

# BUILDING A CONTINGENT OF VIETNAMESE CIVIL SERVANTS TO MEET THE REQUIREMENTS FOR A “GOVERNMENT OF INTEGRITY AND ACTION THAT NURTURES DEVELOPMENT AND BETTER SERVES THE PEOPLE”

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**Abstract:** For a government of integrity and action that nurtures development and better serves the people”, it is necessary to build a strong and comprehensive contingent of highly qualified, good-natured, integrity, dedicated and highly professional civil servants. This article shed light on fundamentals of and requirements for a developmental government, assessed the current situation of civil servants, as well as the development of a contingent of civil servants, and proposed certain solutions to build a strong contingent of civil servants to meet the requirements for a government of integrity and action that nurtures development and better serves the people to suit the demands and duties of the country

**Keywords:** Civil servant, developing country, integration, developmental government, integrity, action

## I. INTRODUCTION

The XIII<sup>th</sup> Congress of the Vietnamese Communist Party concluded that our socio-economic development had not been commensurate with our potentials and advantages, besides numerous existing difficulties and challenges, and the country had still seen a serious situation of corruption, negative aspects, wastefulness and bureaucracy in the cumbersome public apparatus and a weak contingent of civil servants. These issues need to be tackled by the government in the coming time.

## II. RESULTATS

*Developmental government* or *developmental state* is the term investigated since the 80s of the last century. *Developmental government* has been applied in practice by some countries such as Japan, the USA, United Kingdom, Singapore, Finland, etc., as an innovative “developmental theory”, in State, educational, scientific and technological management programs.

The concept of “Developmental Government” is still new to Vietnam and has attracted the attention of many scientists and politicians who have provided different interpretations. Generally, it is widely supposed that a government of action means one always aiming to create favorable conditions, environments and policies for entities, businesses and individuals to do business, live and grow. A developmental government must be a democratic and integrity government acting, at all time, following the law and in favor of the nation and the people. It must serve and act for the people.

The concept of a “government of integrity and action that nurtures development and better serves the people” reflects two aspects of one issue: development requires integrity, integrity needs to be developed, and development and integrity are for action and action aims to better serve the people. This is a criterion for the Government leaders to make efforts since development and integrity are obviously to act towards the ultimate goal of better serving the people. Thus, the developmental government functions to establish strategies for the development of industrialization and modernization, nourishing favorable conditions for all economic sectors to

bring into play all their potentials in a globally competitive and integrated environment, strengthen monitoring to detect possible imbalances, and ensure macroeconomic stability and system safety.

According to Prime Minister Nguyen Xuan Phuc, the connotation of the developmental government is to actively design legal policies for the country's development, without the State replacing the role of the market. The development also refers to the need for the Government to create a favorable business environment. Finally, social welfare must be attractive enough, and most importantly, a developmental government must be consistent in both words and actions. Development is also associated with the prompt dismissal of lazy, irresponsible and poor-qualified officials from the apparatus. Therefore, the core of creating a government of integrity and action that nurtures development and better serves the people is a contingent of highly qualified, professional civil servants who always acts in a disciplined way and are dedicated to serving the people. A contingent of high-quality civil servants is, therefore, a prerequisite for building a government of integrity and action that nurtures development and better serves the people.

### III. METHODOLOGY

The focus of this article is a review of directive documents from the Government and the Ministry of Home Affairs on the implementation of the strategy for the development and establishment of a contingent of Vietnamese civil servants through the development periods of the country. On the ground of local reports on the current quantity and quality of civil servants, the causes of weaknesses were assessed to deliver some solutions to improve the quality of civil servants to meet the requirements for a government of integrity and action that nurtures development.

### IV. SOLUTIONS

For partially building a contingent of high-quality, professional, dynamic, creative, disciplined, accountable Vietnamese civil servants who are qualified and capable enough to meet the requirements for making the country more and more prosperous and happy, the following specific solutions were proposed:

*First of all*, it is necessary to renew the recruitment and selection of civil servants following the criteria of using talented, mindful, responsible, active people for the apparatus and avoiding redundancy. The recruitment examination must be ensured open to everyone, transparent and democratic. The examination for rank promotion or rank transfer should aim to screen and select talented people in a competitive policy, to build a contingent of really outstanding and professional civil servants.

*Second*, the training and fostering of civil servants should be reformed with a focus on professional skills, knowledge of international integration, market-oriented economy, legislation, foreign languages, and information technology, encouraging self-training and self-fostering. Civil servant training and fostering plans should be worked out in a scientific and proper manner, matching the specific conditions of each agency. State funding should be paid more for improving teaching and learning facilities and equipment. The civil servant training and fostering should match the subsequent arrangement and allocation of civil services, avoiding improper professional training. Well-developed mechanisms and policies are needed to select a contingent of high-quality lecturers and reporters. Trained civil servants are expected to have both comprehensive knowledge and competence in their respective working fields. Activeness and autonomy should be promoted among training institutions to improve the quality of civil servant training and fostering, and diversify types of training, as well.

*Third*, staff streamlining is highly recommended. It is necessary to review the overall planning of the contingent of civil servants and uplift the position-based determination of payroll. Acts of corruption and harassment towards the people should be timely identified and prevented. Politically and ethically unqualified civil servants will be definitely fired.

*Fourth*, the arrangement and employment of civil servants should also be renovated. This involves the selection of civil servants whose majors match their job positions, under the planning, arrangement and employment of civil servants. Nepotism is not allowed in the apparatus. Civil servant planning also needs to change. The civil servant rotation should be carried out using a scientific and rational approach and roadmap. Civil servant promotion and appointment are required to follow an open, transparent, democratic and appropriate procedure.

*Fifth*, strengthening the management of civil servants is suggested. Specifically, civil servants' responsibilities should be extensively inspected and monitored in a variety of forms such as formulating inspection and monitoring regulations, getting civil servants' credit rating by the people, acting based on the people, and so on. The responsibility of the leader in civil servant management is upheld. Also, it is highly recommended to proactively prevent resolutely fight against manifestations and acts of corruption among civil servants through promoting the roles and responsibilities of the Government and exemplary work of civil servants in struggling, preventing and fighting against corruption and wastefulness. In terms of anti-corruption and wastefulness, it is strongly proposed to

further develop and refine institutions on anti-corruption and wastefulness, promptly detect, prevent and strictly handle acts of corruption and wastefulness among civil servants, especially those with high or key positions and authority in state agencies; constantly consolidate and complete the organization and activities of certain agencies engaging in preventing and combating corruption and wastefulness; promote the roles and responsibilities of the people in the fight against corruption and wastefulness; and encourage international exchange and cooperation on anti-corruption and wastefulness. Besides, the roles, responsibilities, activeness, initiative and creativity of the contingent of civil servants in practising ethics and lifestyles, learning to improve all aspects, offering public services, and fighting against wrongdoings within their agencies and units should be promoted.

*Sixth*, benefits and policies for civil servants should be reformed. A payroll reform is a recommended way to complete benefits and policies to attracting and retaining talented civil servants. Material and spiritual commendation should be addressed to civil servants who have great initiatives, contributions and devotion in their work. Policies to support and encourage civil servants to study and improve their qualifications are required to be adopted. Entitlements to information provision, vacations and medical examination and treatment for civil servants are to be ensured.

## V. CONCLUSIONS

Recognizing the important role of civil servants, the Government of Vietnam has taken numerous solutions, with high political determination to comprehensively renovate the development of a contingent of civil servants, right from recruitment, arrangement, employment, assessment, training, fostering to the management of civil servants. This has, thereby, made an important contribution to the ultimate goal of building a *Government of integrity and action that nurtures development and better serves the people*, as well as making Vietnam a developed country in near future.

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