

Basic Situation and Experience of Administrative Morality Construction of Foreign Civil Servants

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Abstract: After more than a century of development, the administrative moral construction of civil servants in the United States, Japan with a distinctive cultural background of the West and the east. In practice, they have explored the construction mode that accords with the actual situation of their own country, formed a relatively perfect system and accumulated more successful experience. It is the common need for China to construct a service-oriented government and solve the ethical dilemma of civil servants and the Anomie of administrative ethics. Based on the specific conditions of our country and the experience of some developed countries in their exploration of civil servant's administrative moral construction, this paper actively studies its localization development, and puts forward some ways to improve our civil servant's professional ethics, put forward their own countermeasures and suggestions.

Key words: Civil Service ethics; Administrative responsibility; Experience for reference

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1 A summary of the current situation of the administrative moral construction of public servants abroad

After more than a century of development, most capitalist countries have explored in practice the administrative moral construction mode of public servants that suits their national conditions, accumulated

a large number of successful practice experience, these successful practice experience for China's civil servant administrative ethics construction has a higher reference significance. This paper will focus on the Western cultural background of the United Kingdom and the United States, with a distinctive east-west cultural integration of Singapore and Japan, four countries of civil service ethics construction status.

1.1 Administration ethics of civil servants in the United States

As the forerunner of the practice of civil service system, the most important characteristic of the administrative moral construction in the United States lies in paying attention to the construction of system and regulation, which is mainly reflected in the following aspects:

First, the legal construction of administrative ethics. The United States International Cities Federation has promulgated the Ethical Code for government workers, *The United States Government Ethics Act*, *The United States Government Ethics Reform Act*, *The code of ethical conduct for officials and Employees of the United States government*, and the code of ethical conduct for employees of the United States Administration, refine the content and make it more actionable^[1].

Second, the administrative ethics of the construction of Management and supervision institutions. In addition to improving ethics and punishment policies, Congress and the government are actively exercising oversight functions in the Civil Service by establishing oversight bodies to ensure that measures are implemented effectively. A special ethics committee has been set up within the House of Representatives to investigate any breach of ethics on the part of the executive, who will be subject to disciplinary action if found guilty^[2].

Third, the construction of Education and training of administrative ethics. In 1978, the United States established a full-time administrative ethics training office, in addition, the states of the United States also according to the state of the administrative practice of the specific circumstances of the establishment of relevant institutions will conduct ethics training for administrative personnel. The content of moral training is very extensive, the aim is to strengthen the administrative personnel's moral acumen, make them have the ability of moral identification and the sense of mission.

1.2 Administrative Morality construction of Japanese civil servants

The most remarkable characteristic of Japan's administrative moral construction is the implementation of merit system, which is mainly reflected in the following aspects:

First, the construction of administrative moral system. Promulgated in 1946(Showa twenty-one) and enforced in 1947, the Constitution of Japan established the principle of democracy, "sovereignty in the people" began to become the new core of administrative ethics. In 1999 and 2000, the law on *State Civil Servants* and *the code of Ethics for State Civil Servants* were promulgated respectively. Japan has made continuous improvements in the construction of relevant laws and regulations for civil servants, such as *the local civil servants law*, *the Education Civil Servants Law*, and so on. And each of these contents has formed corresponding legal norms, in this way, a comprehensive, strict and flexible legal system of administrative ethics has been formed^[3].

Second, the construction of professional ethics. Driven by the idea of humanism, we should build an administrative team to serve the public and improve the administrative moral level of civil servants. The Japanese government has also made strict regulations on the selection and employment of civil servants in terms of personnel records so as to guard against fraudulent acts and to be honest and impartial^[5].

Third, administrative supervision and non-governmental supervision. As the highest personnel organ in Japan, the HRS maintains relative independence from the Cabinet and has established administrative supervisory organizations such as central and local administrative supervisory bureaus, administrative supervisory sub-bureaus and administrative supervisory offices, etc. In order to ensure the rational implementation of

national policies to improve administrative efficiency and enhance the national welfare level. In addition to strengthening administrative supervision, the government is also mobilizing the enthusiasm of the people, news organizations and opposition parties to fully participate in administrative supervision^[6].

2 Experience of administrative morality construction of foreign civil servants

In the aspect of how to construct the administrative ethics system, our country can look at the successful cases of other countries' civil servant's administrative ethics construction, and draw the useful points from them, this mainly has the following points: the higher the level of the administrative ethics systematization construction in the legislative work of strengthening the administrative ethics construction, the more it can reflect the importance it attaches to the administrative legislation. Morality and law are the double guarantee power given by legalization to the construction of administrative morality. Even though the administrative morality is only required in the moral level for the politicians, the construction of administrative morality must be based on the legalization because of the uniqueness of its status so as to achieve the actual binding effect in the ethical level. Legislation in advance to ensure the effectiveness of administrative moral construction, for our country is invaluable experience. In contrast, China has set up some regulations on the moral requirements of administrative personnel, such as the "staff code of the State Council" and "Regulations on the declaration of the income of leading cadres at or above the county (department) level of party and government organs". But these rules, scattered in Party and government documents, have not risen to the level of the law. Even in the existing requirements of the code of ethics, the majority of the provisions of principle, the lack of quantifiable specific provisions and mandatory punitive measures. It is because of the lack and weakness of administrative moral laws and regulations that the moral problems of government personnel are quite prominent.

the establishment of supervisory bodies or organizations of administrative ethics varies according to national conditions

Western countries combine internal control with external supervision, and the administrative, judicial and legislative systems complement each other to strengthen the supervision and management of administrative

ethics. The efforts of Western countries to guarantee the effect of administrative ethics construction by setting up administrative ethics management organizations are mainly manifested in the following aspects:

First, the establishment of power control system. In the process of implementing and supervising the administrative ethics, the Western countries focus on three aspects, that is, mutual supervision among the three powers, horizontal supervision within each power system and mutual supervision among political parties.

Second, form an ethics committee. It is well known that in some countries where constitutional systems are in place, parliaments take precedence over the executive and the judiciary. The United States has achieved remarkable success in building a clean government and fighting against corruption, among which the House of Representatives' ethics committee plays an important role in exercising administrative supervision.

Third, the establishment of an ombudsman system. Sweden was one of the first successful countries to introduce the parliamentary ombudsman system. In accordance with the Constitution, the office of the Ombudsman was established in parliament for administrative supervision. The purpose of the establishment of the Ombudsman is to supervise the effective implementation of laws and decrees, to improve and perfect the administrative system, and to ensure the realization of the legitimate rights and interests of citizens.

3 Improve the supervision mechanism of administrative ethics

After the administrative ethics of civil servants are regulated by laws and regulations, it is necessary to set up a supervision and enforcement agency. Otherwise, the construction of the legal system of administrative ethics will eventually become a formality.

First, a complete system of administrative moral supervision. The administrative moral supervision mechanism not only involves the internal supervision mechanism of the administrative system such as the mutual supervision within the political parties, but also includes the external supervision mechanism and the ethical supervision mechanism constructed by the parliament, the people and the social organizations, the establishment and operation of these mechanisms have played a great role in restricting the administrative moral practice of Western countries, making the administrative moral practice not only follow the law,

but also the supervision and restriction of institutions.

Second, an independent administrative ethics oversight body. The only way to build a clean and efficient government is to maintain the independence of the supervisory bodies, which has become a standard in the administrative field. Since Watergate, the U. S. government has set up "government ethics offices" that report directly to the president, Congress and the State Department.

Third, pay attention to the third party and from the civilian supervision. The "Association for the improvement of government work" in Chicago is an unofficial supervisory organization, which was set up to detect government malfeasance^[7].

4 Strengthening the education and training of administrative ethics

If the lack of education awakens the moral ethics of the heart, the rational thinking of the administrative personnel "seeking advantages and avoiding disadvantages" will cause them to have deviant behavior in administrative practice, therefore, it is necessary to strengthen the administrative personnel's individual moral education and training.

First, the establishment of relevant training structures and offices. Through the comparison of different countries, it can be found that if a country wants to have a competent, efficient and clean civil service, without exception, it needs a perfect training system and institutions with national characteristics. The perfect training institution not only trains and trains the professional ability and professional accomplishment of the civil servants, but also attaches great importance to shaping and guiding their administrative ethics.

Second, the relevant institutions of ethics and moral training support. For example, the ethics committees established in the states of the United States are responsible for training in ethics, including moral awareness, reasoning, and judgment, its aim is to guide administrative personnel to arouse and strengthen their consciousness of ethical problems through a series of training and guidance. At the same time, emphasis is placed on the training of the analysis and decision-making ability concerning moral ethics to enhance the moral obligation and responsibility of the administrative personnel in their personal profession; To enable them to form a correct cognition of their own discretion; to cultivate and mold their higher moral quality in the practice of public service supply; to acquire

knowledge of public ethics and moral standards through standardized training; Finally realize to enhance their moral sensitivity, have a considerable degree of moral discernment and make ethical behavior.

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