

## ESTABLISHING CONSTRUCTIVE GOVERNMENT ALONG WITH DEVELOPING SCIENCE AND TECHNOLOGY HUMAN RESOURCES IN VIETNAM RECENTLY

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### ABSTRACT

It is one of the urgent to establish a constructive government in the development of science and technology human resources. The development of science and technology human resources need to be well implemented to be able to successfully establish a constructive government as the message of Prime Minister Nguyen Xuan Phuc mentioned: “Government constructive development, integrity, decisive action, serving the people”. Thus, we need to clarify the implication of the constructive government: constructive government must actively design policies and law to develop the country, improve the quality of social security to better serve the people, promote personal responsibility... Author has adopted to understand how to establish a constructive government in the development of science and technology human resources in Viet Nam so that it can suggest some solutions to achieve high efficiency in developing science and technology human resources in Viet Nam nowadays.

It is one of the urgent issues to build a tectonic government in the development of science and technology human resources. The development of science and technology human resources need to be well implemented to be able to successfully build tectonic government as the message of Prime Minister Nguyen Xuan Phuc mentioned: “government tectonic development, integrity, decisive action, serving the people”. Thus, we need to clarify the implications of the tectonic government: tectonic government must actively design policies and laws to develop the country, improve the quality of social security to better serve the people, promote personal responsibility... Author has adopted to understand how to build a tectonic government in the development of science and technology human resources in Viet Nam so that it can suggest some solutions to achieve high efficiency in developing science and technology human resources in Viet Nam nowadays.

**Key Words:** Constructive government, human resource development, science and technology human resources

**Subject classification:** Public management

### 1. INTRODUCTION

The “constructive government” term is not an unfamiliar conception, which was proposed from the 80s by Chalmers Ashby Johnson. He came up with some terms like “developmental government”, “developmental state”, which were some country management models, within them, the most important objective is the policy which is bring out by the government. These

policies should be orientational development, create the great environment and positive conditions for all the economic individuals as well as associations capable of promoting every possibility among competitive surroundings and international integration. As Charlmers Ashby Johnson observed, there are three government models. The first is adjustment government (that is followed the free market model). The following one is bureaucratic focus government (which denies the market role). The last one is constructive government (that appreciate the market appearance, but not absolute, therefore the government actively intervene to orientate). Therefore, constructive government develops between two models of adjustment government and bureaucratic focus government. This is the orient constructive government, which always tries to improve itself to move on modernization, serving, building legal corridor and comfort environment for the people and enterprise to advance better. The constructive government has the structure that is suited for functions, assignments and capabilities to archive great outcome among social management. In summary, the constructive government is belonged to the country which has the proactive and orient act in economy development. The country plays the dominant act in market economy. In particular, constructive development country is the country stays close to the market without directly effecting it, proactive intervention strongly into the market to drive the development and actualize the suggested advancement goals. There are many people who mention about constructive government, however, the concept about it is still being completed during the time forwards.

Nowadays, in Vietnam, the term “constructive government” might be known as the orientation government, creates structure, conditions, environment to develop and serve the people. This government is focusing on building suitable institutional framework and necessary conditions for everyone to promote capacity, creativity because of their own and society. In fact, building constructive government, we need to: “focus on institutional improvement; review all the policy mechanisms, legal corridor to remove all the barriers, eliminate difficulty of the people, improve investment, business environment; transform effectively from managing to serving the people, companies and officials have to act and talk exemplarily in any case.” (Mai Tiên Dũng, The constructive government shifts from management to service, 2017).

Right from the beginning in 1945, Vietnamese government was defined emphasize: “resistance government and national construction”, the ‘national construction’ concept is very large (Đặng Minh, 2016 The constructive government, The World security newspaper). As in present, constructive government is actually the next phase of national construction during the time of development and international integration. Specially, learning about the ideas of President Ho Chi Minh over “serving government”, we can detect inside that the ideas of building constructive government now. According to Him, serving government is not only chosen by election, although, have to ask for people’s opinions over the important matter, under the people’s supervisor. He wrote: “Our country is a democracy. People are the owner. Government is the servant of the people. People have the right to urge and criticize the Government. All the things the Government do is to serve the people. Therefore, the people have the duty to help the Government and comply with the country’s policies so that the Government can fulfill the tasks assigned by the people.” (Ho Chi Minh full episode, chapter 7, National political publishing house, Ha Noi,1995).

Since the Sixth Congress Party, Vietnam had truly abandoned central planning country model, following the development constructive model (even though the term constructive government

had not been used). The party and the Government proposed the path of industrializing the country, accepting the market mechanism, but still respecting the management role of the Country. In summary, all the important components of a develop constructive government have been affirmed in the Party's development policy.

In the first meeting of the Government of the term 2016-2021, Prime Minister Nguyen Xuan Phuc confirmed the construction goal: The constructive Government created development, integrity, drastic action and serving the people. Prime Minister Nguyen Xuan Phuc said that the contents of the constructive government consisted of many pieces, but he mentioned some issues: (1) The constructive government created the initiative in creating policies and laws for country development, not falling into passive position. The Government does not take part in everything, let the people and society do what they do well; (2) the Government establishes a favorable business environment; (3) the constructive government must improve the quality of social welfare to best serve the people, first of all in the fields of health, education, sports and culture; (4) the constructive government which have the acts are tandem with work, promotes personal responsibility, discipline and particularly in replacing officials who do not meet the requirements (Nguyen Xuan Phuc, 2017. Building constructive government in Vietnam throughout the definition of the Prime Minister, answering questions of deputies of the Thai Binh National Assembly 18/11/2017 Ha Noi).

Thereby, we can see that the reforming though of the government to build a constructive government in Vietnam has some points in common with other country in the world, which are: building a compact government, gradually transferring works to private sector; dedicated to serving and facilitating the development needs of businesses and people. However, in order to build a development constructive government, we need to mention about the capacity, government's construct role in creating a favorable environment for social-economic development, commensurate with building a constructive government that needs a constructive state. It takes time, firm and drastic innovation, more breakthrough thinking, especially theoretical thinking.

In order to build a constructive government, the prerequisite is that there must be a political institution, economic, cultural and constructive social. The government must transform itself from the executive government to the serving one. Therefore, the constructive government needs a lot of officials and officers who must really be the creators, integrity, high quality and skills in future management, trained in ethical and capacity. For that reason, the development of science and technology human resources in the context of the 4th industrial revolution and extensive international integration is certainly crucial and necessary. Building a constructive government, it is essential to have scientific and technological human resources with political qualifications, capacity and bravery to meet the increasing demands of society. This article only mentions an aspect of creating a constructive government in the development of science and technology human resources in our country nowadays. Thus, it offers more suggestions for solutions to build a constructive government based on the development of science and technology human resources in Vietnam.

## **2. THE PRACTICE OF CREATING A CONSTRUCTIVE GOVERNMENT IN THE DEVELOPMENT OF SCIENCE AND TECHNOLOGY HUMAN RESOURCES IN VIETNAM TODAY**

The establishment of tectonic govt in the process of building up scientific and technological capacity has exposed several flaws. As stated in the 11th viet nam communist party congress, creating an environment of fair competition and administrative procedure reform (apr) was placed at the center of efforts to achieve an institutional breakthrough. To realize this fundamental goal, former pm nguyen tan dung also reaffirmed the foremost task for the 2011-2016 govt that the state should drastically transform its role of an economic operator into a constructive leader in favor of development. In this expected role, the state has the function of working out the planning of development toward a viable industrialization and modernization strategy, thus creating favorable conditions for all parties of the economy to optimize their potentials in a competitive environment and continue to thrive given the global integration. In addition, the state also takes the responsibility for a heightened control to promptly detect probable shortcomings and assure macro-economic stability and the security of political system. In this period, the govt has been concentrated on fulfilling fundamental tasks such as the issue of amended or renewed institutions and policies, inflation control and macro-economic stabilization, sustainable development, and effective implementation of social welfare policies. Besides the efforts to enhance the human resource's capacities for their greater contribution to the society, the govt has vigorously engaged in constructing and amending the institutional system with significant documents, especially laws, bills, ordinances as well as instructional documents over law enforcement in line with vietnamese constitution and law, which were proven highly consistent, transparent and feasible given the program of building the govt law. Among them are law on anti-corruption, law on thrift practice and law, law on complaint, law on denouncement, law on reception of citizen, law on statistics, and a number of instructional documents on implementation.

The 20-year period of implementing the 3rd central committee conference's resolution on "personnel strategy in the course of intensified industrialization and modernization" has witnessed significant changes in the science and technology workforce. In particular, the new era of scientific revolution and its appalling technology 4.0 means an increasing demand for the human capital working in this industry. In vietnam, the enhancement of science and technology has been given much greater attention with practicable policies that have been implemented effectively. The communist party of vietnam has affirmed: "optimizing the potential of human resources is the key for the rapid and sustainable growth" (resolution no.02-nq/tw of 7th central committee of communist party of viet nam on orienting the development of education and training strategies of viet nam in the period of national industrialization and modernization, 1996). Thanks to the concerted efforts of party committee of all levels, as well as the state's management, there have been many encouraging results. Nevertheless, the process of building up personnel's capacity has revealed a wide array of weaknesses, including low professional competence in scientific research, limited proportion of leading experts, and asymmetric workforce structure by industry and geography. Many scientific research groups have undergone the shrinking pool of capable cadre when it comes to the next generation of researchers. In comparison with other regional countries, the percentage of high-profile vietnamese scientists

whose works were internationally recognized by prestigious global scientific magazines fell short of the industry's expectations. On top of that, the scientists, even the ones with professor or associate professor title, still lack foreign language and its competence.

Since the 8th national congress with the vivid theme of national industrialization and modernization, the party has issued multiple resolutions over more significant investment in human resources. As stated in the 8th central committee conference's resolution no.2 (dated in december 1996) on the guidance of education and training strategy during the industrialization and modernization toward 2000, "optimizing the human capital is one of the keys for a rapid and sustainable growth" (resolution no.02-nq/tw of 7th central committee of communist party of viet nam, orienting the development of education and training strategies of viet nam in the period of national industrialization and modernization, 1996). The highest target and mission of education all concern forming a generation of people loyal to national independence and socialism. In particular, the resolution determined education and training as the paramount importance that calls for the participation of the state, party and people from all walks of life. Accordingly, its advancement needs to be in harmony with the socio-economic development, science-technology achievements, and the reinforcement of national defense and security. In this regard, social equality in education and training should also be taken into consideration for better practice, which continuously upholds the role of public school while diversifying education and training forms under the state management. The efforts to fully develop the human resources in the sense of health, intelligence, morality and attitude must come from the state, party and the whole society. As a momentum for the capacity building of the manpower resources, education and training presents as an indispensable part in the policy-making process, which reflects the correlation between socio-economic development and human development. The success and happiness of an individual is believed to inspire their family and even the whole society, which would promptly contribute to a greater performance of the workforce. (resolution no.02-nq/tw of 7th central committee of communist party of viet nam on orienting the development of education and training strategies of viet nam in the period of national industrialization and modernization, 1996).

The party's guidelines on human resource development reflected in the resolution has promptly been realized in the shape of specific one-year period or five frameworks, policies, programs, projects and plans developed for one-year period and five-year period.

The 9th cpv national congress affirmed that human development in general and personnel capacity building in particular are decisive factors in the national growth given the period of industrialization and modernization. Accordingly, it is clearly stated the direction "continuously innovate to make a fundamental and overarching change in the enhancement of education and training, science and technology, and workforce capacity; implement the universalization of secondary education; actively promote the technological advances; and progressively foster the intellectual economy" (document of the 9th congress of communist party of viet nam, ha noi, 2001). The direction has come to fruition with a set of feasible measures to facilitate the country's industrialization and modernization.

Once again, the 10th cpv national congress reaffirmed the commitment to put education and training first with the support of science and technology advances. A comprehensive innovation of education and training is believed to be the key for higher quality of the manpower. The implementation of recommended measures has been simplified into practical activities such as

managing the development of population in harmony with the socio-economic growth; innovating the methods of personnel education and training; giving more attention to creating jobs, especially through production expansion and focus on high value products and exports.

Moving on to the 11th national congress, the direction of personnel capacity building was consistently recognized in the vision 2020's overarching goal of fundamentally transforming vietnam into an industrialized country (document of the 11th congress of communist party of viet nam, ha noi, 2011). Among drastic changes required to be made, swiftly developing the human resources, especially the high-quality workforce, was identified as the 2nd breakthrough target document of the 9th congress of communist party of viet nam (document of the 11th congress of communist party of viet nam, ha noi, 2011). Now that the country has been part of the international integration with hallmarks of stiff competition and increasing demand for science-technology advances, this target, with no doubt, proved the importance and practicability of the direction of a national rapid and sustainable development today.

As for the staff engaged in scientific research activities, the party set the goal of effective building a generation of science-technology workforce that is well-trained, dedicated and honest. In particular, more investment will be placed in the activities of leading individuals and groups so that the number of science-technology staff could reach the proportion of 11 out of 10,000 people, along with a substantially increasing number of internationally published paperwork and inventions that have valid intellectual property protection either national-wide or worldwide. There would also be more efforts put into science- technology businesses (the central committee of communist party of viet nam, resolution 20-nq/tw, the 6th conference of the 11th communist party of viet nam, 2012). The 11th national congress pointed out specific measures for the sake of the personnel capacity building, among which were "fundamentally and comprehensively innovate the country's universal education towards standardization, modernization, socialization, democracy and international integration, especially initiating mechanism changes in educational management and the development of teachers and management cadres", "building and implementing the national strategies on the improvement of vietnamese people's health and stature (the central committee of communist party of viet nam, document of the 11th congress of communist party of viet nam, ha noi, 2011). The party confirmed: "it is a must to change our ways in personnel capacity building planning, frameworks and policies for more efficient recruitment in the industry." (the central committee of communist party of viet nam, resolution 20-nq/tw, the 6th conference of the 11th cpv national congress on orienting the development of education and training strategies of viet nam in the period of national industrialization and modernization, communist party of viet nam, ha noi, 2012):

The planning of science-technology personnel development needs to be graphed onto socio-economic development's directions for the sake of achieving targets of national growth toward 2020 and even 2030.

The making process and implementation of policies surrounding the education and training, recruitment and benefits of science-technology employees, especially highly capable ones with significant contribution; create a favorable environment with adequate material conditions for the staff to maximize their capacity, thus greatly contributing to the work and gaining worthy benefits; raise awareness and improve capacity of science-technology management staff at different levels.

Create policies encouraging talents in science and technology, especially leading staff responsible for major national projects and young talents in the industry.

Actively seek for and develop young talents from high schools, colleges and universities.

Effectively tap the human capital of students, interns, postgraduate and experts working abroad; design more policies in favor of competent cadres' foreign studying and working experience in international units and entrepreneurs, contributing to critically solve the national challenges regarding science and technology.

Protect rights and benefits for the authors of scientific works with sound compensation and remuneration policies to ensure a well-deserved recognition for those having internationally published works or internationally granted invention patents.

Renovate the recruitment, assessment and designation of science-technology cadres, especially design policies targeting at further contribution of retired staff to make full use of their enthusiasm, knowledge and experience.

Refine the framework of science-technology titles and positions: restructure the reward system, especially state-honored rewards. In short, over the last years, cpv's documents on education and training and science-technology development have served as a fundamental and pivotal basis for state's units to realize the policies and plans on building up capacity of the human resources in the industry, significantly contributing to the national industrialization and modernization.

In the 2011-2015 period, ministry of science and technology's statistics reflected an increase in the scale of research & development human resource, from 134,780 to 167,746 people, equivalent to 24.45%, and the same trend in the number of researchers, from 105,230 to 128,997, or difference of 22.6%. On average, there are now nearly 7 researchers out of 10,000 people. At the end of 2015, there were 164,746 people engaged in scientific research and technology development. Apart from the expanded scale, the quality-based growth of the science-technology personnel has also been seen with the industry's huge contribution to the enhancement of many aspects of life, thus playing an active role in the national development toward successful construction of a tectonic government that is managed by its people and works for the sake of the people as well.

In fact, flaws have appeared in personnel management mechanisms due to inadequate attention given to the nature of science and technology. As a result, the industry still has a long way to go before science-technology organizations are actually considered as service institutions which, unlike state administrative agencies, needs more policies encouraging the active engagement of intellectual workforce, particularly the highly capable researchers and young talents. Besides the slow and ineffective implementation of newly introduced policies, the perceived problems also stem from the meagre support for scientists and researchers despite the demand of reality being a hard push to acquire talented people.

Existing policies regarding the science-technology personnel are shown to little effect and unattractive to the intellectual manpower, especially high-profile professionals. There remains the lack of sufficient support for young talents, including those living and working abroad. While the newly introduced policies are expected to demonstrate greater efforts to optimize the pool of highly capable and experienced professionals and young talents in the industry, the financial support, such as fixed funding for science-technology projects, is still facing a lot of barriers, be it bureaucratic red tape or restrictive financial regulations. Therefore, it is crucial for competent

agencies to place a special emphasis on developing the science-technology personnel as part of the construction of a tectonic government working in the name of their people.

### **3. A NUMBER OF SOLUTIONS TO BUILD A CONSTRUCTIVE GOVERNMENT FOR THE DEVELOPMENT OF SCIENCE AND TECHNOLOGY HUMAN RESOURCES IN VIETNAM TODAY**

To institutionalise the cpv's guidelines and directions on the development of human capital in general, and science-technology and its workforce in particular, the government has designed and introduced a number of specific strategies and plans, which even play an increasingly important role in the context of the country's industrialization and modernization and comprehensive international integration. The direction of constructing a tectonic government is clearly stated by the government as follows:

The direction of fostering the country's human resources during the period 2011-2020 is to give the task the role of foundation and key advantage of sustainable national development, international integration and social stabilization (cpv, the 11th national congress' documents, 2011). In this regard, there is a need of an improvement in workforce's competence to gradually meet international standards. To effectively handle current problems of science-technology and its human resources, the focus should be placed on particular measures as follows:

First, refine the awareness of developing human resources, especially those working in the field of science-technology. The progress should be made at all levels so that either central authorities or the populace appreciates the importance of drastically innovating methods of state management over education and training. From this perspective, we will be able to build a learning society where the planning of human resource development presents an indispensable part of national development strategies. The efficiency of the personnel utilization is expected to be improved by quality-based approach to processes of performance review policy - making in favor of employees' worthy benefits, thus step by step meeting the demand of reality.

Second, fundamentally renovate the state management over human resource development and utilization through: radically adjust the state management framework for educational institutions with specific criteria of enhancing personnel capacity and creativity at regional and national levels; reinforce the decentralization with more effective practices in favor of local autonomy, which provides greater power for and, at the same time, requires increased accountability of state management agencies as educational institutions and social supervisors; establish specific principles, mechanisms and make policies that focus on reducing the discrepancy between the output of educational activities and real-life social demands; institutionalize the significance and responsibility of businesses in developing the national manpower.

Third, design and implement educational programs and supportive policies for talents, especially the ones fostering the pool of leading professionals in administrative management, diplomacy, international business economics, business administration, education and training, science and technology, policy-making advisory work, legal affairs, medicine, culture and arts. The efforts to develop the science-technology personnel, therefore, prove to be a sound investment in sustainable development, directly empowering the national intelligence and competitive advantages.



Fourth, give priorities and mobilize all the national resources in the development of science and technology. The state should encourage businesses to take part in developing infrastructure and fostering the potentials of multiple fields, such as social and humanitarian science, natural science, and technique and technology, to build up capacity of the science-technology manpower.

Fifth, proactively and dynamically take part in the international integration to draw on the world's experience in science and technology, while developing policies attracting overseas vietnamese living abroad and foreign researchers to vietnam's science-technology projects; encourage students, postgraduates and interns to come back to and work in vietnam after their international working experience.

#### **4. CONCLUSION, DISCUSSIONS, AND RECOMMENDATIONS**

The successful construction of a tectonic government would give rise to a proactive government capable of designing policies and making laws in favor of the national growth with improved social welfare. It would also be a determined government who is willing to take action once the commitment is given, respecting regulations, especially ones regarding individual responsibility, to assure proper elimination of incompetent staff. The tectonic government would take a more proactive role in constructing institutions, laws and policies, giving more favorable conditions for development investment. From being the economy operator, the government is transforming to serve its people. The changing trend toward a tectonic government really demands the development of science-technology human capital. Without this workforce, we cannot succeed in building a strong nation with vigorous socio-economic growth. Their contribution to the advancement of labor productivity and competitiveness is of great importance to the economic development as well as success in other fields including space science, biomedicine, nuclear science and technology, etc. Notably, the country's development of natural science has been recognized in ASEAN by outstanding performance in regional competitions, strengthening the national status in the world arena.

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