



HO CHI MINH'S VIEW ON THE TRAINING OF CADRES OF ETHNIC MINORITIES IN VIETNAM

Tran Cao Nguyen¹ⁱ,

Nguyen Van Sang²,

Nguyen Khanh Ly³,

Ho Thai Son⁴

¹PhD,

Vinh University,

Vietnam

²PhD,

Vinh University,

³Masters,

Nghe An University of Economics,

Vietnam

⁴Masters,

People's Committee of Huong Son District,

Ha Tinh Province,

Vietnam

Abstract:

During his revolutionary activities, Ho Chi Minh paid particular attention to ethnic minorities - political subjects mainly in highland, remote and border areas. Appreciating the critical position of the mountainous region - which has a vital role in terms of economy, politics, foreign affairs and national defence; is the location of a "revolutionary base", "where many ethnic minorities live", "a place contiguous with neighbouring countries". Ho Chi Minh always cares about this strategic area and gives special affection to the people of Vietnam's ethnic minorities. In particular, Ho Chi Minh took great care in training ethnic minority cadres to "make the ethnic groups gradually manage their affairs".

Keywords: Ho Chi Minh, cadre training, ethnic minorities, Vietnam

1. Introduction

Ethnic minorities and mountainous areas account for three-quarters of the total area of Vietnam, are long-lived places of most ethnic minorities, and have significant economic potential with abundant natural resources. Rich and diverse are the "Phen Dau" areas, the "cradle" of the revolutionary base. They are critical in the revolutionary cause of

ⁱCorrespondence: email trancaoguyen1422023@gmail.com

national liberation, construction and defence of the Vietnamese Fatherland. During his lifetime, President Ho Chi Minh was a person who understood the reality and appreciated the position of ethnic minorities and mountainous areas and the role of ethnic minorities in the nation's revolutionary cause. He affirmed that ethnic minorities are integral to the Vietnamese ethnic community.

To bring into play the potential and advantages of the ethnic minority areas and simultaneously strengthen *"ethnic solidarity and improve the lives of the people"*, ethnic minorities must be the core of all policies, in which cadre work and the training and development of ethnic minority cadres need special attention and attention. President Ho Chi Minh has always affirmed the importance and necessity of training and promoting ethnic minority cadres because they understand very well the reality, cultural characteristics, and psychology of ethnic minorities and are the receiver, organization of propaganda and mobilization of the masses to implement the guidelines and guidelines of the Party, policies and laws of the State in ethnic minority areas and mountainous areas.

2. Ho Chi Minh's view on training ethnic minority cadres

Immediately after returning to the Fatherland (January 28, 1941), Ho Chi Minh chose Cao Bang as a stopover, building Cao Bang and the northern mountainous provinces as the base of the revolution. Since then, Ho Chi Minh has propagated and encouraged ethnic minorities to join the revolutionary movement and wage the national liberation struggle, training cadres from the elite children of the Tay and Nung ethnic minorities... such as Hoang Dinh Giong, Hoang Van Non, Hoang Van Thu, Duong Dai Lam... into *"red seeds"* contribute to the development of the revolutionary movement.

In 1944, facing the practical requirements of the revolution, Ho Chi Minh issued a directive to establish the Vietnam Liberation Army propaganda team. He assigned comrade Vo Nguyen Giap to be in charge (December 22, 1944). Of the 34 officers and soldiers of the group, 29 are ethnic minorities; the remaining five are from Kinh ethnicity. This is the first central unit of the revolutionary armed forces and the forerunner of the Vietnam People's Army.

In his letter to the Congress of Ethnic Minorities in the South in Pleiku on April 19, 1946, Ho Chi Minh wrote: *"The Kinh or Tho, the Muong or the Man, the Gia Rai or the Ede, the Xu Dang or the Ba Na and the Other ethnic minorities, all descendants of Vietnam, are all siblings. We live and die together, enjoy and suffer, and help each other with hunger. Before, we were separated from each other because we lacked a connection or because someone incited us to separate. Today, Vietnam is our common country. In the National Assembly, there are enough representatives of all ethnic groups. The government has a "Minority Dental" to care for all the compatriots"* [1; p.249]. This thought of Ho Chi Minh is the principle for the national issue in Vietnam: equality, respect, solidarity, love, and helping each other like brothers and sisters. To have real freedom, independence and equality, not only take care of the economic life of ethnic minorities very early on, Ho Chi Minh directed: *"The government will pay attention to the level of education. Education for the nation. Peoples are free to express*

their will and must work together to achieve complete independence, freedom and peace” [1; p.131].

Ho Chi Minh not only understood the hearts of his compatriots for the revolution but also affirmed the importance of the mountainous region for the country's economic, political and defence development. Ho Chi Minh wrote: *“In terms of the number of people, mountainous people account for one-fifth of the total population of our country. Mountainous areas account for two-thirds of the total area of our country, and there are more than 3,000 kilometres of the border; mountainous areas have a critical position in the economy, politics and national defence of our country” [3; p.458].* Ho Chi Minh pointed out two issues that the State needs to pay attention to and help ethnic minorities: First, fight illiteracy and develop general education; second, train ethnic cadres. To eliminate illiteracy, Ho Chi Minh requested the Government to launch and maintain the popular education movement among ethnic minorities. Ho Chi Minh pointed out: *“The compatriots must try to eliminate illiteracy. You have to know how to read and write to make progress in business” [4; p.95].* Ho Chi Minh said: *“The culture in the mountains has improved a lot. Thai people, Meo people, Tay people, and Nung people have their own words. Like that is good. Illiteracy has been eliminated a lot, but it is still slow; it is necessary to promote cultural learning further” [4; p.163].* According to Ho Chi Minh, to promote the potential and advantages of the mountainous region, at the same time strengthen *“national unity and improve the lives of the people” [3; p.458].* Ethnic minorities must be the core of all policies in which cadre work, and the training and development of ethnic minority cadres must be paid special attention and attention to. Ho Chi Minh consistently affirms the importance and necessity of training ethnic minority cadres because they understand very well the reality, cultural and psychological characteristics of ethnic minorities and absorb, organize propaganda and mobilize the masses to implement the guidelines and guidelines of the Party, policies and laws of the State in mountainous areas. Ho Chi Minh said that to develop a contingent of ethnic minority cadres, it is necessary to *“focus on training, fostering and promoting mountain cadres. Of course, Kinh cadres have to help local cadres, but they have to make progress so they can manage their jobs in the locality, not make excuses for them” [3; p.225].*

In training, ethnic minority cadres, Ho Chi Minh always requires training to be associated with practical tasks, study well in politics and culture and be associated with labour and production, not long-term study. *“The purpose of studying is to make economic, political and cultural progress, and all nations unite” [3; p.270].* According to Ho Chi Minh, the top requirement is to raise the cultural level, build the type of school and class suitable for mountainous areas, *“pay attention to developing the type of school for ethnic youths to learn by doing” [4; p.164]* aims to *“train local cadres who are culturally, technically skilled, and good at labour” [4; p.166].* According to Ho Chi Minh, training ethnic minority cadres is for use; If they want to use them effectively, they have to give them specific tasks, even heavier tasks if they show good qualities and capabilities; at the same time, they must take care of regular training and have a particular and appropriate plan. Training, fostering and promoting cadres is an important job, as having a dialectical relationship with each other, forming a cadre policy, not being underestimated in any way, to help ethnic minority cadres to do well-his work duties. Therefore, Ho Chi Minh always reminds all levels and

branches to *“make every effort to foster, educate and promote local and ethnic cadres. Although the local and ethnic cadres have low qualifications, little experience, and are not good at their work, the leading cadres must guide and help them; in the long run, they will certainly improve”* [2; p.52].

It can be seen that Ho Chi Minh has clearly defined guidelines and tasks for the training of ethnic minority cadres in the process of building and developing Vietnam with the highest purpose, especially as cadres of ethnic minorities in mountainous areas can lead and create mountainous regions themselves.

3. Implications for the training of ethnic minority cadres in Vietnam today

In building and developing the Vietnamese state today, with socio-economic strategies and plans, the State of Vietnam has directed the implementation of many programs for comprehensive development in various regions-mountainous areas - where many ethnic minorities live. Social welfare and public investment programs for the mountainous regions of Vietnam have been implemented, such as the hunger eradication and poverty reduction program for mountainous areas nationwide. In particular, the Government has developed and implemented two programs, 133 and 135, with a series of plans on sedentarization, settlement and the new economy, socio-economic infrastructure development, and agro-forestry extension-fishing to help ethnic minority people in challenging areas. The State of Vietnam's concern for ethnic minorities is also reflected in the long-term strategy. On March 14, 2016, the Prime Minister of Vietnam issued Decision No. 402/QĐ-TTg approved the Project on Development of ethnic minority people's contingent of cadres, civil servants and public employees in the new situation.

It can be said that the programs of the State of Vietnam implemented for mountainous areas and ethnic minority cadres in recent years have contributed to raising the level of ethnic minority children in general training and fostering ethnic minority cadres in particular and achieving encouraging results. The system of boarding and semi-boarding schools for ethnic minorities is comprehensively invested in caring for and training children of ethnic minorities. The education and training system for cadres for mountainous areas and ethnic minorities is developed to meet the community's needs. Increasingly, the sites' requirements are border areas and separation places of the Fatherland.

However, due to geographical features, the area where ethnic minorities live in Vietnam, socio-economic underdevelopment, outdated farming practices, many places still shifting cultivation, nomadism, education, health, poor culture, sparse population, primarily residential area, traffic is divided, the way back due to dangerous rivers and mountains is threatened by severe natural disasters. In addition to the difficulties in natural conditions, the place where the people live is the border gate, both on the mainland and in the sea and islands, with many national and international border gates, attempting to invade and destroy the country. And the most dangerous is the incitement and division of solidarity among the nations against the State of Vietnam. The lives of ethnic minorities are still affected and negatively affected when building hydroelectric

power plants because they have to move to new places, lack arable land, and have to change living conditions such as production and living. Activities and social evils due to market opening include smuggling, drug transportation, and depraved cultural products.

Ho Chi Minh's thoughts and care for ethnic minority cadres in Vietnam can be said to have become a guideline in the work and ethnic policy of the State of Vietnam. That is reflected in the policy and decisions of Ho Chi Minh and the Government of Vietnam when formulating and directing the approach of training ethnic minority cadres, especially in the cause of integration-current international status of Vietnam.

Firstly, it is necessary to have policies to encourage and encourage ethnic minorities in the spirit of self-effort, self-respect and self-striving for each nation and overcoming low self-esteem and arrangement of ethnic minorities. At the same time, it is necessary to have practical and effective direction and help from the Vietnamese state and mutual assistance and support between ethnic groups, especially ethnic groups living in the same area. Prioritizing and assisting the sector from the central to local levels, creating a source of symbiotic and synergistic strength, and arousing the internal strength of each nation, will practically multiply the strength of the significant national unity bloc. And that is strengthening and promoting the inner strength of the people, not making excuses, replacing or destroying the self-reliant spirit of ethnic minorities.

Secondly, to take care of training ethnic minority cadres, governments at all levels, from the central to local groups in Vietnam, need to implement in a diversified, practical, effective, and flexible manner the work of ethnic minorities training, fostering, promoting and employing ethnic minority cadres by the specific factors and conditions of nature, society, culture, customs, practices and development level of each ethnic group ethnic groups, each region, to have the most suitable solution and roadmap.

Thirdly, it is necessary to foster and train cadres and civil servants who are ethnic minorities and combine many classes of cadres of different ages with supporting and helping each other in their work to fuse cadres of various ages-local authorities and officials from other places to strengthen the locality.

4. Conclusion

Ho Chi Minh's view on training ethnic minority cadres not only shows his particular interest in ethnic minorities and mountainous areas but also shows his progressive political thinking and the noble human spirit. On that ideological foundation, during the process of leading the revolution, especially since the implementation of the country's renovation, the training of ethnic minority cadres has always been of great interest to Vietnam and has achieved great success outstanding achievements. The training and promotion of ethnic minority cadres have created a balance and harmony in the operational quality of the whole political system; at the same time, to harmoniously and rationally settle the relationship between ethnic groups, help each other develop, create an apparent change in the economic, cultural and social development of ethnic minority areas and the region mountain. Roads, guidelines and policies towards ethnic minorities

and mountainous areas have entered the lives of ethnic minorities, brought into play their potential, and aroused the awareness and internal strength of the ethnic minorities in socio-economic development; at the same time, the grand national unity bloc was also strengthened, creating the synergy of the nations.

In the coming time, ministries, branches and localities with a large number of ethnic minorities in Vietnam need to be determined to perform well in training ethnic minority cadres to bring ethnic minority areas and the region to the next level. Mountainous comprehensive development, to contribute to the successful implementation of the whole country's tasks, especially the strategy of accelerating industrialization and modernization of the country in the spirit of Resolution No. 11-2022, of the 6th Plenum of the 13th Central Committee, "On continuing to promote industrialization and modernization of the country until 2030, with a vision to 2045", to soon turn our country into a developed country prosperous, happy and influential development in the context of deep international integration.

Conflict of Interest Statement

The authors declare no conflicts of interest.

About the Authors

Tran Cao Nguyen is currently a lecturer School of Education, Vinh University, Vietnam. My current and former research interests are in political science and philosophy.

Nguyen Van Sang is currently a lecturer School of Education, Vinh University, Vietnam. My current and former research interests are in political science and philosophy.

Nguyen Khanh Ly is currently a lecturer at Nghe An University of Economics, Vietnam. My current and previous research interests are in political science and philosophy.

Ho Thai Son is currently working at the People's Committee of Huong Son district, Ha Tinh Province, Vietnam. My current and previous research interests are in political science.

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