

**“The Challenges of ethical  
promotion work:  
Experiences in ASEAN Civil  
Services”**

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The strategy and challenges  
of Vietnam in driving and  
managing ethics promotion in  
the civil service

# 1. Principles of the ethics management and promotion

## ***Serving the Public Interest:***

Civil servants and public officials are expected to maintain and strengthen the public's trust and confidence in government, by demonstrating the highest standards of professional competence, efficiency and effectiveness, upholding the Constitution and the laws, and seeking to advance the public good at all times.

# 1. Principles of the ethics management and promotion

## ***Transparency:***

Civil servants and public officials are expected to use powers and resources for public good, under government policy. They should be accountable for the decisions they make, and prepared to justify their actions.

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## ***Integrity:***

Civil servants and public officials are expected to make decisions and act solely in the public interest, without consideration of their private interests. Public employment being a public trust, the improper use of a public service position for private advantage is regarded as a serious breach of duty.

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## ***Legitimacy:***

Civil servants and public officials are expected to administer the laws, and to exercise administrative power on behalf of the Government, of the Parliament, or other such authority. That power and authority should be exercised legitimately, impartially and without fear or favour, for its proper public purpose as determined by the Parliament or their employer.

# 1. Principles of the ethics management and promotion

## ***Fairness:***

Civil servants and public officials should make decisions and act in a fair and equitable manner, without bias or prejudice, taking into account only the merits of the matter, and respecting the rights of affected citizens.

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## ***Responsiveness:***

As agents and employees of the elected Government, Civil servants and public officials are required to serve the legitimate interests and needs of the Government, other civil servants, and all citizens, in a timely manner, with care, respect and courtesy.



# 1. Principles of the ethics management and promotion

## ***Efficiency and Effectiveness:***

Civil servants and public officials are required to obtain best value for public assets deployed in or through public management, and to avoid waste and extravagance in expenditure and the use of public assets.

## 2. Strategy on Ethics Promotion in the Civil Service

- Implementing effective Ethics Laws, Codes of Ethics and Codes of Conduct.
- Anticipating specific threats to ethics standards and integrity in the public sector.
- Strengthening the ethical competence of civil servants, and strengthening mechanisms to support “professional ethics”.

## 2. Strategy on Ethics Promotion in the Civil Service

- Developing administrative practices and processes which promote ethical values and integrity.

# 3. Success and Challenges in Ethics Promotion

- Success:
  - Law officials and civil servants was issued in 2010, including a provision on the official public service ethics.
  - Over 2.500.000 rounds of public officials, civil servants have been trained, retrained in professional skills and ethics of public service in the past five years.

# 3. Success and Challenges in Ethics Promotion

- Challenges:
  - The management, recruitment, employment, recruitment examination, examination for promotion to higher category, evaluation, rotation, promotion of cadres, civil servants have been slow to be changed.
  - The ethical qualities of a big section of the contingent of public officials, civil servants degrade. They even commit corruption and are authoritarian; lack a sense of responsibilities and service-oriented spirit; are indifferent to the the requirement of the people and the society.

## 4. Next steps of Ethics Promotion in the Civil Service

- The Code of conduct for cadres and civil servants should be amended.
- Enhancing public service ethics training for new staff.
- Strengthen the inspection and monitoring cadres and civil servants in the implementation of public service ethics.

*Thank you  
for your attention!*

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