

INNOVATION OF THE MODEL OF ORGANIZATION AND ACTIVITIES OF COMMITTEE FOR ETHNIC MINORITY AFFAIRS FOR THE PERIOD OF 2021-2026 AND ORIENTATION OF THE NEXT STAGE

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The system of ethnic minority affairs agencies at the central level (ministerial level) currently has a Committee for Ethnic Minority Affairs; the locality has the provincial Ethnic Minority Committee, the district Ethnic Minority Office, which is the advisory agency for state management of ethnic affairs. In response to the renewal requirements of the Party and Government has set forth for the organization of the apparatus at all levels in the current period and within the organizational model and operating mechanism of the Committee for Ethnic Minority Affairs, the process of practice revealed some limitations. Regarding the Party's guidelines and policies and the State's law on organizational structure at Conclusion No. 65-KL/TW, October 30th, 2019 of the Politburo on "continue to implement Resolution No. 24-NQ/TW of the Central Committee of the Communist Party (Term IX) on ethnic affairs in the new situation" defined: "Renovating the model of organizational structure, functions and tasks of state management agency on ethnic affairs in order to ensure synchronization, unification, streamlining, improve operational efficiency and effectiveness, meet requirements and tasks in the new situation" and implement Resolution No. 76/NQ-CP On July 15th, 2021 of the Government promulgated the State Administration Reform Master Program for the period of 2021-2030. Internally, the organizational model and operation of the Committee for Ethnic Minority Affairs over the past 10 years, from 2010 to now, have revealed a number of shortcomings and limitations such as: The Committee's operating mechanism is unknown; The coordination between state management agencies in the implementation of ethnic minority affairs is not consistent... Therefore, the study proposes "Innovating the organizational and operational model of the governing agency of the Committee for Ethnic Minority Affairs in the period of 2021-2026 and orientation for the next phase" contributing to improving the efficiency and effectiveness of the operation of ethnic minority affairs agency is necessary.

Keywords: *Ethnic minority affairs; Apparatus organization; State management; Committee for Ethnic Minority Affairs.*

1. Introduction

Before the practical demands of socio-economic development in ethnic minority and mountainous areas, our Party and State affirm the important role of ethnic affairs, interested in building and consolidating the organization of the apparatus for ethnic affairs from the central to local levels, capable of advising and well organizing ethnic policies. Currently, the system of ethnic minority affairs agencies at the central level has the Committee for Ethnic Minority Affairs (under the Government); the locality has the provincial Ethnic Minority Committee, the district Ethnic Minority Office, which is the advisory agency for state management of ethnic affairs. At the central level, the Committee

for Ethnic Minority Affairs is a Government ministerial-level agency with the function of state management in the field of ethnic affairs throughout the country. Therefore, in response to the renewal requirements of the Party, at the Conclusion No. 65-KL/TW, dated October 30th, 2019 of the Politburo on "continue to implement Resolution No. 24-NQ/TW of the Central Committee of the Party (IX term) on ethnic affairs in the new situation" has determined: "Innovating the organizational model of the apparatus, functions and tasks of the state management agency in charge of ethnic affairs in order to ensure synchronization, unity, streamlining and improving effectiveness and efficiency, meeting requirements and tasks in the new situation" and

implementing Resolution No. 76/NQ-CP dated July 15th, 2021 of the Government promulgating the State administrative reform master program for the period of 2021-2030 and activities of the management agency of the Committee for Ethnic Minorities in the period of 2021-2026 and orientation for the next phase”, contributing to improving the effectiveness and efficiency of the ethnic minority affairs agency is very urgent in the current context.

2. Research overview

During the renovation years, there have been a lot of theoretical researches and practical summaries related to the consolidation of the organizational apparatus of the ethnic affair agency, such as the book of 50 years of ethnic work and mountainous areas (1946 - 1996) by Nguyen Huu Hai, Nguyen Xuan Thu, Luu Minh Hieu; 55 years of ethnic work and mountainous areas (1946 -2001) of the Committee for Ethnic Minority Affairs; the book of 60 years of practical ethnic work and lessons learned (Publishing House of Political Theory, Hanoi. 2006), of the Institute of Ethnic Minority Affairs; The 65 years history of the ethnic minority agency, 1946-2011 (National Political Publishing House, Hanoi. 2011)... The authors of the above works have assessed in detail the achievements, limitations, some experienced lessons and solutions on ethnic minority affairs in revolutionary periods (during the resistance wars against the French, against the US, the first stage of the reform period). The formation and development of the ethnic minority agency, 50 years, 55 years, 60 years, 65 years such as: The role and position of the ethnic minority in the cause of networks in our country; On ethnic issues, ethnic policies in the Party's renewal line; historical journey of the system of ethnic minority affair agencies from the Department of Ethnic Minority Affairs to the Committee for Ethnic Minority Affairs. Ethnic viewpoints and policies of the Party and State through revolutionary periods, ethnic minority affairs - achievements, existence and experienced lessons. External activities in the field of ethnic minority affairs - Practice and issues raised. Ethnic minority affairs in localities - Practice and experienced lessons.

The results of the review of studies show that there have also been a number of related domestic and foreign studies, providing a scientific basis for renovating functions, tasks and organizational apparatus of state management agencies about ethnic minority affairs. The studies also show the position and role of the state management agency in the field of ethnic minority affairs. However, in the new context, a number of issues need to be

further studied in order to perfect the organizational and operational model of the Committee for Ethnic Minority Affairs.

3. Research method

In this article, the author uses some basic methods such as: Secondary document collection method; The method of synthesizing and analyzing secondary documents, which focuses on the Resolution of the Party and the Government on “continuing to innovate, reorganizing the organizational apparatus of the political system to be lean and effective, effectiveness” and evaluation studies on the organizational and operational model of ethnic minority affair agency over time, studies on ethnic minority affairs and ethnic policy in the new situation.

From there, it is proposed to renovate the organizational and operational model of the Committee for Ethnic Minority Affairs for the period of 2021-2026 and orient the next phase, with the goal of improving the effectiveness and efficiency of the activities of Committee for Ethnic Minority Affairs.

4. Research result

a) Actual situation of organizational and operational model of ethnic minority agency over time

- Period from 1946 to 2010: After nearly 70 years of construction and development, the agency for ethnic minority affairs has many different names and belongs to the central agencies of the Party, the National Assembly and the Government:

Department of Ethnic Minority Affairs (from 1946 to 1947)

Central Committee for Ethnic Minority Affairs (from 1976 to 1992)

Ethnic Minority Sub-Committee of the Party Central Committee (from 1955 to 1959)

Government Committee for Ethnic Minority Affairs (from 1959 to 1992)

Office of Mountains and Ethnic Minority Affairs under the Council of Ministers (from 1990 to 1992)

Committee for Ethnic Minorities and Mountains is a ministerial-level agency (from 1992 to 2002)

Committee for Ethnic Minority Affairs is a ministerial-level agency (from 2002 to present)

Functions and duties are to advise the Party and State on ethnic issues in major aspects such as: Researching issues on ethnic minorities, formulating guidelines for formulating and implementing policies of ethnic minorities, state management in the field of ethnic minority affairs,...

Each stage and term needs to summarize and evaluate the organizational model from which to build an appropriate organizational model for the next period.

- The period from 2011 to present: About the organizational model of the Committee for Ethnic Minority Affairs in the 2011-2016 term, it has met the requirements of multi-field and multi-sectoral character expressed in 13 units with specialized management functions, fields under; implementing 25 groups of tasks specified in Decree No. 13/2017/ND-CP and 13 tasks on ethnic policy, 11 contents and tasks in the field of state management of ethnic minority affairs in Decree No. 13/2017/ND-CP. No. 13/2017/ND-CP.

- About the mechanism of operation: Currently, the Committee for Ethnic Minority Affairs operates under the regime of the head of a Ministry, with a Minister, a Chairman and Deputy Ministers, Vice-Chairmen; has the function of advising, inspecting and examining in accordance with the working regulations of a Government-affiliated Ministry. There are no longer members of the Committee who are Deputy Ministers of participating ministries and branches.

b) Evaluation of the organizational model and operation of the Committee for Ethnic Minority Affairs

- Advantages: Since its establishment, the agency for ethnic affairs has been increasingly consolidated in terms of organizational structure and functions, tasks in the direction of strengthening state management functions. In the 2010 - present term, the Committee for Ethnic Minority Affairs, as a ministerial-level agency directly under the Government, has both performed the function of state management in the field of ethnic affairs nationwide and advised the Party Central Committee, Government on ethnic policy.

(1) About the organizational structure: The compact organizational model consists of 13 consulting departments for state management functions and 05 non-business units in accordance with the requirements of organizational reform; not overlapping functions and tasks; (2) About the working mechanism: The Committee for Ethnic Minority Affairs has a Minister, a Chairman and Deputy Ministers, Vice-Chairmen (There are no longer Committee members who are 07 Deputy Ministers of Ministries and sectors participating as in the period of 2003- 2008); acts as a specialized ministry, has the function of advising, inspecting and examining in accordance with the working regulations of a Government-affiliated ministry.

All work is carried out according to the regime of head and performed according to the authority and responsibility of the head.

- Limitations: The Committee for Ethnic Minority Affairs is a ministerial-level agency, operating in two mechanisms: (1) The committee mechanism is a collective system, deciding by majority; (2) The same regime as the specialized ministry. In the 2010 period up to now, only one mechanism has been operated, while the Committee for Ethnic Minority Affairs is a ministerial-level agency, which is specific, comprehensive and highly coordinated (in the implementation of ethnic minority programs and policies).

- Cause: The Committee for Ethnic Minority Affairs does not have a specialized Law to regulate; there is only one document under the Governing Law, which is Decree No. 05/2011/ND-CP dated January 14th, 2011 of the Government on ethnic affairs; In the period from 2010 to now, the Government Decree has removed members who are Deputy Ministers, relevant ministries and branches concurrently of the Committee for Ethnic Minorities.

c) Ethnic affairs tasks in the new situation have an impact on changing organizational models and operating mechanisms

Ethnic affairs tasks in the new situation have impacts on the requirement to change the organizational model and operating mechanism from the general guiding documents as follows:

- Implement the task “National target program for socio-economic development in ethnic minority and mountainous areas for the period of 2021-2030” in Resolution No. 88/2019/QH14 dated November 18th, 2019 Resolution No. 12/NQ-CP dated February 15th, 2020.

In which, the overall objective of the Program is to exploit the potential and advantages of localities in ethnic minority and mountainous areas; innovating, promoting economic development, ensuring social security; rapid and sustainable poverty reduction, gradually narrowing the gap in living standards and average income of the region compared with the national average; gradually reducing the number of communes and villages with special difficulties; planning, stably arranging the population, building a synchronous and inter-regional socio-economic infrastructure system, connecting with developed regions; comprehensively develop education, training, health care and culture; markedly improve the people’s life; to raise the quantity and quality of the contingent of cadres, civil servants, public employees and ethnic minority employees;

preserving and promoting the fine cultural identities of ethnic minorities in parallel with the eradication of backward customs and practices; implementing gender equality and address urgent issues facing women and children; building a political system on a strong basis, maintaining political security, social order and safety, ensuring national border security; consolidating and strengthening the great unity bloc of all nations, raising the faith of ethnic people in the Party and State.

The program has also identified a number of specific goals by 2025 such as: striving for the average income of ethnic minorities to increase more than 2 times compared to 2020; the rate of poor households among ethnic minorities decreases by over 3% each year; the rate of 5-year-old kindergarten students attending school is over 98%; over 80% of pregnant women are examined periodically; 98% of ethnic minorities participate in health insurance; 50% of laborers of age receive vocational training suitable to the needs and conditions of ethnic minorities...

The program is implemented in communes and villages in ethnic minority and mountainous areas, in which priority is given to the Program's resources to invest in extremely difficult areas (extremely difficult communes, villages with special difficulties), safe communes in ethnic minority areas and mountainous areas; households and individuals of ethnic minorities; households and individuals of the Kinh ethnic group are poor or near-poor households living in extremely difficult communes and villages; enterprises, cooperatives, unions of cooperatives, economic organizations operating in communes and villages with special difficulties.

Total program budget is 120 trillion.

The Government assigns the Committee for Ethnic Minority Affairs to be the standing agency, to coordinate with ministries, branches and local authorities to advise and organize the implementation of the program.

As such, the task assigned to the Committee for Ethnic Minority Affairs has increased, so it is necessary to arrange the organizational apparatus to meet the newly assigned tasks, at the same time, it must renovate its activities to improve work efficiency.

- Implement the Ethnic Work Strategy for the period of 2021-2030, with a vision to 2045 (Resolution No. 10/NQ-CP dated January 28th, 2022).

The overall objectives are: Prioritize the comprehensive, rapid and sustainable development

of ethnic minority and mountainous areas; exploiting the potential, effectively bringing into play the comparative advantages of the region, protecting the environment and living space of ethnic minorities. Shorten the income gap between ethnic minorities and mountainous areas compared to developed areas. Gradually reduce the number of communes and villages with special difficulties, significantly improve the people's lives and livelihoods, focus on attracting resources to invest in building a synchronous socio-economic infrastructure system, connecting with developed regions. Promote synchronous development of the following fields: education, training, health, culture; ensure social security, reduce poverty quickly and sustainably; improve the efficiency of state management and the quality of the contingent of cadres, civil servants, public employees and ethnic minority employees. Improve the efficiency of state management and the quality of human resources in ethnic minority and mountainous areas. Gradually eliminate backward customs and practices, while preserving and promoting the fine traditional cultural identities of ethnic groups. Focus on building a political system on a strong basis, contribute to maintaining territorial sovereignty and national border security. Consolidate the strength of the great national unity, for the goal of a rich people, a strong country, democracy, justice and civilization.

The strategy also sets out two groups of tasks for implementation, which are breakthrough tasks with 7 main contents, main task groups with 8 main contents such as: Economic development; On the development of education - training; About health and population... At the same time, the Strategy also offers 5 groups of solutions to implement such as: raising awareness about ethnic affairs; ensuring resources for the implementation of the Strategy for Ethnic Affairs; renewing the formulation and implementation of ethnic policies; consolidating the entire machine, renovating operations and improving the effectiveness of state management of ethnic affairs; formulating and implementing projects, programs and policies to implement the Ethnic Work Strategy. The Committee for Ethnic Minority Affairs is assigned by the Government and The Prime Minister assigned to assume the prime responsibility for and coordinate with concerned ministries, branches and agencies in, formulating action plans to implement the Strategy; ensuring the integration of the implementation of the objectives of the Strategy on Ethnic Affairs with the objectives of the 10-year socio-economic development strategy 2021-2030; 5-year and annual socio-economic plans of the central

and local governments, submitted to the Prime Minister in 2022... The People's Committees of the provinces and centrally-run cities shall draw up plans on allocating resources to organize the implementation of the Ethnic Work Strategy in their respective localities; strengthen propaganda and raise awareness about ethnic affairs and the contents and tasks of the Strategy on ethnic work for the period of 2021-2030, with a vision to 2025.

With the requirements and additional tasks assigned in the period of 2021-2030 mentioned above, in order to effectively implement the tasks assigned by the Government and the Prime Minister, the Committee needs to rearrange the organizational structure in accordance with the assigned tasks in order to improve the effectiveness and efficiency of operations.

5. Discussion

In order to improve the effectiveness and efficiency of the organizational and operational model of the Committee for Ethnic Minority Affairs in the period of 2021-2026 and the orientation for the next stage, the author believes that there are still some issues that need to be raised, needed to resolve as follows:

- The Committee for Ethnic Minority Affairs is currently a ministerial-level agency, not a specialized agency and has not yet been regulated by a specialized Law; in terms of functions and tasks, the multi-sectoral and multi-field nature of the ethnic affairs agency has not been clarified.

- Specifically, the Committee for Ethnic Minority Affairs is a highly integrated and coordinated agency, but with the current operating mechanism, the coordination with ministries and branches in implementing ethnic policies has not been clarified.

- The Committee for Ethnic Minority Affairs is a ministerial-level agency, the mechanism operating as a specialized ministry is the head regime, while the Committee for Ethnic Minority Affairs is not a specialized ministry, so it is necessary to clarify the working mechanism of the Committee.

- Some issues about ethnic affairs in the new situation have been affecting the need to change the organizational model and operating mechanism accordingly.

- The renewal of the organizational and operational model must be consistent with the guidelines and lines of the Party, the policies and laws of the State on building the organizational structure of the administrative apparatus and administrative reform.

6. Conclusion

Through analyzing the organizational and operational model of the state management of ethnic affairs, it is shown that the current organization and operation of the for Ethnic Minority Affairs has revealed the existence, limitations and tasks required by the public. in the new situation, the renewal of the organizational and operational model in order to improve the effectiveness and efficiency of operations. The proposed organizational and operational model is as follows:

Regarding organizational model: The organizational structure of the Committee for Ethnic Minority Affairs remains basically the same as in Decree No. 13/2017/ND-CP, the Committee for Ethnic Minority Affairs consists of 11 units performing the state management function, another point is to streamline the organizational apparatus to merge the Departments of Localities I, Departments of Localities II, Departments of Localities III into Departments of Local Ethnic Affairs; maintaining 05 public non-business units, only changing the name of the Information Center, adding more tasks and changing the name to the Information and Digital Transformation Center. Re-establish the organizational model of the Committee for Ethnic Minority Affairs, whose members are representatives of 07 Deputy Ministers of relevant ministries and branches; in accordance with the functions and tasks of the Committee and in accordance with the provisions of the Law on Government Organization. Compared with the previous model, this reconstruction model, two new ministries have joined: (1) the Ministry of Foreign Affairs and (2) the Ministry of Information and Communications. Because in the trend of promoting the application of digital transformation and communication on work, the role of the Ministry of Information and Communications in advising and organizing the implementation of the transfer of arguments and communication on ethnic affairs is very important. The Ministry of Foreign Affairs joins members with the role of ethnic affairs in integration, global ethnic issues, human rights issues...

About the renewal of operating mechanism: The Committee for Ethnic Minority Affairs has part-time members and operates under two mechanisms, namely the Committee mechanism and the ministerial mechanism. Formulate working regulations, assign tasks and powers to each member of the Committee and submit them to the Prime Minister for promulgation; increase the authority and power of the Minister, the Chairman; decentralization and authorization in implementation.

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ĐỔI MỚI MÔ HÌNH TỔ CHỨC, HOẠT ĐỘNG CỦA CƠ QUAN ỦY BAN DÂN TỘC GIAI ĐOẠN 2021-2026 VÀ ĐỊNH HƯỚNG GIAI ĐOẠN TIẾP THEO

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Hệ thống cơ quan công tác dân tộc ở cấp Trung ương (cấp Bộ) hiện nay có Ủy ban Dân tộc; địa phương có Ban Dân tộc cấp tỉnh, Phòng Dân tộc cấp huyện là cơ quan tham mưu quản lý nhà nước về công tác dân tộc. Trước yêu cầu đổi mới của Đảng, Chính phủ đặt ra đối với công tác tổ chức bộ máy các cấp, trong giai đoạn hiện nay và bản thân nội tại mô hình tổ chức và cơ chế hoạt động của Ủy ban Dân tộc quá trình vận hành đã bộc lộ một số điểm hạn chế. Về chủ trương, chính sách của Đảng và pháp luật của Nhà nước về tổ chức bộ máy tại Kết luận số 65-KL/TW, ngày 30/10/2019 của Bộ Chính trị về “tiếp tục thực hiện Nghị quyết số 24-NQ/TW của Ban Chấp hành Trung ương Đảng (khóa IX) về công tác dân tộc trong tình hình mới” đã xác định: “Đổi mới mô hình tổ chức bộ máy, chức năng, nhiệm vụ của cơ quan quản lý nhà nước về công tác dân tộc nhằm bảo đảm đồng bộ, thống nhất, tinh gọn, nâng cao hiệu lực, hiệu quả hoạt động, đáp ứng yêu cầu, nhiệm vụ trong tình hình mới” và thực hiện Nghị quyết số 76/NQ-CP ngày 15/7/2021 của Chính phủ ban hành Chương trình tổng thể cải cách hành chính nhà nước giai đoạn 2021-2030. Về nội tại mô hình tổ chức và hoạt động của Ủy ban Dân tộc qua 10 năm, từ 2010 đến nay đã bộc lộ một số tồn tại, hạn chế như: Cơ chế hoạt động của Ủy ban chưa rõ; Công tác phối hợp giữa các cơ quan quản lý nhà nước trong thực hiện công tác dân tộc thiếu thống nhất... Chính vì vậy, việc nghiên cứu đề xuất “Đổi mới mô hình tổ chức và hoạt động của cơ quan quản Ủy ban Dân tộc giai đoạn 2021-2026 và định hướng giai đoạn tiếp theo” góp phần nâng cao hiệu lực, hiệu quả hoạt động của cơ quan công tác dân tộc là cần thiết.

Từ khóa: Công tác dân tộc; Tổ chức bộ máy; Quản lý nhà nước; Ủy ban Dân tộc.