

BUILDING THE PROGRAM OF TRAINING ETHNIC KNOWLEDGE FOR CADRES, CIVIL SERVANTS AND PUBLIC EMPLOYEES UP TO 2030*

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Developing a ethnic knowledge training program for cadres, civil servants and public employees according to 04 target groups (Prime Minister, 2018) in the political system from the central to local levels to meet the requirements of ethnic minority affairs up to 2030 is an urgent task. Because the program is “the core” to create a breakthrough in training ethnic knowledge, improving the capacity of the contingent of cadres, civil servants and public employees in formulating ethnic policies and organizing the implementation of Party and State’s policies in the current period. The article analyzes the results of theoretical and practical research on the development of ethnic knowledge training program and provides the results of developing a program that meets the requirements of Vietnam’s ethnic minority affairs from now to 2030.

Keywords: Training program; Ethnic affairs; Ethnic knowledge; Cadres, civil servants, public employees; Ethnic minorities.

1. Introduction

Vietnam has 54 ethnic groups living together, including 53 ethnic minorities (accounting for about 14.3% of the national population). Ethnic minorities reside mainly in 51 provinces and cities, spread along the border with Vietnam, China, Laos and Cambodia - especially important strategic positions in terms of politics, economy - society and security, national defense and international integration.

Since its establishment, the Party has always identified ethnic issues and national policies as a strategic task in the process of national construction and development. The Document of the 12th National Party Congress affirmed: “Uniting the peoples with a strategic position in the revolutionary cause of our country. Continue to improve mechanisms and policies, ensure that ethnic groups are equal, respectful, united, and harmoniously resolve relations among ethnic groups, helping each other to develop together and creating noticeable changes in the economic,

cultural and social development of areas with a large number of ethnic minorities, especially in the Northwest, Central Highlands, Southwest, and Central Coast regions; improve the quality of education - training, the quality of human resources and taking care of building a contingent of ethnic minority officials and prestigious representatives in ethnic communities; Strengthen the inspection, supervision and evaluation of the results of the implementation of guidelines and policies of the Party and the State at all levels; Against ethnic stigma; severely punish conspiracy and division actions, sabotage the great national unity bloc” (Communist Party of Vietnam, 2003). In the context of globalization and international integration today, ethnic issues and ethnic relations must be placed in relation to the economic, political, socio-cultural, security and national defense situations around the world. Recognizing that importance, the Party and the State have issued many investment policies for ethnic minority areas. As a result, the material and spiritual life of the ethnic groups gradually

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improved, the proportion of poor households decreased significantly; enhanced socio-economic infrastructure; education, health care, social culture achieved positive results; national defense security, social order and safety are guaranteed. The above achievements show the consistent direction and deep concern of the Party and the State in socio-economic development of ethnic minority areas.

In addition to the important achievements, many policies in the implementation process have not been effective as expected, the socio-economic of ethnic minority areas is still underdeveloped, the gap is large compared to other regions. Unlike in the whole country, the percentage of poor households is still very high (up to 52.7% of the total number of poor households nationwide), the number of households falling back into poverty is high because the poverty reduction results of ethnic minority households are not really sustainable¹.

One of the causes of the above situation is due to the majority of cadres, public servants and employees working in ethnic minority areas; Specialized officials in charge of ethnic minority affairs have not been trained ethnic knowledge, so the occupational skills related to ethnic minority affairs, understanding of ethnic minority culture are still limited, failing to meet the task requirements in the new situation. As a result, policy formulation has not been feasible, unsuitable with reality, and the effectiveness of implementing national policies has not been high. Ethnic policies of each country can only be effective when cadres, civil servants and officials at all levels from central to local levels trained ethnic knowledge, enhance the capacity to organize the main implementation of ethnic policies.

Stemming from the above reasons, the good implementation of theoretical and practical research on developing ethnic knowledge training programs for cadres, civil servants and public employees of 4 target groups is an urgent task nowadays. Doing well this work will contribute to improving the quality, effectiveness of leadership, management and professional activities of cadres, civil servants, public employees in charge of monitoring ethnic minority affairs and officials working in ethnic minority areas..

2. Study overview

¹. According to the summary of poor households in 2017 of Ministry of Labour, War Invalids and Social Affairs, the proportion of poor ethnic households / total poor households in 2017 increased compared to 2016 because the number of poor ethnic minority households is difficult to escape from poverty and is reduced less than that of Kinh ethnic households.

There have been quite a few research works on training and retraining cadres, civil servants and public employees, each project has its own approaches to the training work. Typically, the topic “Survey of fostering needs and formulate a framework of programs on training State administrative management knowledge for the contingent of cadres and civil servants of socio-political organizations and managerial officials of state-owned enterprises ”(Vo Kim Son, project leader, 2004); Ministry-level topics: “Surveying the classification and development of a framework program for fostering state administrative management knowledge for leading and key commune-level titles” (Pham Kien Cuong, chairman, 2005); Ministerial thesis: “Surveying and classifying programs on fostering administrative knowledge and state management according to the positions of deputy minister or vice president of the provincial People’s Committee” (Dinh Van Mau, project leader, 2005). Ministry-level project: “Surveying, analyzing, evaluating and developing specialized training programs of the Academy of Public Administration according to social needs” (Nguyen Van Hau, project leader, 2009)...

This topic is also the subject of many foreign scholars, such as Gravelle, M., K. M. Gravelle, K. Baird, I. Green in the article Collaborative Governance and Changing Federal Roles. A Public Policy Forum and the Policy Research Initiative Joint Roundtable Outcomes Report. Retrieved June 1, 2009; By Conklin, J from *Dialogue Mapping: Building Shared Understanding of Wicked Problems*. John Wiley & Sons Ltd, 2006 ... Most of them share the same opinion: Civil servants need comprehensive training and retraining in knowledge, with a focus on civil service skills.

There are also many in-depth studies on the training work. Specifically, works of Fieldhouse, E.A., Klara, V.S. et al. (2002), “How new is the New Deal? A qualitative study of the New Deal for young people on minority ethnic groups in Oldham”. The author thinks that this is the solution to the problem of poverty reduction for ethnic minority groups today; Bloch, A. (2002) in the article Refugees’ opportunities and barriers in employment and training (DWP Research Report No 179) provides in-depth analysis of opportunities and challenges in employment in general and employment of ethnic minorities in particular; Nguyen Thanh Tuyen, Solution to carry out the training and retraining of commune-level civil servants in Dien Bien province, Journal of State Organization, No. 12/2012 then specifically discusses the content and requirements of the training commune-level civil servants today; Trinh Ngoc Huy, Promote international

cooperation in training human resources to meet the requirements of internal industry development, *Journal of State Organization*, No. 10/2014, analyze the issue of training human resources in international cooperation to develop the interior industry; Nguyen Van Tham, Institutional renewal to improve the quality of training and retraining cadres and civil servants to meet the requirements of the new period, *State Organization Magazine*, No. 2/2016 refers to innovation. institutions to improve the quality of training and retraining of civil servants, in which, according to the author, it is necessary to renovate the training program framework, so that the training and retraining stemming from the needs of learners, avoiding overlapping, repeat the program in the training courses for each other, especially the current professional training courses.

In general, there are quite a lot of studies on training in general and training and retraining cadres, civil servants and public employees in particular. However, in-depth and comprehensive research on training ethnic knowledge for cadres, civil servants and public officials has just stopped at a certain, non-systematic aspect. The issue of training ethnic knowledge for cadres, civil servants and public employees has been posed and suggested but has not gone into the depth of the problem, especially the researches on theoretical and practical basis as well as not yet necessary. designing ethnic knowledge training program for this target group; There is also no effective solution in bringing the issue of ethnic knowledge training to cadres, civil servants and public employees into practice.

Foreign studies are really important sources for the research team to have a holistic view, to build a theoretical framework to study ethnic knowledge training for cadres and civil servants in Vietnam during the next period. In addition, these studies have suggested many new and useful approaches to the implementation of ethnic knowledge training programs for cadres, civil servants and public employees in Vietnam.

From the aforementioned issues, it is necessary to have a more comprehensive and comprehensive study of theoretical and practical basis in training ethnic knowledge for cadres, civil servants and public employees, assessing the status of compensation training ethnic knowledge for cadres, civil servants and public employees in a multi-dimensional approach, pointing out the factors affecting training ethnic knowledge; the importance position of training ethnic knowledge for officials, public servants and officials; At the same time, it also points out the inappropriate factors, finding solutions to put the ethnic knowledge training

program into practice.

3. Research method

The method used is a combination among qualitative research and quantitative research with expert method. These methods are applied, flexible, suitable to the object and research content

4. Research results

4.1. Actual situation of formulating programs and training ethnic knowledge in the content of training for cadres, civil servants and public employees

In order to clearly see the actual situation of formulating programs and fostering ethnic knowledge in the content of fostering for cadres, civil servants and public employees in the political system, the research team investigated, surveyed and summarized: Current situation refresher program for political theory; Training knowledge of national defense and security; Training programs of 26 schools of ministries, branches and unions; simultaneously surveying 8 provinces and cities (Hanoi, Ho Chi Minh City, Thai Nguyen, Son La, Nghe An, Thua Thien Hue, Dak Lak, An Giang), with the following results²:

4.1.1. Results

In the system of ministries, branches and mass schools, ethnic knowledge, ethnic minority affairs knowledge and ethnic policies have been initially paid attention and included in the training program for cadres, public servants and public employees. A number of ministries, branches and unions have specialized training courses related to the content of ethnic knowledge and teaching activities, with quite diverse and diverse forms, such as programs: Political theory; defence security; teaching ethnic languages of schools under the Ministry of Education and Training. Especially, the Vietnam Academy for Ethnic Minorities (Committee for Ethnic Minority Affairs) has developed a program and compiled documents for 9 training programs for ethnic minority affairs knowledge, including: ethnic minority affairs training program (3 months; 15 days); The program is for leaders (department level) and for cadres, civil servants and public employees who do not hold managerial positions; Program for commune-level officials and public employees; Program for prestigious people in ethnic minorities; ethnic minority affairs training program for officials of the Central Committee of the Lao Front for national construction; ethnic

². These are the results of National Project: "Researching theoretical and practical basis for building a program of training ethnic knowledge for cadres, civil servants and public employees up to 2030"; Code: CTDT. 28.17 / 16-20

minority affairs training program for officials of the Cambodia Ministry of Ritual and Religious Affairs; The diversified, rich content training programs have provided some basic knowledge about ethnicity, state management of ethnic minority affairs and basic skills of ethnic minority affairs, such as leadership, management and participation skills. advising and advising in ethnic minority affairs; skills in formulating and organizing the training program contributes to improve the working capacity of cadres, civil servants and public employees working in ethnic minority areas of Vietnam; at the same time contributing to strengthening the friendship and comprehensive cooperation with Laos and Cambodia in the exchange of experiences on Vietnam's ethnic minority affairs.

The content of ethnic work knowledge in the programs partly helps students to generalize the basic issues of ethnic knowledge, ethnic minority affairs knowledge such as the lines and guidelines of the Party and the State on ethnic policies and some basic contents on ethnography, state management knowledge on telecommunications as follows: Socio-economic development policies in ethnic minority areas; manage resources for sustainable socio-economic development in ethnic minority areas; policies on poverty reduction for ethnic minority areas... The above knowledge contributes to improving the understanding of languages, culture, ethnic policies and improving the working capacity for cadres, civil servants and public employees working in ethnic minority area.

The incorporation of ethnic knowledge and ethnic minority affairs in training programs for cadres, civil servants and public employees of ministries and central agencies helps cadres, civil servants and public employees gradually understand the culture and customs of ethnic minorities, contributing to building a great national unity bloc, carrying out propaganda to mobilizing ethnic minorities to effectively implement the Party's guidelines and policies, the laws of the State in general, national policies of the Party and the State in particular.

Moreover, the content of initial knowledge helps students grasp the ethnic policies of the Party and the State, and then apply them to each job position. At the same time, building a positive and confident attitude in managing, directing and administering activities related to the contents of ethnic minority affairs as well as participating in carrying out local political duties on ethnic minority affairs.

4.1.2. Limitations

The percentage of schools of ministries, branches and unions implementing programs with content of ethnic knowledge is very low compared

to ministries, branches and unions, although there have been many training programs for cadres, civil servants and public employees (built by ministries, branches, unions).

The current ethnic knowledge training programs are generally implemented for all subjects under the management of ministries, branches and unions, but there is no separate program based on specific regions (for example: Ethnic minorities regions in the Northwest will be different from the ethnic minorities in the Southwest, Central Highlands on issues of ethnicity, religion...).

The content of knowledge in the programs on training of ethnic knowledge, ethnic minority affairs knowledge of ministries, branches and unions is still sketchy, not covering all ethnic issues, especially urgent issues about the current ethnic groups such as: Ethnic cultural issues; Characteristics and formation of ethnic minority communities, or hot issues in ethnic minority areas today; Ethnic relations; socio-economic development in ethnic minority areas in association with security and national defense issues in ethnic minority areas; communication skills, advocacy for ethnic minority people to implement ethnic policies... Meanwhile, this need is very necessary, urgent because all ministries, branches and unions carry out activities related to Ethnic policies, national unity, and ethnic issues, ethnic policies are the task of the entire political system.

The content of ethnic knowledge, ethnic minority affairs knowledge in the programs of training and retraining institutions (ministries and central agencies) is incomplete and incomplete, especially assessment skills, participate in the evaluation of programs, projects, schemes, socio-economic development plans in ethnic minority areas, ethnic culture knowledge, knowledge about ethnic policies and ethnic minority affairs... Besides, not yet provided contents of training ethnic languages and ethnic scripts into contents of training for cadres, civil servants and public employees working as training centers and officials working in ethnic minority areas.

4.1.3. Issues

According to the investigation, survey in 8 provinces and cities with 4,000 questionnaires, the results showed that: Up to 84.59% of the opinions that ethnic knowledge training program is very necessary; 14.1% of respondents said it was necessary; 90% of respondents said that they have not been trained in ethnic knowledge. The idea of agreeing to include ethnic knowledge in the training program accounts for 89.88% of the respondents; similar knowledge of ethnic policy is 91.89%

and ethnographic knowledge 80.5%. Scientific conferences and seminars in 8 provinces and cities directly under the Central Government also showed that: Participants confirmed the need to train ethnic knowledge and ethnic minority affairs knowledge for cadres and public employees in the political system. The subjects to be trained are cadres, civil servants and public employees who monitor ethnic minority affairs, specialized in working in ethnic minority areas, cadres working in ethnic minority areas. The knowledge block focuses on: Ethnic knowledge, cultural knowledge and ethnic policy knowledge; Building the program in the open direction, which means the common part is unified throughout the country, partly based on the functions and tasks of the ministries, branches and localities, while taking into account the peculiarities of the regions (Northwestern region, Central Highlands, Southwest and Central Coast) and update the knowledge annually.

From the above content, it is necessary to identify and step by step solve each problem, specifically:

First of all, it is necessary to investigate the status of the program on fostering knowledge about ethnic groups and ethnic minority affairs to classify objects, set the purpose, requirements and content of the program accordingly, to determine the scope of ministries and branches, unions related to ethnic minority affairs.

All current training programs on ethnic knowledge, ethnic minority affairs knowledge or training programs related to a part of ethnic minority affairs contents of the current ministries, branches and unions do not meet the requirements for cadres, civil servants and public employees retraining. While this knowledge is in great demand for the contingent of cadres, civil servants and public employees carrying out activities related to the national policy system (economy, socio-culture, security and national defense, environmental protection...). Therefore, there are currently certain gaps in the system of training programs of ministries, branches and unions. Therefore, it is necessary to develop a complete, synchronous and uniform training program for ethnic knowledge and ethnic minority affairs knowledge for all cadres, civil servants and public employees of ministries, branches, unions to create a breakthrough in training ethnic knowledge and ethnic minority affairs knowledge for cadres, civil servants and public employees, meeting the task requirements in the cause of industrialization, modernization of the country and international integration.

It is necessary to summarize the relevant research results, investigation and survey results of topics on

training needs, content of ethnic knowledge and ethnic minority affairs knowledge for cadres, civil servants and public employees among ministries, branches, unions and localities in ethnic minority areas, which serve as a basis for building a complete and realistic training program.

And it is necessary to identify groups of subjects to develop a program to foster ethnic knowledge and appropriate ethnic minority affairs knowledge, avoiding duplication and spreading of waste of resources.

It is also necessary to develop a program of training ethnic knowledge and ethnic minority affairs knowledge in order to easily update and supplement regular knowledge, paying attention to the peculiarities of each ethnic minority locality to suit the region.

Currently, in the retraining programs for cadres and civil servants working in ethnic minority affairs, there is no program that fully meets the requirements on training ethnic knowledge and ethnic minority affairs knowledge in the industrialization and modernization period. Therefore, it is necessary to develop a complete, synchronous and comprehensive training program to apply to all cadres, civil servants and public employees of the ministries and central branches to create a breakthrough in training for cadres, civil servants and public employees in the political system.

The system of legal documents is not clear and does not create a legal basis for the development of training programs. Therefore, it is also necessary to complete the legal documents providing for fostering the content of ethnic knowledge, ethnic minority affairs knowledge and regulations that oblige cadres, civil servants and public employees subject to fostering in the upcoming time. It is necessary to be aware of the role of knowledge blocks: Ethnicity, ethnography, ethnic culture, ethnic policies and knowledge blocks that need to be synchronized, united and balanced in duration in the training program

Currently, most of the relevant departments, branches and unions at all levels have arranged cadres and civil servants to hold concurrently ethnic minority affairs. However, the contingent of cadres and civil servants working in ethnic minority affairs at departments, agencies, mass organizations at provincial and district levels and concurrently responsible officials in charge of ethnic minority affairs at grassroots levels in ethnic minority provinces have not been deeply understood ethnic knowledge and field of ethnic minority affairs. On the other hand, a number of new cadres, civil

servants and public employees are assigned in ethnic minority affairs, so they are inexperienced and have not been trained in ethnic minority affairs operations.

Through analyzing the current situation of ethnic knowledge and ethnic minority affairs knowledge for cadres, civil servants and public employees in training and retraining programs, including: (1) Training program, fostering political theory; (2) Training program on national defense-security knowledge (for 4 target groups); (3) Training and retraining programs of the system of training and retraining institutions of the ministries and central branches (with 20 school units); (6) Union and School block (with 6 school units); (7) Results of processing questionnaire for cadres, civil servants and public employees (according to 4 target groups) and lecturers at training and retraining institutions at central and local levels; (8) Organize scientific conferences and seminars in surveyed areas. The authors found:

1. At present, there is no training program on ethnic knowledge, and knowledge of ethnic minority affairs meeting the requirements for training in this content for cadres, civil servants and public employees of ministries, central agencies and localities. Therefore, it is necessary to develop a training program to fill the gap in ethnic knowledge and ethnic minority affairs knowledge at the current ministries and localities.

2. Summarizing the research results for a common denominator, that is, it is extremely necessary to develop a program of training ethnic knowledge and ethnic minority affairs knowledge for ministries, central agencies and localities, because the Party's Resolution affirms: "Ethnic minority affairs and the implementation of ethnic policy are the tasks of the entire Party, the entire people, the whole army, all levels, all branches and all the political system". Therefore, cadres, civil servants and public employees of all ministries, branches, unions, the Central Government and localities, especially those working on a full-time basis at the central and local levels in ethnic minority areas, must be trained ethnic knowledge in order to meet the job requirements and the country's requirements in the new period.

3. Demand for retraining and content of the training ethnic minority affairs knowledge: Including three basic knowledge blocks: (1) Ethnography; (2) ethnic culture; (3) ethnic policy. Knowledge blocks ensure uniformity, consistency, and conformity with the reality of ethnic minority affairs; During the implementation process, ethnic and regional factors must be taken into account.

4. Conditions for putting the program on training of ethnic knowledge and ethnic minority affairs into practice need to address three basic issues: (a) The contingent of scientists, lecturers and reporters on quality and quantity, ensure compiling programs and materials, and organizing training programs; (b) The program of training ethnic knowledge, ethnic minority affairs meets the requirements of ethnic minority affairs in the current period; (c) Facilities, resources serving the organization of training activities;

5. To adopt specific mechanisms and policies to support ethnic minority cadres and officials working in deep-lying, remote and extremely difficult areas to take part in training ethnic knowledge and ethnic minority affairs knowledge.

Training ethnic knowledge, ethnic minority affairs knowledge is the central and urgent task of ethnic minority affairs in the current period. Therefore, cadres, civil servants and public employees of all ministries, central agencies and localities, especially officials working full-time at the central and local levels in ethnic minority areas, must be trained knowledge of ethnic minorities in order to meet ethnic minority affairs knowledge requirements in the new period.

4.2. The results of development of the current program on training of ethnic knowledge and ethnic minority affairs knowledge

Implementing Prime Minister's Decision No. 771/QĐ-TTg of June 26, 2018, approving the Scheme on "Training of ethnic knowledge for cadres, civil servants and public employees in 2018-2025 period", *with the goals*: "Enhancing and updating ethnic knowledge, ethnic minority culture, improving professional qualifications for cadres, civil servants and public employees performing ethnic work; ethnic minority language skills for cadres, civil servants and public employees in direct contact and work with ethnic minorities. On that basis, raising awareness, professional qualifications and skills of cadres, civil servants and public employees on the ethnic minority affairs. Contribute to the effective implementation of propaganda and mobilize ethnic minority people to develop socio-economic development according to the guidelines and guidelines of the Party and the laws of the State, strengthen the great national unity bloc" (Prime Minister, 2018, Clause 1, Section II), *aiming to build the training programs*: "Target group 1, group 2: topics about ethnic knowledge, ethnic culture and ethnic policies of the Party and the State; Target group 3, group 4: theoretical topics on ethnic knowledge, ethnic culture, ethnic policies of the Party and the State; practical research,

writing the essays” (Prime Minister, 2018, Clause 1, Section III); and *the form of training* is “Target group 1: integrated with the content of the programs: political theory; knowledge of national defense and security; State management knowledge; studying and grasping the Party’s Resolution; provide materials for self-study. Target group 2 in ministries, central branches: integrating with the contents of the programs: political theory; State management knowledge; knowledge of national defense and security; studying and grasping the Party’s Resolution; provide materials for self-study. Target group 2 in localities: focusing on training for 3 days/year and providing materials for self-study. Target group 3: training for 5 days/year (6 teaching topics and 9 reference topics). Target group 4: training for 5 days/year (6 teaching topics and 8 reference topics) (Prime Minister, 2018, Clause 2, Section III) the Committee for Ethnic Minority Affairs is assigned as the standing agency of the Project, presiding over and coordinating with the ministries, Relevant branches and People’s Committees of provinces and centrally-run cities shall specify groups of subjects to provide training and organize the elaboration of programs and documents on training of ethnic knowledge and ethnic minority affairs knowledge with cadres, civil servants and public employees in 4 groups of subjects. The organization of the compilation of training programs and documents is being carried out according to the appropriate roadmap and steps. In 2019, focusing on the compilation of programs and documents for cadres, civil servants and public employees of group 3, group 4 with 6 teaching topics, which have been signed by the Minister-Chairman of the Committee for Ethnic Minority Affairs (Decision No. 778/QĐ-UBDT dated October 23, 2019) promulgating the program on training of ethnic knowledge, including³:

1. Topic: Overview of ethnic minorities in Vietnam;
2. Topic: The Party’s viewpoints, guidelines and policies on ethnicity and tourism;
3. Topic: State laws and policies on socio-economic development in ethnic minority areas;
4. Topic: Building a strong political system in

ethnic minority areas;

5. Topic: State management of ethnic minority culture;

6. Topic: National defense and security in ethnic minority and mountainous areas

Apart from theoretical time in the classroom, students are allowed to participate in field research to understand and discuss the situation of implementation of local ethnic policies, and write the essay to finish the course. The total time for the participants to take the course is 5 days.

After completing this program, students are equipped with basic knowledge about ethnic minorities, ethnic culture, ethnic policies; understanding and grasping the ethnic situation, ethnic minority affairs, results and lessons learned from the Party’s undertakings, guidelines, policies and laws on ethnicity of the sector and locality. At the same time, know how to apply the knowledge learned to practical implementation of ethnic minority affairs: organizing the implementation of policies, capturing information, handling socio-economic-social situations in ethnic minority areas ... in order to improve the effectiveness of ethnic minority affairs and conscious of respect for ethnic minorities, consciously preserving and promoting the cultural identity of ethnic groups, contributing to the building of a great national unity bloc.

5. Conclusion

The composing of programs and organization of training ethnic knowledge is very important, especially for cadres, civil servants and public employees of ethnic minority provinces; cadres, civil servants and public employees directly monitor the ethnic minority affairs and are in charge of the central ministries and branches’s ethnic minority affairs. Facing the situation and requirements of the ethnic minority affairs in the new period, it is necessary to enhance the training in the direction of synchronization and standardization, in order to build the contingent of cadres, civil servants and public employees in the political system with the political quality, professional qualifications, capacity, professional skills, practical knowledge about ethnic minorities and ethnic minority affairs in the context of integration and globalization. Doing well this work will actively contribute to improving the quality and efficiency of building and organizing the implementation of ethnic policies of the Party and State, promoting socio-economic development and good implementation of the project, ensuring the sustainable poverty reduction in ethnic minority areas in Vietnam./.

³. Article 1, Decision No. 778/QĐ-UBDT dated October 23, 2019 of the Minister-Chairman of the Committee for Ethnic Minority Affairs, promulgates the Program on training of ethnic knowledge for cadres, civil servants and public employees in target group 3 and 4 in the 2018-2025 period according to the Prime Minister’s Decision No. 771/QĐ-TTg dated June 26, 2018 (Teaching topics).

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XÂY DỰNG CHƯƠNG TRÌNH BỒI DƯỠNG KIẾN THỨC DÂN TỘC ĐỐI VỚI CÁN BỘ, CÔNG CHỨC, VIÊN CHỨC ĐẾN NĂM 2030

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Tóm tắt

Xây dựng chương trình bồi dưỡng kiến thức dân tộc cho cán bộ, công chức, viên chức theo 04 nhóm đối tượng trong hệ thống chính trị từ Trung ương đến địa phương đáp ứng yêu cầu công tác dân tộc đến năm 2030 là nhiệm vụ cấp thiết. Bồi dưỡng kiến thức dân tộc, nâng cao năng lực cho đội ngũ cán bộ, công chức, viên chức trong xây dựng chính sách dân tộc và tổ chức thực hiện chính sách dân tộc của Đảng và Nhà nước trong giai đoạn hiện nay. Bài viết phân tích những kết quả nghiên cứu lý luận và thực tiễn về xây dựng chương trình bồi dưỡng kiến thức dân tộc, đồng thời đưa ra kết quả xây dựng chương trình đáp ứng yêu cầu công tác dân tộc của Việt Nam từ nay đến năm 2030.

Từ khóa

Chương trình bồi dưỡng; Công tác dân tộc; Kiến thức dân tộc; Cán bộ, công chức, viên chức; Dân tộc thiểu số.