Policy for high quality human resources in the public sector in the trend of administrative integration and service in Vietnam

Política de recursos humanos de alta calidad no setor público na tendência de integração administrativa e serviço no Vietnã

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Abstract
High-quality human resources have an important role to dominate other resources and play a decisive role in socio-economic development. In the context that the fourth industrial revolution is taking place strongly, the building and development of high-quality human resources, meeting the requirements of the cause of accelerating industrialization and modernization of the country and socialization, is essential. International entry is now becoming more and more urgent. In order to concretize the Party’s guidelines, human resource development policies in general and high-quality human resource development policies in particular have been completed, contributing to the development of human resources in both quantity and quality, gradually meeting the increasing human demand of the economy. The article is designed to perfect the policy of high-quality human resources in the context of administrative reform in the direction of Government integrity, service and international economic integration.

Keywords: High Quality Human Resources. Administrative Reform. International Integration. Integrity And Service. Vietnam.

Resumo
Recursos humanos de alta qualidade têm um papel importante para dominar outros recursos e desempenhar um papel decisivo no desenvolvimento socioeconômico. No contexto em que a quarta revolução industrial está a decorrer fortemente, a formação e desenvolvimento de recursos humanos de elevada qualidade, respondendo às exigências da causa da aceleração da

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Introduction

The trend of administrative integration is the process of enhancing the interaction and cooperation among countries around the world in the field of public administration. It reflects the change and adjustment of the structure, functions and tasks of public administrative agencies as well as the management and operation of public administrative organizations in the context of globalization.

The trend of administrative integration is characterized by the promotion of professional and efficient administrative processes that meet the development needs of the economy, society and community. It also requires countries to adapt to changes in the economic, political and social environment so that they can improve the quality of public administrative services, ensure transparency and accountability of agencies public administration.

Vietnam cannot avoid the trend of administrative integration because it is an integral part of the country’s economic and social development. When participating in free trade agreements and economic communities, Vietnam agrees to comply with the regulations, standards and requirements of these countries and organizations in areas such as trade, investment, and trade investment, labor and the environment.

Participating in the trend of administrative integration also gives Vietnam the opportunity to access new resources, technology and knowledge to improve people’s quality of life. In addition, it also creates favorable conditions for Vietnamese businesses and public administration agencies to access the global market, boost exports and attract foreign investment.
However, in the process of participating in the administrative integration trend, Vietnam also faces challenges and limitations such as competition, differences in culture and working style, as well as strict requirements gap in quality, efficiency and transparency in public administration activities.

The View of the Party and the State’s Policies on High-Quality Human Resources in the Public Sector in Vietnam Today

2.1 The Party’s View On High-Quality Human Resources in the Public Sector

The 10th Congress of the Communist Party of Vietnam, our Party has set out the policy of “Comprehensive renovation of education and training, development of high-quality human resources... to revive education in Vietnam”, (Party Communist Vietnam, 2006). And in order to successfully implement the promotion of industrialization and modernization associated with the knowledge economy, it is necessary to develop high-quality human resources, that is, to shift the human resource development strategy from breadth to breadth deeply, the Party advocates to pay special attention to and improve the quality of human resources, to pay special attention to the development of science and technology, education and training; implementing the policy of appreciating talents and leading scientists in the industry; attracting foreign experts, especially good Vietnamese experts who have settled abroad, to participate in teaching and developing science and technology in Vietnam. In order to develop high-quality human resources, the Party emphasized that it is necessary to renew the higher education system and post-graduate education, associate training with employment, directly serve the labor transformation structure, and rapidly develop human resources high quality force, especially leading experts in the industry. Focus on discovering, fostering, and appreciating talents; quickly build a reasonable human resource structure in terms of occupations, training levels, ethnicities and regions in the current period in Vietnam.

The 12th Congress of the Communist Party of Vietnam (2016), affirmed that focusing on developing high-quality human resources continues to be one of the strategic breakthroughs. The Party emphasized: “It is necessary to synchronously implement mechanisms, policies and solutions to develop human resources, especially high-quality human resources, to meet the requirements of socio-economic development” (Communist Party of Vietnam, 2016). Developing human resources, especially high-quality human resources, is one of the three strategic breakthroughs and an important turning point to focus on enhancing the endogenous strength: knowledge - wisdom of the Vietnamese nation to adapt
and develop breakthrough in a dynamic world, of the era of science and technology developing like a storm; and only in this way can our economy achieve fast, efficient, quality and sustainable growth; Only then can we escape the danger of falling into the existing middle-income trap and soon turn our country into a modern industrialized country.

The 13th Congress of the Communist Party of Vietnam (2021), our Party continues to affirm that people are the center of development and steadfastly develops comprehensive Vietnamese people: “Considering people as the center, body, the most important resource and goal of development; Taking cultural values and Vietnamese people as the foundation and important endogenous strength to ensure sustainable development”. At the same time affirming: “All policies of the Party and State must aim at improving the people's material, spiritual and happy life”; implement “promoting the human factor, taking the people as the center; promote the role of culture - the spiritual foundation of society, the goal and driving force of development” (Communist Party of Vietnam, 2016). The XIII Congress said: “Promote the development of human resources, especially high-quality human resources, to meet the requirements of the Fourth Industrial Revolution and international integration. Developing a team of leading experts and scientists; focus on technical human resources, digital human resources, technology management human resources, management human resources, corporate governance; human resources to manage society and organize life and take care of people”.

Resolution No. 29-NQ/TW (17th November, 2022) on “Continuing to promote industrialization and modernization of the country until 2030, with a vision to 2045” has clearly stated an important guiding point of view important. That is: “In the process of industrialization and modernization, macroeconomic stability must be ensured; proactively and actively participate in extensive and effective international integration; arousing development aspirations, national entrepreneurship and innovation; promote the values of the national cultural quintessence, the bravery and intelligence of the Vietnamese people and the traditions of the working class, the pioneering role of Vietnamese intellectuals and businessmen” (Central Executive Committee, 2022). In the above view, it can be clearly seen that the Party’s guiding view on continuing to accelerate Vietnam’s industrialization and modernization by promoting the bravery and intelligence of the Vietnamese people - especially the traditions of the Vietnamese people working class, the role of the pioneer, the intellectuals and the business class in our country.
2.2 State Policy On High-Quality Human Resources in the Public Sector

Currently, the State’s policy on high-quality human resources in general and high-quality human resources in the public sector is now regulated by many legal documents, specifically: the National Assembly has issued the Ministry of Finance. Labor Law 2012, Law on Vocational Education 2014, Law on Education 2019, Law on Cadres and Civil Servants 2008, Law on Public Employees 2010, Law amending and supplementing a number of articles of law on cadres and civil servants and Law officials in 2019. The Government has issued many legal documents guiding the implementation of the law, and at the same time issued many mechanisms and policies on human resource development. This system of documents has created a favorable legal corridor and created a driving force for the promotion of the development of high-quality human resources in both quantity and quality.

Implement Decision No. 579/QD-TTg dated April 19, 2011 of the Prime Minister approving the Vietnam Human Resource Development Strategy for the period 2011-2020 and Decision No. 1216/QD-TTg dated 22th July, 2011 of the Prime Minister’s approval of the Vietnam Human Resource Development Master Plan for the period 2011-2020, ministries, branches and localities have formulated, promulgated, and organized the implementation of strategies and master plans on human resource development force; implemented many solutions and policies to attract, recruit, train, foster and develop high-quality human resources, initially achieving important results. The country’s human resources are enhanced in both size and quality. The country’s labor force will increase from 50.4 million people in 2010 to 51.7 million people in 2022. The proportion of trained workers will increase from 40% in 2010 to about 68% in 2022 (GSO, 2022). High-quality human resources have also increased significantly, in which there are a number of industries reaching regional and international levels such as healthcare, engineering, technology, and construction. In fact, the proportion of untrained workers is still large, the quality of training is low, the structure of occupations is not reasonable, there is a shortage of qualified, capable and skilled workers, and an excess of manual workers public, no training; lack of highly qualified leadership, management and corporate governance staff; lack of experts in economic, technical and skilled workers. In addition, a large number of cadres, civil servants and public employees in administrative agencies and public non-business units have not met the requirements and tasks.

The Government has developed and implemented many mechanisms and policies to attract and utilize talents, and has issued Decree No. 24/2010/ND-CP, Decree No. 40/2014/ND-CP, Decree No. 87/2014/ND-CP stipulates the special admission examination
without passing the entrance exam to work in state administrative agencies for those who graduated valedictorian at domestic higher education institutions, graduated from university excellent, excellent grades at foreign schools or have 5 years of experience or more. Creating favorable environment and conditions for entry, exit, residence, recruitment, labor, study, salary, housing, and access to information for individuals to conduct scientific and technological activities in Vietnam in foreign countries. Foreigners and foreign experts in Vietnam can develop their talents and receive worthy benefits. In addition, the Government has also improved the system of science and technology awards, State honorary titles and has a policy of rewarding and honoring those who have made great contributions to science and technology, submitted scientific inventions and Practice. Besides the advantages achieved, this policy also points out some limitations such as the large but not strong contingent of cadres, civil servants and public employees; the situation of both redundancy and shortage of cadres occurs in many places; The linkage between levels and sectors is still limited. The percentage of young cadres, female cadres and cadres of ethnic minorities has not reached the set target. Lack of good leaders, managers, scientists and leading experts in many fields. The capacity of the staff is not uniform, the presence is still limited and weak; many officials, including senior officials, lack professionalism, do not work in accordance with their expertise and forte; Foreign language skills, communication skills and ability to work in an international environment are still limited. Many young cadres lack bravery and are afraid to practice. A large number of cadres have lost their ideals, lost their will, worked superficially, are afraid of difficulties, are afraid of suffering, and have degraded in political thought, morality, and lifestyle, showing signs of “self-evolution”, “self-transformation”. Some leaders and managers, including those at the strategic level, lack exemplary performance, low prestige, capacity and quality, are not up to the task, bureaucracy, distance from the people, individualism, etc. entangled in corruption, waste, negativity, group interests.

Some Limitations of High-Quality Human Resource Policy in the Public Sector in Vietnam

Lack of resources: Agencies and units in the public sector often lack resources to ensure the training, recruitment and development of high-quality human resources.

Lack of supportive policies: Currently, support policies for training, recruiting and developing high-quality human resources in the public sector are still inadequate, making it difficult to attract and retain qualified human resources. talent.
Lack of development plans: Many agencies and units in the public sector do not have long-term plans to develop human resources, leading to ineffective recruitment and training.

Difficulties in human resource management: Human resource management in the public sector still faces many difficulties because of general regulations, which are not really effective to evaluate, develop and promote human resources.

Competition with the private sector: Competition with private enterprises in recruiting and retaining talent is also one of the challenges for building high-quality human resources in the public sector.

Difficulties in innovation and reform: Some units in the public sector still do not have the capacity to innovate, reform and adapt to the new working environment, slowing down the progress of developing quality human resource policies high quantity.

Some Requirements for High-Quality Human Resources in the Current Trend of Administrative Integration and Service in Vietnam

High professional capacity: With participation in free trade agreements and economic alliances, Vietnam needs a team of highly qualified human resources to meet the requirements of the business environment and international administration.

Foreign languages and soft skills: To serve well for international integration and development, human resources need to be able to use foreign languages and soft skills such as communication, negotiation, leadership, management time, teamwork, creativity, adaptability, under pressure.

Knowledge of laws and administrative processes: Businesses and organizations are requiring employees to have knowledge of laws and administrative processes to meet procedural requirements, resolve problems and enhance transparency and efficiency of operations.

Creative thinking and innovation: With fierce competition in business and administration, human resources need creative and innovative thinking to create new, effective and tailored solutions customers and the community.

Responsibility and professional ethics: To ensure the service quality and reputation of businesses and organizations, the human resource team needs to have a high sense of responsibility and professional ethics, ensuring transparency, integrity and honesty in operations.
Some Solutions to Improve the Policy of High-Quality Human Resources in the Public Sector in Vietnam

Firstly, the State needs to continue to renovate institutions and perfect the legal corridor from the central to local levels in order to create a favorable environment for human resource development, and to encourage the development of the market for high-quality human resources; markets and scientific and technological products in the direction of integration, building a legal environment for the development of new industries and business lines in Vietnam that are beginning to arise from international integration and the industrial revolution 4.0. Perfecting institutions on development, application of science and technology, education-training, human resource development, especially high-quality human resources. Creating a breakthrough in remuneration, honoring high-quality human resources, implementing a flexible salary policy according to the criteria of talent and contribution efficiency; create a favorable working environment and promotion opportunities to motivate, stimulate and encourage them to work creatively and effectively. Ensure adequate conditions of facilities and means of work and research for young scientists and talents. Regularly honoring talents comes with an incentive mechanism for material benefits for those whose contributions bring many benefits to society.

Second, the Government, agencies and units in the public sector need to invest more in training and developing human resources, creating conditions for employees to improve their professional qualifications and skills. The government needs to have appropriate support policies to attract and retain highly qualified employees, such as financial policies, insurance policies and talent training policies.

Thirdly, agencies and units in the public sector need to have a long-term human resource development plan, clearly defining their goals, vision and human resource development strategy in line with their development goals unit. Units in the public sector need to have specific regulations on human resource management, applying effective methods of employee evaluation, development and promotion. Agencies and units in the public sector need to strengthen cooperation with training and research institutions to ensure that human resources are improved with professional qualifications and skills according to the requirements of the labor market. Agencies and units in the public sector need to innovate, reform and adapt to the new working environment, creating favorable conditions for human resources to develop and contribute to improving quality and efficiency job.

Fourthly, agencies and organizations with cadres, civil servants and public employees who are recognized as high-quality human resources need to conduct a quality assessment of training in order to provide information on the extent of capacity improvement. duties and
public duties of cadres, civil servants and public employees after being trained. Contents of assessment of training quality include: assessment of training program quality; assess the quality of students participating in the refresher course; evaluate the quality of lecturers participating in the refresher course; assess the quality of facilities serving the refresher course; evaluate the quality of training courses for cadres, civil servants and public employees; evaluate the effectiveness after training cadres, civil servants and public employees. The assessment of training quality shall be organized by the management agency, the unit employing cadres, civil servants and public employees or hired an independent evaluation agency. Along with the above tasks, agencies and organizations with cadres, civil servants and public employees need to create conditions for cadres, civil servants and public employees to participate in training courses to improve their qualifications and skills force. Monitoring and evaluating learning results, taking it as one of the emulation criteria, assessing the level of task completion of civil servants and public employees.

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Policy for high quality human resources in the public sector in the trend of administrative integration and service in Vietnam


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