

ETHNIC MINORITY FEMALE CADRES IN THE COMMUNAL POLITICAL SYSTEM IN DIEN BIEN, LAI CHAU AND SON LA PROVINCES OF VIETNAM TODAY

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Abstract: Ethnic minority (ethnic minority) female cadres in the grassroots political system (CCT) play a very important and strategic role in the Northwest provinces as well as in the three provinces of Dien Bien, Lai Chau and Son La 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 play 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: Female staff; Female cadres of ethnic minorities; Grassroots political system.

I. INTRODUCTION

The provinces in the Northwestern region of Vietnam, including the three provinces of Dien Bien, Lai Chau and Son La, are inhabited by the majority of ethnic minorities, and have an important strategic position politically, economy, culture, security, national defense, foreign affairs, and sustainable protection of the ecological environment. This is also an area that is also heavily influenced by the remnants of war. The political, economic, cultural and social life of ethnic minorities still face many difficulties: small-scale production is basically backward agriculture and heavily dependent on nature and literacy. It is very low, the great potential of the region has not been brought into full play and exploited. This makes the position and role of the political system at the communal level of ethnic minorities in the Northwest provinces in general and the three aforementioned provinces especially important in political stability and economic development, culture, society and national defense and security of the region.

One of the factors that contribute to the economic, political, cultural and social stability and development of the Northwestern provinces in the renovation is the significant contribution of ethnic minority female cadres in HTC in this area.

II. CONTENT

Women in the Northwestern provinces of Vietnam in general and women from ethnic minorities in Dien Bien, Lai Chau and Son La provinces in particular have made great contributions to the history of national construction 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 were one of the strategic objectives and missions of the revolution.

1. Situation of the contingent of ethnic minority female cadres in the communal political system in the Northwest provinces of Vietnam today

* About the quantity

The Northwest provinces of Vietnam are regions with many advantages in economic development. Over the past years, with the attention of the Party and State, ethnic minority areas in the Northwestern provinces have developed strongly, people's lives have been constantly improved. However, in the development process, the Northwest provinces also face many difficulties and challenges, that is the contingent of leaders and managers in ethnic minority areas and the Northwest mountainous region quality, weak organizational capacity as well as the implementation direction process. Therefore, training and retraining of ethnic minority cadres plays an especially important role in the current rapid and sustainable development of the Northwestern region of Vietnam.

Resolution XI Congress (2011) of the Party clearly stated: "Continue to renovate the organization and operation of the local government. Improve the quality of activities of People's Councils and People's Committees at all levels. Improving the quality of the contingent of cadres and civil servants in terms of political bravery, ethical qualities, leadership, direction, administration and state management" [1]. Grasping the above-mentioned point of view, Provincial Party Committees of the Northwest provinces in general and the three provinces of Dien Bien, Lai Chau and Son La in particular have focused on leading the development of action plans and programs, clearly defining progress, implementation roadmap. Such as: The project on improving leadership capacity and fighting strength of grassroots party organizations and the quality of cadres and party members in the period 2011-2015 of the Organization Committee of Lai Chau Provincial Party Committee; Project on model of village cluster cell associated with socio-economic development, building villages and hamlets for comprehensive development; organizing the mobilization and rotation of cadres, deputy chiefs of departments, branches of the province and district, strengthening the cadres for commune level of the Organizing Committee of Son La Provincial Party Committee; Planning scheme to train ethnic minority cadres, professional and technical staff in Lao Cai province for the period 2011-2015; Decision 718/QD-TTg dated 15/5/2014 of the Prime Minister approving the project to consolidate and strengthen the contingent of Mong ethnic cadres in the grassroots political system of key communes in the region. Northwest in the period of 2014 - 2018; ... Therefore, in recent years, the contingent of ethnic minority cadres in the Northwestern provinces has really increased in quantity, strengthened in quality, and ensured leadership. administering and managing, contributing to promoting socio-economic development, maintaining political security and social order.

As of 2017, ethnic minorities account for 66.35% of the Northwestern population, but the contingent of ethnic minority civil servants in Party agencies and unions at district level only accounts for 41.38%; of which Son La province only accounts for 20% (the ethnic minority rate is 84%); Dien Bien province: 31% (ethnic minority rate: 84%); At the grassroots level, the contingent of ethnic minority cadres and civil servants who are part-time people accounts for 52% [2].

The number of female cadres at all levels of government has been given a special attention in recent years, which is clearly shown in the table below:

Table 1. Statistics on the situation of female cadres participating in communal Party Executive Committee in Dien Bien, Lai Chau and Son La provinces for the term 2020 - 2025

Unit: person

Ord	Position	Total			Female cadres		
		Dien Bien	Lai Chau	Son La	Dien Bien	Lai Chau	Son La
1.	Communal committee members	1472	1409	2707	292	288	582
2.	Communal MPs	445	436	847	44	25	120
3.	Secretary	104	101	203	7	7	19
4.	Deputy Secretary	205	189	366	14	16	38

Source: Women's Union of Dien Bien, Lai Chau and Son La provinces in 2020

The number of female cadres who are members of the Communist Party Committee of Dien Bien province accounts for 20%, Lai Chau province accounts for 21%, Son La province accounts for 21.5%. The number of female cadres participating in the Standing Committee member of Dien Bien province accounts for 0.1%, of Lai Chau province 0.6%, and of Son La province accounts for 1.4%. The number of female cadres who are Secretary of Dien Bien province accounts for 0.7%, of Lai Chau province 0.69%, and of Son La province accounts for 0.94%. The number of female cadres who are Deputy Secretary of Dien Bien province accounts for 0.7%, of Lai Chau province 0.85%, and of Son La province accounts for 1.04%.

Table 2. Statistics on ethnic minority female cadres join the communal Communist Party Committee in Dien Bien, Lai Chau and Son La provinces term 2020 - 2025

Unit: person

Ord	Position	Total			Ethnic-minority Female cadres		
		Dien Bien	Lai Chau	Son La	Dien Bien	Lai Chau	Son La
1.	Communal committee members	1120	1089	2011	202	201	472
2.	Communal MP	368	293	650	30	17	99
3.	Secretary	77	54	175	6	4	16
4.	Deputy Secretary	188	109	274	12	10	34

Source: Women's Union of Dien Bien, Lai Chau and Son La provinces in 2020

The number of ethnic minority female cadres who are members of the CPV Party Committee of Dien Bien province accounts for 1.8%, Lai Chau province accounts for 1.85%, and Son La province accounts for 2.34%. The number of ethnic minority female cadres participating in the Standing Committee member of Dien Bien province accounts for 0.6%, of Lai Chau province 1.5%, and of Son La province accounts for 1.4%. The number of ethnic minority female cadres who are the Secretary of Dien Bien province accounts for 0.8%, of Lai Chau province 0.7%, and of Son La province accounts for 0.9%. The number of ethnic minority female cadres, who are Deputy Secretary of Dien Bien Province, is 0.6%, Lai Chau Province 0.92%, and Son La Province 1.24%.

*** Quality, political qualities, ethics and lifestyle**

According to data reported by the Northwest Steering Committee, as of 2017, there were more than 50% of commune officials, 78% of communal civil servants meeting the prescribed qualifications and 45% of the non-professional cadres. Responsibilities (Secretary of Party Cells, Heads of villages and hamlets; Vice members of mass organizations, ...) are trained and fostered [3].

In addition, the Northwestern provinces in general, the three provinces of Lai Chau, Son La, and Dien Bien in particular have also developed training and retraining plans based on title standards for local staff. department; work out solutions to arrange and arrange cadres, especially for key cadres, aiming to ensure the proportion of commune-level cadres who are ethnic minorities; build programs to foster knowledge and skills for each job position for those who work part-time as well as part-time in communes and villages.

Thoroughly grasp and implement the Resolution of the Party Congress into real life in order to: "Build up a contingent of qualified ethnic minority cadres to meet local requirements, consolidate the political system. Clean and strong foundations" [4], the provinces in the region have linked with universities and colleges across the country, directly from: Northwestern University, Thai Nguyen University, University Hanoi Law, Home Affairs University, Ho Chi Minh National Academy of Politics and National Academy of Public Administration, ... open many classes of universities, colleges, intermediate schools in both professional, political theory and operations for many different subjects in the area, creating conditions for staff to study and work. The development of increasingly diversified types of training to meet the current requirements such as formal training, in-service and administrative reform has helped the ethnic minority cadres at grassroots level improve their progress. professional qualifications and skills, strengthening management capacity, meeting basic requirements in socio-economic development of the region and locality. This is considered an important content of cadre work in general and a breakthrough in the standardization of grassroots cadres' qualifications of the

Northwestern provinces. Along with the on-site staff training and retraining, the Northwest provinces have also implemented preferential policies to encourage and attract good-graded and excellent regular university graduates to go to public universities. cooperation in communes, wards and towns. However, compared to the requirements, the workforce of ethnic minority people in the grassroots-level system currently has many shortcomings. This is shown through the specific data in Table 3.

Table 3. Summary of cultural qualifications of ethnic minority cadres in provinces Dien Bien, Lai Chau, Son La compared to other regions.

Regions \ Level	High school	Secondary school	Primary school
Dien Bien, Lai Chau, Son La	76,9%	18,5%	4,6%
Northern Uplands	71,3%	22,6%	6,1%
Central and Central Highlands	73,9%	23,8%	2,3%
East, South West	73,8%	26,2%	0
Quang Binh, Quang Tri, Thua Thien Hue	68,9%	24,7%	6,4%

Source: Author compiled from Report on the quantity and quality of cadres, civil servants and officials of People's Committees of Dien Bien, Lai Chau and Son La provinces,

Compared with the Northern mountainous provinces, the three provinces of Lai Chau, Son La, and Dien Bien have higher rates of ethnic minority cadres with high school education than other regions of the country (76.9%). The increasing high school education level will be the basis for improving the professional qualifications and skills of the ethnic minority cadres in general and ethnic minority female cadres in particular in the three above provinces.

Table 4. Statistics on the situation of female cadres with university or higher degrees join the communal Communist Party Committee in Dien Bien, Lai Chau and Son La provinces term 2020 - 2025

Ord	Position	Total (person)			Female cadres		
		Điện Biên	Lai Châu	Son La	Điện Biên	Lai Châu	Son La
1.	Communal committee members	704	724	1857	157	160	427
2.	Communal MP	262	233	546	34	20	146
3.	Secretary	66	61	160	5	6	22
4.	Deputy Secretary	106	100	249	8	13	32

Source: Women's Union of Dien Bien, Lai Chau and Son La provinces in 2020

The number of female cadres who are members of the Executive Committee of the communal Party Committee of Dien Bien province with university or higher degrees is 2.2%, Lai Chau province accounts for 2.2%, and Son La province accounts for 2.3%. The number of female cadres participating in the Standing Committee members with university or higher degrees in Dien Bien province accounts for 1.3%, of Lai Chau province accounts for 0.86%, and Son La province accounts for 2.7%. The number of female cadres who are Secretaries of university or higher degree in Dien Bien province accounts for 0.76%, of Lai Chau province accounts for 0.99%, and Son La province accounts for 1.4%. The number of female cadres who are deputy secretaries of university or higher degree in Dien Bien province accounts for 0.76%, of Lai Chau province accounts for 1.3%, and of Son La province accounts for 1.3%.

The proportion of staff with university, college and post-graduate degrees in the Northwest provinces is much lower than that of other provinces, cities and regions in the country. In extremely difficult communes, the qualifications of ethnic minority cadres are still very low, and even in many places, key officials of the commune have not completed the lower secondary school program. Ethnic minority cadres at all levels of Party committees and local authorities account for a low percentage compared to the proportion of ethnic minorities in the locality. Management and management capacity of local government leaders and grassroots authorities in some places are still weak, slow to innovate leadership methods, not

enough to persuade and solve problems arising from the grassroots. Some localities have ethnic minority members of the People's Committee accounting for more than 50%, which are the provinces of Son La, Lao Cai, and Lai Chau.

Most of the mountainous provinces of Vietnam in general and the Northwest provinces in particular are unable to balance the local cadres by themselves, thanks to the mobilization and strengthening from the central and local levels another comes. The contingent of leaders and managers in remote and mountainous districts is still largely assumed by the cadres and mostly Kinh. Up to now, the number of ethnic minority cadres in localities where there are a large number of ethnic minorities living is nearly 40% of the total number of local cadres, civil servants and public CADRES. In which, the proportion of ethnic minority cadres in the party committee and authorities is low. This fact has had an impact on the leadership of the HTC at grassroots level, especially in the leadership and direction of economic, political, cultural and social development in extremely difficult regions and areas.

Ethnic minority cadres in school enrollment still face many limitations and shortcomings. Election quota is allocated by the Central Government from many universities and colleges with different majors, including those that the locality and institution do not have the need to recruit and use. Therefore, leading to the situation when conducting the selection process, in many places, the authorities do the style of "filling the void". Therefore, there are sectors that are not needed by the local government but are still recruited, leading to the situation that ethnic minority students, after graduation, have not been assigned jobs suitable to their trained expertise.

*** About the level of political theory**

President Ho Chi Minh once reminded: The Party must resist the habit of belittling learning reasoning. Because without learning reasoning, the character is less determined, not foresight, in the struggle, it is easy to lose direction, resulting in "political blindness", even corruption, away from the revolution.

The resolution of the 4th Conference of the 12th Party Central Committee (October 2016) affirmed during the process of building, fighting and maturing as well as during the process of leading the revolution, over the past 86 years. The Communist Party of Vietnam always maintains its political, revolutionary and scientific nature; consistent with Marxism-Leninism, Ho Chi Minh's thought, national independence goal associated with socialism; often self-renew, self-regulate and grow stronger. Regarding political and ideological work, the resolution clearly states: Focusing on leadership, directing awareness raising throughout the Party about the meaning, role, importance and necessity of learning, research and advocacy, applying the creation and development of Marxism-Leninism and Ho Chi Minh's thought; To seriously and effectively study and follow Ho Chi Minh's ideology, morality, manners and style according to Directive No. 05-CT/TW, dated May 15, 2016 of the Politburo. To have plans to study and foster to improve the annual compulsory theoretical level of cadres and party members associated with the provision of information and new knowledge updates suitable to each subject, each level, each branch, each locality;

Learning to improve the level of political theory helps ethnic minority cadres in general and ethnic minority female cadres in particular to formulate scientific worldview and methodology, ideological awareness, political bravery, belief, ability practical work force meets the requirements of the revolutionary career. Therefore, learning to improve the level of political theory is a mandatory requirement for the contingent of ethnic minority women cadres in the Northwestern provinces.

Table 5. Summary of intermediate level political theory of female cadres in Dien Bien, Lai Chau and Son La provinces for the term 2020-2025

Unit: person

Ord	Position	Total			Female cadres		
		Dien Bien	Lai Chau	Son La	Dien Bien	Lai Chau	Son La
1.	Communal committee members	1261	1171	2259	246	238	453
2.	Communal MP	393	321	692	36	18	170
3.	Secretary	85	48	211	5	1	18
4.	Deputy Secretary	192	149	312	13	14	20

Source: Women's Union of Dien Bien, Lai Chau and Son La provinces in 2020

The number of female cadres who are members of the communal Party Committee of Dien Bien province reaching intermediate political theory level accounts for 1.95%, Lai Chau province accounts for 2.0%, Son La province accounts for 2.0%. The number of female cadres participating in Standing Committee members with intermediate political theory qualifications in Dien Bien province accounts for 0.9%, in Lai Chau province for 0.4%, and in Son La province at 2.5%. The number of female cadres who are secretaries with intermediate political theory degree in Dien Bien province accounts for 0.6%, of Lai Chau province accounts for 0.21%, and of Son La province accounts for 0.85%. The number of female cadres who are deputy secretaries with intermediate political theory qualifications in Dien Bien province accounts for 0.76%, Lai Chau province accounts for 1.3%, and Son La province accounts for 1.3%.

2. Some issues posed to ethnic minority women cadres in the communal political system in the present northwestern provinces of Vietnam

**** Awareness of the role of ethnic minority women cadres in the communal political system still has shortcomings***

Recognizing the importance of ethnic minority intellectuals, especially ethnic minority intellectuals, especially in the knowledge economy, has made an important contribution to the comprehensive and sustainable development of the locality, over the past years, implementing the policies of the Party and State, the Northwest provinces, including three provinces of Lai Chau, Son La and Dien Bien, have paid attention to building the contingent of cadres in general and ethnic minority female cadres in particular.

Through actual survey, we found that: some levels of Party committees do not pay adequate attention to the contingent of female cadres, especially ethnic minority female cadres. In addition, the number of untrained female workers is high, especially women in remote and disadvantaged areas and border areas. Some female cadres have not really trained themselves to improve their professional qualifications, updated computer knowledge, state management, when they need to be promoted or re-appointed, they do not. The thought of "respect for men to despise women" still exists in society, mainly in remote and mountainous communes and ethnic minority people. In some places, when electing members of the commune-level People's Council, especially in remote and remote communes, the people's psychology wants their "delegates" to be people with titles. such as village chief, ward leader, village leader or police officer (this position is mainly held by men), so even though the female cadres are put on the list to vote, they still do not win.

One of the most inadequate current situations is due to the impact of awareness, that is: Some policies and resolutions of the Party, State legal policies related to the work of female cadres, ethnic minority cadres. it is slow to be concretized, inconsistent and asynchronous; The formulation and promulgation of mechanisms and policies for female cadres are not specific, especially the mechanism for female cadres in the spirit of Resolution 11 dated 27/4/2007: Strong industrialization and modernization of the country by the Central Executive Committee. In addition, the election policy for students in the Central Highlands is still inadequate. For many years, the state has had a recruitment policy for ethnic minority students, but there are no specific regulations on recruitment priority for students after graduation. Therefore, to overcome this situation, the focus is still on propaganda to raise awareness for the entire CLC about ethnic minority women's cadres work.

**** The quantity, quality and structure of ethnic minority female cadres in the grassroots political system have not met the set requirements and have not yet met the requirements of the situation and tasks.***

The work of ethnic minority female cadres and cadres has made remarkable progress in recent years. This team is increasingly strengthened and improved in both quantity and quality and structure. According to the report of the Central Organizing Committee on the situation of ethnic minority female cadres and cadres, it is shown that: at present, the total number of female cadres in the agencies and units directly under the Central Government is 7,521 people, of which 17.5% hold the positions of leaders and managers from the Department level or higher. At the provincial level, the total number of female cadres is 5,814 people, of which 714 people hold leadership and management positions from the department level and equivalent or higher (12.3%). At the district level, there are 249 people holding leadership and management positions among 2,495 female cadres (10%); at commune level it is 3,030 / 29,224 (equivalent to 10.4% of female staff). For ethnic minority cadres, at the central level, the total number of ethnic minority cadres is over 18,000 out of a total of nearly 366,000 cadres, civil servants and public cadres (accounting for about 5%), of which 16.3% are cadres. Ethnic minorities are leaders in management from department level upwards; At the provincial level, over 163 thousand people

out of 1,115 thousand cadres, civil servants and public cadres (accounting for 14.7%), of which 6.3% of ethnic minority cadres hold the position of managerial leadership) [5]

In ethnic minority and mountainous areas, the contingent of ethnic minority communal cadres plays a very important role, which is particularly meaningful in the current situation. Starting from the strategic position of the mountainous provinces and ethnic minority areas in the past and in the cause of building and defending the Vietnamese Fatherland today, our Party is always interested in building, training and fostering, maintain and develop the contingent of ethnic minority cadres at commune level in both quantity and quality. The 7th Conference document, the IX Central Executive Committee sets out specific goals on economic development, poverty reduction, and improvement of the living standards of ethnic minorities "Building a contingent of ethnic cadres. The local minority has qualities and capacities to meet local requirements, reinforcing a clean and strong grassroots political system" [6]. In the process of implementing the comprehensive national renewal, proactive international economic integration, especially in the face of the strong cyber impact of the fourth industrial revolution, our Party emphasized the need to raise high quality of education - training, quality of human resources and care to build a contingent of ethnic minority cadres. In which, in order to implement well the reform of cadres' work, it is necessary to: "Increase the proportion of leading cadres, party committees who are ethnic minorities, female cadres, young staff" [7].

The three provinces of Dien Bien, Lai Chau and Son La are the Northwest provinces with a large number of ethnic minorities, many localities in 135 regions, extremely difficult areas, remote areas, and socio-economic life. Ethnic minorities still face many difficulties. In compliance with the Decision No.402/QĐ-TTg, dated March 14, 2016 of the Prime Minister on "Approving the project of developing the contingent of ethnic minority cadres, civil servants and cadres in the new period", the The contingent of ethnic minority communal cadres of Dien Bien, Lai Chau and Son La has been arranged and arranged more appropriately than the regulations, but the proportion of women participating in party committees and People's Councils at all levels has not met the target. According to Lai Chau Statistical Yearbook: "The average population in 2018 of the province reached 456,300 people, increasing people, of which the urban population is 81,925 people, accounting for 17.95%, the rural population is 374,375 people, accounting for 82.05%, male population is 231,712 people, accounting for 50.78%, female population is 224,588 people, accounting for 49.22%" [8]. In the term 2015 - 2020, the percentage of female cadres participating in the party committee has increased compared to the previous term, but the target has not yet been achieved: The percentage of female cadres participating in the provincial party committee is 9.07%, at district level. 15.21%, at commune level 17.34%; the proportion of women participating in the People's Councils at all levels for the 2016-2021 term: at the provincial level, to 23.47%; at district level 19.68%; at commune level 21.63%; agencies and units with the rate of women from 30% or more with female key leaders reaching 48.6% (Mainly principals in kindergartens and primary schools), ...

The ratio of female and ethnic minority cadres remains low, not commensurate with the ratio of female population, ethnic minority population and has not met the set targets and requirements. Recruitment, discovery, training, retraining, planning, promotion, arrangement, use and rotation of female cadres and ethnic minority cadres are inadequate, lack of vision and strategic direction.

Resolution No.11 of the Politburo sets out the targets: "Striving by 2020, female cadres participating in the party committee at all levels will reach 25% or more; Female members of the National Assembly and People's Councils at all levels from 35% to 40%. Agencies and units with the proportion of women from 30% or more, it is necessary to have key female leaders" [9].

Although the percentage of female ethnic minority cadres and cadres seen from the three provinces of Lai Chau, Son La and Dien Bien with many ethnic minorities has increased, the majority of the quota compared to the provisions of the Politburo's Resolution 11 the output has not been achieved, even some targets are too low. Specifically, in Lai Chau, the percentage of female cadres in general, and ethnic minority female cadres in particular, participating at district level committees for the 2015-2020 term will only reach 17.5%; at commune level 21.75%; participation in district-level People's Council reached 19%; at commune level 20.3%. In Dien Bien, at present, the proportion of women participating in district committees is only 26.93%, at commune level 18.55%; Only 15.94% of members participating in district People's Councils (even down 7.11% compared to the previous term because some cadres have retired but have no replacement), at commune level 28.57%. According to the party plan for the 2020-2025 term, although the proportion of women participating in district and commune committees has increased, it mainly focuses on district committees,

authorities, departments, and unions. However, in communes with a large number of ethnic minorities, it is low, especially in remote and extremely difficult communes (communes in 135 regions) of the province such as: Sinh Phung Commune, Sin Thang Commune, Sinh Chai of Tua Chua district; Quai To Commune, Ta Ma Commune (Tuan Giao); Commune Si Pa Phin, Na Khao (Nam Po), ... [10]. Not only that, the proportion of women among ethnic minorities is not equal. For example, in Tuan Giao district, Dien Bien province, ethnic minorities account for more than 70% of the district's population, of which the main ethnic groups are: Thai, Mong, Dao Do, Khu Mu, SiLa,... but officials Thai and Mong women still account for a higher proportion. Or Sin Ho district of Lai Chau province, the Mong ethnic group (accounting for 33.29%), but the number of Thai female cadres participating in leadership and management in the grassroots level system accounts for the majority.

**** Some backward customs and practices affect the contingent of ethnic minority female cadres in the communal political system***

In addition to the unique cultural values formed, developed and preserved throughout history, the ethnic minorities in the Northwestern province still have many backward customs and practices that inhibit the development of the community. Outstanding is the inbred marriage, child marriage, and customary "wire connection". Great wedding challenge, child marriage and inbreeding marriage, the custom of "connecting strings" causes economic exhaustion and degradation of ethnic groups. Or the shifting cultivation and nomadic practices of a part of ethnic minorities have a negative impact on the development of each member of the community of ethnic minorities and indirectly affects the development of staff. Ethnic minorities in general and ethnic minority female cadres in particular in the Northwestern provinces.

In addition, the thought of favoring men and disrespect for women has significantly affected the awareness of ethnic minority cadres, cadres and communities of ethnic minorities, significantly affecting the participation of ethnic minority cadres in the CLC. Commune. Many men, women, officials and people still think about women according to feudal ideas, disregard their ability to participate in political activities, leadership and management. A part of women has low self-esteem, self-esteem, hiding under the shadow of their husband and children, not trying to rise, jealousy, and lack of support towards successful women. That mentality exists not only in the residential community but also in the leaders. The specific evidence is that the action programs of the Northwestern provinces all target 30% of female leaders, not to mention the ethnic minority female cadres, but no locality has achieved the set target.

Gender stereotypes have been imprinted in the minds of many people, passed from generation to generation with the thought that women are passive, weak, inferior and dependent, and men are always strong, assertive, always. is the decision maker. This is a common invisible barrier that has contradictory impacts on promotion, appointment and voting for ethnic minority female cadres to positions in the commune-level CLC. Currently, the influence of hidden gender stereotypes is very discreet, difficult to recognize through the expression "priority" for women, female cadres, ethnic minority female cadres, typically the policy of retirement age for women, in the recruitment notices of a number of state agencies, it is clearly stated that the standard is male. Thus, the general intangibility has created barriers to good job opportunities of female workers in general in state agencies.

**** Awareness and responsibilities of participating in training and self-training of ethnic minority female cadres at commune level are still limited.***

The sense of responsibility for ethnic minority female cadres to participate in training and self-training plays a decisive role in the outcome of the EM cadres policy. After all, the development of the collective must be based on the development of each individual. For each individual to develop, the objective factor plays an important role and the subjective factor plays a decisive role. Therefore, promoting self-awareness, progressive spirit, responsibility for themselves and collectives in learning and training to improve the capacity of ethnic minority female cadres is an urgent and long-term issue of HTC in the Northwest provinces.

Due to the influence of traditional ideology, a part of ethnic minority women cadres in the Northwestern provinces only attach importance to knowledge, experience, and village-style management. Besides, a part of ethnic minority cadres has a subjective mindset, low self-esteem, and hesitant to approach new knowledge; especially the knowledge of management. In general, a part of ethnic minority female cadres has not clearly seen their responsibilities in training and self-training to meet the job requirements. The sense of responsibility in the training and self-training of ethnic minority

female cadres is not high, leading to barriers to enhancing the capacity of female cadres themselves in the grassroots level centers in the locality.

In addition, the presence of education and propaganda is not close and inappropriate to the reality and psychology of the subjects, and has not created a strong motivation for the contingent of ethnic minority female cadres to rise, with material support. morale and work prospects for ethnic minority female cadres to actively participate in training and self-training. Compulsory regulations on professional qualifications have not been strictly enforced, in order to promote the awareness of ethnic minority female cadres to study and practice.

III. CONCLUSION

The development of the contingent of ethnic minority female cadres in the Northwestern provinces in recent years has achieved many results and created positive changes in the provinces in the Northwest region. That is a positive sign of change in terms of quantity, quality, and structure of the cadres of ethnic minority people, especially the contingent of ethnic minority cadres. That development has brought about positive values both in terms of implementing ethnic equality policies and the effectiveness of policies for developing ethnic minority areas.

Therefore, training ethnic minority female cadres in the grassroots level in all aspects: cultural qualifications, professional skills, political theory, reception skills, ... towards team building. The contingent of ethnic minority women in the grassroots-level HTC are on a par with the task is one of the important strategic tasks of the Northwest provinces in general, the three provinces of Dien Bien, Lai Chau and Son La in particular, to contribute to the socio-economic areas of ethnic minorities, step by step overcome the outdated situation, bring the ethnic minority areas to develop in harmony with the general development of the country.

However, in addition to the initial achievements, the contingent of ethnic minority female cadres in the three provinces of Dien Bien, Lai Chau and Son La at present still reveals many limitations. These limitations are caused by many different reasons, both objective and subjective. That situation has posed many problems in both awareness and practice for the work of developing the contingent of female ethnic minority cadres in the Northwest provinces today..

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