

SOME VIEWPOINTS ON PROMOTING THE ROLE OF FEMALE ETHNIC MINORITY CADRES IN THE LOCAL POLITICAL SYSTEM OF THE NORTHERN PROVINCES VIETNAM TODAY

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Abstract: Female ethnic minority cadres (ethnic minorities) in the grassroots political system (CT) play a very important and strategic role in the Northwest provinces of Vietnam today. This is not only the goal but also the driving force for the process of accelerating the industrialization and modernization of agriculture and rural areas in the country in general and the Northwest in particular. They have a particularly important role in the strategy of economic, political, social development and defense security consolidation in ethnic minority and mountainous areas in the North of Vietnam.

Keywords: Promoting the role, female cadres, ethnic minority female cadres; Grassroots political system.

I. INTRODUCTION

In the revolutionary cause, our Party has always cared about and created favorable conditions to promote the position and role of the women. The Party has issued many guidelines, directives and resolutions on women's work in general, including the work of female cadres such as: Resolution No. 11-NQ / TW, dated April 27, 2007 of the Politburo. (Session X) on the work of women in the period of promoting industrialization and modernization of the country clearly stated: "Promoting the great role and potential of women in industrialization, modernization, construction and protection. The homeland, raising the status of women, implementing gender equality in all fields of politics, economy, culture and society are one of the important tasks and goals of the Vietnamese revolution in the new era." [1].

Vietnamese women in general and ethnic minority women in the Northwestern provinces in particular have made great contributions to the history of building and defending the country of the Vietnamese people. Along with the caring policies of the Party and State, the relentless rise to self-affirmation of women, it is clear that Vietnamese women have been liberated and their capacities have been increasingly enhanced. Deeply aware of this, during the process of leading the revolution, especially in the reform years from 1986 up to now, the Communist Party of Vietnam has always affirmed: promoting the role of women is a strategic task. of the Party, State and the entire political system; liberating women, engaging women in political life and social affairs are one of the strategic objectives and missions of the revolution.

II. CONTENT

1. The situation of female cadres in the grassroots political system in Vietnam today

* Female cadres at all levels of the Party Committee

Thanks to progressive ideas, perspectives and policies on gender, women's cadres work, participation in politics in general and participation in Party committees at all levels in our country in particular during the Doi Moi period. There have been positive changes.

Table 1: Proportion of female cadres in the Party Committee system

Levels	Term 2006 - 2010	Term 2011- 2015	Term 2016 - 2020
Central	8,6	8,13	8,57
Provinces/ Cities	11,32	11,75	11,37
Districts	12,89	14,71	15,01
Communes/ Towns	11,88	15,08	18,01

Especially in recent courses, more and more women have joined the Central Committee and Politburo. The number of female members of the 7th Central Committee is 12 people, Session VIII is 18 people, Session IX is 12 people, Session X is 18 people, Session XI is 19 people. Number of female members of the VIII Politburo is 01 person, Session XI is 02 people. The number of female members of the 7th Secretariat is 01 person, Session IX is 01 person, Session X is 2 people, Session XI is 2 people.

* Female cadres in People's Councils at all levels

The People's Councils at all levels are the power organs of the local State. In recent years, the participation rate of women has not reached the set target (30%), but the next term has increased more than the previous term. This is a very remarkable signal, because in localities, the participation of women in the political system still faces many difficulties, hindering both the objective and the subjective side.

Table 2: Percentage of female cadres in the People's Councils at all levels

Unit: %

Terms	Province	District	Commune
2005 - 2010	22,3	20,12	16,10
2011 - 2016	23,8	22,94	19,53
2017 - 2021	25,05	24,72	21,90

Source: Vietnam Women's Union, August 2019

* The contingent of female cadres in socio-political organizations

Over the past years, the proportion of female cadres in the Fatherland Front and socio-political organizations (the Labor Confederation, the Ho Chi Minh Communist Youth Union, the Farmers' Union) has been raised.

In implementing the Politburo's Resolution No. 11/ NQ-TW on the work of women in the period of accelerating national industrialization and modernization, the contingent of female cadres in socio-political organizations is increasingly consolidate and develop in both quantity and quality, making an important contribution to the leadership and management in the national reform period.

Table 3: Proportion of women in mass organizations at provincial, district and commune levels

Unit: %

Managing position	Provincial level		District level		Communal level	
	2010	2019	2010	2019	2010	2019
President	31,58	29,72	14,10	16,50	5,88	4,78
Deputy-President	29,05	30,10	15,75	18,20	7,39	7,21
Member of the standing committee	36,72	31,40	17,53	20,20		
Committee member	32,86	38,50	15,37	17,30		

Source: Reports of the Fronts and Unions in 2010 and 2019

Women's participation in the CC at three levels (Party, government, unions) and four levels (central, province/city, district, commune/ward) has been changing in a positive direction. The proportion of female cadres in all levels and sectors has been gradually raised. That is a great effort of both the HTC in organizing the implementation of documents of the Party and State on cadres work in general and female cadres in particular.

The increase in the number of female cadres in the HTC in recent years, on the one hand, shows the determination and efforts of both the HTC and the whole society to realize gender equality; on the other hand, it reflects the higher and higher qualifications, capabilities and prestige of female cadres. This is one of the practical foundations with important implications for strengthening the role of women in the grassroots-level HTC in the country.

2. The role of ethnic minority female cadres in the grassroots political system in the current Northwest provinces of Vietnam

Officers of ethnic minorities in general and cadres of ethnic minorities in particular are not only the proponent but also the person who absorbs and organizes the implementation of the Party's guidelines, the State's legal policies. ethnic minority areas. Ethnic minority female cadres are also a core force, a pioneer in the implementation of local economic, political, cultural and social tasks. This is demonstrated through the following specific roles:

Firstly, cadres in general and women cadres in particular are ethnic minority policy proponents for the Party and State.

National policy is the set of undertakings and actions of the whole political system in order to solve ethnic problems; ensure the unity of the national community and expand relations with the international community identified in each specific period.

National policies of the Party and State of Vietnam with the following basic contents: Equality, solidarity, mutual assistance and mutual development. Besides these contents, there are also specific contents in specific fields or areas in certain periods.

Policies in general and ethnic policies in particular, often have to go through a cycle of basic steps such as: planning, implementation, analysis and policy evaluation. In the above steps, policy making is the first and decisive step for the entire policy cycle. If in the first place, when the policymakers have made mistakes, all the next steps will become meaningless. To make the contents of ethnic policy in the Northwestern provinces come true to promote the development of all aspects of socio-economic life of ethnic minority and mountainous areas in the Northwestern provinces. then the policy must be correct, relevant, and practical.

- The cadres of ethnic minorities in general and the cadres of ethnic minorities in particular are those who understand the mountainous practice in the Northwestern provinces. Most of them were born and raised in the mountains. Together with a natural geographic environment, a community and a production method with ethnic minorities, they are the most knowledgeable about mountainous practices. They understand the advantages and disadvantages of the region, as well as the physiological, cultural characteristics, needs and aspirations of the ethnic minorities in the Northwestern provinces. Therefore, their proposals are one of the bases for policymaking to meet the principles of defining goals such as urgency, realism and consideration of benefits and harm to the target audience and Northwest province.

- Ethnic minority cadres in general and ethnic minority female cadres in particular in the Northwestern provinces are not only implementers but also beneficiaries of the policy. He is the person who directly implements the ethnic policies of the Party and State and is also the beneficiary of the results of that national policy. Therefore, taking the beneficiary's stance on the fruits of the policy makes their proposals closer to the policy's goals.

With knowledgeable about mountainous practices and standing on the policy beneficiaries' stance, their opinions, advice, and proposals will be an important basis in general policy making and planning. to formulate national policies in particular for our Party and State. This is the first and very important role of the contingent of female ethnic minority cadres in the Northwestern provinces today.

Second, the female ethnic minority cadre is the leader in the mobilization work in the Northwestern ethnic minority areas.

Policy is the concretization of the Party's lines and undertakings in the fields of socio-political life such as economy, politics, culture, society, foreign affairs, security, and national defense... from macro to micro. Female cadres of ethnic minorities are the bridge to bring those policies to the people of the Northwestern provinces in general and ethnic minority areas in particular. President Ho Chi Minh once said: "The cadres are the ones who bring the policies of the Party and the Government to the people to understand and implement. At the same time bring the situation of the people to report to the Party, to the Government to understand, to set the right policy"[2]. In order to accomplish this task, ethnic minority cadres must have the ability to absorb and be able to carry out advocacy work. Because, when a policy comes into being, but

officials do not understand the content and requirements, people do not understand or misunderstand, there will certainly not be feasible results when implementing. Therefore, ethnic minority cadres must:

- On the issue of policy acquisition. This is one of the subjective factors affecting policy implementation results.

Female cadres of ethnic minorities in the Northwestern provinces need to have a high sense of responsibility for the work they undertake. Besides, they need to have the capacity to perform their responsibilities and duties. Qualifications and competencies need to be in parallel and are important standards of staff. If there is consciousness, the responsibility is limit capacity, there are many difficulties in their work, especially in the current knowledge economy era. On the contrary, if there is good capacity but there is no sense of responsibility in the work, the more serious consequences, possibly affecting the reputation of the whole team.

- About the mobilization capacity of ethnic minority female cadres.

Marxism-Leninism has affirmed: the masses are the ones who decide the history, the revolution is the cause of the masses. Therefore, the mobilization was one of the important works affecting the success or failure of the revolutionary cause. President Ho Chi Minh once told officials: "We must have the masses if we do whatever we do, we cannot do without the masses" [3] and "if people have poor people, everything will be poor, if people are smart, everything will be successful public" [4]. Ethnic minority cadres must be capable of mobilizing the masses to perform revolutionary tasks. Therefore, female ethnic minority cadres must be capable of mobilizing the masses to perform the tasks of the Party, State and locality. The contingent of ethnic minority female cadres in the Northwestern provinces come from ethnic minorities, understand clearly cultural characteristics, ethnic groups, and know the ethnic language, so they will perform the mobilization work more effectively than anyone. In addition, the staff of ethnic minority women in the Northwestern provinces are often intellectuals in the ethnic minority community and are reputable and trusted in the community, so they have many advantages in mobilization. To do this task well, ethnic minority cadres in general and ethnic minority women in particular need to constantly strive in both ethics and professional expertise as Uncle Ho's teaching: "The women People need to think, look, listen, walk, speak, and do. Not just talking, just sitting and writing commands. They have to honestly join hands" [5] to really be a solid support for the people of the ethnic minority areas in the Northwestern provinces.

Thirdly, female ethnic minority cadres who lead, manage and organize the implementation of the Party's line; State policies and laws in the communal political system in the current northwestern provinces of Vietnam

To lead, manage and organize the implementation of the Party's guidelines and policies; State policies and laws to Northwestern provinces are a difficult task of the communal political system for many reasons:

- Ethnic minorities often reside in mountainous, remote, and mountainous areas ... These are areas where technical infrastructure is often limited such as electricity networks, transportation, and communication media,...
- The literacy level, income and living standard of ethnic minorities are generally low compared to the Kinh, so the level of interest of the people in the Northwest provinces, especially non-related policies. related to low livelihoods.
- Many ethnic groups live alternately but differ in their psychology, culture, and language, so finding an effective method to implement the Party's guidelines and policies; State policies and laws are also not a simple matter.
- The policy system is diversified and plentiful in many different fields, easily overlapping, limiting resources and hindering the goals of policies.

In order to implement policies in the Northwest region, the contingent of ethnic minority women is the most effective implementation force. Because, they are not only those who have long-term attachment and knowledge of mountainous practices but also are aware of their great responsibility in contributing to bringing ethnic minorities up to the general development level of the country. The desire to contribute to promoting the development of the homeland and the responsibility to the community becomes a great motivation for them to strive constantly in their work.

In an agency and unit, there are both Kinh and ethnic minorities in which the ethnic minority cadres successfully complete their duties is the affirmation of capacity, work efficiency and a solid foundation for colleagues. In addition, ethnic minority cadres in general and ethnic minority female cadres in particular lead, manage and organize the implementation of the Party's line, State policies and laws in ethnic minority and mountainous areas, showing the trust of the Party, State and people in this team. Thereby also clearly shows the principle of equality, self-determination and solidarity of all ethnic groups in the national policy in our country. In order to fulfill their functions and tasks well, the ethnic minority

female cadres in the Northwestern provinces not only need to be able to absorb policies, mobilize and manage leadership, but also need to have creative thinking, dare to think, dare to do. The problem posed for the Northwest provinces is to build a contingent of ethnic minority female cadres with full qualifications, capacity, and enthusiasm for the revolution to meet the requirements of the revolutionary cause in the current period.

3. Some points of view aimed at promoting the role of ethnic minority female cadres in the grassroots political system in the current Northwest provinces of Vietnam.

In the coming time, in order to promote the role of ethnic minority female cadres, it is necessary to raise awareness of all levels, sectors, socio-political organizations in the political system about their role in the system. grassroots politics. To do this, it is necessary to grasp some of the following basic points:

Firstly, promoting the role of ethnic minority women cadres in the grassroots political system in the Northwestern provinces is a long-term, regular and urgent strategic task.

Building and developing ethnic minority cadres in general, and ethnic minority female cadres in particular, is the most important content in the policy of ethnic equality in our country today. This is not only an issue that has both basic and long-term macro-importance, but is also an urgent issue associated with the socio-economic development strategy in the Northwest provinces of Vietnam. Developing ethnic minority cadres in general, female cadres in particular, having full moral qualities, working capacity, solving real-life problems posed to effectively serve the mission of the revolution in each period. Development is always a strategic and normative issue of each ruling political party. For the Communist Party of Vietnam, the development of ethnic minority cadres in general, and ethnic minority cadres in particular, is not only the goal but also the driving force of the revolution.

The work of ethnic minority cadres in general, and ethnic minority female cadres in particular, is a work of both long-term meaning, continuous, regular and urgent work associated with the socio-economic development strategy. each in the Northwest region. This is a very important principle in the work of ethnic minority cadres. This principle requires that when developing strategies and policies for the development of ethnic minority cadres, including female cadres, it is necessary to follow a comprehensive perspective, a specific historical perspective and a development perspective. With good implementation of the above points of view, ethnic minority cadres, especially female ethnic minority cadres in the communal political system can really meet the requirements of the revolutionary cause in the face of multidimensional movement and changes of the process domestic, regional and international today.

Secondly, promoting the role of ethnic minority women cadres in the communal political system in the Northwestern provinces must be based on respect for cultural traditions and ethnic psychological characteristics.

This is a viewpoint that shows a historical perspective - specifically in the development of ethnic minority cadres. This point of view is the point of departure, an important basis for the identification, planning and implementation of policies for the development of ethnic minority female cadres in the Northwest provinces of Vietnam. Ethnic cultural values and psychological characteristics directly affect the effectiveness of ethnic minority policies in general and the development of ethnic minority female cadres in particular. Therefore, respect for ethnic cultural values and psychological characteristics is a principle viewpoint in the development of ethnic minority female cadres in the grassroots political system.

For each country, the nation in general, each ethnic group in the sense of the ethnic group in particular, cultural and traditional culture is the element of ethnic psychology playing a very important role in the spiritual life of the community of peoples. Culture is penetrated deeply into all areas of social life, it is not only a direction for development but also a development result. Central Resolution 5, Session VIII clearly stated: "Culture is the result of the economy at the same time as the driving force of economic development. Cultural factors must be closely linked with social life and activities in all aspects of politics, economy, society, law, discipline, etc, making it the most important endogenous resource of development development" [6]. Country Construction Platform in the period of transition to socialism, supplementation and development in 2011, our Party emphasized: "Building an advanced Vietnamese culture imbued with national identity and development comprehensive, unified in diversity, deeply imbued with the spirit of humanity, democracy and progress; making culture closely linked and penetrating the entire social life, becoming a solid spiritual foundation, an important endogenous strength of development" [7]. This shows that, the Party and State of Vietnam always agree on the view that culture is both the driving force and the goal of development.

Female ethnic minority cadres in the grassroots political system are an important part of the national construction and development strategy in general and the Northwest provinces in particular. Developing this contingent is an indispensable requirement in the process of building the political system in general, the grassroots political system in particular in order

to bring into full play the people's ownership in all fields of the commune's life. Association, especially in the political field of border areas, remote areas, ethnic minorities, significantly contributes to ensuring security and defense in border areas.

Third, enhancing the role of female ethnic minority cadres in the communal political system in the Northwest provinces must be linked to the National Strategy on Gender Equality and the National Strategy for the Advancement of Women.

Liberating women and creating conditions for their integral development is one of the important goals of the Vietnamese revolution. During the revolution, the Communist Party of Vietnam has always paid attention to leading the work of women and implementing the goal of gender equality. In recent years, with the transformation of the socialist-oriented market economy, despite the fluctuations and restructuring of the labor structure, the female labor force still tends to increase. Most women, including ethnic minority women, have brought into play the tradition of solidarity, overcoming difficulties, being dynamic, creative, dedicated, enthusiastic, responsible in studying, working and working. has many excellent achievements in the fields of work: Politics, economy, culture, society,... Building a prosperous, equal, progressive and happy family. Therefore, it has made an important contribution to the movement of building a new cultural life in the residential area, in the cause of socio-economic development, national defense and security of the Northwestern provinces.

Gender equality, for the advancement of women is an objective requirement of the cause of accelerating industrialization and modernization of the country, in line with the development trends of the times and implementing the President's teachings. Ho Chi Minh: "The Party and Government need to have a practical plan to foster, lift and help more and more women in charge of all jobs, including leadership. Women themselves must try to rise up. It is a revolution that brings about true equality for women" [8].

III. CONCLUSION

It can be said that ethnic minority cadres, especially female ethnic minority cadres in the grassroots political system, are the core nuclei of the Party, authorities and mass organizations from communes, wards and towns to villages. ,village. They are the ones who directly implement the undertakings and policies of the Party and State at the grassroots, live and work directly with the people. Promoting the role of female cadres in general and ethnic minority female cadres in the grassroots CTC in the Northwestern provinces of Vietnam in particular in the current conditions must be considered as one of the political tasks of special significance to Contribute to economic, political, socio-cultural stability and national defense and security in key areas of Vietnam. Therefore, training ethnic minority female cadres in the grassroots political system in all aspects: cultural qualifications, professional skills, political theory, reception skills, ... towards construction. Strong ethnic minority female intellectuals are one of the important strategic tasks of Vietnam in general and the Northwest provinces in particular as the foundation and basis for the socio-economic development of ethnic minority areas. number, step by step overcome the backwardness situation, bring the ethnic minority areas to develop in harmony with the general development of the whole country in today's integration and development trend.

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