

SOME ISSUES ON HUMAN RESOURCES OF ETHNIC MINORITY TODAY

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In the development periods of the country, human resources are always considered as the most important resource for the development of each nation, each ethnic. People have enough qualification and capacity to exploit other resources well. Therefore, in the current trend of development and international integration, coming from the quality of human resources, developing human resources of ethnic minorities in our country is a very important issue and need to have long-term orientations, plans and strategies to meet the requirements of sustainable development in the ethnic minority and mountainous areas. In this article, the author focuses on analyzing the status of ethnic minority human resources and giving some basic solutions to effectively develop ethnic minority human resources in Vietnam in the context today.

Keywords: Human resources; Ethnic minorities; Ethnic minority areas; Situation; Solution.

1. Introduction

Up to now, when discussing human resources, there are still many different understandings, partly due to coming from many different approaches. Therefore, it is necessary to correctly understand the conceptual connotations to serve as a basis for analyzing, properly evaluating current human resources. According to the World Bank “human resources are all human capital including physical strength, mentality, professional skills... of each individual”. The United Nations said that “human resources are all knowledge, skills, experiences, capacities and creativity of people that are related to the development of each individual and of the country. Thus, developing human resources or promoting human resources is understood basically as increasing human values in sides of morality, intelligence, skills, soul, physical strength.

Human resources is one of the important factors to determine success or failure in the national socio-economic development, so the countries around the world are interested in human resource development. Since then, the development of human resources has become an urgent task not only for each country but also an issue of each region according to geographical characteristics, population and the requirement of social-economic development orientation...

The development of human resources is the quantity development and the quality development

of human resources, which focus on developing the quality of human resources (such as physical and mental capacity; qualifications, knowledge and practical capacity; occupational skills and ethical qualities...) has decisive significance to the current socio-economic development in our country. One of the guiding views for the implementation of the human resource development goals for the period 2011 - 2020 approved by the Prime Minister on April 19th, 2011 clearly defines “comprehensive human development, including physical elements, knowledge, skills, behavior, political and social consciousness according to the requirements of comprehensive human development and sustainable development of country”.

In the condition of the modern science-technology revolution and knowledge economy, along with the current trend of integration and globalization, the competitive advantage between countries, economies, belong to the countries with systematically trained human resources, which are high quality human resources - people with high professional qualifications, having the ability of international competitiveness, good labor skills, professional ethics, the ability to best respond to the social production process to achieve rapid and sustainable development in the whole country in general and in ethnic minorities and mountainous areas in particular.

2. Research overview

Up to now, in Vietnam has been many researches referring to the training in general and the training of ethnic minority human resources in particular, in which a number of typical research works as: Doan Van Khai (2000), “Human resources in the process of industrialization and modernization”; Trinh Quang Canh, Meaning of training and fostering a contingent of ethnic minority intellectuals in our country today, *Journal of Theory Education*, 2001; Ha Que Lam (2002), “Implementation of ethnic policies in the field of training, retraining, using and managing ethnic minority cadres in our country now”; Tran Thi Huong (2009), Matters of creating source of cadres in remote and extremely difficult communes - Situation and solutions; Nguyen Van An (2017), Improving the quality of cadres and civil servants of ethnic minorities at commune level in Dien Bien province; Nguyen Thi Hong Hai, Some of the issues posed to the training of human resources of ethnic minorities in the Northwest today, *Magazine for State Organization*, dated March 14th, 2018; Luc Manh Hien (2018), Solutions to promote the human resources of ethnic minorities for socio-economic development in the Northwest today; Hoang Tam, Increasing the quality of human resources in ethnic minority areas with many policies, *The Photo Newspaper for Ethnic Minorities and Mountainous*, dated November 7th, 2018; Nguyen Thi Minh Nguyet, Training high quality human resources for ethnic minority and mountainous areas in the current period, *Journal of Ethnic Research*, Volume 9, Issue 1, March 2020, p.53-54; Ha Trong Nghia, Nguyen Duy Dung, Some solutions of training high quality human resources in ethnic minority and mountainous areas today, *Journal of Ethnic Research*, No.229, April 2020; Nong Thi Bich Ha (2020), The development of human resource in the Northwest – Need Urgent and long-term solutions...

Through some researches above shows that, the training and retraining of cadres of ethnic minorities in particular and the training of ethnic minority human resources in general have been done well, initially attached with planning, training plan. The selection of ethnic minority students to send to the training of university, college and professional high school at schools in the whole country is concerned and focused. In addition to the above advantages, there are still many limitations such as some committees, leaders of agencies and units have not fully seen the importance of cadres in general and ethnic minority cadres in particular; the training and retraining of cadres of ethnic minorities is still passive and not under planning, and lack of a long-term implementation plan. The planning for ethnic

minority cadres remains is confusing, inconsistent and have no a reasonable staff structure; The use and arrangement of jobs for students after graduation are still confusing and passive; The arrangement and use of a number of cases are not consistent with the level and capacity of the trained students. The remuneration regime for ethnic minority students in training and arrangement after graduation has not yet met with the socio-economic development.

Thus, the above researches only focus on the situation issues of human resource training in general and the situation of ethnic minority human resource training in particular, there are not many in-depth researches on training of ethnic minority human resources, analysis, assessment, causes and proposing breakthrough and strategic solutions in the new situation today.

3. Research method

In this article, the author uses some basic research methods including Method of collecting primary and secondary document; Analytical method; Method of synthesizing available materials through guidelines and views in Party documents, directives and resolutions on the training of human resources in general and ethnic minority human resources in particular.

4. Research result

The document of the 12th National Party Congress continues to affirm “improving the quality of education - training the quality of human resources and taking care of building the contingent of ethnic minority cadres”. Over the past years, our Party, State and Government have issued many guidelines, policies, programs, projects in all areas of life such as infrastructure development, health care, education, culture, social security support, ... for poor people, ethnic minority and mountainous regions, help to eradicate hunger, reduce poverty and improve people’s knowledge are all implemented in four key regions (Northwest, Central Highlands, South West, West Central Coast). From there, implementing the goal of narrowing the development gap between rural areas and urban areas, between mountainous areas and lowland areas.

In order for the ethnic minority and mountainous areas to develop stably, there is no other way but to encourage and support people to improve their intellectual level, the ability to grasp science - technology, the will of self-reliance rose to eradicate hunger, reduct sustainable poverty, in which special attention is paid to developing the quality of human resources and building a contingent of ethnic minority cadres. Political report of the 12th National Party Congress stated: “It is necessary to pay attention to improving the quality of education and

training, the quality of human resources and to take care of building the contingent of ethnic minority cadres” (Communist Party of Vietnam, 2016). According to the report based on the analysis of survey data on socio-economic development status of 53 ethnic minorities in 2015 (Committee for Ethnic Minorities, UNDP, & Irish Aid, 2017), education and training in ethnic minority and mountainous areas to be many limitations. The percentage of ethnic minorities attending school at the right age remains low. Approximately 70% of students in the school age, attending the correct level. The rate of students attending the correct upper secondary level to be only 32.3%; the rate of ethnic minorities that can read and write in common language to be only 79.2%. The proportion of the trained workforce is very low among ethnic minorities with 6.2% of the trained workforce, by one third of the average of the labor force in the whole country. Men of ethnic minorities have jobs with a higher rate than women (52% male and 48% female). Only 6.2% of the ethnic minority workers with jobs have undergone training, but the majority are trained to intermediate level. This greatly affects the quality of ethnic minorities human resources. The labor resource of ethnic minority and mountainous areas is mainly engaged in agriculture and simple occupations, fields requiring high and medium technical and professional qualifications to be very little. In the Northern midlands and mountains has 78.44% of the population aged 15 and over are engaged in agriculture and simple occupations, while only 6.26% are engaged in professions with medium and high technical expertise; the North Central and Central Coast are 64.81% and 7.31% respectively; The Central Highlands is 76.33% and 5.93%. Trained human resources in the working age of ethnic minority areas reach only 10.5% (compared with the whole country 25%), while untrained accounts for a very large rate of 89.5%; human resources in ethnic minorities and mountainous areas with university and postgraduate degrees are 2.8%, for ethnic minorities alone about 1.1% (lower than 4 times comparing to the whole country). The above data partly reflect the current status of the qualifications and capacity of human resources in ethnic minority and mountainous areas today (Nguyet, 2020).

According to the report of the Committee for Ethnic Minorities on the results of 10 years of implementing education and training policies in ethnic minority and mountainous areas, thanks to the special attention of the Party and State, the cause of education and training in ethnic minority areas and mountainous areas have seen positive changes. The system of school, classrooms are interested to

invest in building more and more spacious, ensuring the conditions to gradually improve the quality of teaching and learning. The system of specialized education (Ethnic Boarding School, Semi-boarding High School...) has been increasingly effective. More than 50% of students of these schools pass the entrance exam to universities and colleges; 5% study for election, 13% go to pre-university, 20% study professional secondary school, vocational training, the remaining few participate in work and local production... Currently, the whole country has 14 colleges and intermediate vocational schools for students of ethnic minorities. Almost all communes have kindergartens, 100% of communes have primary schools, junior high schools, centers of commune clusters have high schools... As a result, the rate of of students mobilization to take participate classes is getting higher and higher, the quality is improved step by step, contributing to improving the proportion of ethnic minority cadres, civil servants and public employees, better meeting the human resources for socio-economic development of localities (Huyen, 2019).

Survey results to gather information on the socio-economic status of 53 ethnic minorities in 2019 show that in 2019, 98.6% of villages in ethnic minority communes have been accessed. In which, the proportion of villages using the national grid electricity accounts for 97.2%, an increase of 4.2 percentage points compared to 2015. Nearly 90% of villages in ethnic minority areas have hardened roads to the commune center, 17 percentage points higher than 2015. Most communes in ethnic minority areas have medical stations, accounting for 99.5%, equivalent to the survey results of 2015. The ethnic minorities's attendance rate at primary secondary school is 100.5%, at secondary school is 85.8% and at high school is 50.7%. Compared to 2015, ethnic minorities's access to general education has improved markedly, especially at the high school level with the general attendance rate increasing by 8.9 percentage points... The rate of poor and near-poor households in ethnic minority area is 35.5%, reducing 1.2 percentage points compared to 2015; 3.5 times higher than the national average (10.2%) (Huyen & Duong, 2019).

From the above situation, analysis and evaluation shows that the direction and orientation for ethnic and mountainous affairs in the next 5 years and the following years of the 12th National Party Congress proposed to address two of the most fundamental and cored issues of ethnic minorities and mountainous areas, that is hunger eradication, poverty reduction, multidimensional poverty reduction and improve the people's knowledge.

The reality of recent years shows that the

Party's strategy on building, training, retraining and developing high-quality ethnic minority human resources has achieved positive results. The contingent of ethnic minority cadres has gradually developed in both quantity and quality, playing a great role in socio-economic development, strengthening national defense and security in ethnic minority and mountainous areas. However, considering the implementation of each policy in this strategy still has many issues to discuss.

For the implementation of the resource creation policy, in order to create human resources in ethnic minority areas, the education and improvement of the people's knowledge are associated with socio-economic development goals, strengthening national defense and security as the foundation.

Guidelines and measures for this work have been implemented, including: eradicating illiteracy and combating re-illiteracy, towards universal primary education, especially in remote and isolated areas; expanding and developing the system of boarding schools for ethnic minorities, vocational schools, ethnic minority youth schools while studying and working, preparing resources to train children of ethnic minorities in difficult and privileged circumstances, preferential admission to colleges, universities, implementation of the recruitment regime; expand programs of training and retraining knowledge for managers, technical staff in terms of expertise, profession and theory; implement preferential policies for teachers working in ethnic minority and mountainous areas... Thanks to that, the source creation has achieved many important achievements. However, there are still many problems that need to be overcome such as: the quality of the trained staff is not high due to limited knowledge acquisition in general education programs; the school system's physical foundations have not met the educational development needs; the development of human resources, especially in the training of a contingent of scientific and technical staff has not been linked to the socio-economic development planning of each region and each ethnic group.

The achievements in education are remarkable but have not met the needs of development, to be unstable and unsustainable. The implementation of the policy on use and treatment, although the Party and the State implement the policy of prioritizing the use and treatment of ethnic minority cadres; however, when considering the current situation of human resources in some localities shows that there is still an imbalance in the structure of employing ethnic minority cadres; the management and use of the trained cadres still have many shortcomings and lack of planning. Currently, there are many bachelors and

engineers trained from universities who are children of ethnic minorities who have not yet arranged jobs. This situation also occurs in many localities, here not because there is no need, but because the locality does not have a payroll, so the above cadres have not been received and recruited. That leads to the situation of both redundancy and lack of cadres in ethnic minority and mountainous areas.

The new developments of the country also require a comprehensive and high quality human resources. That is, a team of leaders, managers at all levels, fields or a team of scientific and cultural experts with solid knowledge, always updating new knowledge of the world and sticking with reality, creativity, enthusiasm for the cause of national development, working closely with businesses and employees to create projects and products that are competitive enough in the process of international economic integration.

If these requirements are put in front of reality, the contingent of ethnic minority cadres, with about 50% having intermediate, primary or untrained qualifications at the provincial level and this proportion at district and grassroots levels to be 80% shows that the training, retraining and development of human resources in ethnic minority and mountainous areas is very urgent.

In order to narrow the gap between mountainous and lowland areas, for many years, the Party and State have prioritized investment resources for the socio-economic development in ethnic minorities and mountainous areas.

Programs including Decision No.134; Decision No.135; Program of Poverty reduction under the Prime Minister's Decision No.20/2007/QĐ-TTg dated February 5th, 2007 on approving the national target Program for poverty reduction for the 2006-2010 period; Program of Fast and sustainable poverty reduction for 61 poor districts according to the Government's Resolution No.30a/2008/NQ-CP dated December 27th, 2008 (now 64 poor districts); Resolution on planting 5 million hectares of new forests under the Prime Minister's Decision No.661/QĐ-TTg dated July 29th, 1998 amended and supplemented in Decision No.100/2007/QĐ-TTg dated July 6th, 2007; the most recent is Resolution No.88/2019/QH14 dated November 18th, 2019 of the Standing Committee of the National Assembly on approving the overall Project on socio-economic development in ethnic minority and mountainous areas in the period of 2021-2030... are the right guidelines, uniting the people, receiving the attention and high consensus of the whole society in order to realize the goal of hunger eradication and poverty reduction in the most difficult regions

of the country.

Although many great results have been achieved, however the quality of education and training in ethnic minority and mountainous areas is generally still low compared to the general level of the whole country and the task requirements set out. Therein, the investment in the network of schools, facilities and teaching equipment has been increased, but has yet to meet the requirements of developing the scale and improving the quality of education and training.

The socio-economic development strategy for the period of 2011 - 2020 has identified one of three strategic breakthroughs to make our country basically become an industrial country in a modern direction, however, compared to the national average, science - technology level and quality of the workforce in ethnic minority and mountainous areas are not high, not meeting the requirements of national development in the coming period. This fact shows that the low quality of human resources is a major barrier to accelerating industrialization and modernization associated with the knowledge economy in Vietnam in general and in ethnic minority and mountainous areas in particular.

5. Discussion

From the above situation, analysis and assessment of the human resources of ethnic minorities, besides the great results brought about by the policies on labor and employment, many policies have not yet to achieve results as expected, not paying attention to the characteristics of each locality and the differences between each region. Ethnic minorities and mountainous areas have an agricultural - forestry - industrial structure, but the agricultural sector has not clearly changed between cultivation, husbandry and processing; commodity production has not yet developed, the rate of farmers living on their own and self-sufficient to be high. Therein, infrastructure has not met development requirements; economic structure, labor structure shifted slowly, affecting the socio-economic development in general and the development of human resources of ethnic minorities in particular. The management of training and development of ethnic minority human resources is limited, especially the development of policies, mechanisms and planning for the development of the vocational training network. The system of vocational training institutions still has many shortcomings. Meanwhile, vocational training institutions have not actively linked training with job creation, have not been able to shake hands with businesses to find "output" for vocational students. Career-oriented education for students and parents still has many limitations, the popular psychology of students and their parents

still wishing university, college and do not want to study career or professional high school. A part of the people are not aware of the importance of education, training and vocational training, so they do not want their children to learn a job.

Therefore, the results of improving the labor quality, first of all through training ethnic minority human resources are still much lower than the national average. The evidence is that many mountainous ethnic provinces rank last in the labor quality indicator compared to other provinces in the country. There are certain overlaps in policies that lead to waste of investment resources. Thus, awareness, review and assessment of the suitability of the localities's human development policies in the regions and the actual situation of human resources is an essential job. From there, aiming for economic development solutions commensurate with the potentials and advantages between regions.

The article discusses some issues for the development of human resources of ethnic minorities in the current situation as follows:

Firstly, it is necessary to well perform the training, arrangement and employment of civil servants in the communes of ethnic minority and mountainous areas. Continue to well implement the Prime Minister's Decision No.08/2011/QĐ-TTg dated January 26th, 2011 on strengthening cadres for communes in poor districts; Decision No.170/QĐ-TTg dated January 26th, 2011 of the Prime Minister on approving the pilot Project to recruit 600 excellent young intellectuals with university degrees to strengthen the position of vice president of the People's Committee in 64 poor districts; Decision No.402/QĐ-TTg dated March 14th, 2016 of the Prime Minister on approving the Project of developing the contingent of ethnic minority cadres, civil servants and employees in the new period.

For students training according to the examination system at universities, colleges and professional secondary schools in the whole country, after completing the course, the provinces need to arrange jobs in a timely and reasonable manner in training subjects. These are the key nuclei in the development of high quality ethnic minority human resources in the current provinces. In addition, it is necessary to pay attention to the retraining of grassroots ethnic minority cadres to ensure that the professional requirements are met in the new situation, with reasonable remuneration to encourage cadres at grassroot level, especially in remote and disadvantaged areas where they feel secure about their work and dedication.

Secondly, to renew awareness of the development, use and management of ethnic

minority human resources in general and high-quality ethnic minority human resources in particular. In order to implement this solution, first of all, it is necessary to deeply grasp the viewpoint that people are the foundation and the decisive factor for the sustainable development of the country. In that sense, first of all the leaders from trembling to the locality, must really respect people, respect the legitimate rights and interests of people, create the best conditions for human development, especially in a democratic environment. One of the requirements of the awareness innovation on human resources development is to attach more importance to the quality of human resources. In the current conditions of international integration and fierce competition, when natural resources are shrinking, the quality of human resources must be on top priority - especially information technology human resources; human resources in science and technology. Along with human resources development is the issue of using and managing human resources of the country.

One of the major solutions of the “Vietnam Manpower Development Strategy for the period of 2011–2020” is to use and evaluate human resource compensation based on real capacity, results, work efficiency. Overcoming the psychology and phenomenon of overestimating and promoting “qualifications” in a formal way in recruiting and evaluating human resources. With this, the new policy of “employing talents” will be realized, we do not waste brainpower and waste human resources.

Thirdly, it is necessary to focus on developing quality human resources in ethnic minority and mountainous areas. Accordingly, it is necessary to deploy plans and measures to effectively solve both urgent and long-term problems of human resources, creating a really strong change in exploiting, training and using the human resources properly. Provinces need to have mechanisms and policies to use high-quality human resources to attract talents, to avoid the current “brain drain”, especially human resources working in ethnic minority and mountainous areas.

Improve information on resources in a broad and democratic direction, making people, especially people in ethnic minority and mountainous areas see the importance of human resources development in the current period. Every year, it is necessary to summarize the theory and practice to properly assess the positive and negative aspects, to promptly draw experience to develop new policies and to adjust existing policies on human resources in Vietnam to be suitable every time.

Fourthly, increase mobilization of resources for quality ethnic minority human resources

development investment. In which, it is necessary to increase State investment in human development, especially investment in education, health and health care of people. Promote socialization to develop human resources, especially in the field of training and mobilize social capital for education and training. At the same time, encourage businesses to invest in human resource training in different forms, especially the establishment of training institutions in enterprises, linking training with business needs and social needs.

In particular, strengthen negotiation, mobilization and promotion of investment to attract foreign capital sources, such as foreign direct investment capital, official aid and sponsorship from foreign organizations and individuals, the capital of the Vietnamese community abroad..., which requires the active participation of all levels, branches and people. Mobilizing all resources, in which developing and improving the quality of human resources, especially TSHPP is a guaranteed factor and to be a breakthrough for rapid, efficient and sustainable development.

6. Conclusion

To improve the quality of human resources in ethnic minority and mountainous areas, it is necessary to synchronously perform a number of tasks such as: Postgraduate training; university; colleges; professional secondary school; eliminating the illiteracy; short-term vocational training; providing vocational training for poor households with primary level in terms of techniques, science and technology for production development, knowledge of household economic development; providing non-agricultural vocational training, vocational secondary and vocational college training for youth; training and retraining to improve knowledge and capacity of administrative management, socio-economic management by titles, working positions to meet the requirements of leadership, management, administration and enforcement public service for communal cadres and civil servants meeting the prescribed standards...

Developing human resources in ethnic minority and mountainous areas, especially qualified human resources to be an important and urgent task in the current period to accelerate socio-economic development in ethnic minority and mountainous areas, shifting the economic structure towards commodity production, increasing income, improving the material and spiritual life of the people in a sustainable manner. This is a difficult and complex task, requiring a strategy, roadmap, methodical plan and it is determined to be the cause of both the political system and the entire society.

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MỘT SỐ VẤN ĐỀ VỀ NGUỒN NHÂN LỰC DÂN TỘC THIỂU SỐ HIỆN NAY

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Tóm tắt

Trong các thời kỳ phát triển của đất nước, nguồn nhân lực luôn được coi là nguồn lực quan trọng nhất đối với sự phát triển của mỗi quốc gia, mỗi dân tộc. Con người đủ trình độ, năng lực mới có thể khai thác tốt các nguồn lực khác. Chính vì vậy, trong xu thế phát triển và hội nhập quốc tế hiện nay, xuất phát từ thực tế chất lượng nguồn nhân lực việc phát triển nguồn nhân lực dân tộc thiểu số ở nước ta là vấn đề hết sức quan trọng, cần phải có định hướng, kế hoạch, chiến lược lâu dài nhằm đáp ứng yêu cầu phát triển bền vững vùng dân tộc thiểu số và miền núi. Trong bài viết, tác giả tập trung phân tích thực trạng nguồn nhân lực dân tộc thiểu số và đưa ra một số giải pháp cơ bản nhằm phát triển hiệu quả nguồn nhân lực dân tộc thiểu số Việt Nam trong bối cảnh hiện nay.

Từ khóa

Nguồn nhân lực; Dân tộc thiểu số; Vùng dân tộc thiểu số; Thực trạng; Giải pháp.