



ETHNIC MINORITY FEMALE HUMAN RESOURCES WITH CURRENT DEVELOPMENT SOCIO-ECONOMIC IN MOUNTAINOUS AREAS OF VIETNAM

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ABSTRACT	KEY WORDS
<p>Human resources are the greatest asset, a decisive factor for the existence and development of the country. In the mountainous areas of our country, ethnic minority human resources are a central factor, playing an important role in socio-economic growth and development. In the revolutionary cause, our Party and State give special priority to investment and development of human resources in mountainous areas to meet the requirements of each period.</p>	<p>Women, ethnic minorities, mountainous areas, Vietnam</p>

Introduction

Mountainous areas have an economic structure of agriculture - forestry - industry, but the agricultural sector has not had a clear change between cultivation, animal husbandry, and processing; undeveloped production of goods, and a high percentage of farmers living on their sufficiency and self-sufficiency. The infrastructure has not met the development requirements; economic structure, and labor structure shift slowly, affecting socio-economic development in general and human resource development in particular.

With a population of over 12 million people, accounting for about 14% of the country's population, Vietnamese ethnic minorities live in a large area of border mountainous areas, with a length of 3,200 km, equal to 2/3 of the country's area, playing a particularly important role in border security and defense. Like women across the country, women in ethnic minorities and mountainous areas have natural qualities such as industriousness, ingenuity, affection, and rich sacrifice... At all times, Vietnamese women, including women of ethnic minorities always carry in themselves the noble qualities that Uncle Ho once awarded “Hero – Indomitable – Loyal – Courageous”.

Review of Related Legal Basics

Since 2008, Vietnam has also promulgated several policies that indirectly affect human resource development in mountainous ethnic minority areas, typically: Program 135 Phase II; Resolution 30a/2008/NQ-CP of the Government on rapid and sustainable poverty reduction with 62 poor districts in the period of 2009 - 2020...

The XI Congress of the Communist Party of Vietnam identified one of the three strategic breakthroughs to turn the country into a modern industrialized country: Rapid development of human resources, especially high-quality human resources, focusing on a fundamental and comprehensive renovation of national education; closely linking human resource development with scientific and technological development and application. It can be affirmed that high-quality human resources play an extremely important role in the socio-economic development of our country in general, ethnic minority areas, and mountainous areas in particular in a sustainable way.

In the XIII Congress Document, our Party also highlighted the national policy's focuses and notes. To comprehensively develop ethnic minority areas, it is necessary to allocate resources to promote the development, mobilization, allocation, use, and effective management of resources. Hence, we can develop investment, and create fundamental economic, cultural, and social changes in areas with large ethnic minority populations. It can be seen that mobilizing many resources but using and managing them effectively, those resources are not well promoted in practice. Although resources mobilized from the State and society to develop ethnic minority areas, those resources are only effective when promoting internal resources, so the XIII Congress Document affirms a key content: "There is a mechanism to promote positivity, the self-reliance and self-reliance of ethnic minorities for socio-economic development, multidimensional and sustainable poverty reduction".¹

Research Procedure

Theoretical research method: The article uses this method to collect scientific information based on researching existing scientific works, documents, and texts and by logical thinking, and manipulations to conclude research problems.

Analysis and synthesis method: The article uses this method to analyze and synthesize theories, and at the same time analyze and synthesize data on the role of ethnic minority women's human resources in the socio-economic development of Vietnam's mountainous areas.

Research Findings and Discussion

1.1. Current situation of ethnic minority female human resources in Viet Nam

As of April 1st, 2019, the population of Vietnam is 96,313 million people, of which the population of ethnic minorities is 13.39 million people, accounting for about 14.6%; males accounted for 49.3% compared to females 50.7%. However, this structure reversed for ethnic minorities, men (50.3%) outnumbered women (49.7%), of which, the Central Region accounted for 3.25% of the population, mainly Ca dong, Co Tu, and Giẻ triẻng²,...

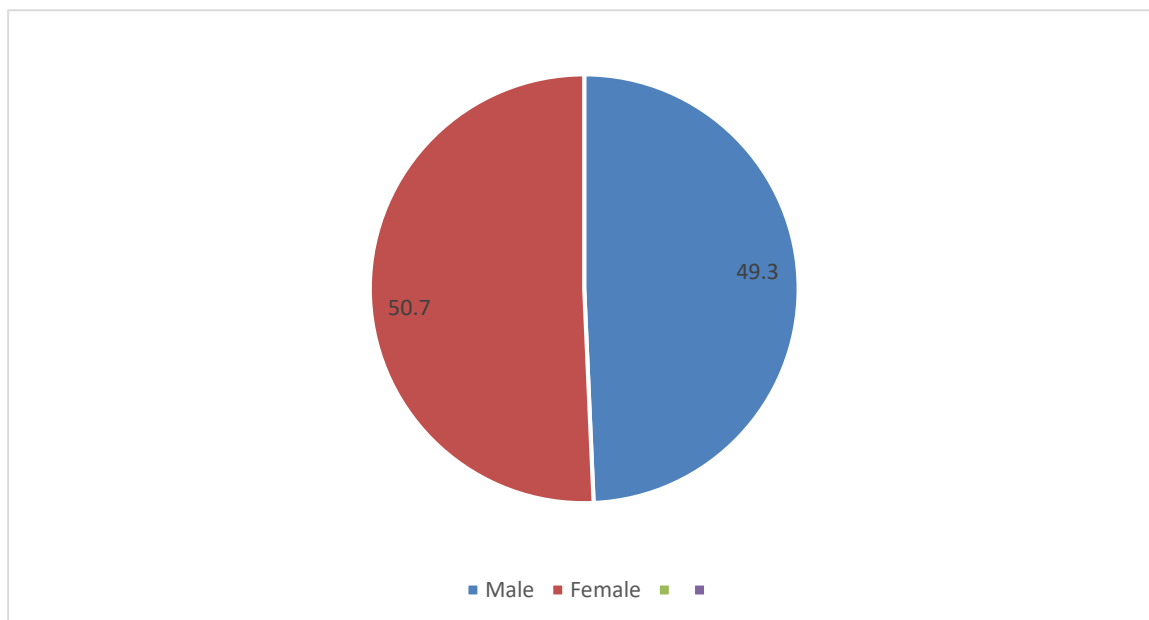
The ethnic minority population structure of the region reflects the size of the number at different ages corresponding to a certain percentage. According to the 2019 population and housing census, human

¹ Communist Party of Vietnam, Document of the 13th National Congress of Deputies, Publishing House. National politics, H, 2021, volume 1, p. 170

² Results of the Vietnam Census on April 1, 2019

resources without access to employment (from 0-14 years old) account for 29.3% of the population in ethnic minority areas; human resources in the youth age (from 15-34 years old) accounted for 35.6%. This is a young human resource, accounting for a relatively high proportion in the country (the Red River Delta 28.9%; Central Highlands 29.1%; Southwest 29.0 percent)³.

The number of female ethnic minority workers in the survey on April 1st, 2019



Source: Overview of the socio-economic situation of 53 ethnic minorities (4/2019)

The labor capacity of ethnic minority women is still low: Women and girls in ethnic minority areas belong to disadvantaged groups and suffer from double inequality: ethnic minorities and women. The root cause is that ethnic minority women and children are often unequal in their access to education, livelihoods, and employment. Ethnic minority areas where socio-economic conditions still face many difficulties, uneven intellectual level, the rate of people illiteracy and re-illiteracy is still high, especially, women make up the majority.

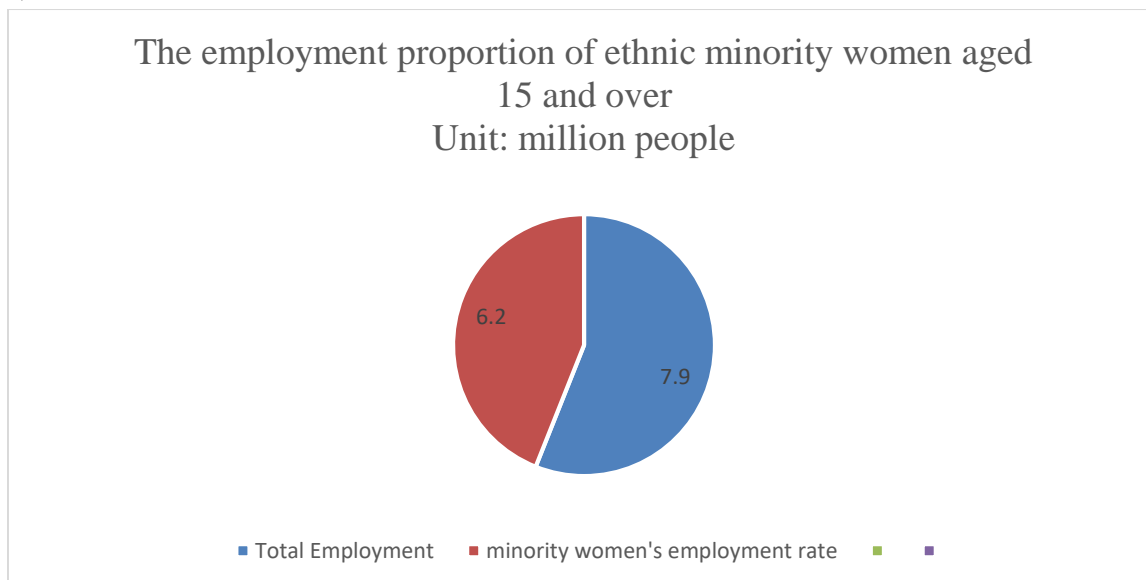
In Vietnam, the attendance rate at the right level varies between ethnic groups and is much lower than the Kinh, especially at the high school level. Specifically, 14 ethnic groups have 30-40% of students of high school age attending the right level; 14 ethnic groups have a ratio of 20-30%; 19 ethnic groups have a rate of less than 20%, of which 3 ethnic groups only 8-9% of students of high school age attend school at the right level⁴. Notably, there are 3 ethnic groups with a female high school rate of less than 10%. Some ethnic groups have very low female attendance rates such as Chút, Mảng, Xtiêng, Mông, and Dao,

One of the reasons why ethnic minority women don't have chances to access education due to male chauvinism exists in society, leading to limited awareness and capacity to participate in social activities of ethnic minority women, difficult job opportunities, mainly manual, hard labor, and low income. Likewise, the proportion of ethnic minority workers in technical and professional jobs is very low, with the majority doing unskilled work. The proportion of ethnic minority women aged 15 and over who have undergone technical training is only 5.69%, equal to 1/3 of the corresponding rate of the

³ Overview of socio-economic status of 53 ethnic minorities (April 2019)

⁴ Results of the Vietnam Census on April 1, 2019

Kinh ethnic group; up to 12 out of 53 ethnic minorities have a proportion of women aged 15 and over who have undergone technical training of less than 2% such as Xt 0.78%, Mãng 0.45%, Brâu 0.16%⁵... The results of the Survey of 53 ethnic minorities in 2019 showed that the proportion of employed workers to the total number of ethnic minorities aged 15 and over was 82.1%, equivalent to 7.9 million people, of which women accounted for 78.3%.



Source: Results of the survey of 53 ethnic minorities in 2019

According to the Institute of Families and Gender, due to knowledge barriers, ethnic minority women often have little information about their rights to participate in and benefit from local production development support programs, less participation in training and capacity-building courses, and less access to preferential credit loans. Moreover, in support policies for ethnic minority areas, there is little mention of the role of ethnic minority women in the formulation, implementation, monitoring, and evaluation of local socio-economic development policies, programs, and plans. Ethnic minority women are less likely to participate in social organizations and mass organizations, except in women's unions. As a result, the majority of ethnic minority women are not fully aware of their self-worth and pride in the role and strengths of their ethnicity; have not boldly risen in learning and livelihood development, improving employment and income.

1.2. Female human resources of ethnic minorities are the driving force for local socio-economic development and stability

The development of female human resources has a particularly important role not only in socio-economic development, the implementation of gender equality goals in the process of national economic development and international integration, but also as an indispensable factor in sustainable socio-economic development, ensuring social progress and justice and contribute to improving the quality of human resources in Vietnam today. It can be affirmed that without developing female human resources, including ethnic minority female human resources, it will slow down the socio-economic development of the country, especially in areas with politically important positions, military but socio-economic still face many difficulties.

⁵ Results of the Vietnam Census on April 1, 2019

Vietnamese women always accompany the development of the country. At all times, female human resources are also one of the important factors determining the success of the socio-economic development strategy. Vietnamese women account for more than 50% of the country's population, of which a significant part is ethnic minority women. Hence, human resource development of ethnic minorities is an urgent requirement today because ethnic minority women have a particularly important role in the family and society. Investing in ethnic minority women is also an investment in future generations, contributing to building families and societies towards sustainable development. Moreover, Investing in ethnic minority women's human resources is a long-term investment, not a temporary solution. These days, ethnic minority women are increasingly involved in social work, but the traditional role of wife and mother in the family remains unchanged. Now in the labor market, ethnic minority women have actively participated. It can be seen that ethnic minority women in Viet Nam are gradually eliminating gender stereotypes, participating and contributing more and more actively to their families and society.

Developing female human resources of ethnic minorities is not only about investing in developing their mental capacity, physical strength, and moral and spiritual qualities but also about recognizing their contributions to the country. Many generations of Vietnamese women died for the country, especially during the war period, they are substantial resources, contributing to the victory of the nation. In 1952, on the occasion of International Women's Day, President Ho Chi Minh sent a letter of commendation: " Vietnam's mountains and rivers are woven by our women, young and old, making them beautiful and brilliant"⁶. In his will, Our beloved uncle Ho also emphasized the role and status of women and promoted gender equality, he wrote:

Female human resources of ethnic minorities are the driving force for the development of countries. When gender inequality and discrimination against women are prominent issues in many countries and ethnic groups, especially in developing countries. Developing female human resources, including female ethnic minority human resources, is an effective investment solution not only to help solve difficult economic problems but also to create motivation for the development of the whole society. Developing female human resources and ethnic minority female human resources is about empowering and developing opportunities for women and girls, contributing to gradually eliminating gender inequality and gender gaps in the family and society.

Developing female human resources, including ethnic minority female human resources, is an urgent requirement in the new period, and shifting the economic structure towards industrialization and modernization, reducing the proportion of agricultural production, and increasing the proportion of industry and services is the basic solution to promote economic growth and development. Contributing to the realization of the goal of accelerating the development speed to lift our country out of poverty and enhance Vietnam's position in the international arena. The political report of the X Party Central Committee at the XI National Congress of the Party clearly states the determination of the Party and the State to shift the economic structure and comprehensively promote the renovation to turn our country into an industrial country in the direction of modernity. As an agricultural country with the majority of workers involved in agricultural production are women, the restructuring of the industry requires ethnic minority women to fulfill professional skills, not just based on physical strength, experience, and industriousness. In the XIII Congress Document, our Party also highlighted the

⁶ Uncle Ho wrote in a letter to women on the occasion of International Women's Day, March 8, 1952

national policy's focus. The XIII Congress document affirms a central content: "There is a mechanism to promote the positivity, self-reliance, and self-reliance of ethnic minorities for socio-economic development, multidimensional and sustainable poverty reduction". The Resolution of the XVIIIth Congress of the Party identifies human resource development as one of 3 strategic breakthroughs to realize the country's development goals in the coming time. Over the past years, our Party and State have had many guidelines and policies to invest in education, training, and fostering of human resources for areas with large ethnic minority populations, which have achieved many important results.

Developing ethnic minority female human resources is a solution in line with the socio-economic development and the gender equality development strategies of our Party and State. The Document of the XI National Congress of the Party identifies "Developing Human resources, especially high-quality human resources" as one of the three important breakthrough stages of the socio-economic development strategy for the period 2011-2020. The National Strategy on Gender Equality 2011-2020 also affirms the need to reduce the gender gap in the economic, labor, and employment sectors to increase the participation of women in management and leadership positions, gradually reducing the gender gap in the political field.

In addition to contributing to socio-economic development, the development of ethnic minority female human resources contributes to social stability. From the point of view of modern development, female human resources have always existed in two capacities: both as women and as female human resources. As women, they contribute to the development of the family and society through labor activities. As can be seen, women are the ones who directly produce wealth to feed people. In addition, women also can be able to give birth which reproduces the labor power of the whole society. In the field of spiritual activity, women are the creators of human culture, conveying cultural messages to people in the community. Women, including women from ethnic minorities, also join hands in building the country. These days, ethnic minority women have more and more opportunities to improve their education, so they not only do household chores but also participate in social activities which enhanced income for the family. At the same time, they are also the main directors in helping family members enjoy the fruits of their labor and their families in a scientific, reasonable, and rewarding way, contributing to improving the quality of human resources. To perform that role, it is necessary to have high-quality female human resources in charge. Ethnic minority female human resources are an important part of the human resources which is necessary for the development process. Women have certain development advantages compared to men, empowering and supporting women to promote their advantages. It gradually reduces the gap in capacity and power compared to men which contributes to creating high-quality human resources, and meeting requirements. Therefore, investing in women is always a necessity for every country.

The cause of innovation and sustainable development of the country can only be successful when we mobilize all resources, including ethnic minority female human resources. They are every day trying to overcome difficulties in life. Besides, they asserted themselves as indispensable in each different stage of development of the Vietnamese revolution. Development is considered correct when assessing the role of ethnic minority female human resources and affirming the relationship between ethnic minority human resource development and development, between economic growth and social development. Furthermore, it emphasizes the subjective role of the development of ethnic minority

female human resources in the planning, implementation, and evaluation of socio-economic development goals.

Currently, the socio-economic reform has shown that the most correct development is to allow ethnic minority female human resources to have opportunities for comprehensive development contributing to the development of the country. The development of ethnic minority female human resources plays an important role in the creation, transmission, preservation, and development of national culture, especially the culture of ethnic minorities. Ethnic minority female human resources are the ones who most effectively preserve and transmit the good cultural values from generation to generation with their understanding through education for the next generation. In other words, they educate their descendants to understand the good past and the hero of the nation through diverse daily life, in production labor, fighting to protect the Fatherland, and raising children process.

CONCLUSION

Vietnamese women always accompany the development, renovation, industrialization, and modernization of the country. At all times, female human resources are also one of the important factors determining the success of socio-economic development campaigns. Female human resources, including ethnic minority female human resources, are also keys to the development of countries. Therefore, Investing in them not only helps solve difficult economic and employment problems but also creates motivation for the development of the whole society. Moreover, developing female human resources and ethnic minority female human resources is about empowering and creating development opportunities for women and girls, contributing to socio-economic development.

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