“The Role of Public Governance in Socio-Economic Recovery and Development Towards the Sustainable Development Goals”

SOUVENIR PROGRAM

National Convention Center
Ha Noi, Viet Nam
16-20 October 2023
Contents

About the Conference Organizers
Rationale
Venue
Welcome Messages
Plenary Speakers
Program
Abstracts
   Sub-theme 1-1
   Sub-theme 1-2
   Sub-theme 2
   Sub-theme 3
ABOUT EROPA

The Eastern Regional Organization for Public Administration (EROPA) is an international organization of states, groups and individuals in the region of Asia and the Pacific. The organization was founded in 1960 as a response to the common desire among developing and developed countries to promote regional cooperation in improving knowledge, systems and practices of government administration to help accelerate economic and social development. It was the first organization in the region devoted to the development of public administration in order to advance the economic and social development of countries in Asia and the Pacific. EROPA consists of state members in the region, institutions and groups in the area such as institutes or schools of public administration, universities, agencies and municipal corporations and individuals whose achievements in the field of governance and public administration are recognized.

ABOUT NAPA

The National Academy of Public Administration (NAPA), is a special public non-business unit under the umbrella of the Ministry of Home Affairs, Viet Nam. NAPA operates simultaneously as a government school and a university, with three fundamental functions: 1) Training of leaders and public servants for the Government; 2) Training high-quality human resources for the civil service; 3) Research and policy advice. NAPA is a state member of international organizations including International Association of Schools and Institutes of Public Administration (IASIA), Eastern Regional Organization of Public Administration (EROPA), and ASEAN Public Service Training Institutes (PSTI). The organization has set up international cooperation with more than 50 countries across the globe.
The Socialist Republic of Vietnam, through the National Academy of Public Administration, and the Eastern Regional Organization for Public Administration, will be hosting the 2023 EROPA Conference and General Assembly on 16 - 20 October 2023 with the theme: "The Role of Public Governance in Socio-Economic Recovery and Development Towards the Sustainable Development Goals".

The sub-themes of the conference are the following:


2. Renewal of Public Governance to Promote Socio-Economic Recovery and Development

3. Building Public Governance Capacity to Promote Socio-Economic Recovery and Development

The conference will also conduct plenary sessions that are focused on public governance for sustainable development goals, building public governance capacity, and renewal of local governance towards SDGs specifically various international experiences and its implications for Viet Nam. The event will likewise provide avenue for more than one hundred research papers focused on the sub-themes.
VENUE

National Convention Center
Gate 1, Thang Long Avenue, Me Tri, Nam Tu Liem, Ha Noi, Viet Nam

Source: ncc.gov.vn
WELCOME MESSAGES
Dear Conference participants,

On behalf of EROPA Executive Council Chairperson, it gives me great pleasure to wish a very warm welcome to all participants to the EROPA Conference 2023 in Hanoi, Vietnam.

I would like to express my sincerest gratitude to all participants who share common interest under the theme “The Role of Public Governance in Socio-Economic Recovery and Development Towards the Sustainable Development Goals” highlights on three sub-theme:

- Socio-Economic Recovery and Development: Issues Raised and the Need for Renewal of Public Governance
- Renewal of Public Governance to Promote Socio-Economic Recovery and Development
- Building Public Governance Capacity to Promote Socio-Economic Recovery and Development

As we all knows that The COVID-19 pandemic has been changed the world and this requires us to see-through the difficulties and overcome with the good strategies. Therefore, over the four days of this year’s conference, the program offers a rich blend of many outstanding papers from academic professionals, researchers, students and practitioners in Public Administration field and remarkable speech from keynote speakers.

I would like to thank all the authors who submitted the papers, reviewer, panelists and all speakers. In particular, the host, The National Academy of Public Administration (NAPA), and EROPA Secretariat team who have made significant contributions to this years’ conference, for your hard working in putting together such an outstanding and varied program for all participants’ benefit.

I sincerely hope that this conference will meet everyone’s highest expectations and thank you very much for your participation.
WELCOME MESSAGE

ATTY. KARLO A. B. NOGRALES
Chairperson
Philippine Civil Service Commission

This year’s 68th EROPA Conference and 29th General Assembly underscores the vital role of public administration in strengthening government and its capacity to enable socio-economic recovery and development in pursuit of our sustainable development goals.

It is incumbent upon the Philippine Civil Service Commission to build organizational and workforce competency in the civil service to contribute to the attainment of effective, accountable, transparent, and future-ready public sector institutions. We recognize our own limitations, and to overcome this, we continue to build mutually beneficial partnerships with government institutions, the academe, private organizations, professional and special interest groups and stakeholders across all sectors of society to help us multiply our resources and expand our capabilities to strengthen policies and programs that would benefit society as a whole.

This gathering of public administration scholars and practitioners will further enrich knowledge and practice towards socio-economic recovery and development, and help bring us closer to the achievement of the sustainable development goals.

I extend my heartfelt gratitude to the members of the EROPA Executive Council, the EROPA Secretary General, the EROPA Secretariat, speakers, and paper presenters. We wish everyone a fruitful conference.

Mabuhay ang EROPA, mabuhay ang serbisyo publiko!
To all our dearest guests and conference participants, it is an honor to welcome you to the 68th Eastern Regional Organization for Public Administration (EROPA) Conference!

This year’s conference is indeed remarkable as we make the transition from a virtual platform to a full in person interaction after two years. We are glad to be able to gather again physically and we look forward to seeing all members of the EROPA community.

As the world continues to navigate the aftermath of the global pandemic, we also start moving optimistically towards recovery and development. Commencing this year’s conference with the theme “The Role of Public Governance in Socio-Economic Recovery and Development towards the Sustainable Development Goals (SDGs)” only shows our commitment in responding to the universal call to action as public administration scholars and practitioners. Likewise, this discussion could not be timelier as it underscores the pivotal and crucial role of public governance in keeping the SDGs on track.

With more than 150 research papers submitted focusing on socio-economic recovery and development, renewal of public governance and building public governance capacity, and with a diverse set of distinguished speakers, the conference will surely serve as an open space for shared knowledge and vistas. Stepping into the four-day conference, we hope the participants will find the discourses not just meaningful and insightful, but also challenging and eye-opening.

To end, we wish to extend our deepest gratitude to the National Academy of Public Administration (NAPA) for generously hosting the 2023 EROPA Conference in Hanoi, Vietnam. We are also equally grateful to the members of the EROPA Executive Council, our honorable speakers, paper presenters, participants and all parties involved for their support and contributions. This conference is truly a product of a collective effort.

Once again, welcome to the 2023 EROPA Conference!

*Maraming Salamat!*

*Thank you!*

*Cảm ơn!*
PLENARY SPEAKERS
PLENARY SPEAKERS

Conference Plenary I – 11th Asian Leadership Forum on “Public Governance for Sustainable Development Goals”

CHAIR
H.E. Assoc. Prof. Dr. Trieu Van Cuong
Vice Minister of Home Affairs

CO-CHAIR
Dr. Masao Kikuchi
Professor, Meiji University

Hon. Benjamin Abalos, Jr.,
Minister of the Interior and Local Government
Philippines

Dr. Alikhan Baimenov
Chairman, Astana Civil Service Hub
Kazakhstan

YBhg. Datuk Dr. Anesee Ibrahim
Deputy Director General, Public Service Department
Malaysia

Dr. Agus Pramusinto
Chairman, Civil Service Commission
Indonesia
PLENARY SPEAKERS

Conference Plenary II - Reflection on the theme and sub-themes of the Conference “The Role of Public Governance in Socio-Economic Recovery and Development Towards the Sustainable Development Goals”

CHAIR
Assoc. Prof. Dr. Nguyen Ba Chien
President, NAPA

CO-CHAIR
Professor Emeritus Dr. Alex Brillantes Jr.
Secretary-General, EROPA

Dr. Amporn Tamronglak
President, Public Administration Association of Thailand
President, Asia-Pacific Society for Public Affairs

Mr. Kenneth Sim
Dean, Chandler Academy of Governance
Singapore

Dr. Dougro Lee
President, Korean Association for Public Administration

Dr. Gyeguen Shin
Director, General Affairs, Korean Association for Public Administration

Dr. Prabhat Datta
Adjunct Professor of Political Science and Public Administration, Xavier Law School, St. Xavier's University Kolkata
PLENARY SPEAKERS

Conference Plenary III - Building Public Governance Capacity to Promote Socio-Economic Recovery and Development

CHAIR
Dr. Vincent Wong
Vice President, Hong Kong Public Administration Association

CO-CHAIR
Assoc. Prof. Dr. Luong Thanh Cuong
Vice-President, NAPA

Dr. Woothisarn Tanchai
President, University Council Nakhon Pathom
Rajabhat University

Assoc. Prof. Dr. Eduardo Araral, Jr.,
National University of Singapore

Ms. Amor Maclang
Convenor, Digital Pilipinas
PLENARY SPEAKERS

Conference Plenary IV - Renewal of Local Governance Towards the Sustainable Development Goals: International Experience and Implications for Vietnam

CHAIR
Professor Emeritus Dr. Alex Brillantes, Jr.
Secretary General, EROPA

CO-CHAIR
Assoc. Prof. Dr. Nguyen Ba Chien
President, NAPA

Hon. Dakila Carlo Cua
President, Union of Local Authorities of the Philippines and Governor, Quirino Province

Dr. Masao Kikuchi
Professor, Meiji University

Dr. Pham S.
Vice Chairman of People’s Committee of Lam Dong Province
Viet Nam

Dr. Mohamed Al Sharhan
Managing Director, World Government Summit Organization, Dubai, United Arab Emirates

Mr. Phan Trung Tuan
General Director, Department of Local Governance, MoHA, Viet Nam
# PROGRAM

## Monday, October 16

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Whole Day</td>
<td>Airport pickup for participants</td>
</tr>
<tr>
<td>14:30 – 16:00</td>
<td>Registration</td>
</tr>
<tr>
<td>16:00 – 18:30</td>
<td><strong>68th Executive Council Meeting</strong></td>
</tr>
<tr>
<td></td>
<td>Venue: National Convention Center</td>
</tr>
<tr>
<td>18:30</td>
<td><strong>Dinner for the Executive Council Members</strong></td>
</tr>
<tr>
<td></td>
<td><em>Hosted by EROPA and NAPA</em></td>
</tr>
<tr>
<td></td>
<td>Venue: National Convention Center</td>
</tr>
</tbody>
</table>

## Tuesday, October 17

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30 – 9:00</td>
<td>Registration</td>
</tr>
<tr>
<td>8:30 - 9:00</td>
<td><strong>Courtesy Call of Heads of Delegations with Minister of MoHA</strong></td>
</tr>
<tr>
<td></td>
<td><em>H.E. Pham Thi Thanh Tra</em>, Minister of Home Affairs receives international guests</td>
</tr>
<tr>
<td></td>
<td><strong>Guests:</strong></td>
</tr>
<tr>
<td></td>
<td>Vietnamese delegates:</td>
</tr>
<tr>
<td></td>
<td>● H.E. Pham Thi Thanh Tra, Minister of Home Affairs</td>
</tr>
<tr>
<td></td>
<td>● Leaders of the Ministry of Home Affairs</td>
</tr>
<tr>
<td></td>
<td>● Leader of the National Academy of Public Administration</td>
</tr>
<tr>
<td></td>
<td>● Leaders of the Department of International Cooperation and a number of functional departments of the Ministry of Home Affairs</td>
</tr>
<tr>
<td></td>
<td><strong>International delegates:</strong></td>
</tr>
<tr>
<td></td>
<td>● Minister/Secretary Benjamin Abalos, Jr. Department of the Interior and Local Government, Philippines</td>
</tr>
<tr>
<td></td>
<td>● Representatives from the Executive Council and EROPA Secretariat</td>
</tr>
<tr>
<td></td>
<td>● Representatives of state-level member delegations, including: Korea, Indonesia, Nepal, Japan, Malaysia, Philippines, Thailand, China</td>
</tr>
<tr>
<td></td>
<td>● International and Vietnamese speakers presenting papers at plenary sessions</td>
</tr>
<tr>
<td></td>
<td><strong>Group Photo with Minister of Home Affairs</strong></td>
</tr>
<tr>
<td>9:00 – 9:30</td>
<td><strong>Opening Ceremony</strong></td>
</tr>
<tr>
<td></td>
<td>Welcoming Remarks, <em>H.E. Pham Thi Thanh Tra</em>, Minister of Home Affairs</td>
</tr>
<tr>
<td></td>
<td>Opening Remarks, <em>Dr. Alex Brillantes Jr.</em>, Secretary-General of EROPA</td>
</tr>
<tr>
<td>Time</td>
<td>Event</td>
</tr>
<tr>
<td>--------------</td>
<td>----------------------------------------------------------------------</td>
</tr>
<tr>
<td>9:30-10:30</td>
<td><strong>Conference Plenary I – 11th Asian Leadership Forum on “Public Governance for Sustainable Development Goals”</strong>&lt;br&gt;Chair: H.E. Assoc. Prof. Dr. Trieu Van Cuong, Vice Minister of Home Affairs&lt;br&gt;Co-Chair: Prof. Dr. Masao Kikuchi, Meiji University&lt;br&gt;Speaker 1: <strong>Hon. Benjamin Abalos, Jr., Minister of the Interior and Local Government, Philippines</strong>&lt;br&gt;Speaker 2: <strong>Dr. Alikhan Baimenov, Chairman, Astana Civil Service Hub, Kazakhstan</strong>&lt;br&gt;Speaker 3: <strong>YBhg. Datuk Dr. Anesee Ibrahim, Deputy Director General, Public Service Department, Malaysia</strong>&lt;br&gt;Speaker 4: <strong>Dr. Agus Pramusinto, Chairman, Civil Service Commission, Indonesia</strong></td>
</tr>
<tr>
<td>10:30 – 10:45</td>
<td><strong>Coffee Break</strong></td>
</tr>
<tr>
<td>10:45 – 12:45</td>
<td><strong>General Assembly I</strong>&lt;br&gt;- Election of the President and Vice President of the 29th General Assembly&lt;br&gt;- Statement of the New General Assembly President&lt;br&gt;- Report of the Secretary-General of EROPA, Dr. Alex Brillantes Jr.&lt;br&gt;- Report of the Deputy Secretary General for Research and Publications, Assoc. Prof. Dr. Kristoffer Berse&lt;br&gt;- Appointment of the Chairs of Future Plans and Programs and Resolutions Committee&lt;br&gt;- Group Members Elect their Representative to the Executive Council&lt;br&gt;- Individual Members Elect their Representative to the Executive Council&lt;br&gt;- Messages from Heads of State Members Delegations of EROPA&lt;br&gt;- Korea&lt;br&gt;<strong>Mr. Juwon Lee</strong>, Specialist, Second Class, International Cooperation, National Institute for Public Administration, National Human Resource Development Institute&lt;br&gt;- Indonesia&lt;br&gt;<strong>Dr. Adi Suryanto</strong>, Chairman, National Institute for Public Administration</td>
</tr>
</tbody>
</table>
- Nepal

Mr. Toshiaki Miyachi, President, Local Autonomy College

- Japan

- Malaysia

YBhg. Datuk Dr. Anesee Ibrahim, Deputy Director General, Public Service Department

- Philippines

Atty. Ryan Acosta, Commissioner, Civil Service Commission

- Thailand

Dr. Achakorn Wongpreedee, Associate Dean for Administration, Graduate School of Public Administration - National Institute of Development Administration

- China

Ms. Si Ruoxia, Vice-President, Chinese Academy of Personnel Science

- Vietnam

Assoc. Prof. Dr. Nguyen Ba Chien, President, National Academy of Public Administration

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
</tr>
</thead>
<tbody>
<tr>
<td>12:45 – 14:00</td>
<td>Lunch Break</td>
</tr>
<tr>
<td>14:00 – 15:30</td>
<td>Conference Plenary II - Reflection on the theme and sub-themes of the Conference “The Role of Public Governance in Socio-Economic Recovery and Development Towards the Sustainable Development Goals”</td>
</tr>
</tbody>
</table>

Chair: Assoc. Prof. Dr. Nguyen Ba Chien, President, NAPA
Co-Chair: Professor Emeritus Dr. Alex Brillantes Jr., Secretary-General, EROPA

Speaker 1: Dr. Amporn Tamronglak, President, Public Administration Association of Thailand, and President, Asia-Pacific Society for Public Affairs

Speaker 2: Mr. Kenneth Sim, Dean, Chandler Academy of Governance, Singapore

Speaker 3: Dr. Dougro Lee, President, Korean Association for Public Administration and Dr. Gyeoguen Shin, Director, General Affairs, Korean Association for Public Administration
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>15:30 – 15:45</td>
<td><strong>Coffee Break</strong></td>
</tr>
</tbody>
</table>
| 15:45 – 17:15 | **Conference Plenary III - Building Public Governance Capacity to Promote Socio-Economic Recovery and Development**  
*Chair: Dr. Vincent Wong, Chairperson, Resolutions Committee, EROPA  
Co-Chair: Assoc. Prof. Dr. Luong Thanh Cuong, Vice-President, NAPA  
Speaker 1: Dr. Wootthisarn Tanchai, President, University Council Nakhon Pathom Rajabhat University  
Speaker 2: Assoc. Prof. Dr. Eduardo Araral, Jr., National University of Singapore  
Speaker 3: Ms. Amor Maclang, Convenor, Digital Pilipinas* |
| 17:15 – 17:45 | **Conclusion Conference Day 1**  
*Assoc. Prof. Dr. Nguyen Ba Chien  
President, NAPA* |
| 18:00         | **Welcome Dinner**  
*(hosted by the Ministry of Home Affairs and NAPA)*  
*Suggested Attire: National Costume*  
*Various delegations are encouraged to contribute their own traditional performance* |
### Wednesday, October 18: Parallel Sessions

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Moderators:</td>
<td>1. Dr. Sonia Fontanilla-Pimentel, University of Makati 2. Dr. Nguyen Thi Kim Chung, NAPA</td>
<td>Moderators: 1. Dr. Alice Te and Dr. Peter Fong, Hong Kong Public Administration Association 2. Assoc. Prof. Dr. Nguyen Thi Hong Hai, NAPA</td>
<td>Moderators: 1. Dr. Kristoffer Berse, National College of Public Administration and Governance, University of the Philippines and Ms. Maricel Fernandez Carag, De La Salle College of Saint Benilde (TBC) 2. Dr. Hoang Vinh Giang, NAPA</td>
<td>Moderators: 1. Assoc. Prof. Dr. Achakorn Wongpreedee, Graduate School of Public Administration, National Institute of Development Administration 2. Assoc. Prof. Dr. Nguyen Thi Thu Ha, NAPA</td>
</tr>
</tbody>
</table>
| 8:00 – 8:12 | Dr. Nguyen Trang Thu  
"Maintaining Public Human Resource for Resilience: Can Public Managers Ensure Employees' Commitment via Participation Style of Interaction?" | Dr. Namrata Kothari  
"Renewal of Good Public Governance to Promote Decentralization from the Central to Local Government and its Coordination" | Dr. Younes Abouyoub  
"Rebuilding Public Governance for Sustainable Development in Post-Conflict Least Developed Countries in the Middle East and Africa" | |
| 8:12 – 8:24 | Prof. Noore Alam Siddiquee  
"Independent Agency Model for Corruption Control and Good Governance: Lessons from Governance Reform in Indonesia and Malaysia" | Dr. Gary G. Ador Dionisio  
Ms. Maricel Fernandez Carag  
"Renewing Public Governance Towards Socio Economic Recovery and Development: The Logic of Two-Level Games" | Mr. Marlon Tagorda  
"Leveraging on Legislative Autonomy to Establish a Local Economic Development Agenda of the 10th Sangguniang Panlalawigan of Ilocos Sur" | Dr. Heungsuk Choi  
"Factors Affecting Public Value Creation: With a Focus on Organizational Trust" |
<table>
<thead>
<tr>
<th>Time</th>
<th>Presenter 1</th>
<th>Presenter 2</th>
<th>Presenter 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:24 – 8:36</td>
<td>Prof. Christian Gamo Prof. Darwin Palado</td>
<td>Mr. Agus Sudrajat Mr. Muzani Mansoer</td>
<td>Prof. Rolan Mancha</td>
</tr>
<tr>
<td></td>
<td>&quot;Revisiting the Land Use Plan of Local Government Units in Pangasinan For Nipa Industry: Basis for Future Reforms and Directions&quot;</td>
<td>&quot;Managing Indonesia’s Civil Service Through Talent Management Programmes&quot;</td>
<td>&quot;Child, Early, and Forced Marriage (CEFM) among Ethnic Groups in Northern Mindanao, Philippines&quot;</td>
</tr>
<tr>
<td>8:36 – 8:48</td>
<td>Dr. Catherine Roween Almaden</td>
<td>Dr. Leovigilda Bithay</td>
<td>Dr. Jennifer San Jose</td>
</tr>
<tr>
<td></td>
<td>Ms. Julie Espinosa Dr. Rosalie Leal</td>
<td>Dr. Dr. Arcadia Alice Ordonez</td>
<td>Ms. Erica Haluan Ms. Jerimae Fabular</td>
</tr>
<tr>
<td></td>
<td>&quot;Managing Indonesia’s Civil Service Through Talent Management Programmes&quot;</td>
<td>&quot;Fiscal Administrative Practices and Competencies of Selected Municipalities in Southern Nueva Vizcaya: Basis for Local Transparency&quot;</td>
<td>&quot;Economic Challenges of Malagab-i Women Insights to Poverty Reduction Strategies&quot;</td>
</tr>
<tr>
<td></td>
<td>Dr. Baburam Bhul</td>
<td>Dr. Rosa Minhyo Cho</td>
<td>Ms. Lorena Valerio Ms. Leina Arocha Ms. Auraje Bien Kraft-Capara</td>
</tr>
<tr>
<td></td>
<td>&quot;Representative Bureaucracy: A Review of Reservation System in the Civil Service of Nepal&quot;</td>
<td>&quot;A Study on Turnover Intention and Structural Factors of New Public Officials&quot;</td>
<td>&quot;Evaluation of the Projects and Policies in the City of Manila in Relation to the Implementation of the United Nations’ Sustainable Development Goals 2030&quot;</td>
</tr>
<tr>
<td></td>
<td>Ms. JuHo Jung</td>
<td>Dr. Eduardo Araral</td>
<td>Mr. Jerick Jornadal Dr. Diosdado P. Zulueta</td>
</tr>
<tr>
<td></td>
<td>&quot;Implementation of the Citizen’s Charter of Frontline Service Providers in 4th District, Camarines Sur, Philippines&quot;</td>
<td>&quot;75 years of Public Administration Review: An AI Synthesis of trends in topics, methods, and authorship”</td>
<td>&quot;Effects of Livelihood Programs and Projects Availed by the Pantawid Pamilyang Pilipino Program (4Ps) Beneficiaries to their Socio-economic Status: Input to Program Sustainability&quot;</td>
</tr>
<tr>
<td></td>
<td>Dr. Tran Long Assoc.Prof. Dr. Nguyen Quoc Suu</td>
<td>Dr. Anne Grace Maano-Labatete</td>
<td>Dr. Paulito Nisperos Dr. Jerome Orate</td>
</tr>
<tr>
<td></td>
<td>&quot;The Inequity of Coproduction Burdens: Evidence from Vietnam”</td>
<td>&quot;Establishing The Rural, Urban and Rurban Profile Of The Province Of Marinduque Towards Creating A Transectoral Development Plan For The Province”</td>
<td>&quot;Build, Build, Build: Government Implemented Transport Infrastructure Projects as Booster to Socioeconomic Development in the Province of La Union&quot;</td>
</tr>
<tr>
<td></td>
<td>Ms. Dai Yiming</td>
<td>Ms. Dai Yiming</td>
<td>Ms. Dai Yiming</td>
</tr>
<tr>
<td></td>
<td>&quot;Impacting Factors of Ambidextrous Job Crafting&quot;</td>
<td>&quot;Impacting Factors of Ambidextrous Job Crafting&quot;</td>
<td>&quot;Impacting Factors of Ambidextrous Job Crafting&quot;</td>
</tr>
<tr>
<td>Time</td>
<td>Speaker/Authors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------</td>
<td>-------------------------------------------------------------------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9:24 – 9:36</td>
<td>Dr. Mary Koren Acuesa&lt;br&gt;<strong>Multi-level Norms Influencing Incidence of Adolescent Pregnancy: Pre and Post-Pandemic in Northern Mindanao, Philippines</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Prof. Emma Aspiras&lt;br&gt;Prof. Novelyn L. Mitra&lt;br&gt;Prof. Lauro S. Aspiras&lt;br&gt;Prof. Ariel A. Lagunilla&lt;br&gt;<strong>“Economic Dynamism of Quirino Province Amidst Pandemic: Take-off Point as a Competitive Province in the Philippines”</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Hyesong Ha&lt;br&gt;Colin Knox&lt;br&gt;<strong>Saltanat Janenova</strong>&lt;br&gt;<strong>“Authoritarian and Democratic States: the COVID pandemic and the efficacy of Public Health Outcomes”</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9:36 – 9:48</td>
<td>Coffee Break</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9:48 – 10:00</td>
<td>Mr. Nguyen Dang Phuong Truyen&lt;br&gt;<strong>Digital Transformation and innovation in the public sector promoting good public governance in Viet Nam</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Dr. Akio Kamiko&lt;br&gt;<strong>“Introduction of Whistle-blowing Systems in Municipalities in Kyoto Prefecture, Japan”</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ms. Maria Elizabeth Bo-o&lt;br&gt;Ms. Andrea Francesca Camago&lt;br&gt;Mr. Kenmark Joshua Capadocia&lt;br&gt;Ms. Isabelle De Leon&lt;br&gt;Ms. Jose Manuel Dumandan&lt;br&gt;Mr. Marvin Jay Musngi&lt;br&gt;Mr. Jose Rogelio Villaseñor&lt;br&gt;Dr. Reginald G. Ugaddan&lt;br&gt;<strong>“Reimagining the Futures of Disaster Risk Reduction Management Situation in for Sustainable Development in the Philippines”</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10:00 – 10:12</td>
<td>Dr. Nakagawa Go&lt;br&gt;<strong>“A Study of Political Corruptions from The Perspective of Economic Growth and Socio-Political Function”</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Prof. Pradeep Phuyal&lt;br&gt;<strong>“Digital Transformation of Government Services: Improving Customer Satisfaction and Strengthening Public Governance Capacity for SDG Achievement”</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Prof. Arnold Lorenzo&lt;br&gt;<strong>“Ensuring Students’ Access to Higher Education in the New Normal through Online Admission System”</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Dr. Ahmed Shafiqul Huque&lt;br&gt;<strong>“Public Governance and Bureaucracy: Tension and Collaboration in Developing Countries”</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10:12 – 10:24</td>
<td>Ms. Reiou Regie Manuel</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Dr. Ma. Pamela Grace Muhi</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Prof. Nowell P. Maac</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
|              | Dong Uk, Kim<br>**Dr. Rosa Minhyo Cho**
<table>
<thead>
<tr>
<th>Time</th>
<th>Speaker 1</th>
<th>Title</th>
<th>Speaker 2</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:36 – 10:48</td>
<td>Dr. Moises Torrentira Jr.</td>
<td>&quot;The Futures of Environmental Compliance in The Philippines: Utilizing Exploratory Factor And Emerging Issues Analyses in a COVID-19 Pandemic Scenario&quot;</td>
<td>Prof. Cesar Luna</td>
<td>&quot;The Role of the University in Local Governance Reform: The Case of the University of the Philippines Open University&quot;</td>
</tr>
<tr>
<td>10:48 – 11:00</td>
<td>Dr. Grace Meroflor A. Lantajo</td>
<td>&quot;The Hindering Factors of Enhanced Comprehensive Local Integration Program (E-Clip) Implementation&quot;</td>
<td>Mr. Achyut Adhikari</td>
<td>&quot;Artificial Intelligence in Governance: The State of Facial Recognition Technology in Canada&quot;</td>
</tr>
<tr>
<td>11:00 – 11:12</td>
<td>Atty. / Dr. Julie Montes Binaldo-Velasco</td>
<td>&quot;Indigenous Deployment Towards Employment of Public Dr. Tahir Salipada Dr. Radzak Sam</td>
<td>Dr. Mhd Faheem Aliuden Ms. Princess Fahanna Azzizah Abas</td>
<td>&quot;Program to Institutionalize Meritocracy and Excellence in Human Resource Management&quot;</td>
</tr>
<tr>
<td>Time</td>
<td>Speaker(s)</td>
<td>Title/Abstract</td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------</td>
<td>--------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------------------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11:12 – 11:24</td>
<td>Dr. Datuali Abdula Mr. Krishnan Nair Jayakumar Dr. Chanda Gani Radzata Abdulgani</td>
<td><em>Experiences of the Shari’ah Court Employees in the Implementation of Presidential Decree 1083-Code of Muslim Personal Laws in the Philippines in the Bangsamoro Region</em> <em>Contours of a Viable Socio-Economic Recovery Model and the Creation of a Do-It Ecosystem</em> <em>Local Governments’ Tax Collection in Attaining Socio-Cultural and Economic Development in South Central Mindanao, Philippines</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11:24 – 11:36</td>
<td>Dr. Paulito C. Nisperos Dr. Art Anthony B. Umel Dr. Michville A. Rivera Dr. Maria Wendy Solomo Mr. Jiwon Han Prof. Hyung Jun Park Prof. Jiye Ju</td>
<td><em>Environmental Performance of Performance Challenge Fund Infrastructure Projects in the Province of La Union, Philippines</em> <em>Disiplina Village: Towards a Socialized Government Housing Project for Continuous Improvement of Local Government Basic Services Delivery</em> <em>Environmental Chemistry Education Using Inquiry-Based Learning in an Online Setting</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11:36 – 11:48</td>
<td>Dr. Gary Lapiz PhD Candidate Nguyen Bich Thuy Dr. Naoki Fujiwara Ms. Francesca P. Abueg Mr. John Cris Y. Cerafica Mr. Maverick S. Sevilla Dr. Reginald G. Ugaddan</td>
<td><em>Ethics and Accountability in Public Service: An Enlisted Governance Terminologies</em> <em>Renovation of the organization and operation of local governments in Viet Nam toward the goal of good local governance</em> <em>Sustainable Governance for Immigration Management in Japan: The Role of Public Involvement in the Provision of Japanese Language Education</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11:48 – 12:00</td>
<td>Ma. Do Hai Ha Dr. Erna Irawati Meita Ahadiyati Kartikaningsih Dr. Pham Thi Diem Vu Huong Thao Ms. Glenda Castillo</td>
<td><em>Discussing public policies in restoring labor resources after the covid-19 crisis towards sustainable development</em> <em>Renewal of the Leadership Training in Indonesia: Accelerating Bureaucratic Reform and Development Priorities</em> <em>Innovating Public Administrative Service Provision to Meet the Requirements of Good Governance</em> <em>The Implementation of Corporate Social Responsibility Among the Isabela State University Campuses: A Basis for Plan of Action</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12:00 – 13:00</td>
<td></td>
<td><strong>Lunch Break</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------</td>
<td>-------------------------------------------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| 13:00 – 13:12 | Ms. Yeonsoo Han Han  
Dr. Rosa Minhyo Cho  
"Effects of Youth’s Savings Patterns on Independence and Future Orientation in Korea: Latent Class Analysis (LCA)" | Mr. Muhamad Nur Afandi  
Mr. Sait Abdullah  
Mr. Hendrikus Gedeona  
Mr. Rofi’ Romadhona Iyogea  
"Improving Public Service Delivery Through Policy Networks in Local Governance in Indonesia" | Mr. Kent Elmann Cadalin  
Ms. Airah Danelle Tuazon  
Ms. Alyssa Velasco  
Mitigation Mismatch in Metro Manila: Measuring Policy Coherence of Local Climate Mitigation Action towards Metropolitan Climate Governance | |
| 13:12 – 13:24 | Dr. Saidamin Bagolong  
Dr. Sajid Abdula  
"Role of Farm to Market Road in the Socio-Economic Recovery in the Post Covid-19 in the Province of Maguindanao, Bangsamoro Region" | Ms. Minjeong Kim  
"Policy Diffusion of The Social Economy System of Local Governments in Korea" | Dr. Wong Wai Lun  
"How ‘Rule of Law’ is Implemented Through the Civil Service Training in Japan: The Case of Local Autonomy College (LAC)" | Ms. Reiou Regie Manuel  
"Collective Action Dilemmas and Mechanisms: Analyzing Autonomy Utilization and Health Promotion Obstacles and Catalysts in Local Governments during Health Service Devolution" |
| 13:24 – 13:36 | Mr. John Gieveson Iglupas  
Assoc.Prof.Dr Hoang Mai  
Ms. Julie Ann Salazar | Dr. Nguyen Quynh Nga  
Assoc.Prof.Dr Hoang Mai  
Ms. Julie Ann Salazar | Dr. Nguyen Quynh Nga  
Assoc.Prof.Dr Hoang Mai  
Ms. Julie Ann Salazar | |
<table>
<thead>
<tr>
<th>Time</th>
<th>Presenters/Participants</th>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>13:36 –</td>
<td>Mr. Jack Isolana, Ms. Perla Palomares</td>
<td>&quot;Language of Leadership of President Rodrigo Roa Duterte: Its Implications&quot;</td>
</tr>
<tr>
<td>13:48 –</td>
<td>Dr. Hiroaki Inatsugu</td>
<td>&quot;Public Personnel Administration of the Local Governments in Japan: How the Central Government Control the Total Personnel Cost Nationwide&quot;</td>
</tr>
<tr>
<td>13:48 –</td>
<td>Mr. Hamka Laicca, Dr. Eddy Kusponco, Ms. Anita Karna</td>
<td>&quot;Determining Factors of Stakeholder Collaboration in Sustainable Ecotourism Development&quot;</td>
</tr>
<tr>
<td>13:48 –</td>
<td>Dr. Nguyễn Nghĩ Thanh, Dr. Ha Thị Thu Huong</td>
<td>&quot;Factors Affecting Corruption Control in Public Administration: Evidence from Vietnam&quot;</td>
</tr>
<tr>
<td>14:00 –</td>
<td>Ms. Jessica Managuelod, Dr. Joan Ruiz</td>
<td>&quot;Measuring Agricultural Performance: A Baseline Survey in the Provinces of Isabela and Nueva Vizcaya&quot;</td>
</tr>
<tr>
<td>14:00 –</td>
<td>Mr. Manish Pokhrel, Mr. Ramhari Khadka</td>
<td>&quot;COVID 19 and Health Sector Corruption in Nepal&quot;</td>
</tr>
<tr>
<td>14:00 –</td>
<td>Prof. Kezzie Lyn Hilado, Ms. Jenny Pelasol, Ms. Liza Galanza, Mr. Reynold Tan, Ms. Joy Lizada, Ms. Bea Gequinana</td>
<td>&quot;Assessing the Support to the Barangay Development Program (SBDP) Implementation in Select Municipalities in Western Visayas, Philippines: A Fragment of the Philippines’ Whole-of-Nation Approach Towards Inclusive and Sustainable Peace&quot;</td>
</tr>
<tr>
<td>14:00 –</td>
<td>Prof. Nitaflor Canoy</td>
<td>&quot;Examining the Link between Governance Index and GDP Growth in ASEAN Nations: A Comparative Approach&quot;</td>
</tr>
<tr>
<td>14:00 –</td>
<td>Dr. Peter Fong</td>
<td>&quot;Strategies for Enhancing Cross-Border/City Public Governance for Socio-Economic Development in China’s Greater Bay Area&quot;</td>
</tr>
<tr>
<td>14:00 –</td>
<td>Ms. Michelle Dula, Mr. Laurence, Angel Dimzon, Ms. Rulyn Francisco, Ms. Ma. Dorothee Villarruz</td>
<td>&quot;Lived Experiences and Leaders’ Empowerment during COVID-19 Pandemic: The Case of Poblacion Punian, Capiz, Philippines”</td>
</tr>
<tr>
<td>14:12 –</td>
<td>Dr. Putri, Noorafedah, Megat Tajudin</td>
<td>&quot;Towards Sustainable Empowerment: A Guided Micro-</td>
</tr>
<tr>
<td>14:12 –</td>
<td>Mr. Bang Hyeon Song, Prof. Hyeon Jun Park</td>
<td>&quot;The Impact of Transformational&quot;</td>
</tr>
<tr>
<td>14:12 –</td>
<td>Dr. Ma. Victoria Raquiza, Prof. Herisadel Flores, Mr. Alce Quitalig</td>
<td>&quot;Impact of COVID-19 Pandemic on Socio-</td>
</tr>
<tr>
<td>14:12 –</td>
<td>Dr. Narendra Raj Paudel, Mr. Srijana Pahari</td>
<td>&quot;Impact of COVID-19 Pandemic on Socio-</td>
</tr>
<tr>
<td>Time</td>
<td>Name and Title</td>
<td>Topic</td>
</tr>
<tr>
<td>--------------</td>
<td>--------------------------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>14:36 –</td>
<td>Assoc. Prof. Dr. Nguyen Thi Thu Ha</td>
<td>Complete the compact, efficient state organization to meet the requirements good governance</td>
</tr>
<tr>
<td>15:12 –</td>
<td>Mr. Ahmad Fauzi Dr. Eko Prasojo Ms. Lina Miftahul Jannah</td>
<td>“Enhancing Trust in E-Government in DKI Jakarta: A Systematic Literature Network Analysis”</td>
</tr>
<tr>
<td>15:12 –</td>
<td>Ms. Renette Laurio Dr. Erwin Malto</td>
<td>“Comparative Study of Capacity Development of Local Government Units as Baseline Towards Full Devolution”</td>
</tr>
<tr>
<td>15:24 –</td>
<td>Mrs. Agnes P. Dycoco</td>
<td></td>
</tr>
<tr>
<td>Time</td>
<td>Speaker(s)</td>
<td>Title</td>
</tr>
<tr>
<td>--------------</td>
<td>-----------------------------------------------------------------------------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td></td>
<td></td>
<td>“Institutional Arrangements on the Implementation of Retooled Community Support Program (RCSP) and Local Government Support Fund-Support to the Barangay Development Program in Western Visayas”</td>
</tr>
<tr>
<td></td>
<td></td>
<td>“Using Institutional Grammar to Understand Institutional Design of Integrated Water Management System (IWMS) in South Korea”</td>
</tr>
<tr>
<td></td>
<td></td>
<td>“Facilitating Factors in the Growth and Development of Large Cooperatives in Region 1”</td>
</tr>
<tr>
<td></td>
<td></td>
<td>“The Important role of Indonesian National Police (INP) in the Recovery of Indonesia’s Economy”</td>
</tr>
<tr>
<td></td>
<td></td>
<td>“Reforming the Philippine Administrative System in the Time of VUCA: A Developmentalist Alternative to Rightsizing”</td>
</tr>
<tr>
<td></td>
<td></td>
<td>“Work Life Balance and Public Sector Employees during the Fourth Industrial Era in Zimbabwe”</td>
</tr>
<tr>
<td>16:00 – 16:12</td>
<td>Dr. Sansehry delos Santos Dr. Geraldo Petilla</td>
<td>“Level of Gender Mainstreaming in The Province of Bukidnon, Philippines”</td>
</tr>
<tr>
<td></td>
<td></td>
<td>“Sustainable Budgeting for SDGs: Human-Development and Poverty Reduction Focused Policy Response from the Philippines”</td>
</tr>
<tr>
<td></td>
<td></td>
<td>“Need for an Interdisciplinary Approach in Public Sector Capacity Development for Socio-Economic Recovery and Development: Case of India’s Public Governance Structure”</td>
</tr>
<tr>
<td>Time</td>
<td>Speaker/Authors</td>
<td>Title</td>
</tr>
<tr>
<td>--------------</td>
<td>--------------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>16:24 – 16:36</td>
<td>Karnida Retta Ginting Galuh Pancawati</td>
<td>“A Multidimensional Model of the Compliance to Environmental Regulations of Covered Establishments in Davao Region Amid the COVID-19 Pandemic”</td>
</tr>
<tr>
<td></td>
<td>Saut Gracer Sijabat</td>
<td>“Implementation of Inclusive HR Policy for Persons with Disabilities in Public Sector”</td>
</tr>
<tr>
<td></td>
<td>Melda Wulan Sari</td>
<td>“The Role of the Tiktok Platform as a Tax Dissemination Tool in Order to Improve Tax Awareness of MSME Actors”</td>
</tr>
<tr>
<td>16:36 – 16:48</td>
<td>Mr. Dennis Jr. Monroid Yuson</td>
<td>“Implementation of Inclusive HR Policy for Persons with Disabilities in Public Sector”</td>
</tr>
<tr>
<td></td>
<td>Ms. K.C. Malsawmtluang Dr. Lalzuitluangi Dr. Lalthansanga C</td>
<td>“Analysis of Sustainable Living Patterns: A Comparative Analysis of Rural and Urban Area for Policy Approaches”</td>
</tr>
<tr>
<td></td>
<td>Mr. Sun Yeop Kim</td>
<td>“The Effect of Network Formation in Military Service on Diversity Acceptance Centering on men in their 20s”</td>
</tr>
<tr>
<td></td>
<td>Ms. Antonette Cusay Ms. Ronamae Legarda Ms. Bernah Mae Vigo Mr. Ian Arcega</td>
<td>“Challenges in the Licensing of Primary Care Facilities in the Davao Region, Philippines”</td>
</tr>
<tr>
<td></td>
<td>Dr. Vaishali Saxena</td>
<td>“Inclusive HR Policy for Persons with Disabilities in Public Sector”</td>
</tr>
<tr>
<td>16:48 – 17:00</td>
<td>Dr. Patricia Ann Estrada Ms. Izelle Francisco</td>
<td>“Assessment of the Competency of Village Officials in the Philippines”</td>
</tr>
<tr>
<td></td>
<td>Mr. Dilip Raj Paudel Ms. Jamuna Dangal</td>
<td>“Applying Technology and Digital Transformation to Promote Good Public Governance in the Context of Nepal”</td>
</tr>
<tr>
<td></td>
<td>Dr. Michael Tumanut Mr. Jayson Fajarda Ms. Eula Marie Mangaong</td>
<td>“A Content Analysis of the Philippine Journal of Public Administration, 1990-2019”</td>
</tr>
<tr>
<td></td>
<td>Dr. Jamie Eloise Agbayani</td>
<td>“Analyzing the Impact of the COVID-19 Pandemic on Primary Health Care and the Service Delivery Network in Baguio City”</td>
</tr>
<tr>
<td></td>
<td>Mr. Basanta Raj Sigdel</td>
<td>“Applying Technology and Digital Transformation to Promote Good Public Governance in the Context of Nepal”</td>
</tr>
<tr>
<td>17:00 – 17:12</td>
<td>Prof. Liza Joy Galanza Ms. Jenny Pelasol Ms. Kezzie Lyn Hilado Mr. Reynold Tan Ms. Joy Lizada Ms. Bea Gequinana</td>
<td>“Bioverance, Green Development and Green Governance: An Overview of Biodiversity Conservation Initiatives with Special Reference to India”</td>
</tr>
<tr>
<td></td>
<td>Dr. M. Ashaq Malik</td>
<td>“Assessing the Level of Implementation and Efficiency of Administrative and Finance Services of LGU’s on the 3rd District of Isabela”</td>
</tr>
<tr>
<td></td>
<td>Mr. Reynaldo Brutas</td>
<td>“Practicing Leadership: Reflections of Nepali Civil Service”</td>
</tr>
<tr>
<td></td>
<td>Mr. Utkarsh Mishra Dr. Alok Kumar Gaurav</td>
<td>“Strengthening and Empowering Public Institutions for Sustainable Development: Case Studies from Developing Countries”</td>
</tr>
<tr>
<td>Time</td>
<td>Speaker/Topic</td>
<td></td>
</tr>
<tr>
<td>------------</td>
<td>-------------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>17:12 – 17:24</td>
<td>Dr. Sandeep Inampudi&lt;br&gt;&quot;An Assessment of the Role of Digital Transformation in Improving Accountability and Transparency in Public Governance in India&quot;</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Prof. Bob Dayaguit, MAPM, JD&lt;br&gt;&quot;Mainstreaming Aeta Communities Through Extension Services&quot;&lt;br&gt;Ms. Helrose Mae Caldeo&lt;br&gt;Ms. Mia Beth Dequiña&lt;br&gt;Ms. Glayden Rose Dorado&lt;br&gt;Ms. Ian Arcega&lt;br&gt;&quot;Accountability and Transparency Awareness of Sangguniang Kabataan Insights to Strategic Plan&quot;</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Prof. Dr. Adi Suryanto, M.Si&lt;br&gt;Ms. Icha Choirunisa&lt;br&gt;&quot;Building Innovation Capacity in Public Service Provision for Good Public Governance in Indonesia&quot;</td>
<td></td>
</tr>
<tr>
<td>17:24 – 17:36</td>
<td>Ayurisya Dominata Razlini Mohd Ramli&lt;br&gt;&quot;Development of HR And Management Capacities of Indonesian Educational Institutions to Achieve Top Ranking Universities and Promote Good Public Governance&quot;&lt;br&gt;Mr. Bill Ochihigue&lt;br&gt;-no title-&lt;br&gt;Dr. Melchor Dioso&lt;br&gt;Dr. Liezel Garcia&lt;br&gt;&quot;Proposed Implementing Guidelines on Collective Negotiation Agreements for State Universities and Colleges&quot;</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Prof. Faza Dhora Nailufar&lt;br&gt;Mr. Abdullah Manshur&lt;br&gt;&quot;Career Management Strategy for Civil Servant with Disability to Support Inclusive Government in Indonesia&quot;</td>
<td></td>
</tr>
<tr>
<td>17:36 – 17:48</td>
<td>Q&amp;A / ANNOUNCEMENT</td>
<td></td>
</tr>
<tr>
<td>17:48 – 18:00</td>
<td>Q&amp;A / ANNOUNCEMENT</td>
<td></td>
</tr>
<tr>
<td>Time</td>
<td>Activity</td>
<td></td>
</tr>
<tr>
<td>-----------</td>
<td>------------------------------------------------------------------------------------------------------------------------------------------</td>
<td></td>
</tr>
</tbody>
</table>
| 9:00 – 10:00 | **Conference Plenary IV - Renewal of Local Governance Towards the Sustainable Development Goals: International Experience and Implications for Vietnam**  
Chair: **Professor Emeritus Dr. Alex Brillantes, Jr.** Secretary General, EROPA  
Co-Chair: **Assoc. Prof. Dr.** Nguyen Ba Chien, President, NAPA  
Speaker 1: **Hon. Dakila Carlo Cua**, President, Union of Local Authorities of the Philippines, and Governor, Quirino Province  
Speaker 2: **Prof. Dr. Masao Kikuchi**, Meiji University  
Speaker 3: **Dr. Pham S**, Vice Chairman of People's Committee of Lam Dong Province, Viet Nam |
| 10:00 – 10:15 | **Coffee Break**                                                                                                                             |
| 10:15 – 11:00 | **Speaker 4: Dr. Mohamed Al Sharhan**, Managing Director, World Government Summit Organization, Dubai, United Arab Emirates  
**Speaker 5: Mr. Phan Trung Tuan**, General Director, Department of Local Governance, MoHA, Viet Nam |
| 11:00 – 11:30 | **Q&As**                                                                                                                                     |
| 11:30 – 11:45 | **Policy Recommendations for Vietnam**                                                                                                       
**Assoc. Prof. Dr. Kristoffer Berse**, Deputy Secretary General, EROPA, and Dean, National College of Public Administration and Governance  
**Assoc. Prof. Dr. Vu Minh Khuong**, Lee Kuan Yew School of Public Policy, National University of Singapore  
**Assoc. Prof. Dr. Nguyen Quoc Suu**, Vice-President, NAPA  
**Assoc. Prof. Dr. Nguyen Thi Hong Hai**, Dean of Public Administrative Sciences, Faculty, NAPA |
<p>| 11:45 – 12:00 | <strong>Summary</strong>                                                                                                                                   |
| 12:00 – 14:00 | <strong>Lunch Break</strong>                                                                                                                               |</p>
<table>
<thead>
<tr>
<th>14:00 – 17:00</th>
<th>Conference Summary and Conclusion</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>General Assembly II</strong></td>
<td></td>
</tr>
<tr>
<td>• Presentation and Adoption of Report by Future Plans Committee</td>
<td></td>
</tr>
<tr>
<td>• Presentation and Adoption of Report by Resolutions Committee</td>
<td></td>
</tr>
<tr>
<td>• Presentation of the Report of the Conference Rapporteur</td>
<td></td>
</tr>
<tr>
<td>• Awarding of the Best Conference Paper</td>
<td></td>
</tr>
<tr>
<td>• Awarding of Plaques of Appreciation</td>
<td></td>
</tr>
<tr>
<td><strong>Closing Remarks</strong></td>
<td></td>
</tr>
<tr>
<td><em>By: Dr. Achakorn Wongpreedee, Acting Chairman, 68th Executive Council</em></td>
<td></td>
</tr>
<tr>
<td><em>By: Dr. Alex B. Brillantes, Jr., Secretary-General, EROPA</em></td>
<td></td>
</tr>
<tr>
<td><em>By: 29th GA President</em></td>
<td></td>
</tr>
<tr>
<td><em>By: H.E. Assoc. Prof. Dr. Trieu Van Cuong, Vice Minister, Ministry of Home Affairs</em></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Announcement for the Learning Visit</th>
</tr>
</thead>
</table>

**Friday, October 20**

| Post-conference site visit and study (optional) |
| Post-conference sightseeing at Ha Long Bay |
| Meet-up time: 6:50 | Location: Hotel lobby |

*(A sightseeing tour around Hanoi will be organized for participants not attending to Ha Long Bay sightseeing)*

**Hanoi city tour is free**

**Ha Long Bay tour is with fee of 60 USD**
ABSTRACTS
SUB-THEME 1-1
SOCIO-ECONOMIC RECOVERY AND DEVELOPMENT:
ISSUES RAISED AND THE NEEDS FOR RENEWAL OF PUBLIC GOVERNANCE

Maintaining Public Human Resource for Resilience: Can Public Managers Ensure Employees' Commitment via Participation Style of Interaction?

Dr. Trang Thu Nguyen
National Academy of Public Administration

The public sector of Vietnam is coping with severe staff lost and low commitment which affect its resilience after the Covid-19 Pandemic. This paper highlights the role of mid-level managers and their communication in addressing this problem at organizational level. It argues that when leader applies a communication style that motivates participation, they can increase subordinates’ commitment to the organizations. Qualitative and quantitative data are gathered from public managers and employees for evidence. Based on the findings, suggestions are provided for public manager to improve their communication with employees with the view to retain the public service workforce.

Independent Agency Model for Corruption Control and Good Governance: Lessons from Governance Reform in Indonesia and Malaysia

Prof. Noore Alam Siddiquee
Graduate School of Public Policy, Nazarbayev University

Since the Asian financial crisis of late-1990s curbing corruption and improving governance has been a major policy agenda of governments in the region. The crisis exposed the levels of corruption and poor governance on the one hand and the institutional weaknesses on the other. It triggered widespread economic and political crisis and paved the way for significant governance reform across the region. In Indonesia, Southeast Asia’s largest and the most populous country, it forced Soeharto’s authoritarian regime to resign marking the beginning of Reformasi era with slogans for democracy, accountability and transparency, anti-corruption and good governance. The establishment of a powerful Corruption Eradication Commission (KPK) was one of the landmark reforms of post-Soeharto era designed to curb corruption, collusion and nepotism. In neighbouring Malaysia it sparked an array of institutional and policy reforms for bolstering public sector ethics, accountability and governance. Notable among them was the establishment of the Malaysian Anti-Corruption Commission (MACC) in 2009 replacing the existing anti-corruption agency with vastly expanded power, personnel and resources. Dubbed as the most powerful anti-graft agencies in the region the KPK and MACC have mandates in both prevention and control of corruption. Since their launch both agencies have shown promising results in tackling corruption by investigating and prosecuting growing number of corruption cases including some large and high-profile ones. Yet corruption in both countries has remained a major challenge, as reflected in Corruption Perceptions Index (CPI) and other global governance measures. In fact, in some cases the situation has got worse especially in recent years raising questions about the efficacy of the model. The paper investigates the anti-corruption experience in these cases to unpack the current paradox and
challenges of good governance in the region. Drawing on expert interviews and review of existing literature the paper argues the following. First, the poor record is due largely to the political dynamics and broader environment within which anti-graft institutions operate. The anti-corruption reforms have hardly altered some critical aspects of the political economy deeply rooted in contemporary Southeast Asia - the politics-business nexus, cronyism and patronage networks - which are at the heart of corruption including grand corruption. Much of the high-level corruption has its roots in politics and that the powerful actors in political, bureaucratic and business circles, worked to discredit and undermine anti-corruption agencies. Second, the anti-graft agencies have failed to sustain strong support from the political leadership. In some cases they either allowed themselves to be used for political purposes or became embroiled in controversy which damaged their reputation as impartial institutions. Finally, despite the expanded roles and institutional profile, the agencies remain vulnerable to political pressures. Such constraints compounded further by institutional weaknesses, political interference and politicisation have greatly undermined anti-corruption campaigns. The regional experience shows the limits to the independent anti-corruption agency model highlighting implications for policy and practice in this regard.

Revisiting the Land Use Plan of Local Government Units in Pangasinan For Nipa Industry: Basis for Future Reforms and Directions

Prof. Christian Gamo
Prof. Darwin Palado
Pangasinan State University

This study was pursued to determine whether there is an existing Comprehensive Land Use Plan for Nipa Industry in the Province of Pangasinan. The objectives of the study is to further strengthen the knowledge of the Nipa Farmers in producing different products from it. Furthermore, to encourage the Local Government Units in empowering the nipa farmers in their locality by means for financial support, trainings and technology related to production and planting of nipa palm. Also, to enable the Local Government Units to create a comprehensive land use plan for NIPA industry in their locality and in the Province of Pangasinan. The study aimed to determine the comprehensive land use plan of the local government units in Pangasinan. The researchers have gathered the data in three municipalities that produces Nipa palm, namely: Bugallon, Lingayen and San Fabian. This study utilized qualitative research. Qualitative research in the sense that it involves collecting and analyzing non-numerical data. It could be done thru interview and get the data necessary and helpful to the result of the study. (Bandhari, 2022). Since the researchers have utilized qualitative research, the sampling scheme was conducted thru the availability of the target respondents particularly the municipal planning officers, municipal agricultural officers, punong barangays and kagawads. Prior to the gathering of data, the researchers have personally appeared at the respective offices of the municipal mayors with an official written communication asking permission to conduct an interview among the respondents. The researchers formulated a set of questions to validate whether there is an existing land use plan in the three (3) municipalities that were visited. Since it is a qualitative type of research, the questions that were asked to the respondents were synonymous to get consistency whether there is a comprehensive land use plan on Nipa industry in the Province of Pangasinan.

Deliberative Policy for Collective Adaptation for Slow Onset Events in the Context of Meso-Level Polycentric Systems in the Philippines and Vietnam

Catherine Roween C. Almaden, PhD
Northern Bukidnon State College
Decisions regarding adaptations can be undertaken at several scales, at the individual level, in local communities, institutions, state governments, and international organizations. Regardless of the scales, there is an interest in assessing adaptation strategies' performance or relative merits. In the case of the saltwater intrusion in rice farms, where farmers in contiguous locations uniformly feel the effect, collective adaptation is a predominant strategy that hinges on cooperation among key stakeholders. Rational agents are supposed to consider the cost and benefits of cooperation, which then determine their adaptation preferences. This study focused on the decision-making for climate change adaptation influenced by systematic cognitive biases and social interaction among farmers in selected rice-farming provinces in Southern Philippines and Mekong Delta in Vietnam. This research aimed to examine the influence of social preferences under the context of a meso-level polycentric adaptive system of multiple self-governing groups of rice farmers with site-specific characteristics and capabilities, interacting through collective action for a common goal —in this case, adaptation to a slow-onset climate-related event such as saltwater intrusion. Of particular interest were preferences for adaptation measures that require cooperation rules, especially on the use and access to common pool resources such as irrigation and behavioral responses to different scenarios of climate change impacts. It applied an approach, applying both qualitative and quantitative assessment of rural rice-farming households' adaptation measures to respond to saltwater intrusion. It also took into account explicitly the effect of temporal scale. The study classified adaptation measures into specific categories and developed a multi-criteria assessment tool for adaptation measures based on stakeholder analysis and expert judgment. The analyses addressed different levels of interaction between rice farmers, extension workers, and government bodies. An understanding of the delicate dynamics of collective adaptation is highly needed so that planners and authorities communicate climate change adaptation strategies with people who ultimately are the ones who have to accept and integrate these strategies into their lives and livelihood systems. The multi-level decision-making between people, the private sector, farmers, and government bodies can be potentially effective and socially cohesive if a comprehensive understanding of the collective adaption in polycentric systems at the community level is attained.

**Fiscal Administrative Practices and Competencies of Selected Municipalities in Southern Nueva Vizcaya: Basis for Local Transparency**

Dr. Arcadia Alice Ordonez  
*Nueva Vizcaya State University*

Government funds should be managed, expended or utilized in accordance with laws, rules, and regulations to ensure efficiency, economy and effectiveness in the operations of government. The responsibility to take care of Government fund is faithfully adhered to rests directly with the chief or head of the government agency concerned. The study conducted used descriptive approach and utilized a validated survey instrument on Fiscal Administrative Practices and competencies. The cluster random sampling using the proportional allocation was utilized to gather data from 224 samples. There were 110 respondents from the municipal local government fiscal employees in Southern Nueva Vizcaya. The statistical procedure used were: the subject, frequency distribution, percentage and mean to describe the subject, Pearson r to determine the significant relationship between the competency and the local fiscal administrative practices of the municipal fiscal employees. The data analysis showed that the respondents' fiscal practices were excellent with a mean score of 4.43 and their competency was high with a mean score of 3.82. There was no significant relationship between the
respondents revenue generation and competencies. While revenue allocation and revenue utilization was gleaned to be significantly correlated to competencies. The study will serve as transparency review of the Local Government Unit in Southern Nueva Vizcaya to further improve fiscal administrative practices and for efficient and effective public spending.

75 years of Public Administration Review: An AI Synthesis of trends in topics, methods, and authorship

Dr. Eduardo Araral  
Shaorong Zhang

We perform a stocktaking of the Public Administration Review over the last 75 years (1940s-2016) using 8,140 articles and 140 million words. We examined the trends, variations and correlations in topics, methods and authorship overtime and across regions (China, US, Europe) using correlated topic modelling (CTM), an advanced natural language processing and unsupervised machine learning model for document clustering and text analysis. Our method – the first of its kind - significantly differs from past methods of stocktaking because 1) we let our algorithm generate and analyse our typologies (unsupervised learning); 2) we examine how topics are correlated with each other; and 3) we used the largest and most exhaustive dataset. Our findings show variations, correlations and recurrent themes in the topics 1) published in PAR in the last 75 years; 2) by PA scholars in the US, China and Europe; and 3) by practitioners and academic contributors. We find that many of the key topics in PA are contextually correlated with each other and are historically and institutionally contingent. Statistical methods are on the rise in the last three decades while female authorship rates have increased from 5% in the 1950s to 43% in the 2010s but their co-authorship rate is still relatively lower. Finally, we report on who are the most prolific authors of PAR in the last 75 years. We conclude with the implications of CTM for advancing the theory, methods and practice of public administration.

The Inequity of Coproduction Burdens: Evidence from Vietnam

Dr. Tran Long
Ohio State University
Assoc.Prof.Dr. Nguyen Quoc Suu  
National Academy of Public Administration

Multi-level Norms Influencing Incidence of Adolescent Pregnancy: Pre and Post-Pandemic in Northern Mindanao, Philippines

Dr. Mary Koren Acuesa  
Northern Bukidnon State College

Teenage pregnancy is a social battleground in morality, education, and family struggles. World Health Organization defines teenage pregnancy as when a female between 10 and 19 becomes sexually active and pregnant, intentionally or unintentionally. The Philippines’ 2022 National Demographic and Health Survey conducted by the Philippine Statistics Authority revealed that across regions, Region X-Northern Mindanao had the highest percentage of women aged 15 to 19 who got pregnant, which doubled post-pandemic in 2022. This study aimed to assess rigorously the bundle of norms influencing the incidence of teenage pregnancy before, during,
and post-pandemic. Using Snowball sampling, 1806 respondents were interviewed across the ten municipalities and cities in Northern Mindanao. With the convenience of descriptive statistics, findings revealed that most respondents range from 19 to 20 years old, and 73.4% are no longer attending school. While most respondents currently reside in urban areas, their parents’ occupations revealed blue-collar jobs with annual incomes under PhP29,588.8. Regarding the pregnancy experience, 41.5% said that the pregnancy was planned and wanted, with the age of the first pregnancy ranging from 17 to 18. Considering pregnancy awareness, 84.9% responded that pregnancy was out of self-desire, with the internet as the primary source of information. Although norm bundles are complex to measure, the study was able to delineate them succinctly.

Revisiting the Role of the International Aid Community in Philippine Development: Distilling Lessons and Policy Options

Dr. Ma. Victoria Raquiza
Mr. Karl Emmanuel V Ruiz
Ms. Nelin Dulpina
National College of Public Administration and Governance
University of the Philippines

This study examines the role of the international aid community in shaping public policy discourse and government programs and highlight consequent outcomes from the perspective of economic development, social equity and building state capacity. The authors employed documentary research, key-informant interviews and evaluated secondary data from government statistics and articles from online academic books, reports and journals. The study focused on three (3) cases: the Electric Power Industry Reform Act (EPIRA) for the economic sphere, the Pantawid Pamilya Pilipino Program (4Ps) for social sphere and the reorganization initiatives of the Philippine government for the governance domain. Based on these case studies, some lessons and policy options are offered.

A Study of Political Corruptions from The Perspective of Economic Growth and Socio-Political Function

Dr. Nakagawa Go
Japan Municipal Research Center

For long, some economists have considered that political corruptions prevent economic growth in many countries. In their view, corruptions are regarded as a critical factor to deter development especially among developing nations. One of the examples that these economists point to is the Asian financial crisis in 1997. From the view of several economists, this crisis occurred, because of the governments to have monopolized different profits and rents. In their opinion, this was the outcome of the authoritarian regimes and the existence of a closely knit system of an iron triangle. World Bank has taken action to control political corruptions in developing economies for decades.

One of the major objectives of this presentation is to discuss political corruptions from two different perspectives. For many years, some economists have argued a detrimental effect of political corruptions on economic growth. However, in some political milieus, corruptions may seem to have critical social lubricant functions. This is especially the case in Asia, where the
gift-giving culture has become an integral part of their social lives. This presentation will argue that political corruptions would have two different faces. It may generate a negative effect on economic expansion, whereas it will also become an important social lubricant and help developing nations to produce rapid economic expansion.

**Jeepney Phase(In): The Unaccountable Innovation and Ethical Dilemma of the PUJ Modernization Program**

Ms. Reiou Regie Manuel  
*City Government of Caloocan*

Public innovation is an implementation of an idea, that should result in less disruptive changes, that is needed to make service delivery more economic, efficient, and effective. In the Philippine transport sector, the PUJ Modernization Program aims to provide environmentally sustainable transport and dignified livelihoods to its target recipients, while easing urban congestion across the country. However, as any other public innovation, the PUJ Modernization Program has its perverse effects that affect its direct stakeholders, leading to the questions whether stakeholders' values were considered and whether ethics and accountability were performed by implementors.

Using an integrated conceptual framework consisting of Alfiller's Political-Administrative Accountability Continuum, Jordan's Ethics and the Innovation Imperative, and Spicer's Value Pluralism, content analysis was conducted on secondary data -- related literatures, laws and policies, news, press releases, and statements -- to analyze how does the Philippine government practice ethics and accountability in the PUJ Modernization Program.

Answerable and accountable to the people, lawmakers, implementing agencies, and sectoral representatives miserably failed in reconciling value pluralism among stakeholders and in executing participative governance. Jeepney drivers, as their constituents, then faced the perverse effects of the PUJ Modernization Program: economic exclusion, pareto inefficiency, information asymmetry, unstable and unclear livelihood, waste of public money, damage to local culture and initiatives, and absence of democratic control.

**Public Economic Enterprises in the Local Governments: A Comparative Review**

Dr. Harold Pareja  
*Ateneo de Davao University*

Public economic enterprises are aimed to spur economic development and improve quality of services delivery. There is now a growing trend for governments to adopt entrepreneurial activities because these enterprises serve the proprietary / business functions. But each country has adopted different models and even customized ones. And to learn lessons from other countries, there is a need for a review on their public economic enterprises with emphasis in the local government units. The paper will explore the public economic enterprises in the local governments of the selected industrial and developing countries. Specifically, it will answer the following questions: 1) What are the intentions and frameworks of the local economic enterprises (LEEs) adopted by these countries; and 2) What are the issues and challenges of LEEs in terms of administrative apparatus and sustainability? Document review and analysis will be the main research tool. Primary and secondary sources will serve as the main references which are obtained from the official government websites and reputable online academic
journals. Primary sources include the laws and regulations while books, articles for the secondary sources.

**The Futures of Environmental Compliance In The Philippines: Utilizing Exploratory Factor And Emerging Issues Analyses in a COVID-19 Pandemic Scenario**

**Dr. Moises Torrentira Jr.**  
*University of Southeastern Philippines*

Under the domain of futures thinking, this study was conducted to develop a framework of foresight to direct the environmental compliance in the Philippines under a scenario where there is a pandemic. It sought the dimensions of environmental compliance among covered establishments while also identifying the emerging issues based on these dimensions. A total sample of 1,714 respondents participated in the study. Exploratory factor analysis and emerging issues analysis were used to generate the framework.

The study was able to generate the following constructs: participatory environmental e-Governance, alternative solutions in addressing environmental violations, transparency of environmental regulators and implementers, developing the right competencies for environmental compliance, resilient, responsive, and adaptive environmental governance, adequacy of resources allocation for environmental compliance, and defined travel restrictions for implementers of environmental regulations. Given the available data and with the lens of emerging issues analysis, impending problems in environmental compliance can be substantially addressed, and the work of implementors can be eased and democratized.

**The Hindering Factors of Enhanced Comprehensive Local Integration Program (E-CLIP) Implementation**

**Dr. Grace Meroflor A. Lantajo**  
*University of Southeastern Philippines*

The Enhanced Comprehensive Local Integration Program (E-CLIP) is a government program in the Philippines designed to support the reintegration of former rebels into mainstream society. This study was conducted to determine the characteristics of the former rebels and to identify the hindering factors of the Enhanced Comprehensive Local Integration Program implementation in Davao region. A Quantitative non-experimental research design using exploratory factor analysis (EFA) was utilized in the study. The study made use of primary data from 150 former rebels as respondents. The results of the study revealed that most of the respondents in the survey were in 20-30 years of age, the majority were male, most of them were in the elementary level, and had an income of 5,000 or below in a month. Based on the findings, the researcher found out that there are five identified hindering factors of enhanced comprehensive local integration program (e-clip) implementation. These include the delayed release of assistance and benefits, insufficient funds, absence of strategic communication planning, delayed processing of monitoring information, and the absence of the former rebels in the halfway house. This study will recommend that local government agencies fully establish the reintegration program by initiating funds to sustain the program and to continue establishing linkages in the security sector to report all extortion activities of the CPP-NPA promptly.
Indigenous Deployment Towards Employment of Public Administration Interns: Opportunities, Challenges and Responses

Atty. / Dr. Julie Montes Binaldo-Velasco
Benguet State University

The College of Public Administration and Governance (CPAG) of Benguet State University started to deploy its interns in 2018 as part of Bachelor of Public Administration (BPA) curriculum. The BPA interns are send off to complete the 420 work training based on the “home-town” deployment practice. The indigenous send-off of the interns is for them to serve their own community, to save the interns from board and lodging expenses and food allowances, and to be with their family and love ones, and the possibility of hiring by their own local government units. The research made use of a descriptive research design to interpret the data collected through a survey questionnaire and interview. The CPAG produced at least 256 graduates since 2018-2022. Based on the data collected, there are at least 16% or 41 BPA graduates who were hired by the internship training partner. The respondents rated the objectives of the “home-town” deployment of interns to be highly agreed upon with a weighted mean of 3.41. During the interview, informants said that home-based internship provides many benefits to the interns.

Experiences of the Shari’ah Court Employees in the Implementation of Presidential Decree 1083-Code of Muslim Personal Laws in the Philippines in the Bangsamoro Region

Dr. Datuali Abdula
Mindanao State University – Maguindanao

Philippine Shari’ah courts must be guided by rules to implement decisions effectively. This codification allows the Bangsamoro to establish sustainable peace and development. This study aimed to describe the experiences of the Shari’ah employees in implementing PD 1083 or the Code of Muslim Personal Laws of the Philippines in the Bangsamoro Region. A descriptive-case study using a qualitative approach was utilized in which interview guide questions were used to gather the responses from the eleven participants who were Shari’ah lawyers and clerks of courts representing the five (5) provinces of Bangsamoro Autonomous Region in Muslim Mindanao. The data were refined and clarified by grouping ideas or concepts to form clusters using thematic content analysis and bracketing. Findings revealed that Shari’ah courts efficiently resolve cases and are transparent and fair in proceedings, such as family relations, marriage, and divorce but only partially on disputes related to property and inheritance. However, it was observed that some people do not go to Shari’ah court, particularly on issues like inheritance and property, which consider the most sensitive case to avoid “rido,” or family feud and security. Establishing more Shari’ah Courts in BARMM and the Luzon and Visayas where Muslim communities are present is suggested.
Environmental Performance of Performance Challenge Fund Infrastructure Projects in the Province of La Union, Philippines

Dr. Paulito C. Nisperos  
Dr. Art Anthony B. Umel  
*Don Mariano Marcos Memorial State University*

The Performance Challenge Fund (PCF) is a subsidy granted to Local Government Units that meet the Seal of Good Local Governance assessment criteria to fund high-impact projects. However, the construction process of these projects may pose risks to the environment through pollution and resource depletion. This study audited eight PCF infrastructure projects in the Province of La Union, Philippines, in 2019, using qualitative and quantitative approaches, including a validated questionnaire. The findings revealed that the PCF projects had moderately implemented environmental standards and practices. Hindrances in implementing environmental practices included the absence of facilities and mechanisms, strong attachment to old practices, and lack of concrete environmental policies and standards. Based on these findings, a validated Environmental Management and Sustainability Plan was developed, which can be utilized by implementers to carry out PCF and similar projects with better environmental practices. This study contributes to the improvement of environmental performance in PCF infrastructure projects and highlights the importance of sustainable development in the context of local governance.

Ethics and Accountability in Public Service: An Enlisted Governance Terminologies

Dr. Gary Lapiz  
*Cebu Normal University*

This qualitative research “keywords” basic terminologies as enlisted from Philippine policies regarding ethics and accountability in public service for use in governance. Although “keywording” usually searches for words or terms on the internet and/or in any platform for both online and non-online engine, this paper strategizes on the selection of basic terminologies that is rationally sorted and/or lifted from the policies regarding ethics and accountability in public service based on judgment and/or expertise in the scholarship. Results show that varied terminologies derived from policies can be used in familiarizing cases and/or situations that will help, aid and/or operationalize governance. Cases that manifest violation thereof exemplify that no public servant is above the law and should serve accordingly for public interest and common good. The enlisted governance terminologies can serve as basis and/or guide in the design and formulation, for both scholars and practitioners in public administration, especially in the day-to-day public affairs, leadership by upright example, agenda setting and planning, administrative services, critical-decision-making, conflict resolutions, consultancies and discussions, exchanges for policy and organizational development in governance and the like. Sorting out terminologies from policies all the more proves that public service and/or duty is good governance in ethics and accountability.

Discussing Public Policies in Restoring Labor Resources After the Covid-19 Crisis Towards Sustainable Development

Ma. Do Hai Ha  
*National Academy of Public Administration*
Managing Radio Frequency Spectrum for Socio-Economic Development: Lessons from Four Countries on Policy Instruments Choice and Design

Dr. Rizalino Cruz  
Dr. Gilbert Llanto  
Dr. Marlon Yap  
*National College of Public Administration and Governance  
University of the Philippines*

Radio frequency (RF) spectrum management is a subject area that is relatively understudied in the Philippines. Recent issues (e.g., accessibility and quality of internet service, legislative franchises) have brought to light the importance of RF spectrum in public policy and national development.

The paper focuses on RF spectrum assignment, which involves the granting of licenses or rights of use to service providers. In the Philippines, the government has relied solely on administrative approach or “beauty contests” in assigning RF spectrum. Many countries, however, have adopted complementary policy tools to improve the allocative efficiency and utilization of RF spectrum. This paper reviews the experiences of select countries in the region in the way they design their spectrum assignment.

The paper examines these country experiences through the lens of policy instrument choice and design, such as how countries match the character of policy tools with existing institutions, national development priorities, and system legacies. It addresses the following questions: What are the factors shaping policy instrument choice in RF spectrum assignment? What policy tools have been adopted to improve RF spectrum assignment and use? What lessons can be learned from the country experiences, which can be translated into feasible policy options for the Philippines?

Role of Farm to Market Road in the Socio-Economic Recovery in the Post Covid-19 in the Province of Maguindanao, Bangsamoro Region

Dr. Saidamin Bagolong  
Dr. Sajid Abdula  
*Mindanao State University - Maguindanao*

As the agricultural sector contributes to national development, the government's support for farmers is reciprocally germane. This study analyzed the role of farm-to-market roads in the socio-economic recovery in the post-COVID-19 in Datu Paglas and Datu Odin Sinsuat municipalities, Maguindanao, Bangsamoro region, in terms of employment opportunities, transportation of people, accessibility, and accountability to communities, and how these affect in the socio-economic recovery in terms of people empowerment, cohesiveness, and resilient communities. A descriptive survey design was used in which the researcher-made questionnaire was used to acquire data. Purposive sampling yielded 218 respondents as the study samples; they were the agrarian reform beneficiaries of the Ministry of Agriculture, Fisheries, and Agrarian Reform. The data were tallied, analyzed, and interpreted using a mean.
Findings revealed that farm-to-market roads' role in employment opportunities, transportation of people, goods and services, accessibility, and accountability to communities were moderately evident. However, regarding people empowerment, cohesiveness and resilient communities were highly evident. Hence, the farm-to-market road contributes considerably to the socio-economic recovery of communities post-COVID-19. Although there is still more vulnerable sitios road unreached by the program that government needs to pay attention to, it is suggested to rehabilitate this to improve agricultural production.

Language of Leadership of President Rodrigo Roa Duterte: Its Implications

Mr. John Gieveson Iglupas
Mr. Jack Isolana
Ms. Perla Palomares
Mindanao State University - Iligan Institute of Technology

This study examined President Rodrigo Duterte's language of leadership through the prism of the Full Range Leadership Model and the micro-discursive strategies found in his speeches delivered in 2019. President Duterte's 178 speeches in 2019 were subjected to a computer-aided content review. It focused on President Duterte's language of leadership as it relates to the "Administration's Drug War," the "Philippine Government's Corruption Crisis," and the "West Philippine Sea Dispute." This study revealed that when it came to the issues of the War on Drugs, Human Rights, and Graft and Corruption, President Duterte used more transactional words. On the other hand, in terms of the West Philippine Sea issue, he used more passive-avoidant words. This further implied that President Duterte was more of a transactional leader when it comes to issues central to his presidency, and more of a passive-avoidant when it comes to issues on which he is not passive, silent in his stance. Further, the study revealed that President Duterte used micro-discursive strategies in his speeches delivered in 2019. As a conclusion drawn from this investigation, President Duterte manifested his distinct power and ideology through his strategic discourse style in his political speeches.

Public Personnel Administration of the Local Governments in Japan: How the Central Government Control the Total Personnel Cost Nationwide

Dr. Hiroaki Inatsugu
Waseda University

Compared with other OECD countries, Japan’s public sector has a very low number of civil servants and a low proportion of total personnel costs in total expenditure. In Japan, 90% of the total 3 million public servants are local public servants, as the main administrative services are provided by local governments. Local governments have the right to determine employee’s number and salary level. Governor or city mayor has an incentive to employ more civil servants to respond to public, to set higher salaries to respond to the unions who support his/her elections. However, this tendency cause country much total labor costs. The central government therefore tries to keep this down to a certain level indirectly by guiding the local governments through fact-finding surveys.

After explains this unique central-local relationship, compares it with the results of an intensive survey of the UK, France, Germany, Spain and the USA, this paper discusses the central-local
relationship regarding personnel and salaries, and the future human resource management of
local governments.

Factors Affecting Corruption Control in Public Administration: Evidence from Vietnam

Dr. Nguyễn Nghị Thanh
Dr. Ha Thị Thu Huong
Hanoi University of Home Affairs

Preventing corruption in Vietnam is a widely researched topic, but there is a predominance of qualitative studies. This study aims to complement existing empirical evidence with quantitative research to provide a more comprehensive understanding of anti-corruption in Vietnam. The study examines the impact of five factors - institutional, cultural, political, economic, and personal - on individuals' trust in controlling corruption in public administration in Vietnam, using a purposeful sampling method with a study sample size of 200. A multivariable linear regression model was employed to test the research hypothesis. The results indicate that all five factors have a positive and significant influence on controlling corruption in public administration in Vietnam, with the Political factor having the most significant impact. The findings underscore the importance of institutional reforms that promote transparency, accountability, and good governance practices to instill public trust and confidence in the government's ability to prevent and combat corruption within the country's public administration system.

Assessing the Support to the Barangay Development Program (SBDP) Implementation in Select Municipalities in Western Visayas, Philippines: A Fragment of the Philippines’ Whole-of-Nation Approach Towards Inclusive and Sustainable Peace

Prof. Kezzie Lyn Hilado
Ms. Jenny Pelasol
Ms. Liza Galanza
Mr. Reynold Tan
Ms. Joy Lizada
Ms. Bea Gequinana
University of the Philippines Visayas

This study aimed to describe the implementation of the Retooled Community Support Program (RCSP) highlighting the Support to the Barangay Development Program (SBDP) in three selected barangays in Iloilo Province, Philippines. The RCSP is part of the government’s whole-of-nation approach in attaining inclusive and sustainable peace (Executive Order No. 7, 2018). Primary data were collected through key informant interviews and focus group discussions with the different stakeholders. These were supplemented by secondary data from reports, data banks and past studies. To analyze and document the process, the Input-Process-Output-Outcome (IPOO) model as defined by the Organization for Economic Cooperation and Development (OECD) (2010) was employed. Results showed that the inputs consist of the legal framework related to the peace initiatives, the institutional mandates of agencies involved, and financial resources used to fund the projects identified under the SBDP. The RCSP process was used to translate these inputs into outputs, represented by the infrastructure (i.e. health stations, farm-to-market roads, water and sanitation, rural electrification, housing) and non-
infrastructure projects of the SBDP such as COVID-19 and other health-related projects, livelihood, and assistance. Some of the expected outcomes were empowerment of communities and program sustainability. Moreover, out of five phases in the RCSP cycle, all three barangays were able to conduct the targeted activities from the pre-planning to the transformation stages (phases 0 to 3). However, insufficient coordination, inadequate technical expertise, notable delays due to the COVID-19 pandemic and underutilization of budget, emerged as major issues during the implementation. Recommendations provided were to strengthen inter-agency coordination, enhance the capacity of local governments, and review of the policies on government appropriation and procurement.

Towards Sustainable Empowerment: A Guided Micro-Entrepreneurship Program for Unlocking Welfare Dependency in Malaysia

Dr. Putri Noorafedah Megat Tajudin
Public Service Department

Productive Welfare under the Social Welfare Department Malaysia aims to end welfare assistance by developing individuals' capabilities through government programs. Guided micro-entrepreneurship program is one of the empowerment means, and sustaining it after the program ends is a challenge, especially for vulnerable communities like Persons with Disabilities (PwD), single mothers, and the poor. This study explores the sustainable empowerment process among guided micro-entrepreneurs in a productive welfare program by addressing how does sustainable empowerment occur among guided micro-entrepreneurs? The study involved eight respondents from Negeri Sembilan, Malaysia selected through purposive sampling from the Social Welfare Department Malaysia, 2 Years Exit Programme. Data collection included interviews, observations, and document analysis. Thematic analysis revealed that sustainable empowerment is achieved through coping strategies, lifelong learning, and effective business management. Hence, to achieve it requires consistent efforts, good program governance, and full support from family and community. In conclusion, to end the cycle of welfare dependency, and drive them into self-reliance requires whole of government and whole of nation involvement, long-term program planning, and utilization of coping resources namely social capital, attitude, material, spirituality and psychology. Empowerment gains significance when the welfare beneficiaries embrace independence from assistance, and contribute to others' welfare.

Employees Mismatch in Job Satisfaction and Performance Among Municipal Links in the Ministry of Social Services and Development in the Bangsamoro Region

Dr. Ainonnacirin Abdulgani
Ms. Marian Angeli Dabon
Mindanao State University – Maguindanao

Employee Mismatch happens when the skills acquired by an employee and the skills required in a particular position are not aligned. This study aimed to determine the employees’ mismatch in job satisfaction and performance among municipal links in the Ministry of Social Services and Development, Maguindanao, Bangsamoro Region. A descriptive-correlation research design was utilized in which the researcher-made survey questionnaire was used in acquiring data. Purposive sampling yielded 120 respondents as the study samples; they were the municipal links employed under the Pantawid Pamilyang Pilipino Program (4Ps). The data
were tallied, analyzed, and interpreted using Pearson r product-moment correlation analysis. Findings revealed a low employee mismatch regarding horizontal, vertical, and skills mismatch. For compensation of benefits, showed slight satisfaction but moderate regarding the nature of work, promotion, supervision, and relationship with colleagues. However, their job performance level is good regarding effectiveness, efficiency, and timeliness. The study showed no significant correlation between employee mismatch, job satisfaction, and job performance, and the null hypothesis is accepted. Thus, employees’ productivity is best observed through improved skills through education and training. It is suggested that the Ministry provide sufficient travel allowance and paid time off as additional benefits to the Municipal Links.

**Exploring Knowledge, Attitudes, and Practices towards the Registry System for Basic Sectors in Agriculture (RSBSA) in the Province of Isabela, Philippines**

Dr. Ma. Rita Reario  
Dr. Orlando Balderama  
Ms. Melody Lim  
Dr. Jose Gallena, Jr.  
*Isabela State University*

This study is of great importance to public administration and governance, particularly in the context of socio-economic recovery and development. It assesses the experience, knowledge, and practices of farmers towards the Registry System for Basic Sectors in Agriculture (RSBSA) in the Province of Isabela, Philippines.

The findings highlight key aspects of the RSBSA's implementation. Farmers demonstrated knowledge of the system, mostly learning about it from barangay officials. While the overall impression of the program was positive, some farmers expressed concerns about perceived documentary requirements. Barriers to accessing RSBSA information included distance and limited social media access, while effective communication tools included posters and tarpaulins. The enrollment form lacked clear definitions for terms like "farmer," "farm laborer," and "fisherfolk." Guidelines for enrollment were being developed, and some local government units created their own data management systems. Many enrollees lacked valid IDs and documents proving land ownership. Enrollment stubs with reference numbers were distributed as proof of enrollment.

In conclusion, this study provides insights into the registration process, awareness levels, and challenges related to the RSBSA in Isabela Province. Addressing the identified barriers and following the recommendations can enhance system implementation, improve data quality, and ensure the reliability of the registry. These actions are crucial for effective public administration and governance, supporting socio-economic recovery and development efforts.

**Assessing the Implementation of Basic Services in San Mateo, Isabela**

Dr. Rosalie Leal  
*Isabela State University*

The study was conducted with a general objective to assess the level of implementation of basic services in San Mateo, Isabela. Specifically, it determined the profile of the respondents, perceptions of the respondents on the different level of implementation of basic services and good governance, tested if there are significant differences of the perceptions of the four groups
of respondents in terms of the implementation of basic services and good governance and identified the problems encountered in the implementation of basic services through One-way Analysis of Variance (F-test) at 5 percent level of significance. The data gathered were computed and analyzed through the Statistical Package for Social Sciences (SPSS) software. The different basic services as perceived by the four groups of respondents differ in their perceptions on the level of implementations. The four dimensions of good governance had favorable responses of very satisfactory. Moreover, the problems encountered by the municipality in terms of implementation were rarely encountered. The study revealed that the basic services are highly implemented. However, the areas of sustainability and viability of these programs in accordance to the needs of San Mateo folks are desired.

Implementation of Development Programs in Dupag, Tabuk, Kalinga: Its Effect on Security and Community Engagement

Ms. Julie Ann Salazar  
Ms. Judith Guerrero  
Isabela State University

This study focused on the implementation of the development programs and projects and its relevance in the counterinsurgency efforts of the government particularly the National Task Force to End Local Communist Arm Conflict (NTF-ELCAC). The task force was activated to ensure that various programs and policies are delivered to conflict-ridden communities. Seven PPAs of Barangay Dupag, Tabuk City, Kalinga were identified and monitored by the locals and the Barangay Officials to determine their effects in countering the local insurgency problem. Using a mixture of quantitative and qualitative research methodologies, this research aimed to examine how the programs implemented ultimately contributes to community engagement and community-based sustainable development. Based on the results of the study, this research identified that the respondents have moderate involvement in the development projects and perceived these projects to be moderately important. These initiatives effective execution is hampered by a number of various minor issues, but the task force is always working to ensure stakeholders’ participation and involvement in community-driven development.

Control Corruption for Good Public Governance: Need for Strengthening Public Procurement Mechanism in Nepal

Mr. Sudhir Kumar Sah  
Commission for the Investigation of Abuse of Authority (CIAA)

Good Governance is the baseline for effective Public service delivery, and Corruption is the major disrupting factor and Corruption was on another level during Covid-19 management that resulted in public outcry against the government. Public procurement makes up a significant proportion of public spending for development activities. Public procurement represents 70-80% of Nepal’s fiscal budget. After the promulgation of the Constitution of Nepal 2015, procurement is shared among the federation, provinces and local governments.

Corruption in the Procurement mechanism is rampant. In 2022, Transparency International’s corruption perception index, Nepal scores 34 where corruption is pervasive. The complaint and prosecution of procurement related corruption account for more than 60% of all others.
Control of corruption is essential in saving public property, reputational damage, and obtaining value for money. To make public procurement open, transparent, objective, reliable, and to ensure good governance in Public procurement, "the public procurement act and Regulation 2007" is still in practice. Public Procurement is still cumbersome and needs strengthening to improve the process that will be instrumental in controlling corruption.

Constructive destruction is required for regulatory and procurement agencies. Promotion of the ethical dimension of bureaucrats along with other procurement partners and anticorruption commitment by governing leaders with zero tolerance for corruption is essential.

**Voting Behavior and Preferences of Voters in Tarlac City**

**Dr. Edwin Caoleng**  
*Tarlac State University*

Election is how citizens choose their representatives who would shape and make policies and decisions governing the people. Elections in the Philippines were never safe from any issue or problem. Some of these problems include vote buying, violence, influence of political dynasties, inefficiency of PCOS machines and black propaganda (Oliveros, 2013). The descriptive research design was used in the study to analyze voting behavior and preferences of voters in Tarlac city. To determine the respondents of the study, researchers used Slovin’s Formula to compute for the statistics from a total population of 342,493 as of 2015. As a result, respondents of the study include four hundred (400) selected registered voters in Tarlac City. The study presents the age of the voter, the educational attainment, and the sex of the voters, thus, the traits in choosing a candidate for elections, the preferred political campaign method, the preferred characteristics of electoral choices among respondents. This study presents also what affects the behavior and preference of voters in choosing their candidates and the improvement in the voting behavior and preferences of voters in choosing their candidates. More so, voters care on what unique set of characteristics and propositions each election candidate must bring to the table (Osorio, 2015). Young voters are even dissuaded in voting from traditional politicians and chose TV actors and personalities instead who have no experience or sufficient education (David & Atun, 2015).

**Ensuring Food Security in the Philippines: An Initial Assessment of the Rice Tariffication Law**

**Prof. Juvy Lizette Gervacio**  
*University of the Philippines Open University*

Do we have enough food for the entire population? This is one of the basic questions related to food security that is relevant as the world emerges from the COVID-19 pandemic. In the Philippines, food refers to rice which is a very important commodity with an estimate of 100 million Filipinos known to consume rice. Moreover, it is also a major source of income to farmers.

In February 15, 2019, Republic Act 11203 or the Rice Tariffication Law (RTL) was signed into law removing the quantitative restriction (QR) or the import ban on rice, thus allowing private traders to import rice as long as they pay tariffs (taxes) for the stock that they imported. This was also seen as an important step to secure the intermittent problem on rice supply in the country.
This paper aims to answer the questions: Is the RTL able to provide sufficient rice supply to the country? Specifically, it aims to: 1) discuss the provisions of the law and how it affects food security; 2) discuss the initial results of the RTL and its impact to the various stakeholders; and 3) recommend actions to the Philippine government to address challenges.

The researcher will utilize reports, news articles and government websites that are relevant to the study.

Level of Gender Mainstreaming in The Province of Bukidnon, Philippines

Dr. Sansehry delos Santos  
Bukidnon State University

This study aimed to examine the gender mainstreaming efforts by income classification of municipalities in the Province of Bukidnon. A reason for the ability of government units to attain better gender equality is their monetary capability to develop, implement and sustain gender-responsive programs. Correspondingly, one could expect that LGUs with bigger incomes would have better gender mainstreaming policy implementation than those with smaller incomes. The survey respondents in this study represented the twenty municipalities that agreed to participate. Data showed that while other provinces in the country had up to six types of municipalities by income classification, Bukidnon did not have 5th class or 6th class which meant that the province was relatively better income-wise. Most municipalities in this study had very good ratings in gender mainstreaming; budgetary allotment; the number of people in specialized bodies, and policy implementation. Issues were noted in the use of sex disaggregated data, in the implementation of policies on gender orientation, and in housing services for marginalized sectors. Additionally, more men than women occupied elective positions in the province. The gender mainstreaming efforts did not vary by income class of municipalities. This implied that the municipalities were in cadence in matters of gender mainstreaming.

A Multidimensional Model of the Compliance to Environmental Regulations of Covered Establishments in Davao Region Amid the COVID-19 Pandemic

Dr. Moises Torrentira Jr.  
University of Southeastern Philippines

This study was conducted to develop a multi-dimensional model of the compliance to environmental regulations of the covered establishments in the Davao Region during the COVID-19 pandemic. Utilizing exploratory factor analysis, the study was able to process 351 responses from Pollution Control Officers and Managing Heads of Category A and Category B establishments in Davao Region through an online survey. The generated data was then subjected to rotations which converged in 25 iterations. Based on the criteria set, a total of 19 items were categorized into six factors. The cumulative load percentage of these six factors was calculated at 47.806 which implies that these six constructs could explain approximately 47% or almost half of the total variability. The quantitative data reduction revealed that during the pandemic, compliance to environmental regulations may be heightened considering the following dimensions: inter-agency collaboration in information dissemination, adaptability in environmental enforcement, observance of health protocols, accountability and leadership in
environmental management, digitization in environmental capability building, and unrestricted mobility for environment-related travels.

**IPMA Analysis In The Government Attempts to Accelerate SMEs in Indonesia**

Karnida Retta Ginting  
Galuh Pancawati  
*National Institute for Public Administration*

MSMEs have an important role in the economy. The existence of MSMEs in Indonesia contributes to more than 60 percent of the gross domestic product (GDP) and absorbs 97% of the workforce. To maintain and strengthen MSMEs, the government needs to actively participate. The government's active role can be seen from policies that support the acceleration of MSME empowerment and by providing a supportive ecosystem for strengthening MSME. One of the programs within this framework is the existence of the Integrated Service Centre (PLUT), which is a program of the ministry of cooperatives and SMEs spread across the provincial and district city levels. This study aims to analyze PLUT in the city of Solo. Importance-Performance Matrix Analysis (IPMA) was carried out to analyze the level of importance and performance of PLUT by respondents who are MSME actors. Data were analyzed using structural equation model (SEM) - Partial Least Square (PLS). The five dimensions of service quality, namely tangibility, reliability, assurance, empathy, and responsiveness, have a significant influence on respondent satisfaction. The results of the IPMA analysis identified that reliability and responsiveness were quality dimensions considered important by respondents, but the highest service performance was tangibility. The researcher recommends that the PLUT program allocate resources for reliability and responsiveness which are considered important by MSME actors. Another finding is that there is collaboration with CSOs which has an impact on improving PLUT performance.

**Policing in Pandemic: Emerging Psychosocial Risk Factors and Law Enforcement Performance in Gensan**

Mr. Dennis Jr. Monroid Yuson  
*Ateneo School of Government*

COVID-19 pandemic has brought many challenges in various sectors worldwide. In General Santos City, Philippines, police officers’ profession because of the additional pressures they face in the new normal. This study aimed to assess the present mental health of GenSan police officers, the significant causes involving it, their coping mechanisms, their law enforcement performance, and the relationship between their stress, anxiety, and depression severity levels and performance. Beginning with the data gathering from one hundred eighty (180) GenSan police officers as respondents, the paper used a descriptive-analytical design to explore their severity levels of stress, anxiety and depression. The two different tools used to measure performance showed divergent results as to the relationship of mental health and performance. GenSan police officers despite having experienced stress, anxiety and depression were still bound to averagely perform their duties and responsibilities as mandated. As such, the Individual Performance Evaluation Report, PNP institutional tool for performance assessment, needs to be reviewed for a more reliable and better measure of performance. With the pilot tool in measuring performance being used in the study, it surfaced that there is a significant relationship between mental health and performance of GenSan police officers.
Assessment of the Competency of Village Officials in the Philippines

Dr. Patricia Ann Estrada  
Ms. Izelle Francisco  
*Tarlac State University*

The local unit is the primary planning and executing unit of the community for government policies, strategies, services, initiatives, and events; and a forum for the collective views of the people to be shared, crystallized, and considered for disputes to be resolved amicably. The study assesses the competency of Village officials in the Philippines particularly the Municipality of Concepcion. Specifically, it sought to evaluate their competency along with facilitating planning, meeting facilitation, monitoring and evaluation, reporting, passing a resolution, and committee management. This also determined the problems encountered by the local unit’s officials, through these measures to improve solve such problems were proposed to improve the village officials' competency. The descriptive evaluative research was used to determine the village officials' competency needs. Furthermore, they find a similar conducive problem in tracking and focusing on the activities they set on the plan by aimlessly not documenting and gathering evidence throughout the conduct of the monitoring and evaluation phase of their plans. Lastly, the data gathered shows that village officials themselves do not comprehend their duties as mandated by the Local Government Code of 1991 and other pertinent statues.


Prof. Liza Joy Galanza  
Ms. Jenny Pelasol  
Ms. Kezzie Lyn Hilado  
Mr. Reynold Tan  
Ms. Joy Lizada  
Ms. Bea Gequinana  
*University of the Philippines Visayas*

Government-funded projects can be diverse and varied. In a study by Biwott et al (2017), the authors stated that each project may present different requirements hence, an appropriate monitoring and evaluation mechanism must be developed by project managers and developers. This paper aims to advance that development of monitoring and evaluation software applications is an optimal method to establish an effective and efficient m and e mechanism. The Retooled Community Support Program Local Government Support Fund-Support to the Barangay Development Program (RCSP LGSF-SBDP) is a Philippine government funded program that brings directly to the barangay beneficiaries infrastructure and non-infrastructure projects aimed to support their development plans. The monitoring and evaluation of these projects is essential in determining the effectiveness of the program towards the achievement of its goal of inclusive and sustainable peace. This paper draws out from the study on the assessment of the implementation of RCSP LGSF-SBDP to determine the factors of effective monitoring and evaluation of projects under the program. Furthermore, it appraises the need to develop a monitoring and evaluation software application that can be universally used for
RCSP LGSF-SBDP projects all throughout the Panay Island. With M and E applications, data collection about the status of the projects, fund utilization, challenges of implementation and the beneficiaries' perceived impacts of the projects is sped up. Data management is systematized which can result to a more comprehensive and accurate analysis and monitoring and evaluation. Moreover, the offline operability of the developed M and E tool allows the same level of effective data collection and management in far-flung areas even with the absence of the Internet.

An Assessment of the Role of Digital Transformation in Improving Accountability and Transparency in Public Governance in India

Dr. Sandeep Inampudi
Central University of Karnataka

Public governance in India is undergoing significant changes, driven by the rapid adoption of digital technologies. This paper explores the role of digital transformation in improving accountability and transparency in India's public sector. Although digital transformation holds tremendous potential for enhancing public governance, the extent of its impact remains under-researched. This study aims to fill this gap by investigating how digital initiatives have contributed to improving accountability and transparency in India's public governance. Using a mixed-methods approach, the study examines several digital initiatives, assesses their impact on governance, and identifies challenges and opportunities in leveraging technology for greater accountability and transparency. Preliminary findings suggest that while digital transformation has facilitated some improvements, several challenges, including digital literacy, data privacy, and infrastructural limitations, need to be addressed to optimize outcomes. This study contributes to our understanding of the implications of digital transformation for public governance and offers insights for policymakers seeking to leverage digital technologies for better governance. In this paper, it will be discussed the issues and challenges faced for improving Public Trust through Public Service Delivery by various Government Institutions in realizing Good Governance. And it will also be understood in how this Digital Transformation is improving accountability and transparency.

Development of HR And Management Capacities of Indonesian Educational Institutions to Achieve Top Ranking Universities and Promote Good Public Governance

Ayurisya Dominata
Razlini Mohd Ramli
Universiti Sains Malaysia National Research and Innovation Agency

This article discusses the problem about educational institutions in Indonesia are still in the middle to lower ranking category among neighboring countries in Asia, this is based on world university ranking data from year to year. Improvements made so far have not been sufficient to answer the effectiveness of educational institutions in Indonesia to improve quality and improve world rankings. The aim of the study is to reconstruct the substance of the institutional improvements in educational institutions that have been carried out in Indonesia with solutions that are more targeted. The study method used is observation and literature study. The results of the analysis found 7 strategies: 1). Habituation is not coercion, 2). Equitable Education, 3). Maintaining Academic Reputation, Reputation of Entrepreneurs, Student Quality in Each Faculties and Departments, Improving International University Research, 4) Opening Access for International Students, 5). Honesty and Fairness for Setting University Work Standards, 6).
Removing the Selection or Graduation System based on Proximity, Nepotism, Kinship Network, 7). Building Educational Management That Is Open And Global Insighted.

SUB-THEME 1-2
SOCIO-ECONOMIC RECOVERY AND DEVELOPMENT:
ISSUES RAISED AND THE NEEDS FOR RENEWAL OF PUBLIC GOVERNANCE

Recovery Status of the 2013 Typhoon Yolanda: Results of the Survey in Two Typical Barangays in Tacloban City

Dr. Ebinezer Florano
National College of Public Administration and Governance
University of the Philippines

On November 8, 2013, Tacloban City in the central Philippines was hit by Super Typhoon Haiyan/Yolanda. Barangays 60-A and 90 were two of the villages in the city which were severely damaged by the typhoon. The paper seeks to describe the level of recovery and rehabilitation of those two barangays more than eight years after the disaster through a survey of their 100 residents conducted in February 2021. The survey reveals that in many aspects, the coastal residents and communities of both barangays have recovered. However, it also points out that the residents of Barangay 60-A, with many informal settlers, recovered quickly by rehabilitating their houses and livelihoods compared to those in Barangay 90. This brings to the fore the issue of resilience among communities with varying levels of socio-economic development, i.e., wealth is not necessarily the determinant of resilience. Rather, it is the ability to quickly rebuild one’s house and from that, move on to re-establish livelihood or go back to work. This finding has ramifications to the government’s efforts to restore normalcy in disaster-stricken communities.

Factors Affecting Public Value Creation: With a Focus on Organizational Trust

Dr. Heungsuk Choi
Korea University

What affects the level of the public value creation by public employees? Why and in what ways do they enhance or lessen their efforts to create public values? Is it more affected by performance management? Or is it rather a level of organizational trust? One of the most important legacies of new public management (NPM) is strengthening of performance evaluation and management. The South Korean government is no exception, as NPM serving as the major philosophical and methodological platform for government reforms. Together with the performance evaluation at the team, agency, and project level performance evaluation, the individual-level performance evaluation has comprised an important pillar of performance management in the Korean central and local government.

While performance management has long been a buzz word in the Korean public bureaucracies, it is so far uncertain that what and how much impact it has made on government performance. The jury is still out even to judge whether it has resulted in any meaningful impact on government performance, especially in terms of creating public values. It may be that such
variables as public employees’ trust in their organizations, the leadership styles of their bosses, etc. may affect their creation of public values more indeed.

This study uses the data based on a survey of public officials in Korean central and local governments. The survey was conducted in July, 2021. This study hypothesizes that the creation of public values by government employees, which has been operationalized using the constructs of Moore’s strategic triangle of creating public values, will be significantly affected by the employees’ level of trust in their organizations, as well as their evaluative perceptions of performance measurement in terms of its objectivity and technical feasibility. If those being evaluated do not regard their performance measurement valid, the performance measurement would hardly serve as a force to induce employees to create more public values and could even work as a harmful force to undermine their morale and effectiveness. Besides, it seems that some employees are more affected than others by performance measurement in terms of their public value creation. In this vein, of particular interest will be the mediating effects of perceived dilemmas of innovations concerning the relationship between performance measurements and creation of public values(Altshuler & Behn, 1997). In conducting this study, this will use regression and structural equation approaches.

Child, Early, and Forced Marriage (CEFM) among Ethnic Groups in Northern Mindanao, Philippines

Prof. Rolan Mancha  
Northern Bukidnon State College

Adolescent pregnancy is a global public health concern in both developed and developing countries and its correlated institution of child marriage and the practices like child, early, and forced marriage (CEFM) among ethnic groups remain an obstacle to the better future of children and adolescent. This study focused on assessing the factors contributing to adolescent pregnancy among adolescent women in different ethnic groups in Northern Mindanao to intensify the implementation of policies against CEFM in the country. The study employed a descriptive cross-sectional research design involving both qualitative and quantitative approaches maximizing the 6-year period data (2017-2022) with a total of 1806 mothers aged 14–25 and have experienced at least one adolescent pregnancy. Results showed that the overall prevalence of adolescent pregnancy in Northern Mindanao was 29.4%. Ethnicity distribution of the adolescent mother were found to be Bukidnon (10.9%), Higaanon (10.3%), and other ethnic groups (8.2%). The findings also showed that adolescent girls were pregnant at the age of 18 (13.6%) and 19 (15.3%), not attending school (73.4%), and came from lower class income households (68.7%). Using thematic analysis, three themes emerged: (1) individual factor (i.e., self-desire), (2) early marriage and pregnancy is dictated by culture and tradition, and (3) early marriage and pregnancy is inspired by love and intimacy. The findings indicated that adolescent pregnancy and CEFM is a key public health issues and implementation of the policies should be strengthened in areas with these existing practices.

The Functionality of Barangay VAWC in the Implementation of VAWC Programs in San Mateo, Isabela

Ms. Julie Espinosa  
Dr. Rosalie Leal  
Isabela State University
This study evaluates the condition of community-based Violence Against Women and Children (VAWC) desks at three levels: (1) the VAWC system (policies and regulations); (2) the entity (VAWC desk setup); and (3) the individual (VAWC desk officers) levels in San Mateo, Isabela, Philippines. Data were acquired through a survey of 33 VAWC desk officers using the performance standards and assessment tools for services addressing VAWC in the Philippines (Barangay Level). This investigation also included document analyses of national and local regulations, as well as VAWC reports. The findings indicated that rules creating barangay-level VAWC desks were not adequately enforced in San Mateo. At the same time, the research findings also revealed a lack of technology and resources to appropriately handle VAWC situations. Furthermore, VAWC desk officers' educational background impedes their ability to carry out their obligations efficiently, as there are no specific credentials required to be a desk officer at the same time there is also no defined local framework for the orientation of desk officers' tasks and responsibilities.

Economic Challenges of Malagab-i Women Insights to Poverty Reduction Strategies

Ms. Erica Haluan
Ms. Jerimae Fabular
Ms. Jessah Manua
Ms. Rizza Almalbis
Capiz State University

Economic challenges allude to the different difficulties and obstacles encountered in the field of economics. Individuals, homes, enterprises, and even entire economies may be impacted by these difficulties. In this regard, women frequently face limited access to education and skill training, resulting in fewer work options and lower earnings than their male counterparts that cause economic inequality. The purpose of this study article was to identify the economic issues faced by Malagab-i women in the municipality of Cuartero, Capiz, Philippines. This is a descriptive study. The data was gathered using a validated and reliable researchers-created questionnaire.

According to the study's findings, Malagab-i women have economic challenges in terms of earnings and opportunities. Due to its geographical location, farming represents the majority of women's economic activity. The majority of women rely totally on their partner's wages. With the results and insights, a poverty reduction strategy was developed for the various economic issues encountered by women, which are rooted in societal norms, discrimination, and structural disparities.

Effects of Livelihood Programs and Projects Availed by the Pantawid Pamilyang Pilipino Program (4Ps) Beneficiaries to their Socio-economic Status: Input to Program Sustainability

Mr. Jerick Jornadal
Dr. Diosdado P. Zulueta
Marinduque State College

Livelihood programs are designed to provide knowledge and skills in opt to improve the lives of people in underdeveloped communities. This study examines the effect of livelihood programs and projects availed to the socio-economic status of the Pantawid Pamilya
Beneficiaries in the Province of Marinduque. A descriptive survey research design was employed in this study. A self-construct survey questionnaire was distributed to 387 beneficiary respondents. Frequency distribution and T-test for Dependent mean were used to statistically analyze the data. Results show that technical and vocational short-term courses were primarily delivered to livelihood programs by partner agencies and the Department of Social Welfare and Development (DSWD). The majority of these projects amount to five thousand to ten thousand in value and are monitored in monthly visits and evaluations. Results further showed that the delivered programs had improved the capability of recipients and significantly increased the number of assets among household beneficiaries. However, the study found that optimization in the implementation of projects is still needed by implementer agencies. Thus, the study recommends the creation of an inter-agency task force that will opt for collaborations in implementation and monitoring projects, creating market channels to cater to goods/products and services, formulate rewards and recognitions program and prioritize 4Ps beneficiaries as subject to their extension programs.

**Impacting Factors of Ambidextrous Job Crafting**

**Ms. Dai Yiming**  
*Chinese Academy of Personnel Science*

With the rapid development of economic and social reform, job crafting as the complement of the top-down job design is becoming more and more important in management research and practices. According to job crafting theory and regulatory focus theory, it is necessary to study the interaction effect between individual needs and leadership behavior on the ambidextrous job crafting. Data collected from 604 employees in a state-owned enterprise in HN Province at two time points are used in this study. Results of the regression analysis show that: (1) Individual security needs have a significant and positive effect on prevention-oriented job crafting, while individual growth needs have a significant and positive effect on promotion-oriented job crafting. (2) The difference between growth needs and security needs has a significant and positive effect on promotion-oriented job crafting is negative. (3) Both individual security and growth needs influence interaction between promotion- and prevention-oriented job crafting significantly and positively. (4) Individual security needs have a significant negative effect on the relative magnitudes of promotion- and prevention-oriented job crafting, while individual growth needs has a significant positive effect on it. (5) Individual growth needs are the moderator of the relationship between individual security needs and ambidextrous job crafting. Under high levels of individual growth needs, individual security needs have the most significant influence on ambidextrous job crafting. (6) Transformational leadership is the moderator of the relationship between individual growth needs and promotion-oriented job crafting, and interaction between promotion- and prevention-oriented job crafting. Under high levels of transformational leadership, individual growth needs influence promotion-oriented job crafting, and the interaction between promotion- and prevention-oriented job crafting more significantly.

**Authoritarian and Democratic States: the COVID pandemic and the efficacy of Public Health Outcomes**

**Hyesong Ha**  
**Colin Knox**  
**Saltanat Janenova**  
*Nazarbayev University*
There is a populist narrative that authoritarian regimes were better able to respond to the challenges of the Covid pandemic because of their strict enforcement powers, compliance of citizens, and speed of autocratic decision making in a crisis. Research evidence to date on this assertion is however inconclusive or inconsistent. This paper analyses data from democratic and authoritarian countries with the aim of finding out whether autocratic regimes, using greater stringency measures (policy interventions to tackle Covid), had better public health outcomes than their counterparts. The results from the hierarchical models show that authoritarian regimes performed better in tackling the pandemic in terms of infection and death rates than their counterparts. However, we did not find any empirical evidence on the moderation effect of trust in government on the relationship between stringency measures against Covid and policy outcomes. This result might be due to the lack of data transparency in authoritarian countries.

Reimagining the Futures of Disaster Risk Reduction Management Situation in for Sustainable Development in the Philippines

Ms. Maria Elizabeth Bo-o
Ms. Andrea Francesca Camago
Mr. Kenmark Joshua Capadocia
Ms. Isabelle De Leon
Ms. Jose Manuel Dumandan
Mr. Marvin Jay Musngi
Mr. Jose Rogelio Villaseñor
Dr. Reginald G. Ugaddan

National College of Public Administration and Governance
University of the Philippines Diliman

AR/VR still needs to be fully integrated into the systems of Disaster Risk Reduction Management in the Philippine context. This exploratory study employs five data analysis methods: the STEEP analysis, Key Factors Forecasting, Trends and Emerging Issues Mapping, Causal Layered Analysis, and the Futures Triangle. The different methods were used in structuring a series of interviews conducted with three key informants, namely, the (1) Acting Head for the University of the Philippines - Manila Disaster Risk Reduction Management for Health Center, Carlos Primero Gundran, (2) Specialist Operations Support Staff Miguel Angelo Ramirez of the Research and Planning Section of the Quezon City Disaster Risk Management Office, and (3) University of the Philippines - Diliman University Researcher, Xavier Venn Asuncion. The following themes emerge from the analysis: how can the AR/VR technology be conducive across all stakeholders, the challenges and opportunities it poses for DRMM in the Philippines, and the factors that weigh its integration into each institution’s framework? The study's findings, further elaborated using Causal Layered Analysis, result in a deeper understanding of the factors contributing to why the AR/VR is still on its first few levels of the stepladder. With that, the insightful interviews with key informants revealed the critical challenges of financial limitations, the digital divide, and the political aspect of integrating AR/VR technology in DRRM. Overcoming these challenges requires raising awareness, engaging with policymakers, fostering strategic partnerships, and ensuring the allocation of sufficient funding. By garnering support and commitment from political leaders, the Philippines can pave the way for the successful integration of AR/VR technology, ultimately enhancing the country's disaster prevention, preparedness, response, and recovery efforts.
Public Governance and Bureaucracy: Tension and Collaboration in Developing Countries

Dr. Ahmed Shafiqul Huque
McMaster University

The concept of public governance has dominated the discourse on democracy and development since the turn of the century. Both scholars and practitioners responded positively to the idea, and governments across the globe took the initiative to establish good governance. In developing countries, the bureaucracy is the key institution with the responsibility to establish and operate a system for accomplishing the goals of public governance. This leads to tension between democratic state institutions and the bureaucracy. The relationship between the state and bureaucracy has become increasingly complicated with new developments in the twenty-first century. Advancements in technology, increased complexity and interdependence between nations, rising expectations and demands from citizens, and political interference in public administration have precipitated resistance to change from this powerful institution. The impacts of globalization and financial constraints have also impacted the establishment of public governance.

Based on a review of the literature, the proposed paper will analyze the challenges encountered by both the state and the bureaucracy to identify tools and strategies to align the roles of the two stakeholders for enhancing the capacity to perform their respective roles. With reference to the overarching values of governance, such as transparency, accountability, participation, and rule of law, the paper will argue that effective governance practices have the potentials to contribute to the performance of both the bureaucracy and government by diffusing tension and fostering collaboration between them.

An Analysis on the Determinants of Resilience of Forest Fire Disaster: Focusing on Administrative & Policy Capacity, Physical & Human Capacity, and Socioeconomic Capacity

Dong Uk, Kim
Dr. Rosa Minhyo Cho
Sungkyunkwan University

This study focused on disaster resilience, focusing on the forest fire. This study analyzed what factors affect the resilience of forest fires and disasters and identified areas with high and low disaster resilience. This study used variables of administrative & policy capabilities, physical & human capabilities, and socioeconomic capabilities. The analysis model of this study used a linear regression model, an SLM(Spatial Lag Model), and an SEM(Spatial Error Model). As a result of the analysis, we found that all three competencies had an important effect on disaster resilience after a forest fire. Therefore, the policy implications are as follows. First, it is necessary to establish a governance cooperation network such as adjacent local governments, private, and communities, not individual local governments. Second, through research on the prediction and prevention of forest fires, local residents, local government officials, and civil society need to be learned the manual in areas where forest fires occur frequently. Third, after a large-scale disaster, it is necessary to find ways to increase resilience through social capital factors.
Drivers and Outcome of Young Voters’ Political Expression and Internal Efficacy through the lens of the Stimulus Organism-Response (SOR) Model

Prof. Maria Tiara Fatima Galang  
Dr. Wilmark Ramos  
*Tarlac State University*

Voting is one of the most direct methods of participation of citizens in governance. With the heightened number of social media platforms and users, candidates resort to use social media for marketing their campaigns and respective parties to influence voters. Through this, the researchers sought to develop a model of drivers and outcome of young voters’ political expression and internal efficacy through the lens of the stimulus-organism-response (SOR) model. The indirect effect of impact of word of mouth and interaction on political product involvement was positive and significant. When mediated by internal efficacy and political expression, WOM correlates positively to the outcome variable, political product involvement. Therefore, political expression and internal efficacy partially mediated the relationship between social media marketing strategies, namely, WOM and interaction and political product involvement. Implications for research and practice are provided as well as the limitations and recommendations for future research.

Testing ‘less Government and More Governance’ Mix as a Country Strategy

*Mr. Eufracio Primer Pagunuran*  
*National College of Public Administration and Governance*  
*University of the Philippines*

The emerging world order in developing societies or economies mimic Western democracies via paradigm shift from traditional to modern strategies thereby altering the politico-economic ecosystem in a universal way. Huntington however theorized that “modernization in non-Western societies result in retreat toward the traditional”. There had been long debate whether a viable economic growth is a guarantee for a stable political development. A country has to embrace its own suitable economic framework but more so nurture a brand of public governance that is a function of the legitimacy of its political system. It’s here argued that “new public governance” should operationalize core public values that in turn translate into set goals being achieved; where trends in the global or regional arena are guideposts for future engagement; and “less government and more governance” mix to absorb unforeseen shocks from within and without. The basic premise of this paper is two-fold, viz: a) a country run like a business under the big institutional tent of new public management and b) NPG as a scheme of collaboration with partners within and across the public, nonprofit, and private sectors. The country alone decides its development menu based on what’s high in the pecking order.

The Role of Library and Archives Agency of Sleman Regency in Supporting The Recovery of Post Disaster Communities Socio-Economic Conditions Through The ‘Genta Siaga’ Program

*Mr. Mahesa Radito Rizki Handoko*  
*Mr. Muhammad B. Altafarel*  
*Ms. Hamidah Susilatun*  
*STIA LAN Polytechnic*
Indonesia is a country that is vulnerable from natural disasters. One of the vulnerable area from natural disasters is Sleman Regency, DIY Province. This natural disaster will have a major impact on the social and economic conditions of the local community such as lose their lives, properties and valuable documents (family archives). Writers believe that good management of family archives by the community is one way that can be done to support the recovery of socio-economic conditions after natural disasters. DPK Sleman is a regional archival institution that has duties in giving guidance of the archives management, especially family archives. The research method used is descriptive research with a qualitative approach. Data collection techniques are interviews, documents review, and observation. The study results show that the Genta Siaga program in general has a positive impact on the community in managing their family archives, so that family’s valuable documents can be stored safely to minimize the impact of losses after natural disasters. However, Genta Siaga itself still has some problems such as the difficulty of finding the right time to conduct socialization to the community and the DPK of Sleman Regency has limited access to reach socialization locations, especially vulnerable villages which are generally located in the rural areas.

The Status and Socio-Economic Impact of the Help for Catubig Agricultural Advancement Project (HCAAP)

Dr. Eduardo Lluz Ocaña Jr.
University of Eastern Philippines

Northern Samar has basically an agricultural economy with more than 349,800-hectare total land area with high incidence of poverty in the region, dubbed as the ‘rice granary’ in Eastern Visayas. It is on this basis that HCAAP was conceptualized wherein the national government obtained a loan from Japan International Cooperation Agency (JICA) amounting to 5.2 billion yen or 3.4 billion in pesos allocating 2.4 billion pesos alone to irrigate 4,550 hectares of agricultural lands. However, the implementation stopped in 2013 with the budget nearly exhausted and the project uncompleted. This study investigated the respondent- beneficiaries’ demographic characteristics, status of the Help for Catubig Agricultural advancement Project (HCAAP), level of access to the HCAAP, socio-economic impact of the HCAAP, and the HCAAP-related problems encountered by the respondent- beneficiaries. It was found out that the HCAAPs five components have moderate functionality, availability, and accessibility to the respondent- beneficiaries and do not have significant impact in their socio-economic status. It failed to deliver irrigation system to most of 4,550 hectares of service areas in 64 barangays and unsuccessfully sustained health component, agricultural support services component, and other rural infrastructure improvement sub-components save farm-to-market roads. Deficiencies and non-sustainability of the sub-components hinder the project to provide services to most of the respondent- beneficiaries and service areas. The study concludes that rural development project is just a dream to the farmers of Northern Samar without the government’s implementation of a genuine agrarian reform. Absence of owned land creates accessibility and availability of the project’s components worthless and brings no socio-economic impact.

Investigating the Knowledge Management Factors for Disaster Resilience Among Local Governments in the Philippines

Prof. Maria Tiara Fatima Galang
Tarlac State University
Knowledge is one of the most critical assets of an organization. In the Philippines, local governments are the front lines of development, empowered as a catalyst with a wide array of powers and functions granted under the Local Government Code of 1991. LGUs’ crucial roles include planning, policy formulation, and implementation. To effectively perform these tasks and respond to citizens' needs, particularly during crises and hazards, LGUs must perform critical decision-making that can be done efficiently through knowledge management.

Hence, this proposed research aims to investigate key knowledge factors relating to the disaster management cycle namely technological, operational/managerial, economic, social, legal, environmental, institutional, and political factors. This will be done by covering identified vulnerable areas where both officials and citizens on the ground will serve as respondents. Further, the researcher intends to determine barriers relating to identified disaster knowledge factors with the end in mind of proposing a KM framework for disaster management.

Performance Evaluation of University R&D Funded Program’ Effectiveness: Balanced Perspectives Between Equity and Efficiency

Ms. Jiwon Han
Prof. Hyung Jun Park
Prof. Jiye Ju
Sungkyunkwan University

The landmark case of the Serrano decision in 1971 witnessed a series of education finance reforms promoting equal opportunity in public education. Despite a growing body of literature on the role of government intervention in K-12 education for equity and efficiency, subsidies to higher education institutions received relatively little attention from that perspective (Babaro 2006; Diris and Ooghe 2018). This study takes advantage of the unique institutional arrangements for higher educational institutions in Korea—the government’s business start-up financial support policy. Specifically, using all 392 Korean universities over the six years of panel data we examine whether and the extent to which the government subsidies were distributed across universities in terms of equitable funding. In addition, we further analyze the efficiency that governmental financial support achieved under this funding formula regime with Stochastic Frontier Function. The findings reveal the dynamic relationship between equity and efficiency over the long-term perspective. This has the greater potential to inform better government policy for higher education.

The Pandemic’s Test: e-Governance as a Pillar for Trust in Government

Ms. Francesca P. Abueg
Mr. John Cris Y. Cerafica
Mr. Maverick S. Sevilla
Dr. Reginald G. Ugaddan
National College of Public Administration and Governance
University of the Philippines Diliman

In 2020, the world suffered due to the effects of the Novel Coronavirus (COVID-19). This global pandemic made countries shift to online services and activities, including government transactions. The same year, citizens and organizations demanded a quick response concerning the drawbacks caused by the pandemic. This paper investigates the perceived quality and performance of different e-government platforms (i.e., Facebook and websites) used by Pasay
City. This paper also inquires about the impacts of e-government platforms on public trust and citizen satisfaction during the pandemic. The Public Value Theory and IS Success Model of DeLone and McLean are adopted to exemplify the purpose of the study. The data from the 342 respondents were gathered. The researchers performed confirmatory factor analysis to validate the data and assure the reliability of the latent variables. The researchers performed SEM to determine the relationship between the e-government qualities (information, system, and service qualities), e-government trust, and citizen satisfaction. The results revealed that only information and service qualities are significant in public trust. It also revealed that trust in e-government is significant to citizen satisfaction. This study also shows the mediating role of e-government trust on citizen satisfaction.

The Implementation of Corporate Social Responsibility Among the Isabela State University Campuses: A Basis for Plan of Action

Ms. Glenda Castillo
Isabela State University

This study focused on the implementation of Corporate Social Responsibility along with its five areas: Philanthropic, Ethical, Legal, Economic and Environmental among the Isabela State University Campuses which would serve as a basis for a plan of action. Using a mixture of quantitative and qualitative research methodologies, this research would deliver output that will enhance and continuously strengthen the engagement of State Universities on Corporate Social Responsibilities along with the Community Extension Programs and Activities. Based on the results of the study, this research identified that the ethical and legal aspects was implemented with a very great extent perceived by the implementers, while Philanthropic, Economic and Environmental aspects were implemented with a Great Extent. As to beneficiaries’ perception, all five areas were implemented with great extent. These five areas of CSR effective execution is hindered by a number of various minor challenges, but the University is always working to ensure that all University Social Responsibility programs and activities will create a positive impact to the society and the environment.

Mitigation Mismatch in Metro Manila: Measuring Policy Coherence of Local Climate Mitigation Action towards Metropolitan Climate Governance

Mr. Kent Elmann Cadalin
Ms. Airah Danelle Tuazon
Ms. Alyssa Velasco
National College of Public Administration and Governance
University of the Philippines Diliman

With the emphasis in local government units (LGUs) as essential entities in climate action in the Climate Change Act of 2009, this study examines the capacity and policy coherence of local governments in Metro Manila, Philippines in mitigating climate change. In dealing with climate risks at the urban level, while adaptation and mitigation are complementary, interlinked policy areas, the importance of policy coherence in the latter is more emphasized as the attainment of its policy objectives occur across multiple scales and collaboration of local government units is essential. -method approach, integrating both quantitative and qualitative techniques, was adopted to provide a holistic examination of the policy coherence local climate mitigation actions in Metro Manila. Annual Investment Programs (AIPs) enacted in the fiscal
year 2019 of all seventeen local government units in Metro Manila were collected and comprehensively analyzed for policy coherence across three levels Policy Priority, Policy Sector, and Policy Program as outlined in the National Climate Change Action Plan (NCCAP). Using the Climate Change Expenditure Tagging tool to analyze the 2019 AIPs of Metro Manila LGUs, the research reveals the lack of coherence in local climate mitigation policies in the metropolitan region, creating disconnects, inefficiencies, and lost opportunities for collaboration. In average, this study found out that Policy Priorities only had 30% policy coherence, Policy Sectors had 21%, and Policy Programs only had 7% across the metropolitan region. This is manifested in environmental programs being prioritized due to the predominant view of climate change as an environmental issue, a lack of dedicated local climate change offices or personnel, and limited awareness and knowledge of climate change issues among local leaders. Moreover, this policy incoherence is exacerbated by insufficient mechanisms facilitating inter-LGU cooperation. The research proposes strategies to improve policy coherence, including enhancing Climate Change Expenditure Tagging, promoting climate budgeting knowledge, implementing government-wide training initiatives, creating dedicated local climate personnel, and most notably, establishing a metropolitan climate agency. This agency would coordinate climate change actions across LGUs, ensuring policies align with national climate change goals and providing the means for institutionalizing climate action at both the local and metropolitan levels. This study stresses the urgent need for a multi-sectoral and collaborative approach in climate action, with all levels of government, the private sector, civil society, community organizations, and citizens participating to effectively address the increasing vulnerability of the country to climate change impacts and ensure a sustainable and resilient future.

**Collective Action Dilemmas and Mechanisms: Analyzing Autonomy Utilization and Health Promotion Obstacles and Catalysts in Local Governments during Health Service Devolution**

**Ms. Reiou Regie Manuel**  
City Government of Caloocan

Health promotion, as a population-based health service, is a vital tool in effectively implementing devolved health programs and integrating local health systems in local governments. Guided by Institutional Collective Action, Bossert’s Decision Space Approach, and PESLI (political, economic, sociocultural, legal, and institutional) moderating variables, this research examined autonomy utilization, collective action dilemmas and mechanisms, and the micro and macro-obstacles and catalysts local governments faced in executing health promotion in local governments under full devolution as mandated by the Mandanas Garcia Ruling and Universal Health Care Act. Reflective thematic analysis was employed to analyze health promotion and devolution-related policies and documents, and semi-structured interviews of key technical and political actors in City Government of Malabon and the Department of Health.

Results showed lack of proper planning and sustainable local policies, logistical constraints, organizational management, reactive actors, red tape, limited human resources, and political interest and leadership as obstacles in local governments’ execution of health promotion. Proactive technical actors, department leadership, citizen engagement, mass media, vision, and passion for public service were found as catalysts in local governments’ execution of health promotion.
Implementation of Development Programs in Dupag, Tabuk, Kalinga: Its Effect on Security and Community Engagement

Ms. Julie Ann Salazar  
Ms. Judith Guerrero  
Isabela State University

This study focused on the implementation of the development programs and projects and its relevance in the counterinsurgency efforts of the government particularly the National Task Force to End Local Communist Arm Conflict (NTF-ELCAC). The task force was activated to ensure that various programs and policies are delivered to conflict-ridden communities. Seven PPAs of Barangay Dupag, Tabuk City, Kalinga were identified and monitored by the locals and the Barangay Officials to determine their effects in countering the local insurgency problem. Using a mixture of quantitative and qualitative research methodologies, this research aimed to examine how the programs implemented ultimately contributes to community engagement and community-based sustainable development. Based on the results of the study, this research identified that the respondents have moderate involvement in the development projects and perceived these projects to be moderately important. These initiatives effective execution is hampered by a number of various minor issues, but the task force is always working to ensure stakeholders’ participation and involvement in community-driven development.

Blended Learning for COVID-19: A Comparative Study for Socioeconomic Recovery Governance

Dr. Christina Pacubas  
Cebu Technological University

The outbreak of COVID-19 has caused widespread disruption to traditional modes of learning globally, resulting in many countries shifting to distance learning. This study focuses on the Philippines and examines the impact of blended learning, a relatively new concept, on academic performance, financial capacity, and technological proficiency. Utilizing a non-experimental causal comparative research design and quantitative research questionnaires, the study collected data from 135 respondents, comprising 100 students and 35 faculty members. The study found that there was no significant relationship between the respondents' performance in utilizing virtual platforms. The best practices for the student group were video recordings of lessons, while faculty members preferred synchronous discussions. The salient findings of the study revealed that blended learning was not applicable to everyone for it created a gap in the academic performance of the underprivileged students who were not equipped with the needed resources in an online setting from those who have. The results of this study can contribute to the government's socio-economic recovery governance efforts and enhance public administration policies in terms of providing educational services during the pandemic.

COVID 19 and Health Sector Corruption in Nepal

Mr. Manish Pokhrel  
Mr. Ramhari Khadka  
Tribhuvan University
During pandemic situation, there is a rise in corruption all over the world - both developed and developing countries. Globally, about five percent of resources allocated for healthcare is estimated to be embezzled financially. Past experience indicates that corruption in the healthcare system spiral up during epidemic situation. This has been demonstrated during Ebola crisis. During pandemic situation, the government of Nepal implemented two key strategic approaches: (a) public health prevention and (b) hospital based interventions. This paper aims to explore corruption in both facilities during COVID-19 pandemic in Nepal. The paper also describes how health sector corruption spanned from one forms to the other and from one sector to the other during pandemic situation thereby paralyzing policy makers to grapple with the situation.

First case of COVID-19 reported in Nepal was on 23 January 2020, a 32-year old Nepali man returning from Wuhan. After the first case was screened, the government installed point of entry (PoE) in borders, various cities and Tribhuvan International Airport, limiting the influx of travellers. COVID-19 became a double threat to low income countries like Nepal. The pandemic carried heavy consequences for Nepal’s future; the outbreak hit nearly every sector of the economy, shaving up to 0.13 percent of the GDP and rendering 16,000 people jobless. Essential items such as masks, hand sanitizers and face shields were not provided everywhere despite a separate budget allocated by the parliament. Price gouging was rampant everywhere. Even shop keepers and every other merchandise provider sought to maximize their gains during the crisis situation. Especially, the food and vegetables providers’ mark-up their prices, many people were unable to afford basic food and protective gear. Every aspect of social structure was influenced and could observe the spiralling up of every forms of corruption during the troubling times. Extensive corruption mainly in the health department by health care providers could be observed.

Lived Experiences and Leaders' Empowerment during COVID-19 Pandemic: The Case of Poblacion Panitan, Capiz, Philippines

Ms. Michelle Dula
Mr. Lourence Angel Dimzon
Ms. Rulyn Francisco
Ms. Ma. Dorothee Villarruz
Capiz State University

The coronavirus disease 2019 was first identified in Wuhan, China and quickly spread throughout the world as a global outbreak. The community of Panitan was affected with an immense number of infection cases. The community leaders experienced various challenges in crisis management. During the pandemic, the community leaders in Poblacion Ilaya and Ilawod Panitan, Capiz shared their lived experiences and level of empowerment. The experiences of leaders were categorized: decision-making and communication, resources management and collaboration, and personal experiences. A validated and reliable survey questionnaire was used to collect data for the descriptive research design. Respondents included 100 community leaders from the communities of Poblacion Ilaya and Ilawod, Panitan.

The findings revealed that women outnumbered men as leaders. Both man and woman leaders faced difficulties in decision-making and communication; younger leaders and those with higher education levels faced different challenges; however, the number of years as community leaders does not guarantee easy management during the pandemic. Furthermore, regardless of
profile, community leaders faced personal challenges while being highly empowered at the individual, organizational, and community levels.

**Impact of COVID-19 Pandemic on Socio-economic Governance of Nepal amidst the Nepalese Civil Service Adjustment Puzzles in Nepal**

**Dr. Narendra Raj Paudel**  
**Mr. Srijana Pahari**  
*Tribhuvan University*

Nepal was in passing through the transitional phase of converting a unitary political system to a federal political system in 2015. The COVID-19 pandemic impacted overall governance globally and Nepal in particular amidst its transitional governance of civil service. The situation in Nepal was unique because of the controversies, ambiguities and many puzzles of civil service adjustment in three tiers of government—federal, provincial and local government at one hand. On the other hand, Nepalese civil service (NCS) had to deliver public services promptly and in a unified manner by each level’s government. How the NCS has delivered public services to save the life and property of Nepalese citizens amidst the unfinished task of its management/adjustment in three tiers of government and the COVID-19 pandemic is the unexplored question when it concerned the socio-economic governance of Nepal. Broadly, the paper aims to explore the non-pharmaceutical and pharmaceutical role of the NCS to control the COVID-19 pandemic by maintaining socioeconomic governance normally. The specific objectives of the paper include examining the effects of the NCS adjustment puzzles to control the COVID-19 pandemic in Nepal and subsequently analyzing the impacts of the COVID-19 pandemic on socio-economic governance in Nepal. Strengths and weaknesses of the NCS including lessons learned by the NCS are other specific areas of the paper to explore during civil service adjustment and COVID 19 pandemic.

Ministry of Health and Population (MOHP) and WHO web portal, the performance audit reports, 2021 and 2022 of Auditor General- constitutional body, pharmaceutical and non-pharmaceutical related policies COVID 19 pandemic containment and research papers will be used as the secondary sources of COVID 19 data to consolidate the objectives of the paper. Likewise, purposively selected 15 Key Informants interviews were conducted in order to analyze the NCS adjustment and its effect to control the COVID-19 pandemic, the strength and weaknesses of the NCS and lessons learned by the NCS amidst transitional governance and pandemic due to COVID-19.

More than 1.2 million were infected and 10 thousand people lost their life due to the COVID-19 pandemic eventhough there was a shortage of health facilities. The non-pharmaceutical measures to control COVID-19 pandemic were implemented effectively by the NCS. Otherwise, there would be more infection and fatality rates. Prompt service delivery, cashless, faceless and paperless governance were forcefully learnt lessons by the NCS due to their apathetic nature. On the flip side, centralization, corruptions, sycophancy and other issues are inevitable challenges of the socio-economic governance of the NCS.

**The Role of Elected Women Representatives to Ensure Good Governance at Upazila (sub-district) Level in Bangladesh: Challenges and Way Forward**

**Dr. Md. Moshiur Rahman**  
*Bangladesh Public Administration Training Centre*
Bangladesh has achieved a rapid economic growth in recent years owing partly to trade expansion led by the garment industry. Accordingly, poverty incidence has gradually decreased. According to a World Bank report, the number of people living in poverty was reduced from 43 million in 2010 to 27 million in 2020 (World Bank, 2021). However, a significant disparity exists between rural and urban areas. In 2015, the rate was 36.8 percent in rural areas and 28.4 percent in urban areas. Both decreased in five years and in 2020 poverty rate were 23.2 percent and 19.3 percent respectively. Thus, despite the very positive progress, a large population remains poor particularly in rural areas. To improve this situation, the government has undertaken many initiatives and accordingly has been implementing projects and programmes through different agencies. With regard to local level implementation of such projects, the local government institutions (LGIs) are playing pivotal roles. Taking this into account, local governance is given a higher priority in the policy agenda of the government.

According to the article 10 of constitution steps shall be taken to ensure participation of women in all sphere of national life. But in reality, thing is different as it is seen in Upazilan (sub-district) and Union Parishad. Chairman and male members are usually unwilling to involve the women members in implementation of projects, judicial activities, distribution of Vulnerable Group feeding cards, old age pensions schemes and its formation of various committees. Owing to their lesser involvement in the overall activities of the Union Parishad, women members are deprived of acquiring required skill and experience as compared to their male counterpart. The aim of this paper is to assess the role of women elected representatives in local governance and to find out the challenges for not playing their active role.

Let’s Phase In: Analysis of the Implementation of the Philippines’ PUJ Modernization Program using CFIR Adaptation Model

Ms. Reiou Regie Manuel
City Government of Caloocan

The Consolidated Framework for Implementation Research (CFIR) — which is considered a meta-theoretical framework with a standard set of constructs that “embraces the reality that contextual factors are active and dynamic forces working for and against implementation efforts in the real world” (Kirk et al., 2015; Damschroder et al., 2022, p.2). As a pragmatic meta-framework with a list of clearly defined constructs related to implementation, CFIR can be tailor-fitted to the realities and contexts of the identified policy problem. With it, this paper aimed to transform the CFIR’s domains, constructs and sub-constructs, and transform it within the discipline of public administration — in particular, Public Policy and Program Administration. From there, the transformed CFIR was used to identify the determinants in the implementation of the Public Utility Jeepney Modernization Program (PUJMP) — and whether they are considered as obstacles or catalysts.

Results showed that while there are constructs (determinants) within each transformed domain to be considered as catalysts, there are other constructs that are obstacles that incite a negative domino effect resulting on the unsuccessful implementation of the PUJMP in the Philippines. Some of the catalysts identified would be the proper functional differentiation of implementing agencies, technological innovation, addressing environmental concerns, and the strict enforcement of political and administrative leaders. On the other hand, notable obstacles such as agencies’ coercive compliance towards its target recipients, inequitable financing, policy
and opportunity costs, unreceptive target recipients, dysfunctional technologies, and the absence of preserving national and cultural identity.

Impact of Covid19 Crisis in the Province of Isabela

Ms. Joana May Danao-Manaligod  
Ms. Jessica Managuelod  
Isabela State University

The COVID-19 pandemic has had a profound impact on societies and economies worldwide, and local government units (LGUs) have been at the forefront of the response to this crisis. They play a critical role in implementing measures to prevent the spread of the COVID-19 virus, providing essential services to citizens, and supporting the recovery of local communities. However, the pandemic has also presented significant challenges for LGUs, such as increased demand for services, reduced revenue streams, and limited resources. Therefore, there is a need to understand the impact of the COVID-19 crisis on LGUs and their ability to respond to this crisis. This research work will explore and analyze the impact of COVID19 Crisis in the Province of Isabela.

COVID 19, Its Issues and Impact: The Role of Public Governance in the Socio-Economic Recovery of Bicol Region

Mrs. Agnes P. Dycoco  
Banco Santiago De Libon, Inc.

This topic seeks to discuss cause and effects of the Covid 19 pandemic in the Bicol Region, in the Philippines. A region is a group of contiguous provinces identified as such for administrative efficiency. It also shares a very similar socio-economic landscape and has a distinct local culture and heritage that sets them apart from the rest of the other regions of the country. Towards the end of the year of 2020, 5 typhoons visited the country, of which three made landfall in Bicol Region, exacerbating the adverse effects of the pandemic. The impact on the socio-economic landscape will be quantified, to the best that government data is available, to give a face to its adverse effects to the various sectors of Bicol communities. On the other hand, this also hopes to highlight the responses from the lowest form of government-the Barangay Government, up to the Municipal and City Governments, the Provincial Governments and the inter/intra relationships of all of them as these units work with the National Government in delivering the pandemic responses. Amidst the pandemic, and despite them being affected themselves, the Private Sector and Non-Government Sector also stepped up. These materials will be shaped from out of a perspective of a Private Sector representative, whose enterprise is imbued with public welfare nature- as a CEO of a Rural Bank; and who herself, was a Local Chief Executive who handled Disaster Management in her time in the Local Government Unit. How Public Governance is not limited to those who are in elective or appointive positions, but augmented by those whose enterprises can deliver a similar public good. And where Public Governance can be improved, gathering all the lessons of the pandemic, to significantly reduce lost lives, employment, earning capacities and even redeem the dwindling hope of many that led to ill mental health. The world does not wish for another pandemic to test its readiness to handle. The Covid 19 lessons must be well appreciated, dissected for lessons and insights and integrated on how we each shape our plans- in whatever space we are engaged, to consciously integrate our contingency plans for responses, and as a best response to Covid 19- to prevent another recurrence.
Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome (HIV/AIDS)
Knowledge, Attitude and Sexual Behavior of Youth in La Union

Ms. Ophelia RL Cardenas
Mr. Gino Rae Contreras
Don Mariano Marcos Memorial State University

In the Philippines, the younger population is now bearing the brunt of HIV cases. Awareness and behavior are important factors in preventing disease spread. This study investigates the HIV/AIDS knowledge, attitude toward HIV, and HIV-related behavior of 385 La Union youth. Respondents were asked to provide information on HIV transmission myths and facts, personal risks, and HIV information and communication sources. They were also questioned about their attitudes toward themselves and PLHIV, as well as their sexual behavior. La Union's youth have a moderate understanding of HIV/AIDS. They have a positive attitude toward themselves and PLHIV. Social media is the primary source of HIV/AIDS information, while family members are the only people with whom they feel comfortable discussing HIV. The majority of respondents were heterosexual, the vaginal route is the most common type of sexual experience, and condom use is uncommon and unfamiliar among them. There is a significant gap in HIV/AIDS knowledge between adolescents and adults.

The Effect of Basic Pension on the Labor of the Elderly

Mr. Keunho Jang
Dr. Rosa Minhyo Cho
Sungkyunkwan University

Korea's basic pension policy is a welfare policy that supports the income of the elderly. Korea's basic pension policy currently pays 300,000 won per month to the bottom 70% of the income of senior citizens aged 65 or older. However, as Korean society enters an aging society from 2017, various concerns have been raised, such as an increase in the number of basic pension recipients, policy continuity, and financial burden. In addition, the importance of government policies on the rapid increase of the elderly and retirement activities and retirement income is also increasing, along with government efforts to restore the social economy after COVID-19. Therefore, this study examines the impact of the basic pension on the labor of elderly households and conducts panel regression analysis and labor implementation process analysis.

Work Life Balance and Public Sector Employees during the Fourth Industrial Era in Zimbabwe

Dr. Edson Paul Mutema
Mr/Ms. Chipo Hungwe
Mr/Ms. Vonai Chirasha
Ms. Ruth Mubanga
Midlands State University

This study assumes that there is a significant relationship between work life balance (WLB) and the fourth industrial revolution era. The relationship between WLB and the fourth industrial relationship is extensively recognized yet the nuances than inform the relationship are not critically discussed. To understand such relationship this paper will use interviews
questionnaires and documentary analysis to examine two public sector organizations in Zimbabwe with the ultimate purpose to bring to the fore the threads that inform such relationship. The concept of work life balance evolved through the need to ensure work life balance of women in the employment sector who seemed to have multiple roles in both the work and family domains and these multiple responsibilities made it difficult for them to harmonize both responsibilities. This paved way for the work life policies that were structured to reduce the burden. Consequently the global changes in the employment sector saw the policies or programs shifting from focusing on working mothers only to include every employee regardless of gender.

The technologically driven fourth industrial revolution has brought in a recognizable influence on the work life balance concept which this paper need to interrogate to inform theory and practice in the management of public sector human capital.

Need for an Interdisciplinary Approach in Public Sector Capacity Development for Socio-Economic Recovery and Development: Case of India’s Public Governance Structure

Dr. Iswarya Ramachandran
Indian Institute for Human Settlements

Socio-economic recovery and development involve multifaceted processes that must contribute to long-term resilience building. With advancing technology, varying vulnerabilities, and widening inequalities, the challenges in a developing context like urban India are becoming more complex by the day. This requires coordination among a multitude of stakeholders with insights from multiple disciplines, having a common understanding of interdependencies beyond their own sectoral vocabulary.

This paper maps how the structure of India’s public institutions at the national, state, and local levels reflect these sectoral boundaries in governance. The framework within which these institutions operate lack a systems approach, thus impeding innovation. An interdisciplinary approach is required at the policymaking, planning, and implementation stages to ensure sustainable development. Although there is a growing recognition of the need for interdisciplinary collaboration, these are limited to task forces, committees, and working groups that are constituted for specific time-bound purposes.

This paper argues that there is an urgent need to institutionalise interdisciplinarity through training and capacity building approaches at the individual and organisational levels, to enhance public governance capacity for socio-economic recovery. The paper also makes recommendations for integrated pedagogical methods and training design, for creating a learning journey beyond the limitations of disciplines or sectors.

Challenges in the Licensing of Primary Care Facilities in the Davao Region, Philippines

Ms. Marian Frances Ysaac
Ateneo School of Government

A low number of licensed Primary Care Facilities (PCFs) in the Davao Region, Philippines has persisted since 2020. Given the limited information on specific factors affecting PCF licensing, this study aimed to determine the facilitators and barriers in the licensing of Rural Health Units (RHUs) as PCFs in Universal Health Care (UHC) Integration Sites in the Davao Region. A
A descriptive, exploratory design was used, in which the following were determined: (1) PCF licensing standards and requirements and the actions taken by the Department of Health (DOH) in facilitating PCF licensing, (2) baseline compliance of unlicensed RHUs to the licensing assessment tool, and (3) perceived facilitators and barriers amongst unlicensed RHUs to PCF licensing. Results revealed that licensing standards are found in Administrative Order 2020-0047 and its amendments, and that the DOH cascaded policies and provided technical assistance to facilitate PCF licensing. The sampled RHUs yielded 62% compliance to standards for service capability, personnel, and physical plant, while the compliance to equipment and instruments was at 82%. Compliance to ancillary services was at 37%, which proved to be the most challenging for the RHUs. DOH and LGU support facilitated PCF licensing, while poor political commitment and limited financial sources hampered it.

**Awareness of Youth Social Identities and Challenges Toward an Inclusive Community Environment**

**Ms. Antonette Cusay**  
**Ms. Ronamae Legarda**  
**Ms. Bernah Mae Vigo**  
**Mr. Ian Arcega**  
*Capiz State University*

Social identities refer to the interconnected nature of social categorizations such as race, class, and gender, which are thought to create overlapping and interdependent systems of discrimination or disadvantage in society. The purpose of this study was to determine youth awareness and the issues of their social identity. To evaluate the association between youth awareness and challenges, a descriptive correlational research approach was adopted. The respondents were 295 college students in the Province of Capiz. To collect the essential data, a validated and credible researcher-created questionnaire was used.

Based on the findings, youth are aware of their social identities in terms of sexual orientation, gender identity, and identity markers. On the other hand, when it pertains to the issues that the youth faced, they were only minimally aware of the impact of discrimination, stereotyping, gender prejudices, and stigma. Furthermore, the data indicate a significant association between the youths’ social identities and challenges.

**Analyzing the Impact of the COVID-19 Pandemic on Primary Health Care and the Service Delivery Network in Baguio City**

**Dr. Jamie Eloise Agbayani**  
*Ateneo School of Government*

A descriptive case study was conducted in Baguio City to analyze the impact of the COVID-19 pandemic on primary health care (PHC) and establishment of its health care provider network (HCPN), being an advanced integration site for implementation of the Universal Health Care Act of 2019 in the Philippines. Guided by the Primary Health Care Performance Initiative Conceptual Framework, key informant interviews and focus group discussions were conducted with 25 participants from the City Government, public and private healthcare providers, and patients. Braun and Clarke’s (2012) thematic analysis of interviews were done. Delivery of essential health services was affected by lockdowns and diversion of healthcare to COVID-19; however, the pandemic also became the impetus for strengthening PHC. District Health Centers became the first contact of care for assessment, referrals, and back referrals.
Fast-tracking the integrated HCPN enabled patient navigation and the continuity of service delivery. Aggressive disease surveillance through digital systems enabled data-driven decision making. Proactive and innovative leadership and multi-stakeholder and multi-sectoral participation, anchored on good governance were instrumental in overcoming the challenges of the COVID-19 pandemic.

**Practicing Leadership: Reflections of Nepali Civil Service**

**Mr. Basanta Raj Sigdel**

*Nepal Administrative Staff College*

Changing paradigms regard leadership as a role, a mindset, a habit and practice rather than a position or traits and characteristics of a leader. Kim, W. C., & Mauborgne, R. (2014) in Blue Ocean Leadership concept emphasize that what a leader does is more important than who a leader need to be. In this relation, leadership effectiveness is largely determined by how leaders utilize their valuable resource- time and intelligence- while performing their job responsibilities. Hence, leaders need to reflect on their own leadership reality- how they undertake acts and activities to engage teams and achieving organizational results.

The paper aims to explore how Joint Secretaries of the Government of Nepal are utilizing their valuable time and intelligence while performing their leadership role in respective institutions. Joint Secretaries, as senior executives, have crucial leadership role in public policy management and governance reforms. The paper will analyze their reflections on current leadership practice and alternative leadership profile- acts and activities they need to Eliminate, Reduce, Raise and Create to enhance leadership performance. The study will apply Blue Ocean Leadership framework with customization in process. Source of information will be interviews and leadership action learning in Senior Executive Development Program (SEDP), a mandatory course to be eligible for becoming Secretary of the Government of Nepal.

**Strengthening and Empowering Public Institutions for Sustainable Development: Case Studies from Developing Countries**

**Prof. Dr. Adi Suryanto, M.Si**
**Ms. Icha Choirunisa**

*National Institute of Public Administration*

Public sector organization face rapidly changing and dynamic environment that require significant innovative management practices to promote good public governance. In an increasingly volatile, uncertain, complex, and ambiguous environment, senior leaders in Indonesian government public sector administrations face significant challenges in delivering public service provision and building public governance involving various actors.

This paper examines the impact of National Leadership Training in Indonesia in cultivating innovation to promote public service provision for good public governance. These innovations have been classified in several areas, including poverty reduction, investment support, public administration digitalization, and acceleration of government development priorities. The study is carried out using mixed method of quantitative method through a post training evaluation and qualitative analysis to get an overview of innovation and/or change products resulting from national leadership training. This method is equipped with a qualitative-interpretative analysis, using many ways to gather or generate data.
Innovation Capacity in public organization intersects with numerous other key concepts in leadership and change management. This paper will contribute to enhance empirical evidence and conceptual development of leadership development to build innovative capacity and insights in cultivating innovation to promote public service provision for good public governance. In addition, this paper presents lessons learned for capacity to sustain public service innovation.

**Career Management Strategy for Civil Servant with Disability to Support Inclusive Government in Indonesia**

Prof. Faza Dhora Nailufar  
Mr. Abdullah Manshur  
*National Institute of Public Administration*

One of the important principles in achieving sustainable development goals (SDGs) is inclusiveness. To be an inclusive government, they must ensure that all groups receive fair and equal treatment. Persons with disabilities or Persons with Disabilities (PwD) are one of the most disadvantaged vulnerable groups due to the COVID-19 pandemic. In the private sector, they have experienced wage reductions, temporary and permanent layoffs, or losing their jobs. It is because they are often only seen as a complement to fulfilling the affirmation quota. In addition, the perspective that they are different from humans in general. In several private global companies, HR management has been changed to be as inclusive as possible to provide equal opportunities for them. So they can reach a high career level. It differs from the conditions in public organizations, where inclusiveness is still limited to several or only one stage of HR management, for example, recruitment. The special affirmation quota for them represents the inclusiveness of public organizations, even though after the first stage, many other stages of HR management must be passed. This study intends to examine career management for civil servants with a disability, considering there has never been a study that focused on public organizations.

**SUB-THEME 2**  
**RENEWAL OF PUBLIC GOVERNANCE TO PROMOTE SOCIO-ECONOMIC RECOVERY AND DEVELOPMENT**

**Renewal of Good Public Governance to Promote Decentralization from the Central to Local Government and its Coordination**

Dr. Namrata Kothari  
*South Calcutta Girls’ College University of Calcutta*

Decentralization of power- political as well as economic is claimed to be a key element in the successful functioning of democracy in any country. Decentralization and governance can be thought of as supplementary political tools to achieve the goal of development in terms of welfare. The local level government is a very important pillar for the well-functioning democratic institutions of a country can be traced back to John Stuart Mill and endorsed by others too.
The issue of decentralization of local government attains special importance in the context of developing countries like India and more particularly in the post-covid era where majority of the poor live here and decentralization is the thought to give them voice in the development process. It is considered to be more appropriate mechanism for delivering public good services such as drinking water, health, education, employability to the common man.

The Covid19 has created the largest disruption in the sectors like health, education and employment in human history, affecting globally. This has brought about far reaching changes in all the aspects of our lives. But the step of lock down is the centralized one taken by the government for the short term to stop the spreading of the virus.

In this research paper I will try to explore how in post pandemic era the sectors like education, health and employment can be renewed through decentralization from the central to the local government and coordination between them for good public governance.

**Renewing Public Governance Towards Socio Economic Recovery and Development: The Logic of Two-Level Games**

Dr. Gary G. Ador Dionisio  
Ms. Maricel Fernandez Carag  
*De La Salle - College of Saint Benilde*

The World Health Organization ended the global emergency status for COVID-19 more than three years after its original declaration on Jan. 30, 2020. From the words of WHO Director General Tedros Adhanom Ghebreyesus, “It is therefore with great hope that I declare COVID-19 over as a global health emergency,”.

With this new development, it is imperative to renew public governance amidst the challenges and difficulties brought by the pandemic 19 both in the theory and practice of public administration. Public Administration can’t afford a business-as-usual theory and practice, there is a need to renew and integrate other disciplines in this post pandemic world.

Thus, this research paper using Robert Putnam’s Two – Level Games (1988:1), which briefly described as the entanglement of domestic and international frontiers, ushered the imperative role of ‘diplomacy and international relations’ in the theory and practice of public administration and governance.

The COVID 19 pandemic is only a litmus test on how governance and public administration should be collaborated with diplomacy and international relations to address the wicked problems of our time. Because, governance is not enough, diplomacy must be integrated in renewing public governance at this critical juncture.

**Managing Indonesia’s Civil Service Through Talent Management Programmes**

Mr. Agus Sudrajat  
Mr. Muzani Mansoer  
*National Institute of Public Administration*
Developing a professional civil service in Indonesia requires a whole concerted effort. The post reform era in early 2000’s has pushed bureaucratic innovations towards professional working standards. Previously, the Indonesian civil service human resource planning was entangled with hierarchical, rank and seniority for promotion. This has shifted towards a merit based, professionalism and performance management system. One of the national policies enacted via a Talent Management human resource system. Under the Ministerial of Bureaucratic Reforms Decree number 3 in 2020 on Talent Management it has revolutionized the civil service apparatus. Findings from talent management training evaluation highlights the importance of human capital development programmes. Building the 9-grid box of talent management on civil service faces significant constraints in mapping as well as capacity building through education and training. The National Institute of Public Administration has launched talent management training for central and local government officials. Further studies should embrace the necessities and prerequisites of implementing career path based on talent management plan into practice. In addition, it should be pushed through legal constitutions that will enforce more civil service organizations to be aware and apply the talent management system.

**Exploring the Impacts and Drivers of Public Governance in the Philippines**

**Dr. Leovigilda Bithay**  
Cebu Technological University

This mixed-methods research study examines the impacts and drivers of public governance in the Philippines. A sample of 300 public officials from national and local government agencies participated in the study. Participants completed a structured questionnaire that focused on four aspects of public governance: transparency, accountability, participation, and efficiency. The collected data were analyzed using descriptive and inferential statistics, including correlation analysis and regression analysis. The results indicate that the overall level of public governance in the Philippines is moderate, with transparency having the highest mean score among the four aspects, followed by accountability, participation, and then efficiency. The analysis revealed that the relationship between the different aspects of public governance is complex and varies in different dimensions. Transparency was predicted by both participatory governance and accountability. Accountability was predicted by participation and efficiency, while participation was related primarily to accountability and efficiency. Finally, efficiency was mainly predicted by accountability. These findings have significant implications for improving public governance in the Philippines and promoting economic, social, and political development. Policymakers should improve transparency, accountability, and participation and work towards more efficient public governance systems for better outcomes. Implementation of the recommendations from the study may lead to better public governance in the Philippines.

**Representative Bureaucracy: A Review of Reservation System in the Civil Service of Nepal**

**Mr. Baburam Bhul**  
Office of the Auditor General

Firstly, according to J. Donald Kingsley's (1944) theory of representative bureaucracy, a government sector that is representative of the people in terms of gender, caste, ethnicity, and region will make it more likely that the interests of all communities will be taken into account.
during bureaucratic governance mechanisms. Since it promotes social justice and participation in the implementation of policies, "representative bureaucracy" is beneficial to public administration (Jamil & Baniamin, 2020). It provides as a theoretical indicator of the degree to which the bureaucracy of a country represents various social classes (Kinsgley, 1944; Meier, 2019; Jamil & Baniamin, 2020). A country's bureaucracy can become elitist and compromise independent decision when there is an absence of representativeness (Meier and Capers, 2014; Jamil & Baniamin, 2020). According to the argument, individual bureaucrats represent the interests of others who share their demographic origins by actively representing those interests. The majority of those studies were done at the organizational level, which further prohibits us from drawing conclusions regarding the behavior of individual bureaucrats without creating an environmental fallacy.

Nepal's neighbor, mainly India, have a significant effect on its civil service of Nepal (Gurung, 2007). N.M. Butch, an Indian administrative expert who led the Butch Commission in 1951, provided recommendations that helped establish Nepal's existing civil service system (Dhakal, 2013). The Indian administrative professionals supported former Prime Minister Tanka Prasad Acharya in 1956 when he enacted the Civil Service Act for the first time and current civil service in Nepal was established based on this statute in 1993 with the initiation of former Prime Minister Girija Prasad Koirala (Shrestha and Paudel, 2019). In Nepal, the Hindu caste system and caste, also known as Jaat, play a significant part in a person's status in the social hierarchy and in the decision of their profession (Jamil, 2019). Most importantly, since the implementation of a reservation system in 2007 through the second amendment made to the civil service act of 1993, to what extent has Nepal's bureaucracy become representative in terms of reflecting the country's gender, caste, ethnic, regional, and demographic composition and, has the bureaucracy become more inclusive to their community and citizen as a whole? (Jamil & Baniamin, 2020).

Restructuring the Public Administrative Service Provision for Public Governance Renewal: The Case of Viet Nam

Dr. Duong Quoc Chinh
Dr. Nguyen Thi Thu Cuc
National Academy of Public Administration

Many countries adopted various initiatives in restructuring the public service provision public governance renewal which range from one-stop-shop-based public service provision in a face-to-face mode to single-window-based provision in a contactless mode, from single-service based provision in a reactive manner to life-event based provision in a proactive manner. How to ensure the equality and inclusiveness and to trade-off between the efficiency and the equality and inclusiveness in the restructuring of the public service provision in a digital transformation is to be addressed by individual public agencies. The paper aimed to answer this question through the case of the restructuring the public administrative service provision in Viet Nam, using the descriptive statistics when examining service provision channels of the central and local authorities. The main findings revealed that despite the efforts of the governments in the provision of seamless, fully online services, the use of online services are limited due to various reasons and the necessary conditions should be available to ensure inclusiveness and equality in the restructuring of public administrative service provision in Viet Nam.

Establishing The Rural, Urban And Rurban Profile Of The Province Of Marinduque Towards Creating A Transectoral Development Plan For The Province
Sustainability is successfully carried out if all local government units across any region are equally developing. For development to happen, it is necessary that social projects are shaped according to the core problems of the community. Thus, this paper to institute the profile of rural, urban, and rurban barangays in the context of Marinduque Province and create a transactional development plan for better and sustainable development. The study was conducted in the Province of Marinduque, Philippines. It utilized a descriptive method of research, following the quantitative nature of the study. Data were collected through a data retrieval form. The profile of the province was established from data from the Community Based Monitoring System (CBMS) census years 2008 and 2014 of Marinduque from 218 barangays classified as rural, urban, and urban. All data from the 13+1 indicators of CBMS were used as samples. The study revealed that development issues commonly encountered by rural barangays in Marinduque are health and nutrition, sanitation, and peace and order. For urban barangays, housing (makeshift), education and literacy, and income. And rurban barangays are health and nutrition, education and literacy, and income. On the other hand, positive development happened in the areas of housing for informal settlers as highly improved among rural barangays and unemployment among the rurban barangays. Thus, the recommendation for the province of Marinduque is to create a transectoral development plan that lays emphasize on the differing development concerns of rural, urban, and rurban barangays. The transectoral plan will deliver initiatives that are more directed to the most problematic concerns slowing down the development of lgus.

**Economic Dynamism of Quirino Province Amidst Pandemic: Take-off Point as a Competitive Province in the Philippines**

Prof. Emma Aspiras  
Prof. Novelyn L. Mitra  
Prof. Lauro S. Aspiras  
Prof. Ariel A. Lagunilla  
*Quirino State University*

Decent work and economic growth are one of the Sustainable Development Goals (SDG), which aims to promote inclusive and sustainable economic growth, employment, and decent work for all. This study aimed to determine the performance of each municipality of Quirino province along economic dynamism by using the scores obtained in the DTI-CMCI data portal; investigate the direct relationship between Economic Dynamism and the three other pillars, namely Government Efficiency, Infrastructure, and Resiliency; and propose feasible programs, projects or activities to hasten the growth and expansion of businesses in the province. The quantitative-descriptive method was used in this study. Data were taken from the CMCI website and are limited to the past two years, 2020-2021, in which the pandemic was experienced. In the analysis of data, the Competitiveness Score and Pearson R were utilized. The total competitiveness score is calculated by adding scores from the sub-indicators for four primary pillars, and Pearson's correlation is utilized in order to see the linear relationship between variables. The highlights of the study are: Municipality of Cabarroguis gained the highest score combining all the total scores in each indicator for both years 2020 and 2021; there is a drop-off in their performance in 2021 as to local economic growth; there is a
significant relationship between economic dynamism and the other two pillars: government efficiency and infrastructure; and feasible program/project/activity has been proposed.

Digital Transformation and innovation in the public sector promoting good public governance in Viet Nam

Mr. Nguyen Dang Phuong Truyen  
National Academy of Public Administration

In the current context, especially in the digital era and the VUCA context, countries face opportunities and challenges in innovation of governance at both national and local levels. Digital transformation and innovation in public sector are important solutions to innovate national governance and local governance methods towards sustainable development.

In Vietnam, state agencies have been implementing digital transformation and innovation, and outstanding benefits of activities have been contributing to helping state agencies effectively manage issues local theme, better serve people and businesses. However, digital transformation and innovation in the activities of state agencies still have shortcomings and inadequacies that need to be resolved in order to innovate public governance, promote good public governance, and contribute to in reforming national governance in Vietnam.

Digital Transformation of Government Services: Improving Customer Satisfaction and Strengthening Public Governance Capacity for SDG Achievement

Prof. Pradeep Phuyal  
Hile Campus

This article investigates the digital transformation of government services in Nepal and its implications for the achievement of sustainable development goals. The study focuses on a short case study of the Dhankuta District and tries to identify digital initiatives, analyze their advantages, and investigate the problems encountered during the digital transformation process. The sample consists of eight government departments, of Dhankuta District Koshi Province and qualitative approaches such as interviews and open ended question are employed. According to the findings, digitalization has improved service delivery, reduced errors, and boosted efficiency, which benefits both the government and citizens. However, obstacles such as the shortage of IT professionals and the high cost of executing digital initiatives abound. This report emphasizes the relevance of digital transformation in improving government services, strengthening public governance ability, and fulfilling SDG Goals 9, 16, and 17.

Towards an Institutional Framework for Integrating Sustainable Development Goals (SDG) into the Local Energy Planning Process: Learning from the Lessons of Bohol and Palawan

Dr. Ma. Pamela Grace Muhi  
Polytechnic University of the Philippines

Energy security plays an important role in all sectors of society in terms of attaining the long-term vision of inclusive economic and growth development of the local economy. With the growing concern on how to localize actions towards the Sustainable Development Goals
(SDGs), one of the most difficult among the said goals is SDG7 - ensure access to affordable, reliable, sustainable and modern energy for all. While the global commitments resonate in the country’s national development plans, the bigger challenge remains on the implementation and corresponding actions to fully realize the SDGs. This study came-up with a unified framework for assessing local energy plans which may greatly contribute to all stakeholders involved in energy planning both at the local and national levels by identifying what needs to be done during the entire energy planning process and assess existing energy plans to address the gaps in energy security in the country. This study made use of the experiences of the provinces of Palawan and Bohol as case study which pointed out the areas for improvement including the need to further capacitate local energy planners across the Philippines towards developing their own local energy planning system and manage their own development.

Some proposals for national governance implementation in Vietnam according to perception of the resolution of the xiii national party congress

Ma. Hoang Thi Quynh Trang
Ma. Nguyen Ho Phuong Nhat

The Role of the University in Local Governance Reform: The Case of the University of the Philippines Open University

Prof. Cesar Luna
University of the Philippines Open University

The Philippine government has embarked on the Land Governance Reform Project (LGRP) to improve the administration and management of the real property tax (ADB 2020). The Bureau of Local Government Finance (BLGF) of the Department of Finance (DOF) is implementing the LGRP through partnerships with 20 municipalities and three academic institutions, including the University of the Philippines Open University (UPOU). The DOF and the UPOU have signed a Memorandum of Agreement “to jointly promote the professional development of local assessors and enhance their capacity to improve the real property tax system of their respective local government units.” (DOF and UPOU 2023). Under the LGRP, the DOF through the BGLF has essentially given the UPOU three main tasks. Firstly, the UPOU will organize round table discussions, seminars, and study tours for local chief executives and local government assessors. Secondly, the UPOU will provide training to local government assessors to upgrade their knowledge and skills in the valuation of real property for taxation. Thirdly, the UPOU will develop a research agenda and conduct research toward the improvement of real property taxation. While the LGRP is a short-term project that will conclude in 2025, the UPOU through its Diploma in and Master of Land Valuation and Management Program sees a long-term role for itself in the continuous improvement of the administration of the real property tax. Thus, this paper describes the activities that the UPOU will pursue to lay the groundwork for improving real property taxation over the long-term, which will include not only the activities that the UPOU is proposing to fulfill its obligations under its agreement with the DOF but also the activities that are considered outside the scope of the LGRP but are demonstrably essential when thoughtfully analyzed.

Artificial Intelligence in Governance: The State of Facial Recognition
Innovation in public service delivery can help the faster transformation of society to the post-COVID era. Besides minimizing administrative hassles, efficiently used Artificial Intelligence (AI) can protect citizens from unwanted behaviors. AI broadly denotes the efficiency of computers replicating human intelligence, such as identifying different patterns and making predictions and decisions. AI encompasses numerous techniques among which machine learning is one of the most shouted. Machine learning is a method of deploying large data sets to make predictions that improve over time and with more data. By 2030, Canada aims to have one of the most robust national AI ecosystems in the world, founded upon scientific excellence, high-quality training and deep talent pools, public-private collaboration, and their strong values of advancing AI technologies to bring positive social, economic, and environmental benefits for people and the planet. The research intended to assess the overall situation of AI in governance and policy compliance. We found that the country relies on patch-up works and faces numerous legal and practical issues due to the absence of an umbrella policy and organization. The research also proposes ideas to enhance governance to improve biometric data protection, legal frameworks, and quality standards for collecting biometric data based on the FRT. The research is based on interviews, focus group discussions and policy papers of the government of Canada and many other literatures and research articles.

Program to Institutionalize Meritocracy and Excellence in Human Resource Management as Basis for Development Capability Program in the Bangsamoro Autonomous Region in Muslim Mindanao

Dr. Tahir Salipada
Dr. Radzak Sam
Mindanao State University – Maguindanao

This study evaluated the implementation of the Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) of the municipalities in Datu Abdullah Sangki and Parang, Maguindanao, and the line agencies, namely Bangsamoro Planning and Development Office and the Bureau of Jail Management and Penology. A descriptive evaluative with a case study design was utilized. Interview guide questions and focus group discussions were used to gather the responses from the agencies' human resource management or chief administrative officers. The data were refined and clarified using narrative analysis. Findings revealed that all agencies had implemented the PRIME-HRM and have also influenced the behaviors of all the agencies' employees, particularly in enhancing their motivation, commitment, and job involvement, adopting strategies and approaches suited to preparing the program. The compliance of the PRIME-HRM was not spared from encountering problems, issues, and challenges. However, these experiences become an opportunity for them to offer a development capability program for these agencies to address these. It is suggested that there must be a more informative orientation for the agency’s Human Resource Management Officers and the Civil Service Commission regarding the four core human resource management systems and the importance of compliance with the PRIME-HRM.
Contours of a Viable Socio-Economic Recovery Model and the Creation of a Do-It-Ecosystem

Mr. Krishnan Nair Jayakumar
Government of Kerala

Role of the State to formulate policies and programmes to offset citizens’ hardships caused by the shrinkage of economic opportunities and promote socio-economic growth is now widely acknowledged. The post-pandemic socio-economic deprivation has challenged the neo-liberal assumptions about the limited role of the State and the greater role of the market. Governments’ responsibility is being increasingly recognized. With acute distress on the one hand and greater awareness of the possibilities of technology and sound policy interventions on the other, citizens’ expectations from Governments are higher than ever before. But is the public governance machinery equipped to take up this challenge?

Conventional programme designs, outdated practices and unproductive attitudes impede Governments’ efficiency. New programmes aimed at recovery have to pass a four-way test.

- Has technology been optimally used in programme design?
- Is it an inclusive delivery model?
- Are the personnel aligned to the new ethos?
- Do these lead towards attainment of SDGs?

Sharp-focus creative training that contextualizes and familiarizes micro reality within the overall macro-picture must precede programme designing and implementation, with innovation and flexibility replacing conventional practices and rigidity. A ‘do-it ecosystem’ is a crucial prerequisite to socio-economic revival and recovery leading towards the SDGs.

Disiplina Village: Towards a Socialized Government Housing Project of Valenzuela City for Continuous Improvement of Local Government Basic Services Delivery

Dr. Michville A. Rivera
Pamantasan ng Lungsod ng Valenzuela

Housing quality is a significant aspect in quality of life since it has a direct influence on physical, mental, and social well-being (WHO, 1997). A family's ability to escape poverty is dependent on having a safe, decent, and inexpensive place to live. Without a doubt, affordable housing is critical for families, and the community. All other vital public services are included in housing. Housing, a basic need, is continuously changing in terms of advantages and conditions. Cities and municipalities are striving to meet the needs of an expanding population. Global phenomena related with urban population increase include slums, informal settlements, and disadvantaged areas. The Philippines' population has moved dramatically as a result of urban migration. Despite the housing uncertainties, people from rural areas continue to migrate to cities in pursuit of better career possibilities. Many of these migrants live in slums and informal settlements with poor living conditions. Local government units (LGUs) in Metro Manila have developed housing policies to meet the growing number of informal settlers. This paper gives an overview and analysis of Disiplina Village, a socialized housing project in Valenzuela City that differs from other government housing programs in the country. It explores the recipients' role in securing appropriate urban housing, as well as the economic benefits and drawbacks. In this study, a descriptive research approach was employed to
describe their condition (Siedlecki, 2020) accurately and systematically. Furthermore, the researcher employed a survey-based quantitative evaluation to analyze the residents’ satisfaction as an indicator of the city's socialized government housing projects.

**Renovation of the organization and operation of local governments in Viet Nam toward the goal of good local governance**

**PhD Candidate Nguyen Bich Thuy**  
*National Academy of Public Administration*

Currently, "good governance" has a positive influence on the government reform process in many countries around the world. In essence, good governance is the set of principles and criteria on social management to maximize public interests as well as promote and ensure the harmonious and sustainable development of a country. Recently, the Government of Vietnam has integrated this model into national governance and local governance. The reform of state government and local government, according to “good governance” in Vietnam has achieved many outstanding results: the decentralization among central and local governments has improved, and localities have more autonomy and policy space to realize their development goal; the effectiveness and efficiency of local government have enhanced … However, besides the achieved result, the organization and operation of local governments still show many limitations in the local government model; the split administrative units lead to an increasing rapid of administrative units; localities still lack resources and conditions for autonomy… This article would like to mention the achieved results, existing difficulties, and some solutions to continue renovating the organization and operation of local governments towards the goal of "good local governance".

**Renewal of the Leadership Training in Indonesia: Accelerating Bureaucratic Reform and Development Priorities**

**Dr. Erna Irawati**  
**Dr. Meita Ahadiyati Kartikaningsih**  
*National Institute of Public Administration*

Improvement of civil servant leadership capacity is needed in dealing with strategic changes, especially post-COVID-19 pandemic challenges which demands agility in responding to environmental uncertainties and the need for accelerated development recovery. Leadership Training Program in Indonesia requires transformation aims for building change leadership through action learning that produces change projects and directly has significant impacts on services and supports bureaucratic changes. This transformation aims toward Smart Governance which will accelerate Bureaucratic Reform, socio-economic recovery and development priorities.

Impacted by the COVID-19 pandemic, the implementation of civil servant competency development in Indonesia has been undergoing significant changed, particularly from classical to non-classical program. In the case of leadership training, questions arise on whether non-classical program is effective to develop leadership capacity and how the program need to is design to have better impact. In responding to these challenges and opportunities, the competency development paradigm has changed from training to learning. Within the leadership training transformation framework, changes to the design of the training program were made to bring out the character of a leader who is not only individually capable but able to manage resources and collaborate collectively with various other stakeholders as well. The
output of the change action taken should have a direct impact on the achievement of the organization's mission.

This paper studied the transformation in Leadership Training in Indonesia. This paper aims to analyze the challenges and need for leadership capacity in Indonesian civil servants and improvement of program to support bureaucratic reform and development priorities. The study was carried out using a quantitative method through a rapid survey to get an overview of the essential leadership skills and appropriate delivery methods. This method is equipped with a qualitative-interpretative analysis, using many ways to gather or generate data.

This paper will contribute to enhance empirical evidence and conceptual development of leadership and management capacity development to accelerating bureaucratic reform and development priorities.

Effects of Youth’s Savings Patterns on Independence and Future Orientation in Korea: Latent Class Analysis (LCA)

Ms. Yeonsoo Han
Dr. Rosa Minhyo Cho
Sungkyunkwan University

As youth are destitute of accumulated assets compared to the other age groups, they are vulnerable to economic difficulties. For this reason, they have suffered greatly due to the economic recession caused by COVID-19. Korean government has introduced various types of asset-based welfare policies to promote youth’s independence and future orientation, ultimately aiming to assist them overcome the challenges posed by COVID-19. Assets accumulated through saving have potential to positively influence youth’s independence and future orientation. This impact of savings will be different depending on the various savings patterns. Using Youth Panel (YP2007) and latent class analysis (LCA), this study examines youth savings patterns and their different influence on independence and future orientation. This study found that the repercussion of savings varies depending on the savings frequency and the amount. The findings of this study underscore the importance of forming a habit of saving consistently. It means that asset accumulation through the policy can help low-income youth to overcome the socio-economic challenges caused by COVID-19. However, there are some problems with current policies in terms of fostering consistent savings habits. Therefore, central government and the local governments should collaborate and youth opinion should be reflected to improve current policies.

Policy Diffusion of The Social Economy System of Local Governments in Korea

Ms. Minjeong Kim
Sungkyunkwan University

Local governments introduce innovative policies to solve various social problems in the community. Some local governments adopt social and economic policies to revitalize the region and solve problems in the community, while others do not. Therefore, I started the study with the question of ‘Why is the adoption of local government policy innovation differently and is the policy diffusion?’

To find the answer to the research question, the analysis procedure of the study was conducted in four stages. First, we conducted theoretical discussions on policy diffusion on the model and
mechanism of policy diffusion, and institutional discussions on the concept and status of social
economy policy and social economy ordinances in Korea. Second, the influencing factors of
local governments' social economy policies were divided model-specific analysis, period-
specific analysis, and comprehensive analysis using event history analysis. After that, based on
the results of quantitative analysis, outliers were selected as interviewee, and qualitative data
were collected through expert interviews on the factors and motivations influencing policy
diffusion.

In this study, theoretical implications can be derived in that the policy diffusion model was
elaborated and expanded in that the timing of policy diffusion of local governments (early-
mid-to late policy adopters) was analyzed separately.

Renewal of the organization and operation of the local government in the provinces to
meet national governance requirements in Viet Nam

Dr. Le Thi Quynh Nga
National Academy of Public Administration

Mandanas Ruling at the Barangay Level: Awareness, Preparation and Prospects in the
City of San Fernando, La Union, Philippines

Ms. Rozel D. Galvez
Atty. Allan Hil B. Pajimola
Don Mariano Marcos Memorial State University (Mid-La Union Campus)

The Mandanas Ruling is a landmark Philippine Supreme Court Decision enunciated under GR
No. 199802 which overhauled the landscape of the LGUs service delivery through enhanced
fiscal decentralization. This study surveyed and analyzed the awareness, preparation, and
prospects on the Mandanas Ruling of the 236 barangay officials of the City of San Fernando
La Union. Data were analyzed using frequency counts and percentages. Findings revealed that
the barangay officials of the City of San Fernando La Union is not yet fully informed and have
limited understanding of this Supreme Court ruling. The barangays conform to the required
devolution transition plan, however, some of the activities like conducting barangay assemblies
were not executed due to the inability of the local officials to fully discern the Mandanas Ruling
and of course, the health protocols imposed by the government during the information
dissemination campaign. The barangay officials are very optimistic and anticipatory of the
benefits and privileges that the Mandanas Ruling may provide which in the long run will
improve their governance and service delivery. As an output of this academic undertaking, the
researchers proposed an easy reference in the form of Information, Education, and
Communication (IEC) Material, written in English and Filipino languages for them to be
informed of the Mandanas Ruling overview.

The Importance of Implementing the Sustainable Development Goals for a Country’s

Ms. Nguyen Lan Phuong
Graduate School of Public Administration - National Institute of Development Administration
Since the COVID-19 pandemic appeared and broke out, it has made the life of every person around the world, including Vietnam, disturbed for 2 years. We have witnessed serious economic, social and especially human health and life losses. Many new ways of working, living as well as thinking and views have gradually replaced the normal things before and moves a “new normal”. Entering the post-Covid era, countries in the world in general and Vietnam in particular are currently abandoning anti-pandemic measures and relaunching their economies. Vietnam also supports the “Dual Task” strategy, which aims to simultaneously advance socioeconomic development and continue to fight pandemics. This article will investigate the importance of the implementation of the Sustainable Development Goals for Vietnam’s development in the post-Covid context using qualitative research methods. It found that to both maintain economic development and ensure the interests of the community is not easy. However, sustainable development is the solid foundation for the development of a country. It is not only about economic sustainability but also social sustainability. The post-Covid context will be both opportunities and challenges for Vietnam in the coming time. The Vietnamese government needs a sustainable long-term strategy and improve the legal system and policies to protect the vulnerable, women and children. So that, we are stronger after crisis and can control the effects of social disorder.

Examining the Link between Governance Index and GDP Growth in ASEAN Nations: A Comparative Approach

Prof. Niñaflor Canoy
Bukidnon State University

This study aims to explore the relationship between the governance index and GDP growth in ASEAN nations using a comparative approach. Good governance is widely recognized as a critical factor in promoting economic development, and the ASEAN region, with its diverse economies and governance frameworks, provides an ideal context for such an analysis. A comprehensive dataset encompassing governance indicators and GDP growth rates across ASEAN nations over a specific period were compiled to achieve this objective. The World Bank’s Worldwide Governance Indicators (WGI) were utilized to measure governance performance across multiple dimensions, including voice and accountability, political stability, government effectiveness, regulatory quality, rule of law, and control of corruption. Employing comparative analysis, the study examines the correlation between the governance index and GDP growth, highlighting similarities and variations among ASEAN nations. The findings reveal a significant positive association between good governance and GDP growth, emphasizing the critical role of effective governance in fostering economic development in the region. Furthermore, the study delves into the specific governance dimensions that exert the most substantial influence on GDP growth within ASEAN countries. By identifying these key factors, policymakers and stakeholders can gain insights into areas that require targeted interventions to optimize economic performance. The outcomes of this study contribute to the existing literature on governance and economic development, providing valuable insights for policymakers, scholars, and international organizations focused on promoting sustainable growth and effective governance in ASEAN nations. The findings underscore the importance of prioritizing governance reforms to enhance economic outcomes and foster long-term prosperity in the region.

The Impact of Transformational Leadership and on Street-level Bureaucrats’ Job Satisfaction and Proactive Administration Behavior
In today's rapidly changing and complex organizational landscape, leadership plays a critical role in driving success and sustainability in business organization as well as government organization. Traditional leadership models based on hierarchical structures and authoritative decision-making are increasingly proving inadequate in addressing the challenges faced by contemporary organizations. As a result, scholars and practitioners have turned their attention towards transformative leadership as a promising alternative. Transformative leadership, also known as transformational leadership, has emerged as a prominent leadership approach that focuses on inspiring and empowering individuals to reach their full potential and contribute to the organization's overall objectives. Unlike traditional leadership styles, transformative leadership emphasizes the development of followers, fostering collaboration, and promoting positive change within organizations.

This study aims to examine what factors influence Street-level Bureaucrats’ job satisfaction, organizational citizenship behavior and proactive administrative behavior. We focus on the role of transformative leadership in street level bureaucracy.

The data used for analysis is from the "2021 Korea Public Employee Perception Survey" with a specific focus on Grade 7-9 Street-level Bureaucrats. Assuming that personal values and leadership from superiors significantly influence job satisfaction and proactive administration, the study sets "transformational leadership" from supervisors and "organizational citizenship behavior" of employees as independent variables that influence "proactive administration" and "job satisfaction." Furthermore, the study investigates whether job satisfaction also impacts proactive administration.

The research findings are as follows: Firstly, organizational citizenship behavior has a positive influence on job satisfaction. Secondly, organizational citizenship behavior has a positive influence on proactive administration. Thirdly, transformational leadership has a positive influence on job satisfaction. Fourthly, transformational leadership does not have an influence on proactive administration. Lastly, job satisfaction was found to have a positive influence on proactive administration. Based on the results, it can be concluded that organizational citizenship behavior influences both job satisfaction and proactive administration among Street-level Bureaucrats. However, while transformational leadership affects job satisfaction, it does not have an impact on proactive administration. Furthermore, job satisfaction has an influence on proactive administration. These findings suggest that in order to increase job satisfaction and further incentivize proactive administration among civil servants, efforts from supervisors are necessary, but it is equally important for individual civil servants to have an active mindset. If civil servants have well-established values as public servants, it will enhance their job satisfaction and naturally lead to proactive administration, thereby resulting in increased citizen satisfaction with services.

**Roxas City Tourism Digital Marketing and E-Governance: A Case Study**

Ms. Juellaine Grace Dolor
Ms. Reniela Detaro
Ms. Mary Cris Alcazaren
Mr. Rolando L. Langurayan Jr.
The industry of tourism has been transformed by digital marketing. In this regard, the government chose to reinvent methods in order to meet the challenge of e-government. This research explored into the digital marketing and e-governance of Roxas City tourism industry. A descriptive mixed method was used, with a case study approach. A semi-structured interview was used to collect qualitative data on digital marketing strategy, channels, and the integration of e-governance in tourism promotion. The findings found that Roxas City depended largely on social media marketing and website development to promote tourism. They understood the value of having an online presence and make use of platforms such as Facebook and websites. Roxas City has reached a high level of digital marketing maturity, but may now focus on optimizing strategies and technologies. Integrating e-governance with digital marketing boosts tourism promotion by providing travelers with convenient and efficient services. The city recognized the importance of digital marketing, hence collaboration and innovation were valued, although there is room for improvement in leveraging emerging technologies.

Role of Public Governance in Socio-economic Recovery and Development Towards Sustainable Development Goals in Madhesh Province of Nepal

Dr. Sunil Kumar Jaiswal
Province Research and Training Centre

The role of Public Governance is crucial on relationships of power among government authorities (state), market (private sector) and civil society including NGOs and other similar agencies, in a context of transformations ability of political communities to legitimately govern themselves and act effectively. In public governance community is in decision making, government in coordination and facilitation. What are the policy gaps/barriers for socio-economic recovery and development?

Role of state should be sustainable human development. Rule of law for all. Develop cooperation, ensure sustainability, empowerment of people, provide security, create equity, equal access to public services for all the citizen. The basic thrust of good public governance is to motivate the civil servants so that they can make full contribution of their capabilities to serve the community. To create an environment so that public servants and politicians both are able to respond the challenge of public governance.

Public governance is of utmost importance to maintain/continue for a long time for sustainable economic growth/recovery. Sustainability of development is closely related with good public governance. An environmentally sustainable society and sustainable economic growth/recovery is the aim of public governance. Thus, public governance plays an important role in socio-economic recovery and development towards sustainable development.

Enhancing Trust in E-Government in DKI Jakarta: A Systematic Literature Network Analysis

Mr. Ahmad Fauzi
Dr. Eko Prasojo
Ms. Lina Miftahul Jannah
University of Indonesia
E-government is technology to interact, get information and services without feeling restricted by complicated bureaucracy. DKI Jakarta has realized the vision of integrating information and communication technology in city management through JAKI application. However, the successful of e-government is depended on public trust. This study aims to identify influential factors and issues of trust in e-government, visualize the bibliographical networks, and provide some recommendations for future research from a citizen perspective in DKI Jakarta. SLNA analysis is used, which consists of SLR and Bibliometric analysis as well as content analysis. The data source is taken from one of the largest databases, the Scopus database. The results show statistically related scientific production and research knowledge of Trust in e-Government and visualize and map the theme of articles based on one types of bibliometric analysis. In addition, this study found several gaps in research that need further research and analysis related to Trust in e-Government in DKI Jakarta, namely developing conceptual model of trust in e-Government from the perspective of individual characteristics such as cultural, social, and political influences.


Prof. Alok Kumar Gaurav
Mr. Sunil Gupta
Central University of Karnataka Jammu and Kashmir Police, Government of India

Today Governance has been the most complex phenomenon which affects the lives of every human. Considered as one of the most dynamic systems, the governance process keeps evolving with the diffused development aspects in the societies. Be it from individuals to groups, organisational to interorganizational, nation to global and collaborative to network.

The role of technology has widely influenced the path of governance of which it is meant to serve its citizens. There have been multiple technological aspects which the governance system has adopted to make themselves more effective and efficient.

The proposed paper identifies Geo Information Systems (GIS), which provide framework for all forms of spatial data storage, retrieval analysis, display, reporting and modelling. The paper models the analysis through case study method on aspects of Organisational Integration, Decision making, Enhanced monitoring and evaluation, Disaster response and management. The case study identifies Bharat Maps as a Multi-layered GIS platform/ web service comprising of seamless country wide base maps, satellite images and hybrid maps aligned as per the global geo-spatial standards. The paper uses mixed method analysis which includes analysis of GIS based application through observations, feedback from the stakeholders to identify the gaps and suggest measures for improvement.

Institutional Arrangements on the Implementation of Retooled Community Support Program (RCSP) and Local Government Support Fund-Support to the Barangay Development Program in Western Visayas

Ms. Jenny Pelasol
Ms. Kezzie Lyn Hilado
Ms. Liza Galanza
Mr. Reynold Tan
Ms. Joy Lizada
Ms. Bea Gequinana  
*University of the Philippines Visayas*

The United Nations Development Program defines institutional arrangements as the policies, systems, and processes that organizations use to legislate, plan and manage their activities efficiently and to effectively coordinate with others in order to fulfill their mandate. Effective collaboration and coordination are crucial in establishing harmonized interrelationships of government agencies, as well as of their roles, in the suitable implementation of government programs. With the purpose of institutionalizing sustainable peace and development of the target conflict-affected communities in the country, the Philippine government launched the Retooled Community Support Program (RCSP) and Local Government Support Fund-Support to the Barangay Development Program (LGSF-SBDP) in 2019. Guidelines on the roles of government agencies were issued to define and to ensure convergence of all efforts to deliver a unified process in the operationalization of the “Whole-of-Nation approach” from the national to the regional, and down to the local government level. Drawing from document analysis, focus group discussion and key informant interviews, this study analyzes the role of institutional arrangements in the RCSP and LGSF-SBDP. Issues of fragmented coordination among different government agencies and an unclear understanding of involvement and responsibilities need to be addressed, and the coordination among different government agencies requires to be strengthened as a critical vehicle in the effective implementation of the program.

**Facilitating Factors in the Growth and Development of Large Cooperatives in Region 1**

Dr. Arlene Ezpinoza  
Dr. Josefina Bitonio  
*Lyceum North Western University*

This study explores and analyzes the factors that contribute to the growth and development of Large Cooperatives in Region 1 using a phenomenological research design, the research focused on six large cooperatives with five participants from each cooperative consisting of the board of directors, managers, and members. The study's findings indicate that the cooperative organization's values and principles, the members’ needs, and participation, leadership and governance, and management and administration practices facilitate the growth and development of the cooperatives. As essential organizations in economic and social development, cooperatives are not spared from problems their internal and external environment poses. Among the challenges ARE: non-paying members / delinquent members, competition among cooperatives /businesses, employees not following protocols and guidelines, delayed review of policies and by-laws, and political issues affecting the operation of the said cooperatives. The findings also indicate the need got policy intervention to address the challenges besetting the cooperatives. For one, the government should assist the cooperatives in investing and using the latest technology, such as online and mobile banking, to improve their service delivery processes, especially in geographical areas with no existing branches. This would also improve their competitive edge in service delivery among other regional business groups. The result of the study seemingly points out the need for more investment in human capital as well as staff may need further retooling and upskilling in modern technology to improve processes and systems in service delivery.
With the advent of the new administration, the agenda to reform the government has once again come to the fore, spurring several prescriptions to improve the Philippine Administrative System (PAS). Nevertheless, rightsizing, considered to be the most favored measure amongst those in the policy circles, needs to be interrogated, as it may be anachronistic in light of today’s increasingly volatile, uncertain, complex, and ambiguous (VUCA) governance landscape. In this paper, we examine the past and current initiatives to rightsize the Philippine bureaucracy, exploring how the concept was articulated and implemented historically. From this historical understanding, we argue that while certain bureauopathologies exist, and administrative reforms are imperative, a blanket call to rightsize the entire bureaucracy may not always be the best reform approach. Instead, public administration reforms can be tackled from a developmentalist view, taking into consideration the context where the administrative system is embedded, as well as accounting existing governance capacities and the developmental imperatives of the time. In asserting this argument, an assessment of the contemporary state of the PAS and several cases of successful, non-orthodox attempts to reform the bureaucracy from comparative contexts will be presented. Our paper ultimately hopes to contribute to the discourse on bureaucratic reforms and propose pathways and policy tools in enhancing the institutional capacities of the PAS and other similarly situated states.
to develop and nurture a patriot perspective in public governance demonstrated in various forms such as volunteerism, ethical and honest service, discipline, commitment and a caring or steward character in every citizen; and lastly, a patriot lens in public governance is viewed as a conscious, deliberate, proactive and collective responsibility of all citizens in the execution of a national vision that will realize the national interests. It becomes a call for action, which are anchored on moral values and intergenerational fostering necessary to generate strategies and pathways to maximize performance of citizens towards a sustained national development. Here, the citizens’ value in the context of public governance is measured by its functionality and performance. This happens when the vision of the country is clear and becomes a national impetus to socio-economic progress.

Implementation of Inclusive HR Policy for Persons with Disabilities in Public Sector

RN Afsdy Saksono
Faza Dhora Nailufar
Saut Gracer Sijabat
National Institution of Public Administration

The government is obligated to offer access to channel potential in all sectors of state administration and society as a legal state that provides assurance and protection for people with disabilities. This law protects individuals with disabilities from discrimination that restricts, eliminates, recognizes, or implements their rights. The majority of disability-related literature focuses on education, community empowerment, labor rights, and the protection and health of individuals with disabilities. The purpose of this article is to discuss the implementation of inclusive human resource policies for individuals with disabilities in the public sector. A qualitative approach was adopted, using in-depth interview techniques and literature reviews on persons with impairments. Some related findings include the government's preference for people with disabilities through the establishment of ASN recruitment. Furthermore, the government must socialize ASN recruitment from disability formations to central and regional governments, involving other stakeholders such as non-governmental organizations. The government must plan and develop supportive facilities and infrastructure to help people with disabilities transition to and work for ASN. Finally, the government must conduct a more thorough job analysis, be sensitive to the special needs of ASN with disabilities, and contribute to the country's development.

Analysis of Sustainable Living Patterns: A Comparative Analysis of Rural and Urban Area for Policy Approaches

Dr. Vaishali Saxena
University of Lucknow

The social construction of sustainability is now a well-established doctrine along with its counterparts. The equanimity of these three is essential to obtain sustainable development. Since the beginning, economy and ecology have dominated the field at conceptual and research levels. Housing pattern, nature of families, consumption of water and power, income etc. are starkly apart in these two and directly affect sustainability issues. In rural India, villages live primarily in mud huts, kaccha houses or few of them live in pakka houses. Urban housing is compact, made up of commercial bricks. Multi-storied buildings are gaining popularity. Rural and urban housing patterns can be differentiated as horizontal and vertical structures. Accordingly, various household facilities like water system, power system and their
consumption also vary. Joint family system is also prevalent in India, especially in rural areas. Hence, joint consumption of resources can be observed frequently in villages. Whereas cashflow is high in urban areas, due to diversified occupation and monthly sources of income. All these variables influence the consumption of resources proportionately. At this backdrop, this research work attempts to analyse the interconnectivity of rural and urban living patterns, values and their contribution to sustainability. The research work is based on an empirical study mainly exploratory in nature and discusses these parameters broadly: Family, Income, Housing etc., Water consumption, Fuel and household power consumption, Awareness of the issue. The data has been collected through Primary sources. 150 households were selected from Meza block at Allahabad and 150 household were selected in Uttar Pradesh, India.

Public Governance at the Grassroot level: A Case Study of ‘Ngopa’ Village Council, Mizoram, India

Ms. K.C. Malsawmtluang  
Dr. Lalzuitluangi  
Dr. Lalthansanga C  
Mizoram Christian College

The article aims to shed light on significant interconnecting variables vis-à-vis effective public governance system of a small village located in remote north eastern corner of India. Among more than two lakh fifty thousand number of panchayats/village councils functioning in India, the village of ‘Ngopa’ is awarded the National Panchayat Award, 2023 for the best aggregate performance under all themes of development – in Nanaji Deshmukh Sarvottam Panchayat Satat Vikar Puraskar category.

Applying Technology and Digital Transformation to Promote Good Public Governance in the Context of Nepal

Mr. Dilip Raj Paudel  
Ms. Jamuna Dangal  
Central Department of Public Administration

The application of technology and digital transformation has become increasingly crucial in promoting good public governance worldwide. This abstract focuses on the context of Nepal, exploring how technological advancements and digital solutions can contribute to enhancing governance practices and improving public service delivery in the country.

Nepal, as a developing nation, faces various challenges related to public governance, including corruption, inefficiency, and limited access to services. However, the rapid growth of technology adoption and digital infrastructure presents significant opportunities to address these issues. By leveraging technology, Nepal can strengthen transparency, accountability, and citizen engagement, thereby transforming its public governance landscape.

This abstract examines key areas where technology and digital transformation can play a pivotal role in promoting good governance in Nepal. It emphasizes the importance of digital platforms and tools for citizen participation, e-governance initiatives, data-driven decision-making, and service delivery optimization. The application of these technologies can empower citizens, facilitate efficient and transparent government processes, and bridge the gap between the government and its constituents.
Furthermore, this abstract sheds light on the potential challenges and considerations associated with implementing technology-driven solutions in Nepal's governance framework. It highlights the need for adequate digital infrastructure, cybersecurity measures, capacity building, and inclusive policies to ensure the effective and equitable use of technology for governance purposes.

Drawing from successful international experiences and existing initiatives within Nepal, this abstract proposes strategies to foster technological innovation and digital transformation in the public sector. It emphasizes the importance of multi-stakeholder collaboration, partnerships, and knowledge exchange to leverage the expertise and resources necessary for sustainable transformation.

Ultimately, the abstract highlights the transformative potential of applying technology and digital solutions in Nepal's public governance landscape. By embracing these advancements, Nepal can pave the way for improved transparency, efficiency, and citizen-centric governance, leading to inclusive development and prosperity for its people.

**Bioverance, Green Development and Green Governance: an Overview of Biodiversity Conservation Initiatives with Special Reference to India**

**Dr. M. Ashaq Malik**
Govt. PG College Rajouri

Losses to nature, biodiversity and climate change are the major challenges before humankind today as responsible inhabitants of one earth. People action, government policies and concept of transformative governance together can help reverse the rapid biological loss, climate change and threatened livelihoods. Bioverance is the maiden term used to explain the efforts of governments towards biodiversity conservation, climate change, green and sustainable development or more specifically concern of biodiversity conservation in governance. Green governance is a concept that bridges conflicts between humans and nature through a set of institutional rules. Green development is a real estate development concept that considers social and environmental impacts of development. It is defined by three sub-categories: environmental responsiveness, resource efficiency, and community and cultural sensitivity. The green governance ensures that decision-making maintains sustainable operations in terms of their economic, social, and environmental aspects.

In the present study an attempt has been made to investigate different approaches by governments especially India in terms of their efforts towards biodiversity conservation and building attitudes of masses towards its conservation, climate change and sustainable development through various initiatives - like Bioverance, green development and green governance or schemes, awareness programs, laws and other reforms. The study unpacks the concept of transformative governance with special reference to biological diversity conservation. It is imperative to ensure that local solutions also have sustainable impacts elsewhere (across scales, places, issues and sectors); inclusive, to empower those whose interests are currently not being met and represent values embodying transformative change for sustainability; adaptive, enabling learning, experimentation, and reflexivity, to cope with the complexity of transformative change; and pluralist, recognizing different knowledge systems. The study emphasize that only when concept of biodiversity is integrated fully and these governance approaches are implemented in conjunction, operationalized in a specific manner and focused on addressing the indirect drivers underlying sustainability issues, governance becomes transformative.
Mainstreaming Aeta Communities Through Extension Services

Prof. Bob Dayaguit, MAPM, JD
Don Honorio Ventura State University

History tells us that the Aetas were the first nomadic people who settled in the country many centuries ago. It is for this reason that they are called Filipino Aborigines. Hunting was the first means of livelihood and they used bow and arrows as their main tools for this purpose. Paradoxically, today, they can be found in the mountain ranges of the country. Especially, they build shelters in the mountains of Central Luzon, particularly in Pampanga, Zambales, Bataan, and parts of Tarlac and Nueva Ecija. These short dark people with kinky hair and sometimes thick lips, though they may be identical in their physical features, may be distinguished by their cultural language. The Mag-indis occupy the western part of the Porac Mountain called Camias and part of Zambales, while the Mag-inti-speaking tribes are those that live in the mountains of Villa Maria, Inararo, and Diaz and are found on the eastern coast of the mountain of the municipality. Does this imply that they really prefer to stay up in the mountain simply because that was what they were known for? Do they have the desire to be at par if not to experience life in the lowland? Objective. The general purpose of this extension service is to bring these tribal groups into the mainstream and experience the avant-garde life the government offers. Specifically, it offered services such as livelihood and literacy for children. Method. Initially, a conduct or focal person was established and this was done through the Social Work students studying in the University. Through their recommendations, the purpose of the visit was discussed with these groups of students and identified the probable participant recipients of the program. Secondly, the schedule for the preliminary and profiling visit was set on January 21, 2018. This phase determined their strengths, weaknesses, threats, and opportunities without overlooking their needs and demands. The actual site visit was concluded with a round table discussion with the selected barangay officials headed by Mister Abuque, the Captain of the community. The plans and targets were laid down and agreed upon. Thirdly, an actual extension service was commenced on May 2-October 31, 2019. A number of Social Student-volunteers participated in and facilitated the programs. Results. As a result, of the SWOT analysis, the strength identified was that they are willing to learn and undergo training. Their weakness was that they still have the traditional attitude of being lukewarm and inhibited to try new things for their own development. The opportunity was that the social work students who happened to be living in the place became their encouragers to try things out. The threat was that they are apprehensive and afraid to be fooled again, especially on selling their products. On the first day, the participants who signified their interest in the program were not found, thus, the group scouted for those who are interested. Girls/females were taught how to do homemade “Salted Egg”. The children age 4 to 10 were encouraged to join in the “Special Summer Tutoring”. Boys age 8 to 17 were given sports clinic in Basketball. On the other hand, grown-up males were given a lecture on “vermin culture”. Incidentally, the worms were not available which caused shelve the project. A culminating activity concluded the six (6) months extension service with an awarding ceremony for those who participated in and for those who won in the different events. Today, some of those who learned the homemade salted egg still performed it only for their consumption. While the male still hoped that the vermin culture will be realized.
Demographics and Motivations of Former Rebels Relative to the Reintegration Framework of the Enhanced Comprehensive Local Reintegration Program (E-CLIP)

Mr. Bill Ochihigue

This study delved on the demographics and motivations of former rebels relative to the reintegration framework of the Enhanced Comprehensive Local Reintegration Program (E-CLIP) and the salutary gains and challenges in the implementation of the program in order to formulate a localized peace and development framework. The research used a mixed-method approach, specifically concurrent triangulation design (single-phase). Data was gathered through interviews with the policy implementers, a survey and focus group discussion with former rebels. Results showed that the former rebels placed a strong emphasis on the CPP-NPA propaganda machine's functionality and recruitment efforts as the main drivers for joining the communist armed struggle. Conversely, their decision to be reintegrated to mainstream society through E-CLIP commonly points to the apparent tiredness and exhaustion associated with lack of food provisions, not enough sleep and highly mobile nature of the NPA operations. Further, the existing reintegration framework is viewed to be responsive to the motivations of the local communist insurgency. While the implementation of the program has produced positive results from numerous entitlements to security support that the former rebels have received as well as its role in encouraging active CPP-NPA members to surrender, there is still much work to be done in light of the inadequate budgetary support, the tedious processing of the necessary paperwork for the former rebels, lack of monitoring system, and the recipients' attitude of "dole out" mentality. A localized framework for peace and development was developed based on these insights and builds on the theory of change and the synthesis of the theories of peace and development.

SUB-THEME 3
BUILDING PUBLIC GOVERNANCE CAPACITY TO PROMOTE SOCIO-ECONOMIC RECOVERY AND DEVELOPMENT

Rebuilding Public Governance for Sustainable Development in Post-Conflict Least Developed Countries in the Middle East and Africa

Dr. Younes Abouyoub
United Nations

Least Developed Countries (LDCs) are highly representative of the most vulnerable and marginalized countries in the world. LDCs are characterized by structural vulnerabilities to growth such as low per capita income, low levels of social and human development and often at a geographical disadvantageous position. LDC’s together constitute 12 per cent of global population and their contribution to global trade, and economic activity have been quite limited. Three countries, namely, Somalia, The Sudan and Yemen, have been suffering from the effects of protracted conflicts. Attempts by these Governments to build sound systems of governance that would make their economies more resilient have been hampered by conflict and external shocks such as the global financial, food and oil price crises, weak human, technological and institutional capacities, limited technology transfer, a lack of domestic resources and
inequality, and more recently the socio-economic effects of the COVID-19 pandemic. These factors together induce a vicious cycle of low productivity and investment and ultimately low score of human development.

Policymakers, scholars and practitioners agree that there is no substitute for capable and legitimate States, and that building or rebuilding effective public governance systems is a sine qua non for achieving sustainable peace after civil war or an armed conflict. When conflict ends, societies have a window to consolidate peace and secure post-war transition. Getting the initial phase right is perhaps the most essential task, but also the hardest and most complex. The aforementioned LDCs confront a bewildering array of intense, complex and interlocked armed conflicts that have been exacerbated by regional and international politics. Somalia, Sudan, and Yemen are comprise deeply divided societies with ongoing, relatively intense, militarized conflicts, making future political transition and post-war recovery, state-building and governance reforms exceptionally challenging.

What is more, and given the global and regional geopolitical landscapes, these countries have been and will face severe multi-faceted challenges in the coming decade and as a result, they have a high degree of risk when it comes to political and therefore socio-economic instability, threatening their potential recovery. These risks are less situated in the distant future than it seems, since all risks are linked directly to existing problems, which form the baseline risk. Postponing indefinitely governance reforms, strengthening accountability and effectiveness of institutions and the principles of the rule of law, negatively affects development trajectories and jettisons the immense socio-economic potentialities of these countries. Political and socio-economic reforms can be turned into a momentum of positive change; climate change, conflict resolution, shared security challenges and economic integration ate the regional level could serve as a basis for more cooperation which in turn could generate and reestablish trust both nationally and regionally.

How should these conflict-affected LDCs design their post-war strategies for sustainable recovery? Should they emphasize political reforms? Economic restructuring? Post-conflict justice mechanisms? Security and public order? Humanitarian relief and improving livelihoods? More economic Inter-regional integration? Though it may be tempting to say, “all of the above”, post-war governments typically face tight fiscal, capacity and time constraints. Policies may work at cross purposes or be mutually exclusive. Careful selection, prioritizing and sequencing the policy choices for recovery are essential.

Because governments are often weak or because a new state must be constituted after violent hostilities cease, these post-conflict countries must as a sine qua non condition for stability and order, to establish effective and efficient governance system, capable of carrying out the tasks of economic, political, physical, and political reconstruction. This paper examines the challenges of restoring effective public governance in crisis and post-conflict countries in 3 LDCs. with specific case studies, it explores the types of functions and roles that governments must carry out in these conflicted societies, while facing conditions that may enable or inhibit their progress in restoring governance and rebuilding trust in government.

Leveraging on Legislative Autonomy to Establish a Local Economic Development Agenda of the 10th Sangguniang Panlalawigan of Ilocos Sur

Mr. Marlon Tagorda
Municipality of Ilocos Sur

The Local Government Code of 1991 provides that local government units (LGUs) shall endeavor to be self-reliant. Each LGU, therefore must deviate from its dependence with the Internal Revenue Allotment (IRA) by generating its own revenues by effecting local economic
development (LED). However, not all local governments are capable. This research therefore was intended to leverage the legislative autonomy of the Tenth Sangguniang Panlalawigan (SP) of Ilocos Sur in establishing an LED agenda. Based on the records of the SP Secretariat during the term of the Tenth Sangguniang Panlalawigan, a legislative diagnosis was conducted. Further, pertinent profiles of legislators and legislative staff were characterized, relevant local economic recovery (LER) policies were identified and integral LED policies were established. This study utilized secondary document analysis on the available records. Focus group discussion and key informant interviews were also conducted among legislators and legislative staff through the researcher-designed Ilocos Sur Local Economic Development (iLED) Mentor Program. In the evaluation of the results, thematic analysis was applied employing the parameters of LED/LER. While only nine percent of the total legislations passed by the Tenth SP of Ilocos Sur was related to economic development, most of it were public appeals and executive-driven requests for an authority to enter into agreements with other organizations. The conduct of the iLED Mentor Program involved learning sessions, coaching with webshops and brown bag series to extract the purpose of this research. The 15 legislators and 15 legislative staff respondents revealed that the province already housed One Town, One Product (OTOP) in each city and municipality which is an absolute advantage of each LGU to trigger the establishment of local economic enterprise (LEE) leading to LED. Furthertmore, the iLED Mentor Program aided the reframing of the mindset of the officials and employees by coming up with significant components of the LED agenda as successively ordered by the Vice Governor to be adopted by the legislative department. In conclusion, there was only petty percentage of the legislative measures accounted to economic development for the reason that the SP is deficient with the crafting of legislations relevant to LED. Moreover, the provincial government relied largely with IRA with trivial considerations to create LEEs. Finally, there is a weak network between the Legislative Committees and its counterpart Executive Department in terms of LED programs. With this, it is recommended to conduct regular legislative diagnosis for monitoring, evaluation, accountability and learning. Most importantly, as further recommended to be sustained, iLED has been adopted by the Vice Governor to form his platform of governance come July 2022 when he will be occupying the local chief executive of the province since he is an unopposed gubernatorial candidate for 9 May 2022 elections. This is the greatest outcome of this research in shaping and defining public management at the Provincial Government of Ilocos Sur.

Mainstreaming Public Value of Social Equity in Philippine Public Sector Reorganization To Examine its Role as a Tool in Attaining Social Development in the Philippines

Ms. Nelin Dulpina
National College of Public Administration and Governance
University of the Philippines

Public reorganization is identified as a tool in enhancing institutional capacity to improve public service delivery and to advance social and economic development. Social development as another aim was initially articulated in reorganization plans in the late 1960s. Furthermore, the principles of economy, efficiency, and effectiveness as goals of reorganization have established more prominence as compared to social equity. At the time of this writing, the Committee on Government Reorganization of the the 19th Congress has agreed to approve the Rightsizing Bill which consolidated the proposed bills of the members. Rightsizing, with rationalization and reengineering, are concepts associated with reorganization (Brillantes & Lorenzo, 2021, p. 1). Raquiza et al (2022) recognized the potential of rightsizing as one policy
tool for institutional capacity-building to propel development. However, Sta. Ana, in an earlier study (1996), asserted that “curiously lacking in any of the reengineering documents is a strong statement of principle regarding the most fundamental developmental problem, which is poverty together with social inequity” (p. 227). The United Nations Research Institute for Social Development (UNRISD) report “Combating Poverty and Inequality. Structural Change, Social Policy and Politics” (2010) argued in favor of the following points as supported by growing body of evidence: (1) there is no trade-off between equity and growth; (2) an unequal income distribution is not immutable and can be affected by economic and social policies; (3) equity can make growth more inclusive and pro-poor; and (4) equity can also serve as an important agent of economic growth (p.76). The institute also asserted that “growth alone is insufficient to reduce poverty and that redistributive policies to change the distribution of income and assets are important” (p. 77). Social equity, as a public value, is categorized as one of the public values associated with the relationship between public administration and the citizens (Jorgensen & Boseman, 2007, p. 362). It is identified in many services on the basis of professional discretion (p. 369), then, intrinsic. Also, equity along with justice, benevolence, and voice of the future, are considered as covalues of human dignity. Equity as covalue promotes human dignity (p. 371). This study aims to probe social equity as a public value. But, is it intrinsic to the reorganization programs in the Philippine public sector? Though social equity was not explicitly stated as a principle in reorganization, this study will probe how social equity was manifested in reorganization plans from 1946 to 2004. The review of reorganization plans will examine if social development and social equity as goals were manifested. The research questions to be answered in this study are: (1) How was the public value of social equity manifested in Philippine public sector reorganization programs from 1946 to 2004? and (2) How do state and non-state actors value social equity in the framework of public sector reorganization?

**Implementation of the Citizen’s Charter of Frontline Service Providers in 4th District, Camarines Sur, Philippines**

**Dr. Jennifer San Jose**  
*Partido State University*

The passage of RA 11032 or Ease of Doing Business for Efficient Government Service Delivery Act of 2018 aims to improve government services by re-engineering, simplifying requirements and procedures, and promptly responding to the needs of the public. The study delved on: 1) the compliance of the local government units with the information requirements of the Citizen’s Charter as provided by RA 11032, and 2) the feedback on its implementation in terms of visibility, clarity of content, usefulness, and actual compliance. The study is Descriptive-Evaluative, participated by 161 respondents composed of the key officials, frontline service providers, and service recipients. Site observation scoring guide, 4-point Likert scale questionnaire and interviews were the research instruments. Weighted mean was used in analyzing the data. The study found that the required information in the Citizen’s Charter did not meet the CSC Report Card Survey passing mark of 8.4 or 70% using the scoring rubric. Conversely, the three groups of respondents strongly agree that the Citizen’s Charter is implemented in terms of visibility, clarity of content, usefulness, and actual compliance of the Citizen’s Charter. The study recommends LGUs, CSC and other line agencies to strengthen the implementation of the Citizen’s Charter through awareness programs, capacity building, monitoring and updating of the Citizen’s Charter, and continuous research and extension undertakings of academic and field practitioners.
Evaluation of the Projects and Policies in the City of Manila in Relation to the Implementation of the United Nations’ Sustainable Development Goals 2030

Ms. Lorena Valerio
Ms. Leina Arocha
Ms. Auraje Bien Kraft-Capara
University of Santo Tomas

The research aims to evaluate Projects and Policies in the City of Manila concerning the implementation of the United Nations’ Sustainable Development Goals 2030. In 2015, Ambisyon 2040 reflected the collective and long-term vision of the Philippine government in response to the call of the United Nations Sustainable Development Goals (SDGs). The United Nations Committee of Experts on Public Administration (ECOSOC) developed strategies and principles for effective governance for sustainable development. It guided the national and local servants in the implementation of the SDGs. The pandemic brought us the real needs of the people and the challenges of any untoward events. Effectiveness, accountability, and inclusiveness are the factors that are considered in evaluating the projects and policies in the City of Manila concerning the Implementation of the United Nations’ Sustainable Development Goals 2030. The researchers utilized a mixed method, survey questionnaire, and interviews with residents and local government officials of the City of Manila. The data gathered, and the related literature provided information to have substantive findings and conclusions that can serve as a basis for projects and programs of the national and local governments.

Build, Build, Build: Government Implemented Transport Infrastructure Projects as Booster to Socioeconomic Development in the Province of La Union

Dr. Paulito Nisperos
Dr. Jerome Orate
Don Mariano Marcos Memorial State University

Government implemented transport infrastructure projects aim to fuel inclusive social and economic development in a society through providing freedom, liberty and accessibility to the flow of goods, services and people. Its reputation as a tool and a multiplier in these sectors of development manifest through GDP, Life Expectancy, Business and Investment Climate, Literacy and Levels of Employment. This descriptive-quantitative study aimed to assess the current scenario of government implemented transport infrastructure projects, their status and the project management system employed in the Engineering districts of La Union. A causative illustration was drawn to see the relationship of socioeconomic development and the impacts of the challenges and issues prevalent in the government implemented transport infrastructure projects in the province represented by the levels of project management maturity, success, sustainability, fiscal administration and monitoring and evaluation. The audit reports from fiscal years 2015 to 2018 of the Commission on Audit was also used as a back drop to ascertain disparities in assessment of the national budget implementation through transport infrastructure development. Results show that there is disparity in the levels of assessment of characteristics of government implemented transport infrastructure projects in the province of La Union, with implementers perceiving higher levels compared to the end users. Overall, stakeholder assessment suggests a sub-par to very weak management of projects, furthermore, there is an increasing and recurring number of audit findings and observations as well as questionable
accounts year on year on infrastructure development and on the implementation of the national budget. Thus, policies on stakeholder competency assessment, proactive auditing, participatory and sustainable development are recommended.


Ms. Sharon Grace P. Suarez-Yabut  
*National College of Public Administration and Governance*  
*University of the Philippines*

The pandemic that hit us globally in 2020 has put the government, especially the public institutions, to a test of endurance. In the Philippines, institutional and operational weaknesses were apparent, such as insufficient support to medical front liners, a struggle with social and economic salvation, and a quandary to adapt to new policies. The Philippine Development Plans (PDPs) of the past could have best prepared our country to respond to such events. This blueprint contains forward-looking strategies and is a byproduct of various stakeholder and sectoral consultations that could have articulated capacity factors that define influence and strengthen institutional resilience. The study aims to articulate resilience theories in practice while identifying and addressing capacity factors of institutional resilience from these documents. It will excavate capacity factors of institutional resilience expected to be harvested from the PDPs in selected key sector chapters. The study further assesses resilience factors and governance styles in Public Administration through these documents to better prepare the institutions to handle threats affecting the structural and procedural system. It will present a conceptual framework design for Philippine government resiliency, a framework that can be adopted and replicated in other countries. Finally, it will emphasize a call to action in translating theories and concepts to suggest reforms in designing a resilient public administration toward building good public governance.

**Introduction of Whistle-blowing Systems in Municipalities in Kyoto Prefecture, Japan**

Dr. Akio Kamiko  
*Ritsumeikan University*

Whistle-blowing systems are new additions in Japan’s local government system. It is not a system introduced nationwide. However, Japan’s central government is recently putting emphasis on Internal Control of local governments. Whistle-blowing system is considered as one of the tools for this. This is because with depopulation and migration of population to limited core areas of the country many local governments are in financially dire state and mismanagement of local government affairs can make big consequences.

There is another reason. In older days local government officials would have had much less thoughts of blowing a whistle. Because local government staff consisted of homogeneous people, working through their whole career for the government, who had many ways of expressing their opinions. However, these days, local government offices comprise many kinds of people with different standings. In this situation, local governments are introducing whistle-blowing systems with their by-laws. These by-laws provide for the protection of whistle-blowers and procedures to deal with cases of whistle-blowing.
The author made research in Kyoto Prefecture and found out that these systems are used only in larger municipalities and those with involvement by outsiders in the procedures to deal with them.

**Ensuring Students’ Access to Higher Education in the New Normal through Online Admission System**

Prof. Arnold Lorenzo  
*Tarlac Agricultural University*

This research project focused on the development of an online system to facilitate the admission process of students in the university which is significant in ensuring the quality of education in higher education in the new normal. This innovation project is an opportunity to digitalize services in response to the Fourth Industrial Revolution and towards the university’s direction of becoming a Smart University. It also maximizes the benefits of the ICT facilities provided by the government to improve the teaching and learning process. This project made use as a framework the SECI Model (Nonaka, 1990) which includes the four modes of knowledge conversion – socialization, externalization, combination, and internalization – which together form the acronym "SECI". Results of the evaluation show that the features of the system are excellent based on the experience of the users. It is also very satisfactory in terms of the system’s characteristics such as accessibility, navigation and design, and excellent in terms of organization and content, usefulness, and ease of use. Through the online admission system, the university seizes the opportunity to maximize the use of technology in fulfilling its mandates to serve the people in the community, particularly the students.

**Understanding on Disaster Preparedness of the Different Sectors in the Selected High-Risks Barangays in the Province of Marinduque: Basis for a Localized Disaster Resilience Action Plan**

Prof. Nowell P. Maac  
Dr. Anne Grace Maano-Labatete  
*Marinduque State College*

This study aimed to determine the level of understanding of disaster preparedness of the different sectors in the selected high-risk barangays in the Province of Marinduque. This is a descriptive research method participated by the barangay officials, non-government organizations and people’s organizations, and communities’ basic sectors such as labor groups, fisherfolks, farmers, women, senior citizens, youth, differently-abled individuals, and informal settlers. To determine the level of understanding on disaster preparedness of the different sectors, a survey questionnaire was designed to gather the needed data for the study. Based on the data analysis utilizing mean, it was found that different sectors have a high level of understanding of disaster preparedness. Also, it was concluded that the level of understanding of disaster preparedness of the different sectors is significantly different. It was then determined that the development of local knowledge in the community is the action taken by the respondents to address the challenges encountered in understanding disaster preparedness. Thus, a localized disaster resilience action plan must be formulated and implemented to build adaptive and resilient communities in the barangays.
Welfare: The Case of Japanese Local Government

Mr. Taketo Terada
Waseda University

The purpose of this paper is to examine the impact of people's housing tenure on local government welfare policies in Japan. A group of studies referred to as "housing studies" have recently indicated that people's housing tenure may influence the extent of public welfare provision by the government. Homeowners typically pay off their mortgage over a long period of time and eventually own the home as an asset in the future. This asset is, in a sense, part of their private social security, and therefore, homeowners are expected to be less inclined to support taxation for enhancing public welfare provision compared to non-homeowners. As a result, a negative relationship is found between the level of public welfare provision by the government and the rate of homeownership. Previous research has mostly examined this relationship through national-level analyses. However, is such a relationship also observed at the level of a local government in a country? In this paper, based on such motivation, we conducted an analysis focusing on Japanese municipal data. As a result, as in previous studies, a negative correlation was confirmed between the homeownership rate and the degree of public welfare supply. However, the results of the mediation analysis suggested that in areas with high rates of homeownership, there may be a lower level of resident exit from the municipality, which in turn may lead to the municipality deprioritizing welfare policies. This suggests a mechanism different from the traditional argument that the higher the value of housing as an asset, the less the residents desire welfare policies.

Decentralized Planning System of Government: An Analysis of Vertical Relationship of Federal and Subordinate Governments in Nepal

Dr. Buddhi Man Shrestha
Tribhuvan University

Drawing on a wide range of literature and ideas, decentralized economic planning approach is emerging that provides new insights into the structure and working of federal system for achieving the national development goals. Nepal is a federal country which has adopted decentralized planning approach to achieve national development goals. However, the country has not been achieved development goals in desirable extent. There is a problem of coordination between federal, provincial and local government in the formulation of plan and program. In this context, this study aims to address a research question: to what extent the Nepal government is able to formulate the plan in coordinated manner based on constitutional granted exclusive and concurrent rights. The study has done based on descriptive method of qualitative research approach. Findings indicate that there is duplication of plan and programs in-between the tiers of governments. Therefore, federal and provincial level of planning commission have to play the enabling role for achieving economic development goals. Nonetheless, the arguments on instrumental as well as institutional perspectives of organization culture have been remained to be answered.

Engagement of Civil Society Organizations in Local Government: Towards Participatory Governance

Ms. Rona Celeste Pasamonte
Bukidnon State University
The role of civil society today is gradually changing from a monitor and corrector of government actions to an active co-participant in governance. CSO engagement is a mechanism for the citizens and the government to work together to achieve development. This study focused on the level of engagement of CSOs in local governance specifically in the (4) functional areas. The study also investigated whether CSO attributes significantly affected their level of engagement. The study made use of descriptive quantitative research methods. The results indicated that the level of engagement of CSOs in local governance is rated as “moderately engaged”. The study also found out that the CSOs’ attributes like organizational level, sectors represented, geographical location, and number of committees represented significantly affected their level of engagement, while, the size of CSOs and period of existence have no significant effect on their level of engagement. The CSOs’ level of engagement among the (4) functional areas was also examined, with planning having the highest and monitoring having the lowest mean. It is concluded that the engagement of CSOs in local governance is done primarily for compliance, and the spirit of participatory governance in decision-making is only partially present. Additionally, there is a gap between the provisions of the policies and actual practice.

Goverance Performance among Barangays in Sultan Kudarat, Maguindanao Del Norte

Dr. Mhd Faheem Aliuden
Ms. Princess Fahanna Azzizah Abas
Mindanao State University – Maguindanao

In the Philippines, barangay officials play a vital role in sustaining the needs and assistance of their constituency. As the counterpart of the regional government, the local government shall implement plans, programs, projects, and activities that would immediately respond to the call of its people. This study aimed to describe the compliance of the barangays on the Seal of Good Local Governance and how this will improve good governance in Sultan Kudarat. A descriptive-survey research design was utilized in which the researcher-made survey questionnaire was used in acquiring data. Purposive sampling yielded 105 respondents as the study samples; they were barangay officials and select community residents. The data were tallied, analyzed, and interpreted using a weighted mean. Findings revealed that Sultan Kudarat's barangays had good governance performance but must be strengthened, especially in environmental management, business friendliness, and competitiveness. Following the governance principles showed that the barangay officials were practicing these principles, which greatly affected their performance in addressing the needs of the people. Hence, the barangays in Sultan Kudarat were partly compliant with the Seal of Good Local Governance for Barangays, and they should be capacitated to continue learning from the innovations and policies that directly affect its jurisdiction.

Local Governments’ Tax Collection in Attaining Socio-Cultural and Economic Development in South Central Mindanao, Philippines

Dr. Chanda Gani
Dr. Radzata Abdulgani
Mindanao State University – Maguindanao
Tax is significant because it enables a state to provide essential services for its citizens and accelerate economic development. The study aimed to evaluate the implementation of tax revenue collection and its contribution to local government units in South Central Mindanao, Philippines. A descriptive-predictive design was utilized using the researcher-made survey questionnaire to acquire data. The study yielded 150 respondents using simple random sampling; they were the select local government personnel connected to the revenue collections in Tacurong, Koronadal, General Santos, and Kidapawan cities. The data were tallied, analyzed, and interpreted using mean and regression analysis. The findings revealed that tax collection in tax revenue management, information dissemination, and strategies was moderately implemented except for the management of tax sources, which was slightly implemented. However, sociocultural and economic development revealed to be both moderately attained. Regression analysis showed that the best predictors of the local government’s tax collection were information dissemination, strategies, and management of tax sources contributing to the socio-cultural and economic welfare. Hence, the local government’s tax collection has moderately contributed to sociocultural and economic development, and the local governments must intensify tax revenue so that the community shall religiously pay their tax obligation on time.

**Environmental Chemistry Education Using Inquiry-Based Learning in an Online Setting**

**Dr. Maria Wendy Solomo**  
*Partido State University*

UNESCO’s 2030 Education for Sustainable Development Agenda aims to bring about the personal and social transformation needed to change course. Due to the COVID-19 pandemic, educators around the world are challenged to prepare instructional materials that will enable learners to take active, accountable, and effective roles to address environmental challenges. This study used an inquiry-based approach (IBA) in teaching environmental chemistry to enhance the performance and attitude of graduate students in an online environment. The one-group pretest-posttest design was used in the investigation. Quantitative and qualitative methods of data collection and analysis were used. The designed learning modules were tried out on MAED Science students enrolled in environmental chemistry in the 1st semester, AY 2022-2023. The designed modules were assessed and rated "exceeds criteria" based on content, instructional design, organization, equity and accessibility, and presentation. The use of IBA has significantly improved the academic performance of students based on their pretest and posttest results. However, students cited that technological impediment, completing assessment tasks, and conducting research due to financial constraints were some of the challenges they encountered. The highlighted IBA benefits are practical applications of concepts towards sustainable development, cognitive skill development, and producing more autonomous and environmentally responsible learners.

**Sustainable Governance for Immigration Management in Japan: The Role of Public Involvement in the Provision of Japanese Language Education**

**Dr. Naoki Fujiwara**  
*Otemon Gakuin University*

Japan is facing a significant labor shortage due to its aging population. While the country has relatively relaxed regulations allowing foreign students to work part-time, it remains cautious
about fully opening its doors to immigration. As a result, private Japanese language institutes have become a major channel for labor migration, leading to issues like such as profit-driven immigration industries and employment mismatches. Given the growing international mobility in Asia, it is crucial to develop sustainable public governance for managing immigration and promoting socio-economic development. The research methodology involved qualitative case studies of three municipalities, that have adopted proactive approaches to embrace foreign residents. Analysis of policy documents and semi-structured interviews revealed the need for greater public involvement in international migration to ensure fairness and trustworthiness. Recognizing the public value of providing Japanese language education to foreigners as part of the integration process is crucial. Establishing public governance for comprehensive service provision, including ensuring suitable living environments for foreigners and providing initial Japanese language education, can be achieved by utilizing international municipal networks. Future research should focus on the comparison of international talent attraction governance in the context of frequent intra-regional population movements, such as in the European Union.

Innovating Public Administrative Service Provision to Meet the Requirements of Good Governance

Dr. Pham Thi Diem
Dr. Vu Huong Thao
National Academy of Public Administration

Public administration service provision is one of the most important functions and tasks of each state, and is also a measure of good governance. In Vietnam, improving the quality of public service delivery is always an important content that is particularly interested in reforming state activities in order to improve the effectiveness and efficiency of the state’s operations and meet the increasing needs of the citizen. On the basis of clarifying the role of public administration service provision for good governance and the current situation of public administrative service provision in Vietnam, the article points out the existing problems and causes, thereby recommending solutions to innovate public administrative services provision to meet the requirements of good governance.

Improving Public Service Delivery Through Policy Networks in Local Governance in Indonesia

Mr. Muhamad Nur Afandi
Mr. Sait Abdullah
Mr. Hendrikus Gedeona
Mr. Rofi’ Romadhona Iyoge
STIA LAN

The research paper focuses on the transformation of public service delivery system in Indonesia, particularly, in West Java Provincial Government. In responding to the Industrial Revolution 4.0 era and the massive use of the internet by the public, recently the West Java Provincial Government has been implementing the digitalization policy options through transforming conventional to digital public service delivery system. In the policy execution, the local government faces constraints in budgeting, technology, and digital competency. By using Grantham’s policy networks approach, we successfully mapped the actor’s typology and their networks in the implementation of West Java digitalization policy. In this research, data and information are processed by qualitative methods. Through field study observation,
intensive interview and focus group discussion with several officials’ local governments in districts level in West Java Province, the research findings confirm that the quality of local public service policy implementation is improved through involving a large variety of institutions, actors, and networks. Transformation is assisted with the inclusion of a large variety of policy actors and their networks. Actors and networks are essential in improving the implementation of local public service delivery system, reducing operational costs, and saving the local government budget.

**How ‘Rule of Law’ is Implemented Through the Civil Service Training in Japan: The Case of Local Autonomy College (LAC)**

**Dr. Wong Wai Lun**  
*Hong Kong University*

Among the literature in jurisprudence, there are long-standing debates over the thin and thick version of ‘rule of law’. For some scholars, their academia interests are to distinguish between the differences between the concept of ‘rule of law’ and ‘rule by law’ with examination to case of a specific country such as Singapore (Tushnet, 2014). However, diverging from the theoretical discussion, it is the aim of this presentation to elaborate the good practices in curriculum design in the civil service training. More specifically, the presentation would discuss the following key themes:

1. For legal curriculum, what types of law would be studied in order to enhance the rule of law for good governance of the government officials? And Why?
2. For legal educators, how LAC recruits different legal educators to teach the rule of law for government officials?
3. For legal internalization, how participating government officials internalizes what they study from the rule of law?

In the conclusion, the presentation would also consolidate why legal training is necessary for key social actors such as civil servants to uphold the rule of law for good public governance.

**Developing Capacity of Leadership and Management to Foster Good Governance in Vietnam**

**Assoc. Prof. Dr. Hoang Mai**  
*National Academy of Public Administration*

This paper studies the pivotal role of capacity development in leadership and management to promote good governance in the context of Vietnam. As the nation strives for sustainable development and effective governance, the importance of enhancing the skills and competencies of leaders and managers becomes paramount. The study delves into the relationship between capacity building and its impact on achieving good governance objectives.

Through an analysis of the current state of leadership and management capacities in Vietnam by using qualitative and quantitative methods, the paper identifies existing strengths and weaknesses, and evaluates the influence of recent capacity-building initiatives implemented by the government.

Based on the study's results, this paper proposes actionable recommendations and policy implications to enhance the capacity of leadership and management for good governance in
Vietnam including investing in leadership training programs, strengthening institutional frameworks for talent development, and encouraging knowledge exchange and collaboration between public and private sectors. The research also highlights the importance of fostering a culture of continuous learning and adaptability within the public sector to address emerging challenges effectively. By prioritizing the cultivation of skilled and effective leaders and managers, Vietnam can fortify its governance structures and facilitate sustainable growth.

Determining Factors of Stakeholder Collaboration in Sustainable Ecotourism Development

Mr. Hamka Laicca
Dr. Eddy Kusponco
Ms. Anita Karno
STIA LAN

Ensuring sustainable natural resource management through balancing economic interests, ecological sustainability and preserving socio-cultural heritage is the main challenge for ecotourism development in Indonesia. The measure of the success of tourism development is often directed at the contribution of tourism to the economic aspect that comes from the number of tourist visits. Various problems arise such as damage to environmental ecosystems, erosion of local wisdom and culture, corruption in congregations, low political commitment and environmental awareness, and declining incomes of local communities. This study aims to identify and examine the factors that determine stakeholder collaboration in developing sustainable ecotourism in Badung Regency, Bali Province. The research approach is qualitative and refers to an exploratory research design to utilize a variety of data sources ranging from in-depth interviews, FGDs to secondary data. The research paradigm adopts a constructivist view, data analysis is inductive in which the researcher constructs meaning about the research problems (grounded theory). The results showed that the determinants of stakeholder collaboration were varied but still far from being effective, such as empowerment, profitability, and participation. Strategies to overcome barriers to collaboration such as stakeholder collaboration, collective synergies, and partnerships, have limited access and opportunities, so that the most perceived impact of ecotourism development is more on the drastic decline in the income of the private sector and the community than on cultural and environmental aspects. The role, initiative and adequate support of all stakeholders, especially the government can be an important solution to overcome the inhibiting factors and determine the right strategy in maintaining a balance in the aspect economic, socio-cultural and environmental conservation.

Measuring Agricultural Performance: A Baseline Survey in the Provinces of Isabela and Nueva Vizcaya

Ms. Jessica Managuelod
Dr. Joan Ruiz
Isabela State University

This study aims to measure the agricultural performance in the provinces of Isabela and Nueva Vizcaya, focusing on the initiatives, programs, and services of the Department of Agriculture (DA). The objectives are to determine respondent profiles, assess the impact of DA programs on agricultural goods and services, and examine the extent of technological utilization by farmers and how they cope during the time of the pandemic. The study population includes all workers engaged in farming, farm work, or labor during the research period. Using multistage
random sampling, at least 400 respondents are sought from each province, ensuring representation down to the congressional district level. The research design employs a predominantly quantitative survey approach. To evaluate the impact of DA programs and projects, the survey identifies the leading sources of information on agricultural services provided by the government. Additionally, farmers reported receiving agricultural services from NGOs and other development partner organizations. Regarding technology utilization, most respondents obtained planting materials from vendors/suppliers, and seedbeds were the most common method of seedling preparation. The study highlights the challenges faced by farmers caused by the COVID-19 pandemic. These findings contribute to evidence-based planning, policymaking, budgeting, monitoring, and evaluation in the Philippine agricultural sector, supporting more targeted assistance for farmers and agricultural growth. In summary, this study provides valuable insights into stakeholder profiles, the impact of DA initiatives on agricultural products and services, and the technological practices of farmers in Isabela and Nueva Vizcaya.

Strategies for Enhancing Cross-Border/City Public Governance for Socio-Economic Development in China’s Greater Bay Area

Dr. Peter Fong
Hong Kong Public Administration Association

China’s new Greater Bay Area (GBA) comprises two Special Administrative Regions of Hong Kong and Macao, and nine cities including Guangzhou, Shenzhen, Zhuhai, Foshan, Huizhou, Dongguan, Zhongshan, Jiangmen and Zhaoqing in Guangdong Province with a total land area of 56,000 km². The total population in the GBA is over 86 million and the GDP is USD 1,669 billion in 2020. China’s objectives of setting up the GBA are to: 1. strengthen the cooperation amongst Guangdong, Hong Kong and Macao, 2. promote coordinated regional economic development, and 3. facilitate in-depth integration within the Pearl River Delta region, with the aim of building a world class bay area for people to live, work and travel. This paper explores various strategies for enhancing cross border/city governance for socio-economic development in the GBA. The strategies include the following subjects: (1) Coordination of city and regional plans holistically; (2) Division of roles amongst various cities based on their strengths; (3) Promotion of sustainable innovation and technology; (4) Mapping out infrastructural connectivity by constructing new bridges and high-speed rail links; (5) Building globally competitive industrial systems; (6) Reducing and simplifying cross border procedures and checking through use of information technology; (7) Ecological conservation for quality living and working. Finally, the paper will discuss what and how the governments of the eleven municipalities can do to overcome some potential barriers in strategy implementation and achieve their strategic goals.

SDG Budget Tagging Exercise for the Philippines

Dr. Ma. Victoria Raquiza
Prof. Herisadel Flores
Mr. Alce Quitalig
National College of Public Administration and Governance
University of the Philippines

The paper examines the level of Philippine investments on specific Sustainable Development Goals (SDGs) namely, SDG 3 on Good Health and Well-Being, SDG 4 on Quality Education,
and SDG 5.6 target on Sexual and Reproductive Health and Reproductive Rights in the Philippine national budget as well as outcomes as can be gleaned from agency accomplishments for the Fiscal Years (FY) 2018-2020. Towards this end, the study came up with a preliminary budget tagging tool used in mapping national agencies’ programs, activities, and projects (PAPs) which contribute to the relevant SDGs targets and indicators and as contained in the Philippine Development Plan (PDP) for FY 2018-2020; and tracking national budget allocation and spending for each identified PAP that supports the attainment of identified SDGs and their targets. Single and multiple tagging approaches applied to national agencies’ PAPs were based on the review of existing global and national budget tagging initiatives. Findings of the study show that public investments in those specific SDGs produced mixed results. Analyses of Philippine budget and expenditures for SDGs 3, 4, and 5.6 show that allocations (computed with weights) either have fluctuated or decreased between 2018 and 2020. Some gaps could also be observed in performance data and information, posing a challenge to the effective monitoring of SDG outcomes. Furthermore, the study contributes to the literature on building state capacity, specifically on budget tagging initiatives across countries, and governance mechanisms which harness effective implementation, monitoring and evaluation of the SDGs that approached its halfway point.

**A Study on Turnover Intention and Structural Factors of New Public Officials**

Dr. Rosa Minhyo Cho  
Mr. JuHo Jung  
Sungkyunkwan University

The purpose of this study is to explore whether structural factors exist in the change in the intention to change jobs for young new public officials in Korea. As the turnover of new public officials in their 20s and 30s continues to increase, a number of studies are being conducted to examine the impact of job, organization, and personal factors on their turnover intention. However, it is highly likely that structural factors, in addition to previously discussed factors, are accelerating the rate of change in the very rapid change in turnover intentions of new public officials. Therefore, in this study, the analysis was conducted using the Blinder-Oaxaca decomposition method based on the data from the survey on the public employee perception. As a result of using the points in 2015 and 2021, structural factors exist in the change in turnover intention, and it was confirmed that the change was accelerated. In addition, an analysis was conducted based on 2016 and 2021 to estimate the impact of public employees’ pension reform on structural differences. The results of this analysis, it can be assumed that the reform of the public employees' pension is one of the main factors that cause structural differences. These results mean that various levels of structural approaches are needed to prevent the departure of new public officials.

**Complete the Compact, Efficient State Organization to Meet the Requirement Good Governance**

Dr. Nguyen Thi Thu Ha  
National Academy of Public Administration

Completing the organization of the state apparatus in a lean, effective and efficient manner is one of the requirements set before the goal of building good public governance. However, besides the achieved results, the streamlining of focal points, the consolidation of a number of agencies, organizations and units with similar functions and tasks also poses many problems
to be solved, because in finally, the purpose of reforming is to improve the effectiveness of the state apparatus. Good public governance cannot go hand in hand with a cumbersome and inefficient state apparatus. The reform of the state apparatus will need to be implemented seriously and objectively on the basis of scientific and practical arguments. Good public governance is people-centered, service, effectiveness and efficiency is a measure to evaluate the activities of agencies and organizations. Therefore, the trend of "Small government, big society" is a trend that many countries are aiming for, for the sake of building good public governance. The article studies the meaning of consolidating and perfecting the organization of the state apparatus in response to the current requirements of good public governance and proposes synchronous solutions to improve the organization of the state apparatus in the new period in Vietnam, is researched on the basis of reference to the experience of a number of developed countries.

An Empirical Study of the Relations Between Residents' Trust and Performance of Local Government: Case of the Philippines

Dr. Kenichi Nishimura
Osaka University

This study examines how trust in local government is related to local government performance, using the Philippines as a case.

Literature discussing the issue of trust in government show that there is relationship between trust in government and government performance. Grimmelikhuijzen and Knies (2017) suggest that factors indicating efficiency and transparency of government affect trust in government. Houston et al. (2016), who analyzed the relationship between trust in government and performance for 21 countries in North America and Europe, found a correlation between the two. Houston and Harding (2013) indicate the importance of increasing the competence of government for improving trust. Regarding the Philippines, Brillantes and Fernandez (2011) point out that inefficiency and ineffectiveness in delivery of services decline trust in government. On the other hand, Van de Walle and Bouckaert (2003) point out that while government performance has a certain impact on trust in government, existing levels of trust in government can also affect perceptions of government performance.

Given the above points, we examine the relationship between trust in local governments and their performance in the Philippines. For this purpose, we use the results of our 2019 public opinion survey on the local governance and perform statistical analysis.

Comparative Study of Capacity Development Of Local Government Units as Baseline Towards Full Devolution

Ms. Nenette Laurio
Dr. Erwin Malto
Memorial State College of Agriculture and Technology

In response to Mandanas Ruling, Executive Order 138 or the Full Devolution mandates all Local Government Units to fully assume the functions, services and facilities under RA 7160, section 17, by the end of 2024. This study was conducted to assess the Capacity Development Agenda of Lower Class Municipalities in the Province of Masbate. Three main sectors in the Philippine Government were studied in relation to its current state of capacity, desired state of
capacity, capacity development interventions and alignment of these interventions with the DILG criteria of devolution. These are the Agriculture and Extension Services, Environment and Natural Resources and Social Welfare Services. The result will be the basis of the National Government Agencies in identifying priority capacity development agenda to LGUs. The researcher used qualitative-descriptive method by reviewing the Devolution Transition Plans (DTP) of the LGUs and made comparative assessment. The result showed that the lower class municipalities have low capacity to assume devolved services mandated in the Section 17 of RA 7160 and other devolution laws. In the sector of Agriculture and Extension Services, services like water system, communal irrigation, artificial insemination and medicinal plants establishments are among the services that are not present and not functional in the LGUs. In terms of Environment and Natural Resources, lower class LGUs are weak in the implementation of integrated forestry programs as well as in air and water quality management. Similarly, the Social Welfare Services are poorly implemented especially in the programs related to rehabilitation for vagrants, beggars, street children, juvenile delinquents and family welfare. These capacity gaps were then proposed with specific and strategic capacity development agenda and these were categorized into six (6) capacity pillars. The capacity development agenda that are aligned with EO 138 are the useful baseline in crafting the National Agencies Capacity Development Program.

Strategies on Human Resource Development in Public Governance to Promote Socio-Economic Development in China’s Greater Bay Area

Dr. Alice Te
Hong Kong Public Administration Association

China’s Greater Bay Area (GBA) is a region that encompasses the Special Administrative Regions of Hong Kong and Macao, and nine cities of Guangzhou, Shenzhen, Zhuhai, Foshan, Huizhou, Dongguan, Zhongshan, Jiangmen and Zhaoqing in Guangdong Province. As a key economic hub, various strategic initiatives have been undertaken to promote its socio-economic development and enhance regional integration. Human resource development in public governance has become increasingly important as a means to drive growth and innovation in the GBA. This paper proposes some key strategies that GBA should implement: (1) Talent Attraction and Retention: target at top talent from both domestic and international sources through various incentives; (2) Education and Training: develop a highly skilled workforce through investing in world-class educational institutions and research facilities, the promotion of vocational and technical education to meet the needs of key industries; (3) Cross-Border Collaboration: enhance the mobility of talent, capital, and information, including streamline immigration policies, encourage the exchange of knowledge and technology through fostering collaboration between governments, universities, research institutes, and enterprises; (4) Public-Private Partnerships (PPP): address human resource challenges and improve public services, which allows the governments to leverage the expertise and resources of the private sector in developing innovative solutions to pressing socio-economic issues; (5) Performance Management and Accountability: enhance the effectiveness and efficiency of public governance by adopting modern management practices, such as performance-based evaluations and data-driven decision-making.

Using Institutional Grammar to Understand Institutional Design of Integrated Water Management System (IWMS) in South Korea

Mr. Kyung Won Ryu
The purpose of this research is to develop and assess hypotheses on the design and adaptation of institutions to sustainably manage common pool resources and provide environmental public goods. This analysis is centered on consensus processes created by governmental actors to determine how to jointly govern public goods in the region.

The case studied is the Integrated Water Resource Management System (IWMS) in South Korea. This system, which had not been agreed upon due to various distributed management actors, was unified by the Ministry of Environment in 2019. This article studies the design of these arrangements. In particular, studying these dynamics at the national regime highlights the limitations that government actors face when making decisions with other levels of local government.

To this end, this research used Institutional Grammar to investigate whether actors anticipate different collective action dilemmas and vary the design of institutional devices. As a result of the analysis, it was found that actors relied on distinct institutional devices to generate reliable commitments for the provision of public goods.

The Important role of Indonesian National Police (INP) in the Recovery of Indonesia’s Economy

Mr. Andreas Ricky Trianto
Ms. Lina Miftahul Jannah
Dr. Eko Prasojo
University of Indonesia

Indonesian National Police (INP) have an important role in recovery of Indonesia’s Economy. In these papers explores the role of the Indonesian National Police (INP) in economic recovery and development towards the Sustainable Development Goals (SDGs). The INP plays a crucial role in maintaining public security and order, upholding the law, and providing protection, service to the community in the framework of maintaining domestic security. The INP has also been consistent in orienting towards community-based policing, which shows their commitment to promoting Indonesia's values as a democratic nation. The INP has optimized its role and synergy collaboratively with the community and the government by relying on the Sector Police as the basis for early detection of potential security problems in the community, especially related to handling COVID-19. By realizing and conducting programs and activities, the level of public satisfaction with the services provided by the INP has increased. The INP's human resources development, leadership style, organizational commitment, and work motivation have contributed to good governance and the performance of its members. The INP's role in national homeland security has been regulated in the 1945 Constitution, Law of The Republic of Indonesia Number 2 of 2002 Regarding Indonesian National Police (INP), and it has an important and strategic role in law enforcement in Indonesia. The INP's career development and international cooperation strategies have also been analyzed to realize its professionalism and increase its role in the global community.

Leadership and Governance: Does Vibrant Leadership Matters for Local Government Performance? A Case of Kathmandu Metropolitan City, Nepal

Dr. Sushmita Acharya
The primary purpose and responsibility of local government is to improve the quality of public service being offered to the citizens. Municipal Leadership is of great importance at the local level as it holds and assess the distribution of power and resources of government, helps to build relationships with concerned stakeholders; and make decisions that can have pronounced impact on the well-being of local citizens to a greater extent. This study undertakes the public service delivery approach with respect to public value for determining the performance of local governance in Nepal.

Objective: The objective of this study is to examine the performance of Kathmandu Metropolitan City (KMC) in service delivery after the new leadership of Mayor. Municipality is an essential foundation for providing variety of services through its direct communication and interaction with citizens.

Research inquiry: Do leadership matter for local government performance? To what extent does the dispositions of mayor as political leadership matters for tangible changes in service delivery.

Using the mixed methods research tool with structured questionnaire survey and in-depth interviews; the findings show the following facts: firstly, organizational resources both human and physical matters for performance of local government and regarding the leadership, people have the opinion that mayor as a political leadership bring changes in functioning of KMC. Likewise, people and officials are found positive towards the role played by the municipal leadership for improving the quality of service delivery.

Sustainable Budgeting for SDGs: Human-Development and Poverty Reduction Focused Policy Response from the Philippines

Prof. Jephte Munez
University of the Philippines

Midway to the attainment and achievement of the United Nations Sustainable Development Goals 2030 Agenda, targets are to be met, spearheaded by public sector organizations, through networks and cooperation with the private sector and civil society organizations. The trends of sustainable development in the use of advanced information communication technologies to safeguard accountability and citizen engagement (Agostino et al, 2021) are becoming the norm rather than the exception. Budgetary systems will have to capture the specific actions taken by government entities aligned to the attainment of Sustainable Development Goals so as to create public value (Stecollini, 2019; Bracci et al, 2021) Several budgetary techniques have been developed and adopted such as but not limited to budgeting for SDGs, participatory budgeting, popular reporting, sustainability reporting (Niemann and Hoppe, 2018; Guthrie et al., 2020; Abhayawansa et al., 2021). With the ill effects of the Covid19 Pandemic which gravely affected the economic development and human development of countries around the world, fiscal administration would require futures thinking, and prudence in public policy designing and implementation to address transparency, accountability, and participation concerns in the pursuit of sustainable human development and poverty reduction.
The Role of the TikTok Platform as a Tax Dissemination Tool in Order to Improve Tax Awareness of MSME Actors

Khusnaini
Heni Sulastri
Nur Farida Liyana
Melda Wulan Sari
Polytechnic of State Finance (PKN STAN)
Finance Education and Training Agency
Ministry of Finance of Republic Indonesia

At the 2020 National Taxation Conference, the Minister of Finance of the Republic of Indonesia, Sri Mulyani Indrawati stated that the tax awareness of the Indonesian society, including MSMEs, is still low. Given the large role of tax and MSMEs in the Indonesian economy, efforts to increase tax awareness among MSMEs are urgently needed. In 2021, TikTok account users in Indonesia reached 99.1 million people, the second largest in the world. With such a large number of users, this study aims to find out the role of the TikTok platform as a tax dissemination tool for increasing tax awareness among MSME’s. This study uses a descriptive research method with a qualitative approach. The results of this study indicate that the use of TikTok plays an important role in increasing tax awareness. Informants who are MSME actors and officers of the Directorate General of Taxes stated that tax dissemination through TikTok platform can improve tax awareness. Through the official TikTok account of the Directorate General of Taxes (DGT), various information related to taxation is easier, faster, cheaper, and more extensive to reach MSME actors throughout Indonesia. DGT should produce more innovative and interesting content more frequent and consistent for uploading videos, and use the TikTok paid advertising facility (TikTok ads) in order to educate society to increase tax awareness. In addition, collaboration with tax dissemination content creator specialist is another choice to make tax dissemination through TikTok platform play a big role and have an impact on tax awareness.

The Effect of Network Formation in Military Service on Diversity Acceptance Centering on men in their 20s

Mr. Sun Yeop Kim
Sungkyunkwan University

This study aims to confirm the effect of network formation formed during military service on individual diversity acceptance. Acceptance of diversity is important in terms of social integration, but heterogeneity between groups is strengthening due to the increase in multicultural families, gaps between classes, political polarization according to gender and age. However, it was predicted that military service experience would form exchanges and networks between people with various differences in factors other than gender and age, and have a positive effect on individual diversity acceptance. Accordingly, this study aims to verify the hypothesis that their diversity acceptance increases due to the network formed in military service and the conflicting hypothesis that their diversity acceptance will not increase as military life remains an experience within the same group. The significance of this study is as follows. First, it is a paper that focuses on diversity acceptance amid increasing conflicts due to strengthening heterogeneity between groups. Second, by verifying the impact of military service experience experienced by many, it is believed that a specific group of men in their 20s in Korea can be additionally explained.
A Content Analysis of the Philippine Journal of Public Administration, 1990-2019

Dr. Michael Tumanut  
Mr. Jayson Fajarda  
Ms. Eula Marie Mangaong  
National College of Public Administration and Governance  
University of the Philippines

Research trends and practices in Philippine public administration are seldom the subject of recent research scholarship. Since the 1970s, at least four similar academic and empirical papers have been located. However, this is not a strict or rigid extension of these studies in terms of methodology and scope. While describing research trends or themes was the principal objective of these studies, research gap points to current research practices, standards or approaches within the epistemic communities. With advancing and competing knowledge creation and management, it is imperative to examine such gaps, as well as update the thematic trends formerly described and historicized by Filipino scholars, such as Ledivina Carino, Proserpina Tapales, and Danilo Reyes, the most recent of which was published over 17 years ago in 2006. This study aims to contribute to understanding the recent trends in the study of public administration and governance scholars as manifested or represented in the Philippine Journal of Public Administration, as well as to describe temporal shifts, if any, in approaches (such as, but not limited to, methodology), research focus, and research practices (e.g., authorship, collaboration, diversity). With content analysis as the principal method and tool, the study examined the following areas of PJPA articles published between 1999 and 2019: article attributes, author’s profile, methodology or approach, geographic focus, subject area, and citation practices, among others. The study used data historization, cross-tabulation, descriptive statistics, and simple correlation. Results show that some research sub-themes have been consistent for the last three decades, while others were prevalent only in the 1990s and 2000s, or found resurgence or currency only recently, or are classified as nascent. Other sub-themes have become ‘neglected’ as a field of study. As for the research approach and methodology, qualitative studies continue to dominate the journal, but the proportion of quantitative articles has seen steady increase in the last three decades. Similarly, collaborative practice in the journal is slowly increasing, but geographical diversity is found wanting.

Institutional Readiness and Capacity of Philippine HEIs for Internationalization of Degree Programs in Public Administration

Dr. Michael Tumanut  
Ms. Nelin Dulpina  
Ms. Eula Marie D. Mangaong  
National College of Public Administration and Governance  
University of the Philippines

Philippine higher education institutions (HEIs) are encouraged by the Philippine Commission on Higher Education (CHED) to adopt a strategic and programmatic approach in implementing internationalization programs, at par with those in top-tier HEIs in the region and across the globe. In this regard, this study aims to focus on, and assess, the institutional readiness and capacity for internationalization of selected Philippine HEIs offering degree programs in public administration and allied disciplines, based on indicators from Iuspa’s (2010) study on internationalization effectiveness. The study used the following methods for evaluating institutional readiness and capacity: 1) appraisal of the content of 63 HEI websites, 2) survey
of 40 HEIs on internationalization and comparability, 3) review of national standards and guidelines on internationalization and comparability, 4) focused group discussions with faculty members of selected HEIs, and 5) key informant interviews from faculty members and experts in PA and other related fields. Results of the study indicate that priority for internationalization and comparability remains low among the HEIs studied. This may be attributed to the generally low capacity of most HEIs for implementing such programs. Moreover, compared with other HEIs in the region, the PA degree programs in the Philippines lack international reputation and visibility. The study offers best practice examples from local and regional HEIs and suggests future directions and policy recommendations in line with the current goals of the CHEd to improve internationalization and comparability of PA degree programs in the country.

Assessing the Level of Implementation and Efficiency of Administrative and Finance Services of LGU’s on the 3rd District of Isabela

Mr. Reynaldo Brutus
Isabela State University

The study assessed the extent of implementation of policies and programs and efficiency of implementation of administrative services among the Local Government Units of Isabela. The study used the descriptive and inferential methods of research. Questionnaire had been prepared to gather data from the respondents’ perception. Sample mean and T-Test was used to test the significant differences in the perceptions of the respondents on the administrative and finance services. There were two groups of respondents, Group of implementers of the policies and programs of the Local Government Unit and Group of the beneficiaries.

As to the perceptions of the implementers and the beneficiaries among the LGU of the 3rd District of Isabela, implies that implementers and the beneficiaries differed significantly in their perceptions of the level of adequacy of the administrative policies among the Local Government Units. Specifically, the beneficiaries gave significantly higher perception about the level of adequacy of the administrative policies.

Accountability and Transparency Awareness of Sangguniang Kabataan Insights to Strategic Plan

Ms. Helrose Mae Caldeo
Ms. Mia Beth Dequiña
Ms. Glayden Rose Dorado
Ms. Ian Arcega
Capiz State University

Good governance practices are a tool that facilitates the creation of an environment of transparency and accountability. With this, the Philippine Local Government Code of 1991 (Republic Act 7160) gave young people direct access to local political government, which led to the creation of Sangguniang Kabataan (SK). The SK is an example of how young people can participate in local government and works to represent other council members. The theory used in the study is the standard principles of good governance by United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP). This paper aimed to determine the level of awareness of SK on accountability and transparency. A validated and reliable researchers-made questionnaire was used to gather the necessary data. The respondents were 194 SK officials of Roxas City, Capiz, Philippines. The results of the study revealed that the
SK officials were highly aware of accountability and transparency of the government proceedings. Also, it was found out that there was a significant difference in awareness of SK profile on their awareness as to accountability and transparency. At the end of the study, there was a proposed strategic plan for SK that highlights good governance activities and directions.

**Proposed Implementing Guidelines on Collective Negotiation Agreements for State Universities and Colleges**

**Dr. Melchor Dioso**  
**Dr. Liezel Garcia**  
*Occidental Mindoro State College*

This study sought to propose an implementing guideline on Collective Negotiation Agreements (CNA) for State Universities and Colleges (SUCs).

Descriptive-comparative was used as the research design of this study. The researcher deemed it as the appropriate design since this assessed whether there is a difference between the organizational capacity influence to institutional actions and implementation of services stipulated in the CNAs of SUCs in the MIMAROPA Region. The study made use of the registered employee union officers and it select members of SUCs from Mindoro, Marinduque, Romblon, and Palawan.

It was found out that the organization capacities of employee unions moderately influence institutional actions of the agencies where they belong; among the services, social and health provisions are the most implemented provisions; the problem of information dissemination regarding the provisions and services and the laborious application processes are the most prevalent issues and challenges; and the implementing guidelines formulated for CNAs for SUCs highlighted processes in the registration/certification of unions and the CNA itself, including the subjects for negotiation.

As recommendations for future researchers, an inclusion of the school management or the college officials as respondents may be considered; an inclusion of local universities and colleges, community colleges, or even private school; endorsement and utilization of this implementing guideline to SUCs may be conducted; and studies, especially LGUs or private sectors may be conducted.

**Building Public Governance Capacity to Promote Socio-Economic Recovery and Development**

**Dr. Suu Nguyen**  
**Dr. Long Tran**  
*National Institute of Public Administration*  
*Ohio State University*

Although household surveys are “arguably among the most important innovations in social science research of the last century” that have helped governments build public governance capacity, the quality of data from household surveys has been in decline (Meyer et al., 2015).
This study links two literatures—survey respondent burden (Holzberg & Katz, 2022) and citizen administrative burden (Moynihan et al., 2015)—to explore the burdens of household surveys and tackle two research questions. First, what types of respondents are more likely to experience household survey burdens? Second, does experiencing survey burdens affect survey data quality? Analyzing nationally representative data on over 150,000 citizens participating in PAPI—a public administration data collection project in Vietnam—between 2011 and 2021, we find that: (1) PAPI respondents show significantly higher learning, psychological, and compliance burdens if they are female, ethnic minority, less educated, poor, or not a Communist party member; and (2) higher perceived burdens significantly predict lower perceived survey data quality. Theoretical contributions and practical policy implications will be discussed.

Solutions for Sustainable Tourism Development in Da Nang City, Vietnam

Ms. Le Thi Ngoc Le
Quang Nam Political School

In recent years, along with the development of tourism throughout the whole country, on the basis of exploiting the advantages and potentials of tourism, tourism in Da Nang City has made remarkable and remarkable developments. positive contributions to the local socio-economic development. However, like many other localities in the Central region, Da Nang's tourism industry is facing a number of problems and inadequacies: infrastructure and quality of human resources are still low, poor management capacity, and lack of a clear development strategy… The article summarizes the results of tourism development in Da Nang City over the past time, analyze the issues raised from the perspective of sustainable tourism development; from there, and proposes a number of solutions to contribute to ensuring the sustainability of tourism development in Da Nang City in the new development context, contribute more positively to socio-economic development and conserve natural resources and the environment in this city.

Solutions to Develop Circular Economy in Agriculture towards Sustainable Development in Vietnam

Ms. Vu Thi Hong Diep
Thanh Dong University

The process of socio-economic development taking place at a fast pace has caused the natural environment to face many risks and challenges. In that context, the development of a circular economy in agriculture is a common trend in many countries around the world toward the goal of green growth and sustainable development. In fact, the development of a circular economy is bringing a lot of value to agricultural production. The development of a circular economy contributes to solving the scarcity of resources, protecting the environment, responding to climate change, and bringing about high economic efficiency. In Vietnam, the transformation of the production model to a circular economy contributes to fast and sustainable economic development. However, in the process of making the transition from a traditional economy to a circular economy in agriculture, there are also many difficulties and obstacles, from mechanisms and policies to production processes and techniques. On the basis of analyzing the current situation of circular economy development in agriculture in Vietnam, the article proposes some solutions to develop a circular economy in agriculture towards the goal of green growth and sustainable development in Vietnam in the near future.
Delegation and Decentralization Among Central and Local Governments to Meet Requirements for National Governance in Vietnam at Present

Dr. Trần Thị Diệu Oanh
National Academy of Public Administration

The delegation and the decentralization among the central government and local governments are to determine tasks and powers of each level, aiming at the scientific, convenient and effective management, ensuring that the transfer of tasks and powers conforms with functions, authorities and conditions for inferiors to implement. Localities, sectors and fields differ from each other in respect of characteristics such as rural area, urban area, level of economic, cultural and social development in a unified national space and international integration. Details and scopes of the decentralization are expressed by regulations of laws. The level of institutional perfection in terms of delegation and decentralization is reflected by the effectiveness and the efficiency of the management and operation of the state apparatus, the optimal use of resources for the socio-economic development, good governance and the people’s satisfaction. The objective of delegation and decentralization among central and local governments is to improve the effectiveness and the efficiency of the state apparatus from the central government to local governments of all levels in the direction of building a socialist rule-of-law State. The assessment of outcomes and shortcomings of the delegation and the decentralization among central and local governments in order to propose a reform in the delegation and decentralization among central and local governments fulfilling requirements for state administration at present is absolutely necessary.

Reform in Organization and Operation of Local Governments to Meet Requirements for State Administration in Vietnam

Dr. Trần Thị Diệu Oanh
National Academy of Public Administration

Reform the organization and the operation of local governments in accordance with urban, rural, mountainous, island areas, special administrative - economic units, reduce governmental levels appropriate at some localities; Build local administrative models suitable to each locality, associated with requirements for the development of regions and economic zones. Continue arranging administrative units at district and commune levels, pilot the arrangement of provincial administrative units in accordance with the piloted arrangement of administrative units of the nation and of each locality, build specific mechanisms, institutions and policies to promote regional development and regional connections which are strong enough to meet the needs of socio-economic development and to ensure the national defense and security. Explain legal and practical foundations for assessing the organization of administrative units, the model of local government organization, determining tasks and powers of local governments, identifying position, nature, function of local governments and implementation of grassroots democracy of local governments, on that basis, propose solutions, recommend reform of organization and operation of local government to meet requirements of national governance and local governance in the current context.

Non-traditional security is a challenging issue for public administration worldwide, including Vietnam. Good public administration geared towards sustainable development requires territories and countries to implement measures from different areas such as politics, economy, culture, society, defense, and security to address non-traditional security issues. The COVID-19 pandemic is a non-traditional environmental security issue that humanity has had to face, and it has had severe impacts on the global and Vietnamese socio-economy. This article discusses public administration aimed at sustainable development, challenges from non-traditional environmental security seen from the reality of the COVID-19 pandemic, and suggests some solutions to enhance public administration capacity in Vietnam in the face of non-traditional environmental security challenges.

Managing Smart City Development in Vietnam in the Context of the Impact of the Fourth Industrial Revolution

Dr. Trần Văn Tiến
Ms. Lưu Thị Thu Huyền
Chu Việt Anh
National Academy of Public Administration
National Economics University

The development of smart cities is emerging as an essential course for cities worldwide and in Vietnam, aimed at achieving sustainable development objectives. Consequently, each nation or city typically adopts a unique approach to meet its goals, contingent upon its context and development strategy. The fourth industrial revolution is instigating breakthrough transformations in the growth of cities generally and countries specifically. Within this evolution, constructing and advancing smart cities is becoming the most appropriate path. This article discusses the current state of smart city development in Vietnam and proposes some considerations regarding the growth of smart cities, in light of the fourth industrial revolution's impacts in Vietnam.

Digital Transformation and Innovation in the Public Sector Promoting Good Public Governance in Vietnam

Mr. Nguyễn Dằng Phượng Truyện
National Academy of Public Administration

In the current context, especially in the digital era and the VUCA context, countries face opportunities and challenges in innovation of governance at both national and local levels. Digital transformation and innovation in public sector are important solutions to innovate national governance and local governance methods towards sustainable development. In Vietnam, state agencies have been implementing digital transformation and innovation, and outstanding benefits of activities have been contributing to helping state agencies effectively manage issues local theme, better serve people and businesses. However, digital transformation
and innovation in the activities of state agencies still have shortcomings and inadequacies that need to be resolved in order to innovate public governance, promote good public governance, and contribute to in reforming national governance in Vietnam.

**Local Governance in Vietnam Meets Good Governance Requirements**

**Dr. Le Thi Tuoi**  
*National Academy of Public Administration*

The transition from state management to good governance has become a trend of countries around the world. Local governance to meet the requirements of good governance requires the harmonious coordination between the State and the people, social organizations and businesses, ensuring participation, rule of law, transparency, responsiveness, consensus, fairness and effectiveness, efficiency and accountability. This article focuses on explaining the content: 1) Concepts of local governance and good governance; 2) Local governance requirements meet good governance; (3) Overview of local governance situation in Viet Nam; (4) Giải pháp nâng cao hiệu quả quản trị địa phương đáp ứng quản trị quốc gia tốt ở Việt Nam.

**Encouraging People’s Participation in Solving Public Issues for Effective Public Governance**

**Ms. Hong Hanh Le**  
*National Academy of Public Administration*

Reforming national governance is one of the main goals defined by the National Congress XIII of Vietnamese Communist Party. In this process, people’s participation in solving public issues is the basis to emphasize and reinforce social agreements and beliefs as well as to guarantee and foster the stability and sustainable development of the country. This approach remains absolutely consistent with the Constitution of the Socialist Republic of Vietnam which stipulates that people have rights to participate in the national and social governance, to discuss and propose local and national issues with state agencies. To encourage people’s participation in solving public issues and activities related to national governance practically, efficiently, and sustainably, appropriate strategies and approaches are of necessity. Focusing on studying people’s participation in solving Vietnam’s public issues, this article contributes to the conference topics by answering two research questions: (1) How do Vietnamese people participate in solving public issues in Vietnam?; (2) What are the advantages and disadvantages of encouraging people’s participation in solving public issues? The findings of this study are based on reports of state agencies like Ministry of Information and Communications, and Ministry of Home Affairs. After that, this study provides recommendations to improve the effectiveness of encouraging people’s participation in solving Vietnam’s public issues in the near future.

**Enhancing Labor Productivity in the Provision of Public Administrative Services Contributes to Promoting Good Public Governance**

**Dr. Nguyen Thi Ha**  
*National Academy of Public Administration*

For a developing country like Vietnam, improving labor productivity in general and in public administrative service provision in particular is considered a strategic solution to promote good
public governance. The article evaluates the current status and clarify the concept as well as the calculation method of worker productivity in the provision of public administrative services. In consideration of that, the article points out the factors affecting workforce productivity in public administrative service delivery in Vietnam, as a foundation for proposing several solutions for Vietnam.

State Management of Online Public Administrative Services in Vietnam
Dr. Nguyen Thi Ngoc Mai
National Academy of Public Administration

The adoption of online public administrative services has brought about significant benefits for citizens and businesses, including improved efficiency, convenience, and reduced administrative burdens. Moreover, online public administrative services have been instrumental in enhancing administrative operations, minimizing corruption, and promoting transparency.

With the rapid advancement of science and technology, many nations are transitioning from traditional administrative systems to modern, technology-driven approaches. The integration of information technology within administrative frameworks aims to optimize management efficacy, establish accountable and transparent governance structures, enhance the business environment, and foster seamless services for citizens and businesses. Consequently, governments worldwide have prioritized the development of online public administrative services.

Despite the Vietnamese government's efforts in implementing various strategies to promote online public administrative services, several limitations persist. These include challenges in digitizing records, complex administrative procedures reliant on paperwork, inadequate availability of electronic forms, an overwhelming number of online public administrative services, and a relatively low rate of generated records. Consequently, this article critically examines the current state management of online public administrative services in Vietnam, aiming to provide valuable insights and propose recommendations for advancing public administrative services within the country.

Renovation of Administrative Division in Vietnam to Meet Modern and Effective Requirements on National Governance
Dr. Vu Xuan Thanh

Both practice and theory all demonstrate that the prerequisite for a good “national governance” is a good administrative division; Organization of administrative division in Vietnam and other countries in the world is always a “dynamic” activity that is influenced by natural, economic, and social factors, etc., including the will of the ruling class. Understanding of current situation of the organization of the administrative division in Vietnam will provide us an approach and solutions for better performance of the reorganization of the administrative division, thereby meeting the national development requirements in the new situation.

Innovating Public Administrative Service Provision to Meet the Requirements of Good Governance
Public administration service provision is one of the most important functions and tasks of each state, and is also a measure of good governance. In Vietnam, improving the quality of public service delivery is always an important content that is particularly interested in reforming state activities in order to improve the effectiveness and efficiency of the state's operations and meet the increasing needs of the citizen. On the basis of clarifying the role of public administration service provision for good governance and the current situation of public administrative service provision in Vietnam, the article points out the existing problems and causes, thereby recommending solutions to innovate public administrative services provision to meet the requirements of good governance.

Mobilizing the Participation of Relevant Stakeholders in Completing Public Governance Institutions

Dr. Đặng Thị Đào Trang
National Academy of Public Administration

New Year's message 2014 of former Prime Minister Nguyen Tan Dung emphasized "High competitiveness cannot be achieved without a high-quality institution and modern national governance". This confirmation shows the influence of institutions on the business environment and the competitiveness of the economy. After the Covid 19 pandemic, the economy needs a lot of motivation to recover and develop. Therefore, it is necessary to have support from the State in perfecting institutions and policies to create favorable conditions for subjects in the economy to develop. However, in order to have an appropriate institutional system to meet the requirements of modern public governance, attracting participation of relevant stakeholders plays an important role. By clarifying the multi-subjectivity in modern public governance, the article emphasizes the importance of mobilizing the participation of stakeholders in perfecting the public governance institution. In addition, with specific practical examples, the article analyzes the necessity of mobilizing the participation of stakeholders in improving institutions towards the goal of effective public governance.

Finishing the Institution on “Openness And Transparency” in Administrative Procedures Reform in Viet Nam for the Innovation of Public Government in the Current Context

Ms. Le Thi To Nga
National Academy of Public Administration

As one of the eight basic pillars of the new public governance model (from the OECD's point of view), "openness and transparency" is today considered an indispensable requirement in the state governance of countries. In Viet Nam, “openness and transparency” are important governance principles. "Openness and transparency" are both the operating motto and the goal of state administrative reform, especially in the field of administrative procedure reform. Since 1994, the Government’s Resolution 38-CP on one-step reform of administrative procedures in handling the affairs of citizens and organizations requires to "publicly post all regulations, procedures for handling each type of work". Since then, the institutional system on "openness and transparency" has been continuously updated, supplemented and perfected, creating a
favorable legal corridor in receiving and handling administrative documents and procedures for citizens and organizations. This promotes the participation and supervisory role of the people in the state's activities, contributing to building a transparent, integrity and effective administration.

This article focuses on analyzing the process of building and perfecting the institutions on "openness and transparency" in administrative procedure reform in Viet Nam from 1994 to the present. It looks at the impacts of the reformed institutions on "openness and transparency" on the practice of administrative procedure reform in particular and the effectiveness of administrative reform in general, fulfilling requirements of public administration innovation in the modern context.

Innovation of Urban Government in Vietnam Meet the Requirements of Smart City Governance

Dr. Thiều Thị Thu Hương
Dr. Nguyễn Việt Định
Dr. Vũ Xuân Thanh

Building smart cities has become an inevitable trend in cities around the world. In Vietnam, innovative city development has become an urgent requirement and a core content in actively participating in Industry 4.0, besides developing the digital economy and building a digital government. A “smart” government must manage smart cities; With the pilot model of urban government in Hanoi and Da Nang and the implementation of the urban government model in Ho Chi Minh City shows that the urban government model in Vietnam is still incomplete. The urban government model still has many problems that need further research and perfecting, especially in the context of innovative city development. For the above reasons, it shows that renewing urban government and meeting the requirements of smart city governance in Vietnam is urgent.

Local Construction Policy for Sustainable Development After Controlling COVID 19 Pandemic in Vietnam

Ms. Nguyễn Phượng Ha
National Academy of Public Administration

The local construction policies of all countries are included many factors and it is necessary to pay attention to the important of management points of views. In the context of the Covid 19 Pandemic in Vietnam, local management policies have been strongly changed. Adapting to changing conditions- epidemic times-depends not only on geographical, economic, cultural conditions, society but also the ability and the local leaders know- how. The use of local resource combined with the efforts of the Central Government has made certain effectiveness in responding the pandemic, and has influenced on other localities, changed many contents of policies of the Central Government, becoming a part of the basic for planning and implementing local policies for sustainable development. The goals of local construction policies for sustainable development are achieved, coordination between local authorities and residents in sharing vision, inheritance and development.

Significance of Public Governance and Factors Influencing the Public Governance of a Country in the VUCA Context
Ms. Nguyen Thi Yen  
National Academy of Public Administration

Public governance is an indispensable trend and the key to success of a country. It is characterized with the involvement of multiple stakeholders at various levels. In public governance, the state is no longer an actor dominating the decision-making which heavily depends on stakeholders. Therefore, it is necessary to clarify the concept of public governance, its significance, and the influencing factors to establish consensus and unity of understanding among stakeholders, which allows to propose solutions to build a suitable public governance model of a country. The roles of organizations, individuals, and entities participating in public governance should be maximized. The paper examined models of public governance, its components, stakeholders, opportunities and challenges faced by a country in a constantly changing world which witnessed rapid, unpredictable changes. The paper clarified the concept, role, significance, and factors influencing public governance which contributes to the goals of recovery and socio-economic development of a county in the current VUCA (Volatility-Uncertainty-Complexity-Ambiguity) context.

Motivating Ward-Public Servants in Ho Chi Minh City Towards the Goal of Sustainable Development

Nguyen Minh Ly  
National Academy of Public Administration

Work motivation is an issue that has received much attention from researchers in the field of Human Resource Management in public sector in particular and Public Governance in general. The literature on work motivation in public sector is generally quite voluminous. However, work motivation studies in this sector can still be further diversified by attaching direct interest to specific subjects and contexts. This paper aims to contribute a more specific perspective on the above issue through the study of the working motivation of ward-public servants in Ho Chi Minh City in the post-Covid-19 context. Data for the study was collected from more than 300 survey questionnaires and 10 in-depth interviews, mainly from ward-public servants in this city and some other related subjects. This article aims to make the following two main contributions: first, contributing to the theory of working motivation of ward-public servants in special urban areas; Second, analyze some issues that need attention in order to improve working motivation for ward-public servants in connection with Public Governance and Sustainable Development, especially in the post-Covid-19 context.

Mrs. Dang Thi Minh  
National Academy of Public Administration

1. The significance of mobilizing the participation of individuals and social actors in public administration
   a. Participation of social organizations in public administration is an unavoidable trend in modern governance
   b. Ensuring the legitimate rights and interests of the people and subjects in society, and the right to supervise and criticize the guidelines, directives, and policies of the Party and State.
c. Mobilize potential and intelligence, and promote the people's and society's resources in public administration.

d. Ensure objectivity, transparency, and comprehensiveness in the decisions of public administration subjects.

2. Mechanisms and policies to mobilize the participation of people and social actors in Vietnam's public governance - Mechanisms and policies to mobilize the participation of people and social actors in policy and law formulation.
   a. Mechanisms and policies to mobilize the participation of individuals and social actors in the implementation of laws and policies.
   b. Mechanisms and policies to mobilize the participation of individuals and social actors in social oversight and critique.

3. Some solutions to increase the participation of individuals and social actors in Vietnam toward the objective of effective public governance
   a. For the actors of public administration
   b. For society's individuals and other subjects.


Ms. Hạ Thu Quyên
National Academy of Public Administration

It has been widely agreed that global governance brings “unprecedented opportunities” for democratic participation and accountability across many sectors and at every level of political organization”. Our concern is: at nation-level, how global values of democracy and accountability affect traditional public accountability mechanisms in developing countries. Analyzing the changes in public accountability relationships and arrangements in the context of global governance in Vietnam since 2005, when the first provincial government performance index was measured and published in this country by an international organization, it seems that despite the one-party system, global values of public accountability has still reshaped significantly the old public accountability system. Results can be meaningful for developing countries where the conflict between old nation values and contemporary global values of public accountability is always quite a challenge.

Improve Leadership and Management Capacity to Meet the Requirements of Good Public Governance in the New Context

Dr. Nguyễn Bá Chiến
Mr/Ms. Đoàn Văn Tình
National Academy of Public Administration

Good public governance is the key to the success of all countries in the new context. It provides the basis for building and operating a professional, modern and efficient government apparatus in order to unleash each nation's overall resources, improve its competitiveness and contribute to its sustainable development. In the new context, good public governance requires the participation of many subjects, especially a team of capable leaders and managers who have both talents and virtue. On the basis of that approach, this article provides additional insights on: (1) New context and challenges for leadership and management in the public sector; (2) The concept of capacity and constituent elements of leadership and management capacity
which meet the requirements of good public governance; (3) Some solutions to improve leadership and management capacity to meet the requirements of good public governance in Vietnam in the new context.


Dr. Bui Thi Thuy Nhi
National Academy of Public Administration

While the COVID-19 crisis has put many economic activities on hold, notably tourism, a pillar of Granada’s economy, it has also created a momentum towards more sustainable production and consumption patterns, in line with carbon neutrality goals. The pandemic also magnified the need for new production paradigms while increasing awareness on the potential of the circular economy to transition to low carbon cities and regions, whilst also stimulating economic growth, creating jobs, and improving people’s lives and social well-being. This report summarises the findings of Vietnamese public governance a two-year post Covid-19, and provides recommendations and a vision to transition to a circular economy. It draws on several enterprises’ experience with the transformation of production approaches of several notably enterprises, which contributed to increased material reuse and the production of new material from waste. The report argues that Vietnam can play a role as a promoter, facilitator and enabler of the circular economy. This will require a collective and coordinated approach across all stakeholders and levels of government.

Strengthening the Participation of the Private Sector in Building Effective and Efficient National Governance in Viet Nam

Dr. Đặng Khắc Ánh
National Academy of Public Administration

State reform in the direction of simplicity and compactness, reducing the areas directly delivered by the state, increasing the participation of the private sector and the whole society while strengthening the State's control capacity has become a global reform trend. In the late twentieth century, the model of Good Governance along with the strong reform wave titled as New Public Management have been spreading widely among developed countries with the most prominent sign of increasing the participation of the private sector to enhance the effectiveness and efficiency of state operations. Strengthening the participation of the private sector is also an inevitable reform trend in Vietnam in the process of doimoi (renovation) from a centrally planned economy to a socialist-oriented market economy that has been affirmed by the Party's guidelines and directions, State’s laws and regulations and then being realised in the practice of administrative reform that contributes positive changes in building a modern, effective and efficient national governance. Given that, a number of issues both from institutional, policy levels and practice need to be addressed in order to mobilize better the private sector contribution to the national governance.