethnic Minorities Research, analyzing the current situation of ethnic minority language training and fostering for cadres, civil servants and public servants working in ethnic minority and mountainous areas, then propose several solutions to perform this task well in the current period. In particular, there are a number of articles on the training and fostering of ethnic minority languages for cadres, civil servants and public servants, typically in the Tay Nguyen and Gia Lai province, notably such as: Article by Pham Thi Phuoc An, "Training and fostering of ethnic languages in the Tay Nguyen provinces", <http://web.cema.gov.vn/>; Nguyen Uu Ai, "Training and fostering the Gia Rai and Ba Na ethnic languages for cadres and civil servants", <http://tinhuylai.org.vn/>; Vu Duy Hien (2016), "Teaching and learning Gia Rai and Ba Na languages in the 3rd Army Corps, current situation and solutions", <https://gialai.gov.vn>; Ngoc Hai (2019), "Training in Gia Rai and Ba Na languages for civil servants and public servants: Effective and practical", <https://baogialai.com.vn...> On the basis of evaluating the achieved results, the author also proposed solutions to improve the effectiveness of teaching Gia Rai and Ba Na languages for cadres, civil servants and public servants that is to do a good job of transmitting and raising awareness about the importance of learning Gia Rai and Ba Na languages. In general, these research focus on evaluating the achieved results and difficulties

in teaching ethnic minority languages in some localities, including Gia Lai province. However, these studies only stop at generalizing some of the obtained results. Therefore, these research contents are the basis for the author to analyze, evaluate and clarify in the research content of this article.

### 3. Research methods

This article is based on secondary documents, mainly some reports on personnel work, especially the training and fostering of cadres, civil servants and public servants in Gia Lai province along with a number of research program on ethnic minority language training and fostering for cadres, civil servants and public servants. On that basis, analyze and evaluate the results, limitations and propose some basic solutions to improve the quality of training and fostering of Gia Rai and Ba Na languages for cadres, civil servants and public servants in Gia Lai province nowadays.

### 4. Research content

#### 4.1. Main results in teaching Gia Rai and Ba Na languages for cadres, civil servants and public servants in Gia Lai province today

On November 9th, 2004, the Prime Minister issued Directive No. 38/2004/CT-TTg on promoting ethnic minority language training and fostering for cadres and civil servants working in ethnic minority and mountainous areas, identify guidelines, mechanisms, policies and measures to promote ethnic minority language training and fostering for cadres and civil servants working in ethnic minority and mountainous areas. This directive has made learning ethnic minority languages a regular task for cadres and civil servants working in ethnic minority and mountainous areas, meeting the urgent requirements of socio-economic management and development, maintaining security and national defense. To implement this Directive, on January 24th, 2006, the Minister of Education and Training issued Decision No. 03/2006/QĐ-BGD&ĐT on promulgating the framework program for teaching ethnic minority languages (with written language) for cadres and civil servants working in ethnic minority areas in order to help students know the language and writing of ethnic minorities, have the ability to communicate in ethnic languages (relatively good listening and speaking in communication, read and write) and have the necessary knowledge about the culture, customs and habits of the people. Based on the implementation of the above Directive, on September 14th, 2006, People's Committee of Gia Lai province issued Directive No. 13/2006/CT-UBND on strengthening the training of ethnic

languages for cadres and civil servants regularly work at the grassroots and refresher course for commune-level cadres and civil servants, in which, strive to have at least 20% of cadres, civil servants and public servants each year receive training in ethnic languages. On March 13th, 2009, the Standing Board of Gia Lai Provincial Party Committee issued Directive No. 11-CT/TU on strengthening public leaders in training and fostering Gia Rai and Ba Na languages for provincial officials and civil servants. The directive defines: "Propaganda to raise awareness among cadres and civil servants about their rights, responsibilities and obligations in learning Gia Rai and Ba Na languages. Agencies, units and individual cadres, civil servants and public servants must clearly identify that learning Gia Rai and Ba Na languages is an important task, a mandatory requirement and an urgent solution to improve the the quality and efficiency of work" (Gia Lai Provincial Party Committee, 2009). Deeply grasping this policy, Party committees and authorities at all levels throughout the province have developed programs and plans to implement the Directive in accordance with the needs and conditions of each locality and unit.

*Firstly, the organization of language teaching is strictly carried out in accordance with current regulations*

From 2009 to 2015, the province assigned Gia Lai Junior College of Education to organize the opening of Gia Rai and Ba Na language training and fostering classes for cadres, civil servants and public servants at the school; Localities coordinate with schools to open training classes at the Centers of Vocational Education, Continuing Education and the District-level Political Fostering Centers. From 2016 to now, implementing Decision No. 390/QĐ-UBND, June 9th, 2016 of the Provincial People's Committee, together with Gia Lai Junior College of Education, Center for Vocational Education, Continuing Education of the province and district are also allowed to participate in opening training classes. Gia Lai Junior College of Education, Vocational training centers, continuing education centers and district-level political fostering centers shall closely coordinate with relevant agencies in planning, preparing funding, and developing appropriate class opening plans with local and unit conditions.

*Secondly, in terms of content and training programs*

On the basis of that program framework, the Ministry of Education and Training has issued

specific ethnic minority language teaching programs, including the program to teach Gia Rai and Ba Na languages for cadres and civil servants in ethnic minority and mountainous areas. The programs are designed into clusters, each cluster corresponds to a topic. The system of topics and content of readings includes topics about Family and clans; Village, hamlet, district; Nature, environment; Native culture; People land; Party and Uncle Ho; Labor and production; Science and education; Health care; Protect the country. Each lesson integrates the following contents: Readings; Vocabulary - grammar; Practice listening - practice speaking; Practice writing. The time for each group of lessons depends on the content of each topic, the number of periods for listening and speaking practice accounts for about 60% of the lesson time; The number of periods for reading, vocabulary, grammar and writing practice accounts for about 40% of the lesson time.

*Thirdly, about the type of training*

There are many types of training in Gia Rai and Ba Na language, in which, typical training classes are organized for a period of 3 months by Gia Lai Junior College of Education. Classes organized or coordinated by Gia Lai Junior College of Education are conducted methodically, seriously and with good quality. Along with that, the training classes are concentrated in 03 batches, 01 month, completing part of the content of the 3 years program. In addition, there are many semi-concentrated training classes, students both work and attend a number of sessions a week or some days of the month or study on holidays provided by the Center for Vocational Education and Continuing Education, provincial and district-level Political Training Centers to facilitate cadres, civil servants and public servants to both study and apply in practice.

*Fourthly, about the form of teaching organization*

Close coordination between three forms of teaching organization: individual learning, small group learning, and class learning. Individual learning is applied in cases where teachers practice individual skills such as correct pronunciation of sounds and words, answering small questions in reading passages, presenting their knowledge and experiences personally on an issue raised in the lesson... The form of group learning is applied in cases where the tasks the teacher assigns to the students such as learning through conversations, learning through role play, learning through discussion, and exchanging to solve a problem students encounter in the workplace... Class-based

learning is also applied regularly for teachers to explain, guide, model... In addition, teachers also coordinate in organizing teaching in the classroom with teaching organizations in the students' work areas during field trips.

*Fifthly, about teaching methods*

Teachers have applied teaching methods to promote activeness, focusing on applying typical methods of the subject such as communication practice, role-playing, model training, language analysis, discussion, etc. pose and solve problems in teaching, combine the above-mentioned methods flexibly in each lesson to bring into full play the students' comprehension ability and create excitement in learning. In particular, in order to form and develop language skills quickly and firmly, teachers have focused on practicing listening and speaking skills, encouraging students to combine classroom learning with practice communication in work and daily life. Most teachers of Gia Rai and Ba Na language have pedagogical skills, a sense of responsibility in teaching, and focus on using a combination of forms, pedagogical methods, and teaching quality teach step by step is raised.

*Sixthly, in terms of basic teaching conditions and means to meet the requirements of teaching organization*

Every year, the province always focuses on sending cadres, civil servants, public servants to train and retrain the Gia Rai and Ba Na languages to ensure the right requirements and the right subjects. Agencies and units are always interested in selecting and sending cadres, civil servants and public servants to train and retrain the Gia Rai and Ba Na languages, especially those who often come into contact with ethnic minorities numbers at grassroots level and strengthening grassroots cadres and civil servants. As of 2019, the province has 227 teachers (an increase of 208 teachers compared to 2014), of which there are 189 teachers of Gia Rai language (an increase of 176 teachers compared to 2014) and 38 teachers of Ba Na language (increasing 32 teachers compared to 2014). The training of teachers to teach Gia Rai and Ba Na languages is also being paid special attention. The province organized a training course for teachers of Gia Rai and Ba Na languages and granted certificates to 50 students (mainly teachers of Gia Rai and Ba Na ethnic groups working in districts, towns and cities of the province). It can be said that the quality of teachers teaching Gia Rai and Ba Na languages is increasingly meeting the teaching and learning needs.

The work of document compilation, teaching, learning, examination, supervision and certification is carried out in accordance with regulations, closely following the training program. In 2014, Gia Lai Junior College of Education in collaboration with the Gia Lai Department of Education and Training and Gia Lai Province's Department of Internal Affairs compiled and edited the Gia Rai and Ba Na language textbooks and put them into teaching. In addition, a set of documents on Gia Rai traditional culture has also been compiled according to the program of the Ministry of Education and Training. The training and retraining institutions have initially ensured material foundations and facilities for teaching and learning ethnic languages. The examination, assessment and supervision of teaching and learning is strictly carried out, the examination is organized in accordance with regulations, ensuring objectivity and science. At the end of the course, the unit opening the class establishes a final examination council for students' four skills of listening, speaking, reading and writing to summarize the results and consider applying for certification according to regulations<sup>2</sup>.

With the attention of all levels and sectors, in 10 years (2009-2019), the whole province opened 243 Gia Rai and Ba Na language training classes with 9,181 trainees. In which, there are training classes outside the province's budget, between Gia Lai Junior College of Education and military units, the Public Security and the District-level Vocational and Continuing Education Centers to organize training and retraining courses for cadres and civil servants at their own level and at grassroots level. From 2016 to 2019, the whole province has trained and fostered Gia Rai and Ba Na languages for 1,389 students who are self-sufficient in tuition fees, typically in An Khe town, Duc Co district; Kong Chro district<sup>3</sup>... In particular, implementing the Prime Minister's Decision No. 771/QĐ-TTg, June 26th, 2018 approving the project "Ethnic knowledge training for cadres, civil servants and public servants in the period 2018 - 2025", the province has developed a plan and organized to teach Gia Rai and Ba Na languages to cadres, civil servants and public servants in a serious manner, with better quality. This is one of the important factors contributing to improving the quality and operational efficiency of the political system, especially at the grassroots level, strengthening the relationship between the government and ethnic

minorities in the locality.

#### ***4.2. Some limitations in teaching Gia Rai and Ba Na languages for cadres, civil servants and public servants in Gia Lai province today***

Besides the achieved results, the organization of teaching Gia Rai and Ba Na languages for cadres, civil servants and public servants in Gia Lai province still has some shortcomings that need to be overcome in the near future. The training and retraining courses are held in a very short time, the quality of training has not met the requirements of actual use. The form of organization of semi-concentrated language teaching, or training in different batches, has advantages for the working process of cadres, civil servants and public servants, but leads to dispersion in learning, affecting the quality of students amount of training. Facilities and equipment for training and fostering ethnic minority languages in Gia Lai have not yet met the needs; The budget for this work is still limited. Some localities do not have policies to support, encourage, encourage and create conditions for teachers, cadres, civil servants and public servants to perform well the work of teaching and learning ethnic minority languages.

There are many reasons for the above problems, partly because Vietnamese has become popular in the community, so the contingent of cadres, civil servants and public servants is no longer interested in learning and teaching Gia Rai language, Ba Na language. A very large part of cadres, civil servants and public servants lack the need and motivation to participate in learning, disregarding propaganda and mobilizing the people, leading to the lack of need to learn about life, culture, language of ethnic minorities in the area. At the same time, because they only learn theory in class, but rarely use it directly in daily life, some cadres, civil servants and public servants, despite being trained, their ability to communicate in Gia Rai language, Ba Na language is still limited. In addition, the difference in dialect in each district also causes difficulties and confusion for learners when communicating. Besides, the fact that some Party committees and authorities are not fully aware of the teaching of Gia Rai and Ba Na languages, they have not yet developed a complete project on the implementation of preservation, conservation, promotion and teaching Gia Rai and Ba Na languages, which also greatly affecting this effort.

#### **5. Discussion**

In order to improve the quality of teaching Gia Rai and Ba Na for cadres, civil servants and public

<sup>2</sup>. <https://baogialai.com.vn/channel/12375/201907>

<sup>3</sup>. <https://baogialai.com.vn/channel/12375/201907>

servants, it is necessary to focus on implementing a number of key solutions as follows:

*Firstly, promote propaganda to raise awareness about the importance of teaching Gia Rai and Ba Na languages for cadres, civil servants and public servants*

Good use of Gia rai and Ba Na languages is very important for handling government affairs, especially for officials working in the fields of ethnicity, culture and education. This is an important communication tool so that cadres, civil servants and public servants can better understand the people's life, customs, habits and thoughts, and understand the soul, way of thinking and culture of the people. This is also one of the requirements, standards and indispensable skills for the contingent of cadres, civil servants and public servants who are doing mass mobilization work in ethnic minority and mountainous areas today.

To effectively implement this work, it is necessary to have close coordination between the Party committees, authorities, all levels and sectors, especially between the Department of Education and Training, Department of Internal Affairs, the Committee for Ethnic Minorities, and the Fatherland Front, Youth Union, Women's Union... to promote propaganda to raise awareness and responsibility of relevant forces for the work of teaching Gia Rai and Ba Na languages for cadres, civil servants and public servants.

*Secondly, standardize the content, diversify the forms and methods of teaching Gia Rai and Ba Na languages suitable for each audience*

Continue to research, supplement and edit teaching and learning content and programs in the direction close to the subjects' work tasks; balance the time between theory and practice, attach the lecture content closely to the customs, culture and habits of the people. Using a variety of teaching forms and methods, focusing on fostering practical communication skills, focusing on training and improving the ability to use Gia Rai and Ba Na languages in the work of cadres, civil servants and public servants.

*Thirdly, strengthen the management of training and fostering of Gia Rai and Ba Na languages for cadres, civil servants and public servants in the province.*

On the basis of investigation and identification of learners' needs, localities develop plans and measures to organize implementation to be effective. It is necessary to arrange time for training and

fostering courses in Gia Rai and Ba Na languages in a reasonable way to help cadres and civil servants feel comfortable in psychology and time. Renovate and diversify forms of classroom organization in order to create favorable conditions for cadres, civil servants and public servants servants in the process of participating in training and fostering ethnic languages. Strengthen the inspection, examination, and good management of the organization of training and issuance of certificates of ethnic minority languages for cadres, civil servants and public servants in the provinces. In particular, it is necessary to open training courses on ethnic languages at universities and colleges of pedagogy to have regular training courses for ethnic language teachers, organize annual summer training and refresher courses for teachers of Gia Rai and Ba Na languages. In particular, focusing on fostering and improving leadership and management capacity for management staff, directing the training of ethnic language training for cadres, civil servants and public servants.

*Fourthly, have appropriate mechanisms and policies for the teaching of Gia Rai and Ba Na languages for cadres, civil servants and public servants*

Continue to concretize and seriously implement guidelines and solutions according to Directive No. 38/2004/CT-TTg, November 9th, 2004 of the Prime Minister on promoting language training and fostering ethnic minorities for cadres and civil servants working in ethnic minority and mountainous areas; Decision No. 771/QĐ-TTg, June 26th, 2018 of the Prime Minister approving the project "Ethnic knowledge training for cadres, civil servants and public servants in the 2018-2025 period" and local directives and plans.

*Fifthly, promote the role of each cadres, civil servant and public servants in self-training and self-improvement of the Gia Rai and Ba Na languages*

For cadres and civil servants doing mass mobilization or performing tasks in areas with ethnic minorities, it is necessary to consider learning Gia Rai and Ba Na languages as a mandatory standard, because this is the an important basis, an indispensable requirement for cadres, civil servants and public servants to effectively perform the tasks of the government with the masses of the people.

## **6. Conclusion**

Over the past years, the government of Gia Lai province has always determined that the work of training and fostering Gia Rai and Ba Na languages

for cadres, civil servants and public servants is one of the most important which should be regularly concerned and implemented in a timely manner. Since then, many cadres, civil servants and public servants have participated in training and fostering Gia Rai and Ba Na languages, improving their proficiency and ability to use Gia Rai and Ba Na languages in performing their assigned tasks. This is a means to help cadres, civil servants and public servants stay close to the grassroots, close to the people, make the people believe, understand and follow. In particular, bringing the views and

guidelines of the Party, policies and laws of the State to the people; It is the voice, thoughts and aspirations of the people that will promptly come to the Party and State to develop policies that come to life, in line with the Party's and people's will. Therefore, training and fostering Gia Rai and Ba Na languages for cadres, civil servants and public servants is very necessary, thereby having appropriate solutions, contributing to improving the qualifications and capacity of the staff cadres, civil servants and public servants, meeting the requirements and tasks in the current new conditions.

### Reference

- An, P. T. P. (2012). *Training and fostering of ethnic languages in the Tay Nguyen provinces*. <http://web.cema.gov.vn/>.
- Ai, N. U. (n. d). *Training and fostering Gia Rai and Ba Na ethnic languages for cadres and civil servants*. <http://tinhuylai.org.vn/>.
- Gia Lai Provincial Party Committee. (2009). *Strengthening public leadership in training and fostering Gia Rai and Ba Na languages for provincial cadres and civil servants*. Directive No. 11-CT/TU, March 13<sup>th</sup>.
- Gia Lai People's Committee. (2015). *Plan for training and fostering commune-level cadres and civil servants for the 2015-2020 period*. Decision No. 255/QĐ-UBND, April 25<sup>th</sup>.
- Hai, N. (2019). *Training in Gia Rai and Ba Na languages for civil servants and public servants: Effective and practical*. <https://baogialai.com.vn>.
- Minh, V. T. T. (2020). Training and fostering ethnic minority languages for cadres, civil servants and public servants working in ethnic minority areas, *Journal of Ethnic Minorities Research*, 9(2).
- Prime Minister. (2004). *Promoting ethnic minority language training and fostering for cadres and civil servants working in ethnic minority and mountainous areas*. Directive No. 38/2004/CT-TTg, November 9<sup>th</sup>.
- Standing Committee of Gia Lai Provincial Party Committee. (2017). *Summary report on the implementation of the Resolution of the 3rd Party Central Committee, term VIII "on cadre strategy in the period of accelerating industrialization and modernization of the country"*.
- Thuy, T. (2020). *Gia Lai province performs synchronously and effectively key tasks and breakthrough solutions for sustainable development, striving to become the center of the North Tay Nguyen region*. <https://www.tapchiconsan.org.vn/>.
- Vy, N. T. & Chien, N. M. (2020). *Gia Lai effectively uses credit capital for social policies, promotes sustainable poverty reduction*. <https://www.tapchiconsan.org.vn/>.

# NÂNG CAO CHẤT LƯỢNG DẠY TIẾNG GIA-RAI, TIẾNG BA NA CHO CÁN BỘ, CÔNG CHỨC, VIÊN CHỨC TẠI TỈNH GIA LAI HIỆN NAY

Hoàng Thị Xuân

---

Học viện Dân tộc  
Email: [xuanht@hvdt.edu.vn](mailto:xuanht@hvdt.edu.vn)

Ngày nhận bài: 26/8/2021  
Ngày phản biện: 12/9/2021  
Ngày tác giả sửa: 17/9/2021  
Ngày duyệt đăng: 25/9/2021  
Ngày phát hành: 30/9/2021

DOI: <https://doi.org/10.54163/0866-773X/578>

Trong thời gian qua, tỉnh Gia Lai đã triển khai và thực hiện tốt chủ trương, chính sách đào tạo, bồi dưỡng tiếng dân tộc thiểu số cho đội ngũ cán bộ, công chức, viên chức theo Quyết định số 402/QĐ-TTg ngày 14/3/2016 của Thủ tướng Chính phủ về việc phê duyệt Đề án phát triển đội ngũ cán bộ, công chức, viên chức người dân tộc thiểu số trong thời kỳ mới. Trên cơ sở đó, UBND tỉnh Gia Lai đã dành nhiều sự quan tâm, nhanh chóng, khẩn trương, chỉ đạo triển khai công tác này đến cơ sở. Chính vì vậy, tỉnh đã đạt được nhiều kết quả quan trọng trong việc dạy tiếng Gia-rai và tiếng Ba na, nhằm góp phần tạo điều kiện thuận lợi cho cán bộ, công chức, viên chức hoàn thành tốt nhiệm vụ được giao. Bài viết này tập trung đánh giá những kết quả, hạn chế trong quá trình dạy tiếng Gia-rai và tiếng Ba na trên địa bàn tỉnh Gia Lai trong thời gian qua; từ đó đề xuất một số giải pháp cơ bản nhằm nâng cao chất lượng dạy tiếng Gia-rai và tiếng Ba na cho đội ngũ cán bộ, công chức, viên chức là hết sức cần thiết trong thời gian tới.

**Từ khóa:** Dân tộc thiểu số; Tiếng dân tộc; Vùng dân tộc thiểu số và miền núi; Đào tạo, bồi dưỡng; Cán bộ, công chức, viên chức.