

# **HUMAN RESOURCE DEVELOPMENT REFORM IN PUBLIC SECTOR IN VIETNAM**



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# PUBLIC ADMINISTRATION REFORM (PAR) IN VIETNAM



## 1. The Context

- Transformation of the economy
- Official launch in 1995

## 2. PARs Master program 2001-2020

- Approval of Prime Minister in 2001.
- 2 Periods : 2001-2010 & 2011-2020

# Public Administration Reform Master Program

2001 -2010



## **OBJECTIVE**

“To successful build a democratic, clean, strong, professional, modern, effective and efficient public administration system which operates in line with the principle of the socialist rule-of-law State under the leadership of the party public cadres and civil servants will have appropriate skills and ethical qualities to respond to the requirements of the cause of national building and development ”

## **KEY REFORM AREAS**

- Institutional reform
- Organizational structure reform
- Civil service reform

(Renovation and improvement of the quality of cadres and civil servants)

- Public finance reform.

# Public Administration Reform Master Program

2011 -2020



## **OBJECTIVE**

“Institutional reform; build and increase the quality of the team of civil servants and public employees, pay special attention to reform public sector salary policy aiming at creating real incentives to motivate the staff in delivering public services with high quality and efficiency; increase the quality of administration as well as the quality of public services”

## **KEY REFORM AREAS**

- Institutional reform
- Public administrative procedures reform
- Government organizational machinery reform
  - Public Finance reform
  - Civil service reform
- Modernization of the administrative system

# CURRENT STATUS OF CIVIL SERVICE SYSTEM IN VIETNAM



**The Legal system**

**Organizational  
Machinery of the Civil  
service**

**Civil Service  
System**

**The contingent of cadres  
and civil servants**

**Necessary Conditions for  
Civil Service Performance**

# Achievements of Civil service system



## **Legal Framework for the Civil Service:**

- Increase in quantity and improve in quality
- Renovate and simplifying administrative procedures....

## **Organizational Machinery of the Civil Service**

- Innovated in term of organizational structure, functions, tasks and responsibilities
- Decentralization has been accelerated in most areas...

## **Management and Development of Civil Servants and Cadres**

- Law on Cadres and Civil servants in 2008 & Law of Public employees in 2010
- Renovating the civil servant management regime by applying a merit system
- Fundamentally innovating the regime of civil servant management by combining the career system and position-based system ...

## **Ensuring the Necessary Conditions for Civil Service Performance**

- Application of ICT
- Government offices/buildings have improved in its facilities.

# KEY CHANGES IN CIVIL SERVICE REFORM



- Changes in civil servants recruitment
- Changes in civil servant grade promotion
- Changes in the remuneration system
- Change in the training and developing capacity of civil servants
- Initial changes in the appointment of managerial or leading cadres and civil servants.

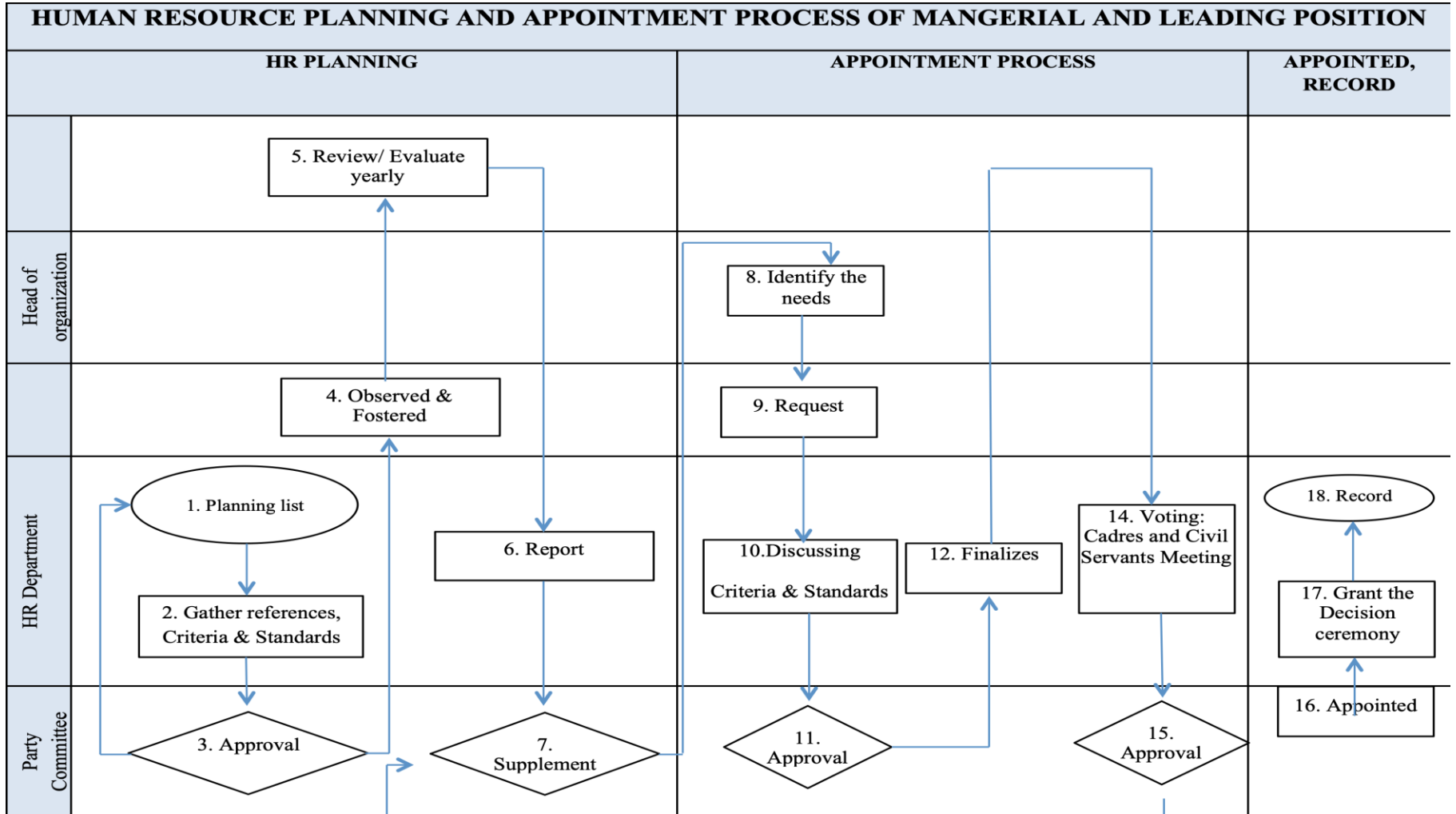


# SHORTCOMINGS OF THE CIVIL SERVICE

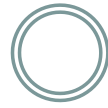


- The organizational structure of the State machinery is still cumbersome and complicated with multi- layers.
- The quality of civil servants and cadres has improved in comparison with previous periods, however it has not yet been able to meet the requirements of new socio-economic development policies;
- The formation of personnel structure and job description has not been completed;
- The compensation reform program has been slowly implemented, the salary and benefits for civil servants are not really an incentive for civil servants to devote themselves to enhancing civil service performance.
- The policy for talent attraction and retention is applied in inconsistent way among different ministries, central agencies and local authorities.

# HUMAN RESOURCE PLANNING AND PROCESS OF APPOINTING MANGERIAL AND LEADING POSITION



# LIMITATIONS OF THE CURRENT APPOINTMENT PROCESS



- The Perception
- Reviewing and evaluating candidates
- The Appointment vote
- Responsibilities of the Head of an organization

# Innovation in Managerial and leading position Appointment to Build a Transparent, Competitive Civil service in Vietnam



1. Specific authority and responsibility of the head of State agencies, units, organizations
2. Expand the scope of candidates for managerial or leading positions.
3. Adding of Recruitment Announcement
4. Supplementing an writing test for evaluating the candidates abilities in the appointment process.

## Initial achievements of the implementation of selection and appointment process for managerial or leading cadre, civil servant positions



- 36 Ministries, State agencies and local authorities have implemented a new approach for selecting and appointing managerial and leading positions.
- The pilot implementation of selection and appointment process has initially achieved its targets....



**THANK YOU**