



## Viet Nam: Implementation of Civil Service Reform Plan

Project Name	Implementation of Civil Service Reform Plan	
Project Number	47157-001	
Country	Viet Nam	
Project Status	Active	
Project Type / Modality of Assistance	Technical Assistance	
Source of Funding / Amount	<b>TA 8726-VIE: Implementation of Civil Service Reform Plan</b> Japan Fund for Poverty Reduction <span style="float: right;">US\$ 1.00 million</span>	
Strategic Agendas	Inclusive economic growth	
Drivers of Change	Governance and capacity development Knowledge solutions Partnerships	
Sector / Subsector	<b>Public sector management</b> - Public administration	
Gender Equity and Mainstreaming	Some gender elements	
Description	<p>The TA is to support the implementation of the Government's Plan issued on 18 October 2012 on reforming the public services and strengthening civil servants. Specifically, the TA is to support the development and implementation of a standardized system for job analysis, job descriptions, and qualification standards system (competencies framework) in government agencies.</p>	
Project Rationale and Linkage to Country/Regional Strategy	<p>As Viet Nam is entering into the new 10 year period as a _middle income country,_ there are new set of challenges the country needs to deal with. In a dynamic and fast changing environment, enhancing Viet Nam's competitiveness is vital but also a challenge. Adaptation to a fast changing environment requires a diverse range of active Government interventions, from appropriate and enabling policy frameworks and effective regulatory mechanisms, to provision of efficient infrastructure and the effective delivery of public services.</p> <p>A more efficient, effective and ethical bureaucracy is essential for the country to manage sustainable growth in the medium to long-term. As directing and leading the new development path, the whole government machinery should move from _input-based_ forward to focus on accountability and results- oriented management. The key driving for change is centered on civil service reform as the quality of the policies, the effectiveness of the enforcement all depend on the performance and accountability of the civil servants.</p> <p>Institutional reform, including civil service reform is regarded as one of three breakthrough in the socio-economic development Strategy from 2011-2020. To this end, the Government issued on 18 October 2012 a Plan to step up the improving public services and strengthening civil servants in medium term from 2012 to 2015. The plan lists out key tasks to be delivered including conducting job description across sector and improving recruitment policy and practices.</p>	
Impact	Quality of HRM in government agencies improved	

### Project Outcome

Description of Outcome	Integrated HRM in government agencies implemented
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Progress Toward Outcome	<p>The TA has supported the Ministry of Home Affairs (MoHA) to successfully carry out the following activities:</p> <ul style="list-style-type: none"> <li>- A framework of job identification for government agencies and provinces has been developed and used for appraising job positions proposals prepared by government agencies;</li> <li>- Assisted Ministry of Natural Resources and Environment to finalize their proposal on job description and job identification;</li> <li>- Assisted MoHA to appraise job positions proposals submitted by ministries and provinces ( proposals of all 63 provinces have been appraised by end of 2016);</li> <li>- Assisted conducting consultation workshops on developing job description and job positions and competency framework for managerial positions;</li> <li>- Developed questionnaires for the survey on the current qualification standards system for managerial positions;</li> </ul>
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**Implementation Progress**

Description of Project Outputs	<p>Standardized system for job analysis and job descriptions without gender discrimination  Competency frameworks (qualification standards) by grades and managerial positions  Guidelines on performance evaluation procedures  Dissemination of lessons learned and good practices for change management</p>
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Status of Implementation Progress (Outputs, Activities, and Issues)	<p>Output 1:</p> <ul style="list-style-type: none"> <li>- Job position framework (lists of job positions) for provinces and methodology, criteria and process of appraising the job position proposals developed; All job position proposals of provinces and ministries appraised;</li> <li>- A set of Job descriptions developed in almost state agencies in Quang Tri province(at both provincial and district levels) ;</li> <li>- A set of Job descriptions in the Institute of Remote Sensing of MONRE developed and applied;</li> <li>- Draft of the practical manual on job analysis and application of job positions developed.</li> </ul> <p>Output 2:</p> <ul style="list-style-type: none"> <li>- Series of technical workshops across the Civil Service to facilitate a better understanding of the application of competency frameworks implemented;</li> <li>- Paper and materials on the international experiences and application of competency frameworks in the management of civil servants in Vietnam developed;</li> <li>- Draft of the comprehensive research report on Vietnam leadership and management competency framework developed;</li> <li>- The managerial competency framework for all managerial positions in the Institute of Remote Sensing of MONRE developed.</li> </ul> <p>Output 3:</p> <ul style="list-style-type: none"> <li>- Series of technical workshops on result based performance management framework for the public sector in Vietnam held;</li> <li>- Lessons incorporated into the modifications of the Government No 56 on performance management in public sector in Vietnam;</li> </ul> <p>Output 4: Database on the outputs of the project developed.</p>
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Geographical Location

**Summary of Environmental and Social Aspects**

Environmental Aspects

Involuntary Resettlement

Indigenous Peoples

**Stakeholder Communication, Participation, and Consultation**

During Project Design	<p>Given its wide impact, during the TA processing, in-dept consultations with key stakeholders were conducted, particularly with Ministry of Home Affairs, the Ministry of Natural Resources and Environment, Quang Ninh Provincial Peoples Committee and other agencies.</p>
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During Project Implementation	<p>Close consultations with key stakeholders , particularly with Ministry of Home Affairs, the Ministry of Natural Resources and Environment, Quang Ninh Provincial Peoples Committee and other agencies have been conducted through discussion meeting, consultation workshops and also survey.</p>
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**Business Opportunities**

Consulting Services	<p>A. Individual-Based Recruitment: A total of 11 person-months of services from international consultants will be recruited on an individual basis.</p> <ol style="list-style-type: none"> <li>1. Job Design and Competency Development expert/ Co-team leader (international, 5.5 person-months, intermittent)</li> <li>2. Performance Management Expert (international, 3.5 person-months, intermittent)</li> <li>3. Expert on HRIS (international, 2 person-months, intermittent)</li> </ol> <p>B. Firm-Based Recruitment: A consulting team of 8 national consultants (totaling 70 person-months of services) will be recruited on a firm basis using quality-based selection criteria. The team includes</p> <ol style="list-style-type: none"> <li>1. Human resource management expert and team leader (a national, intermittent, 12.5 person-months)</li> <li>2. Human resource management experts (3 consultants, national, intermittent, 10 person-months each)</li> <li>3. Communication expert (a national, intermittent, 5.5 person-months)</li> <li>4. Human resource management research and survey expert (a national, intermittent, 4.5 person-months)</li> <li>5. Information technology expert (a national, intermittent, 3.5 person-months)</li> <li>6. Translator and project facilitator (a national, intermittent, 14 person-months).</li> </ol>
Procurement	Selective office equipment procured by the national consulting firm.

## Responsible Staff

Responsible ADB Officer	Dao Viet, Dung
Responsible ADB Department	Southeast Asia Department
Responsible ADB Division	Viet Nam Resident Mission
Executing Agencies	<i>Ministry of Home Affairs 37 Nguyen Binh Khiem Street Hanoi, Vietnam</i>

## Timetable

Concept Clearance	03 Dec 2013
Fact Finding	24 Sep 2013 to 24 Sep 2013
MRM	-
Approval	23 Sep 2014
Last Review Mission	-
Last PDS Update	27 Mar 2017

## TA 8726-VIE

Milestones					
Approval	Signing Date	Effectivity Date	Closing		
			Original	Revised	Actual
23 Sep 2014	05 Mar 2015	05 Mar 2015	31 Aug 2016	31 Aug 2017	-

Financing Plan/TA Utilization						Cumulative Disbursements		
ADB	Cofinancing	Counterpart				Total	Date	Amount
		Gov	Beneficiaries	Project Sponsor	Others			
0.00	1,000,000.00	250,000.00	0.00	0.00	0.00	1,250,000.00	23 Sep 2014	735,572.34

Project Page	<a href="https://www.adb.org/projects/47157-001/main">https://www.adb.org/projects/47157-001/main</a>
Request for Information	<a href="http://www.adb.org/forms/request-information-form?subject=47157-001">http://www.adb.org/forms/request-information-form?subject=47157-001</a>
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