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BUILDING PUBLIC SERVICE ETHICS AMONG CADRES AND CIVIL SERVANTS IN VIETNAM TODAY

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INTRODUCTION

1. The urgency of the theme

Public service ethics (PSE) is an important foundation for ensuring that the state apparatus operates in accordance with its objectives, effectively and efficiently, and in the service of the People. Building PSE contributes to shaping the moral qualities, sense of responsibility, and codes of conduct of cadres and civil servants (CCSCs), while providing a basis for developing a professional, incorruptible, disciplined, orderly, and modern public administration. Through the establishment and observance of ethical standards, the values of diligence, thrift, integrity, uprightness, selflessness, and dedication to serving the people are transformed into awareness and conduct in the performance of public duties, thereby helping prevent corruption and other forms of misconduct, control public power, and strengthen the people's trust in the Party and the State.

From a theoretical perspective, Marxism-Leninism affirms that morality is a form of social consciousness that is both shaped by socio-economic conditions and capable of exerting a reciprocal influence on social life through practical activity. Applied to public service, morality is not merely a requirement concerning personal qualities; it also guides the exercise of state power toward the goal of serving the People. Inheriting and developing these ethical values, President Ho Chi Minh affirmed that morality is the "root" of a revolutionary person and emphasized the unity of virtue and talent, with virtue serving as the foundation enabling cadres to fulfill their duties. This constitutes an important theoretical basis for building PSE in Vietnam today.

The Communist Party of Vietnam has consistently identified the building of a contingent of CCSCs possessing moral qualities, political steadfastness, and the capacity to meet task requirements as a strategic mission, since cadres are the decisive factor in the success or failure of the revolution. The Documents of the 14th National Party Congress continue to emphasize the need to improve the qualities of CCSCs in association with building a professional, incorruptible, modern, and people-serving civil service.

In recent years, the building of PSE in Vietnam has achieved positive results. The institutional framework, regulations, and standards concerning public service ethics and culture have been gradually improved. The 2025 Law on Cadres and Civil Servants stipulates requirements relating to ethics, responsibility, dedication to serving the People, innovation, creativity, and observance of discipline and administrative order. Education, training, assessment, inspection, and supervision have received greater attention, contributing to improved awareness and responsibility among CCSCs. Nevertheless, a segment of CCSCs still lacks a full understanding of, or does not adequately observe, ethical standards. Situations involving avoidance and shifting of duties, irresponsibility, bureaucracy, causing inconvenience to citizens, and violations in the performance of public duties persist. These shortcomings demonstrate the need to further strengthen power control and accountability and improve mechanisms to ensure the observance of PSE.

At present, the restructuring and streamlining of the organizational apparatus, the operation of the two-tier local government model, stronger decentralization and delegation of authority, administrative reform, and digital transformation are changing the organization and methods of performing public duties. In particular, the development of digital technologies and artificial intelligence gives rise to new requirements concerning digital ethics, transparency, accountability, information security, and responsibility in the application of technology. This context requires a harmonious resolution of the relationships between decentralization and power control, authority and responsibility, innovation and creativity and discipline and administrative order, as well as technological application and the maintenance of ethical standards. Therefore, the content, methods, and enabling conditions for building PSE must continue to be renewed in a coordinated manner to meet the requirements of the civil service in the new context.

For the foregoing reasons, the study entitled **"*Building public-service ethics among cadres and civil servants in Vietnam today*"** is of urgent theoretical and practical significance.

2. Research Objectives and Tasks

2.1. Research Objectives

On the basis of analyzing the theoretical issues and the current state of building PSE among CCSCs in Vietnam, the dissertation proposes fundamental viewpoints and solutions for building PSE among cadres and civil servants in Vietnam in the coming period.

2.2. Research Tasks

First, to review the current state of research related to the dissertation topic, clarify the major findings achieved by previous scholars, and identify the issues that the dissertation will further investigate.

Second, to clarify several theoretical issues concerning the building of PSE among cadres and civil servants in Vietnam.

Third, to analyze and assess the current state of, and the causes underlying, the building of PSE among cadres and civil servants in Vietnam today.

Fourth, to formulate viewpoints and propose fundamental solutions for building PSE among cadres and civil servants in Vietnam in the coming period, with orientations toward 2030 and a vision to 2035.

3. Research Subjects and Scope

3.1. Research Subject

The research subject of the dissertation is the building of public service ethics among cadres and civil servants in Vietnam.

3.2. Research Scope

Scope of content: The dissertation focuses on studying the building of PSE among cadres and civil servants in Vietnam today. In this regard, the dissertation approaches the building of PSE from three interrelated dimensions: subjects, content, and methods of building PSE. It clarifies the theoretical foundations, assesses the current state, and proposes viewpoints and solutions aimed at improving the effectiveness of building PSE among cadres and civil servants in Vietnam.

Scope in terms of space and time: The dissertation examines the practical situation in Vietnam. The data and empirical materials used to assess the current state are primarily limited to the period from 2016 to the present, corresponding to the period of intensified Party building and rectification and the strengthening of efforts to prevent and combat corruption and other forms of negative conduct. The proposed orientations and solutions are directed toward 2030, with a vision to 2035.

4. Theoretical Basis and Research Methodology

4.1. Theoretical Basis

The theoretical basis of the dissertation comprises the views of Marxism-Leninism, Ho Chi Minh Thought, and the Communist Party of Vietnam on morality and on building a contingent of cadres within the state apparatus, as well as the Party's views on educating and cultivating the moral qualities of CCSCs within the political system.

4.2. Research Methodology

The dissertation employs the methodology of dialectical materialism and historical materialism, combined with the following specific research methods: analysis and synthesis; logical and historical methods; statistical methods; and document analysis.

5. New Contributions of the Thesis

First, the dissertation contributes to clarifying, from a philosophical perspective, the conceptual content of PSE and the building of PSE among CCSCs. On this basis, the dissertation establishes an analytical framework for building PSE from three interrelated dimensions: subjects, content, and methods of building PSE.

Second, the dissertation provides a relatively systematic analysis and assessment of the current state of building PSE among cadres and civil servants in Vietnam based on the analytical framework of subjects, content, and methods. On this basis, the dissertation clarifies the achievements, limitations, and causes of the limitations in the process of building PSE.

Third, the dissertation identifies four viewpoints and proposes six fundamental solutions for building PSE among cadres and civil servants in the coming period. These viewpoints and solutions seek to ensure the coordinated integration of enhancing awareness, improving institutions, strengthening communication and education, promoting cadres' and civil servants' self-conscious moral cultivation, strengthening social supervision, inspection, and the handling of violations; thereby meeting the requirements for building an honest, professional, disciplined, and modern civil service.

6. Theoretical and Practical Significance

6.1. Theoretical Significance

To a certain extent, the dissertation contributes to clarifying a number of theoretical issues concerning public service ethics and the building of PSE among cadres and civil servants in Vietnam today. It thereby provides a theoretical foundation for further research on morality, public service ethics, and the building of PSE in the new context.

6.2. Practical Significance

The research findings of the dissertation may serve as reference materials for policy-making agencies of the Party and the State in improving regulations and rules concerning public service ethical standards, as well as mechanisms for controlling power and preventing and combating corruption and other forms of negative conduct at present.

The dissertation may also serve as reference material for teaching and specialized research in ethics, political philosophy, moral philosophy, scientific socialism, and public administration at political schools, academies, and universities, as well as for training and professional development courses on public service ethics and public service culture in state agencies.

7. Structure of the Thesis

Apart from the introduction, conclusion, list of references, and appendices, the thesis is structured into 4 chapters with a total of 12 sections.

Chapter 1
OVERVIEW OF THE RESEARCH RELATED TO THE THESIS

1.1. RESEARCH WORKS RELATED TO THE THEORETICAL ISSUES OF PUBLIC SERVICE ETHICS AND THE BUILDING OF PUBLIC SERVICE ETHICS AMONG CADRES AND CIVIL SERVANTS

First, regarding classical theory and Ho Chi Minh Thought: Research findings indicate that the theories of the Marxist-Leninist classics and Ho Chi Minh Thought constitute an important theoretical foundation for the process of building PSE in Vietnam. These studies have concretized these theoretical perspectives into core ethical values, including loyalty to the Fatherland, devotion to the people, a strong sense of responsibility, and creativity.

Second, regarding the modern international public governance approach: Western scholars have expanded the concept of PSE toward the notion of "practical ethics," emphasizing the role of "organizational culture" and viewing PSE not merely as an individual moral quality but also as a structural attribute of an organization. In particular, the OECD (2020) and UNDP (2020) documents have provided theoretical frameworks for "public integrity" and global standards of conduct, which have become important reference models for institutionalizing ethics within the modern civil service.

Third, regarding theoretical development in the context of reform and international integration in Vietnam: Vietnamese scholars have approached the building of PSE from various dimensions, including: Legal institutionalization of ethics: proposing the incorporation of ethical standards into the statutory framework in order to establish consistency between "morality" and "law"; Education and moral cultivation: focusing on mechanisms of self-regulation and the rectification of moral and ideological degradation; Adaptation to the new context: incorporating requirements concerning digital competence, innovative thinking, and accountability in response to the impacts of the Fourth Industrial Revolution.

1.2. RESEARCH WORKS RELATED TO THE CURRENT STATE OF PUBLIC SERVICE ETHICS AND THE BUILDING OF PUBLIC SERVICE ETHICS AMONG CADRES AND CIVIL SERVANTS IN VIETNAM TODAY

The dissertation has systematically reviewed domestic research works, including monographs, doctoral dissertations, and scientific articles, relating to the current state of PSE and the building of PSE among the contingent of CCSCs. The review shows that this issue has been approached from multiple perspectives, ranging from Ho Chi Minh Thought to contemporary legal practice and modern public administration.

Research works generally agree that the awareness of leadership at various levels and of the contingent of CCSCs regarding PSE has undergone positive changes. The system of laws and codes of conduct has gradually been improved in association with the process of administrative reform. The practice of the ethical standards of "diligence, thrift, integrity, uprightness, and selflessness" has initially become more substantive, contributing to strengthening discipline, administrative order, and the spirit of serving the people within state administrative agencies.

Research works have directly identified the deterioration of political ideology, morality, and lifestyle among a significant proportion of CCSCs, manifested in such forms as individualism, opportunism, harassment, and "petty corruption." The authors have also identified the causes of this situation, including the fragmented and unsystematic nature of the legal and regulatory framework governing PSE; loopholes in inspection and supervision mechanisms; and, particularly, insufficient self-consciousness in moral cultivation and inadequate exemplary responsibility on the part of heads of agencies and organizations.

In general, existing research works have provided substantial data and diverse perspectives on PSE. However, most studies have focused primarily on individual ethical behaviors or law enforcement and have not yet analyzed the building of PSE as an integrated and comprehensive process from the dimensions of subjects, content, and methods. This constitutes the research gap that the dissertation seeks to clarify.

1.3. RESEARCH WORKS RELATED TO VIEWPOINTS AND SOLUTIONS FOR BUILDING PUBLIC SERVICE ETHICS AMONG CADRES AND CIVIL SERVANTS IN VIETNAM TODAY

Based on a review of domestic and international research works, current viewpoints and solutions for building PSE can be synthesized into the following four key groups:

First, improving institutions and institutionalizing ethics through law: Research works generally agree on the need to institutionalize ethical standards into legal norms, including consideration of promulgating a separate Law on Public Service Ethics, and to concretize PSE standards in accordance with job positions and the specific characteristics of different sectors and occupations. These standards would provide a legal basis for monitoring, evaluating, and handling violations.

Second, education and training in public service ethics: Most researchers regard education as a fundamental solution for transforming ethical values into professional convictions and occupational habits. The authors propose innovating educational methods toward a practice-oriented approach, linking theoretical knowledge with actual situations encountered in the performance of public duties, while further promoting the study and following of Ho Chi Minh Thought, morality, and style as a consistent and overarching value foundation.

Third, strengthening mechanisms for power control and supervision: Research works propose establishing multidimensional supervision mechanisms, ranging from internal inspection and public service inspection to supervision by the people and the mass media. The strict and fair handling of violations is regarded as an effective “preventive and deterrent” measure for safeguarding the integrity of the state apparatus.

Fourth, creating incentives and a transparent environment for the performance of public duties: This group of solutions focuses on reforming remuneration and salary policies so that CCSCs can work with greater security and dedication. In addition, several studies emphasize the “exemplary role” of heads of agencies and organizations and the development of a culture of integrity within organizations as factors that promote and spread self-conscious ethical conduct.

1.4. VALUE OF THE REVIEWED SCIENTIFIC WORKS AND THE RESEARCH DIRECTIONS TO BE PURSUED BY THE DISSERTATION

1.4.1. Value of the Reviewed Scientific Works

First, the reviewed research works provide substantial materials for the dissertation to inherit and develop and for constructing a theoretical framework for building public service ethics among cadres and civil servants from a philosophical perspective.

Second, the reviewed research works are an important source of materials for the dissertation to inherit, compare, synthesize, and use in assessing the current state of PSE building in Vietnam and analyzing its causes.

Third, the reviewed research works provide an important reference base for the dissertation to selectively inherit and develop a system of solutions suited to Vietnam's conditions in the coming period while avoiding duplication.

1.4.2. Research Directions of the Dissertation

First, the dissertation clarifies the conceptual content of building public service ethics among CCSCs from a philosophical perspective. To build PSE among CCSCs in Vietnam, it is necessary to clarify the following dimensions: who constitutes the subjects responsible for building PSE among CCSCs in Vietnam; which ethical standards constitute the content of PSE that needs to be built among CCSCs; and which methods and measures should be employed to build PSE among CCSCs in Vietnam. Clarifying the importance of, and identifying the factors influencing, the building of PSE among CCSCs in Vietnam today also serves to demonstrate the necessity and objective imperative of undertaking the task of building PSE among CCSCs.

Second, on the basis of this theoretical foundation, the dissertation examines and assesses how PSE among CCSCs is currently being built in Vietnam, identifying both the achievements and the shortcomings and limitations, based on an examination of three interrelated dimensions: subjects, content, and methods of building PSE.

Third, on the basis of the findings of the theoretical and practical analysis of building PSE among CCSCs in Vietnam today, the dissertation proposes fundamental viewpoints and solutions for building PSE among CCSCs in Vietnam in the coming period.

Chapter 2
BUILDING PUBLIC SERVICE ETHICS AMONG CADRES AND CIVIL SERVANTS IN VIETNAM TODAY: SOME THEORETICAL ISSUES

2.1. SOME CONCEPTS OF PUBLIC SERVICE ETHICS AND THE BUILDING OF PUBLIC SERVICE ETHICS

2.1.1. Concepts of Public Service, Cadres, and Civil Servants

2.1.1.1. Concept of Public Service

Public service refers to activities involving the exercise of public authority in the name of the State, carried out by cadres and civil servants within the scope of their assigned duties and powers and in accordance with the law, to ensure the performance of state management functions and safeguard the public interest.

2.1.1.2. Concepts of Cadres and Civil Servants

Cadres are Vietnamese citizens who are elected, approved, appointed, or designated to hold positions or titles for a specified term in agencies of the Communist Party of Vietnam, the State, the Vietnam Fatherland Front, and socio-political organizations at the central, provincial, and commune levels; are included in the state payroll; and receive salaries from the state budget.

Civil servants are Vietnamese citizens recruited to employment positions in agencies within the political system, including agencies of the Communist Party of Vietnam, the State, the Vietnam Fatherland Front, and socio-political organizations; included in the state payroll; perform public duties within the scope of authority prescribed by law; and receive salaries from the state budget in accordance with regulations.

Cadres and civil servants constitute a contingent of persons holding organizationally and legally established positions within the apparatus of the Communist Party of Vietnam, the State, and socio-political organizations. They are recruited, elected, or appointed in accordance with regulations, participate regularly, assume responsibility for activities within the political system, and receive salaries from the state budget.

2.1.2. Concepts of Morality, Public Service Ethics, and the Building of Public Service Ethics among Cadres and Civil Servants

2.1.2.1. Concept of Morality

Morality is a form of social consciousness comprising a system of values, principles, and social norms that regulate human behavior in relation to

oneself, others, and the community. It reflects such values as good and evil, right and wrong, and good and bad, and is formed in the course of historical and social development.

2.1.2.2. Concept of Public Service Ethics among Cadres and Civil Servants

Public service ethics is a component of social morality, comprising a system of values, principles, and ethical standards specific to public service. It serves to guide, regulate, and evaluate the motives, attitudes, and conduct of those performing public duties. These standards are upheld through personal conviction, tradition, and the influence of public opinion.

Public service ethics among cadres and civil servants refers to the system of ethical values, principles, and standards of public service ethics as concretized in the performance of their assigned tasks and public duties. This system guides and regulates their awareness, attitudes, behavior, and conduct, ensuring that state power is exercised lawfully and for its proper purposes, in the interests of the State and society and in protection of the lawful rights and interests of citizens.

2.1.2.3. Concept of Building Public Service Ethics among Cadres and Civil Servants

Building public service ethics among cadres and civil servants is a purposeful and organized process of social influence exercised by various social actors-including leadership and management actors; agencies and organizations employing cadres and civil servants; socio-political organizations; the media; and the people - combined with the cadres' and civil servants' self-conscious moral cultivation, aimed at forming, consolidating, and developing a system of public service ethical values and standards; ensuring the unity of perceptions, attitudes, and behaviors in the performance of public duties; and contributing to building an honest, professional, disciplined, and modern civil service.

2.2. BUILDING PUBLIC SERVICE ETHICS AMONG CADRES AND CIVIL SERVANTS IN VIETNAM TODAY: SUBJECTS, CONTENT, AND METHODS

2.2.1. Subjects Involved in Building Public Service Ethics among Cadres and Civil Servants in Vietnam Today

First, the leadership subject is the Communist Party of Vietnam. The Party exercises comprehensive leadership and determines the political

orientation, ideological foundation, and value system that guide the process of building PSE among cadres and civil servants.

Second, the management subject is the Socialist Republic of Vietnam. The State concretizes PSE values, principles, and standards into legal regulations governing public duties and responsibilities, administrative discipline and order, codes of conduct, the prevention and combating of corruption, the control of conflicts of interest, and accountability in the exercise of public authority.

Third, agencies and organizations employing cadres and civil servants are the subjects directly responsible for implementation. While the State plays the role of establishing the general legal framework and management mechanisms, agencies and organizations employing cadres and civil servants are the subjects that directly translate PSE requirements into specific public service environments.

Fourth, cadres and civil servants themselves constitute the central subjects who directly practice, cultivate, and develop public service ethics.

Fifth, subjects responsible for social supervision and social criticism, including the Vietnam Fatherland Front, socio-political organizations, press and media agencies, and the people.

2.2.2. Content of Building Public Service Ethics among Cadres and Civil Servants in Vietnam Today

2.2.2.1. Cultivating Loyalty to the Fatherland, Respect for and Dedication to Serving the People in the Performance of Public Duties

2.2.2.2. Cultivating the Virtues of "Diligence, Thrift, Integrity, Uprightness, and Selflessness" in the Performance of Public Duties

2.2.2.3. Cultivating a Spirit of Innovation, Creativity, and International Integration in the Performance of Public Duties

2.2.2.4. Cultivating a Spirit of Solidarity, Discipline, and Administrative Order in the Performance of Public Duties

2.2.2.5. Cultivating Exemplary Conduct in Work and Life and Promoting Lifelong Moral Cultivation and Learning

2.2.2.6 Cultivating Professionalism, Responsibility, and an Orientation toward Effectiveness in the Performance of Public Duties

2.2.3. Methods of Building Public Service Ethics among Cadres and Civil Servants

2.2.3.1. Through the Institutionalization and Standardization of the System of Public Service Ethical Standards

This is a key method that serves as a "benchmark" for guiding and assessing behavior. Ethical standards need to be "concretized" from abstract values into clear criteria appropriate to specific job positions and new contexts, such as digital transformation. Standardization helps avoid subjective judgments and provides a basis for both control and self-conscious moral cultivation.

2.2.3.2. Through Education and Training in Public Service Ethics for Cadres and Civil Servants

This is a fundamental method for developing internal convictions and motivations. Education not only provides awareness of the spirit of public service and integrity but also develops behavioral competencies, helping cadres and civil servants internalize ethical standards and consciously comply with them, particularly their ability to identify conflicts of interest.

2.2.3.3. Through Building the Public Service Environment, Organizational Culture, and People's Supervision

This method aims to create a healthy working environment that contributes to establishing democratic, disciplined, transparent, accountable, and people-oriented practices in the performance of public duties.

2.2.3.4. Through the Exemplary Conduct of Leading and Managing Cadres and the Self-Cultivation and Self-Discipline of Cadres and Civil Servants

The exemplary conduct of heads of agencies and organizations provides a vivid and practical manifestation of PSE and creates a ripple effect throughout the organization. Self-cultivation constitutes a decisive link in the process, strengthening resistance to temptations. When ethical standards become internal needs and professional habits, PSE can genuinely become an enduring attribute of personal character.

2.2.3.5. Through Inspection, Supervision, and Strict Handling of Violations of Public Service Ethics

This is a method with a deterrent and corrective function in building PSE, because the performance of public duties is closely associated with public authority and the public interest and therefore always entails potential

risks of behavioral deviations, particularly in situations involving conflicts of interest or the influence of social relationships.

2.3. IMPORTANCE OF BUILDING PUBLIC SERVICE ETHICS AMONG CADRES AND CIVIL SERVANTS IN VIETNAM TODAY

2.3.1. Contributing to Ensuring the Properness, Effectiveness, and Efficiency of Public Service Activities

2.3.2. Contributing to Enhancing the Effectiveness and Efficiency of State Administration and Preventing and Combating Corruption, Negative Conduct, and Degradation

2.3.3. Contributing to Strengthening the People's Trust in the Party and the State and Enhancing Social Consensus

2.3.4. Contributing to Building and Improving the Contingent of Cadres and Civil Servants to Meet the Requirements for Enhancing Public Service Effectiveness and Developing a Professional and Modern Public Administration

2.4. FUNDAMENTAL FACTORS AFFECTING THE PROCESS OF BUILDING PUBLIC SERVICE ETHICS AMONG CADRES AND CIVIL SERVANTS IN VIETNAM TODAY

2.4.1. Socio-Economic Conditions and Mechanisms for Ensuring the Legitimate Interests of Cadres and Civil Servants

2.4.2. The Party’s Leadership, Institutions, Policies, Laws, and Mechanisms for Power Control

2.4.3. The Ethical Cultural Environment within Public Agencies and Organizations

2.4.4. Subjective Factors of Cadres and Civil Servants

Chapter 3
BUILDING PUBLIC SERVICE ETHICS AMONG CADRES AND CIVIL SERVANTS IN VIETNAM TODAY: ACHIEVEMENTS, LIMITATIONS, AND CAUSES

3.1. ACHIEVEMENTS AND CAUSES IN BUILDING PUBLIC SERVICE ETHICS AMONG CADRES AND CIVIL SERVANTS IN VIETNAM TODAY

3.1.1. Some Achievements in Building Public Service Ethics among Cadres and Civil Servants in Vietnam Today

3.1.1.1. Achievements of the Subjects Involved in Building Public Service Ethics among Cadres and Civil Servants in Vietnam Today

The awareness and sense of responsibility of the subjects involved in building PSE have been increasingly enhanced. PSE is no longer regarded merely as a personal quality of cadres and civil servants, but also as a condition for ensuring the effectiveness and efficiency of public service, controlling public authority, preventing corruption and other forms of negative conduct, and strengthening the people's trust. The Party has gradually shifted from an emphasis on moral self-cultivation and the prevention of moral degradation toward establishing a system of values and standards associated with exemplary conduct, power control, and a culture of integrity. The State has concretized ethical values into legal obligations and standards of conduct. Agencies and organizations have increasingly incorporated PSE into the management, assessment, and utilization of cadres and civil servants, as well as into the development of public service culture. The awareness of cadres and civil servants regarding self-cultivation and self-discipline, together with the role of social supervision, has also been strengthened.

Coordination among the various subjects has become increasingly close, creating greater interconnectedness among Party leadership, State management, organizational implementation, the self-cultivation of cadres and civil servants, and social supervision. As a result, political orientation, legal regulation, organizational governance, inspection and supervision, and feedback from the people have gradually complemented and reinforced one another.

3.1.1.2. Achievements in the Content of Building Public Service Ethics among Cadres and Civil Servants in Vietnam Today

The content of building PSE has become increasingly comprehensive, standardized, concretized, and better adapted to the requirements of a modern civil service. The system of ethical standards both inherits the qualities of revolutionary cadres and encompasses the requirements of the civil service. These standards have gradually been translated into specific required and prohibited conduct and codes of conduct associated with official responsibilities and job positions.

At the same time, the content of PSE has been supplemented with requirements concerning publicity, transparency, accountability, conflict-of-

interest control, economic use of public resources, data protection, information security, and conduct in the digital environment. These developments have enhanced the practical relevance and behavioral regulatory capacity of the system of ethical standards, thereby contributing to building a contingent of cadres and civil servants who are professional, honest, responsible, effective, and committed to serving the people.

3.1.1.3. Some Achievements in the Methods of Building Public Service Ethics among Cadres and Civil Servants in Vietnam Today

The methods of building PSE have gradually been renewed in a more diverse, flexible, coordinated, and rigorous manner. Education and training have been expanded in scale and increasingly integrated with political and ideological education, exemplary conduct, compliance with codes of conduct, and the development of workplace culture. Methods of building PSE have become increasingly closely linked with education, the practical observance of ethical standards, emulation movements, administrative reform models, online public services, and the assessment of the quality of services provided to the people. At the same time, inspection, supervision, and the handling of violations have been strengthened, creating multidimensional mechanisms of influence and enhancing the effectiveness of regulating the public service behavior of CCSCs.

3.1.2. Causes of the Achievements

First, the sound and consistent leadership and direction of the Communist Party of Vietnam, together with the continuous improvement of the State's institutional, policy, and legal framework concerning public service ethics.

Second, the formation and gradual consolidation of an ethical cultural environment within public agencies and organizations.

Third, the attention devoted to education and training, and to the process of self-cultivation and self-discipline in public service ethics among the contingent of cadres and civil servants.

Fourth, the strengthening of inspection, supervision, public service inspection, power control, and the strict handling of violations in the performance of public duties, together with the role of social supervision and social criticism exercised by socio-political organizations and media agencies over public service activities, and the building of public service ethics.

Fifth, the country's socio-economic development and the gradual improvement of policies and mechanisms for ensuring the legitimate interests of cadres and civil servants.

3.2. LIMITATIONS AND CAUSES IN BUILDING PUBLIC SERVICE ETHICS AMONG CADRES AND CIVIL SERVANTS IN VIETNAM TODAY

3.2.1. Limitations in Building Public Service Ethics among Cadres and Civil Servants in Vietnam Today

3.2.1.1. Limitations among Certain Subjects Involved in Building Public Service Ethics among Cadres and Civil Servants in Vietnam Today

First, the awareness and sense of responsibility of certain subjects involved in building public service ethics remain insufficient and are not yet commensurate with the requirements of the current situation.

Second, coordination among the various subjects is, in some places and at certain times, not yet fully synchronized or continuous, thereby reducing the effectiveness of the combined impact in the process of building public service ethics.

3.2.1.2. Some Limitations in the Content of Building Public Service Ethics among Cadres and Civil Servants in Vietnam Today

First, some PSE standards remain overly general and have not yet been "translated into behavioral competencies" corresponding to specific job positions. The lack of measurement scales and assessment indicators has prevented the establishment of a sufficiently clear behavioral framework for identification and evaluation in practice, making it difficult to integrate PSE standards into emulation and commendation activities and modern human-resource management.

Second, the supplementation and updating of certain PSE standards have not kept pace with the rapid changes in practical conditions, resulting in the continued existence of standards that are no longer fully appropriate to the current context.

Third, some PSE standards do not yet fully reflect the requirements of a modern civil service, particularly requirements concerning innovation and creativity, accountability, transparency, critical thinking, and the willingness to think, act, and assume responsibility for the common good.

3.2.1.3. Some Limitations in the Methods of Building Public Service Ethics among Cadres and Civil Servants in Vietnam Today

The method of institutionalizing and standardizing PSE values in some agencies and units still tends to rely on copying or applying standardized regulations without paying sufficient attention to the specific characteristics of particular fields of work.

The methods of educating, training, and disseminating public service ethical values and standards in some places remain largely formalistic, overly theoretical, and lacking in professional depth and close connection with the practical performance of public duties.

The method of educating cadres and civil servants in PSE has not yet been adequately integrated with exemplary conduct. Consequently, the dissemination of positive ethical values and exemplary role models in the performance of public duties has not been carried out regularly or effectively.

Inspection and supervision remain overly focused on ex post control and lack adequate tools for monitoring and measuring effectiveness.

3.2.2. Causes of the Limitations

First, the awareness of some subjects concerning the position and role of PSE and the building of PSE remains insufficient and has not kept pace with the requirements of a modern civil service.

Second, the leadership and direction provided by some Party committees, Party organizations, management agencies, and heads of agencies and organizations regarding the building of PSE in certain places have not been sufficiently regular or resolute and have not been closely integrated with cadre work, power control, and the development of public service culture.

Third, although the institutional, policy, and legal framework governing PSE has been gradually improved, certain provisions remain insufficiently coordinated and have not kept pace with the requirements arising from the country’s development and the modernization of public administration.

Fourth, the positive impact of the public service cultural environment in some agencies and units has not been fully brought into play and has not yet genuinely become an environment conducive to promoting positive ethical behavior in the performance of public duties.

Fifth, education and training in PSE and the process of self-cultivation and self-discipline among a segment of cadres and civil servants have not fully met the requirements arising in the new context, constituting one of the important causes of the limitations in building PSE today.

Sixth, although inspection, supervision, public service inspection, power control, and the handling of violations have been strengthened, their implementation remains uneven in some places and has not fully met the requirements for building an **honest, responsible, and people-oriented civil service.

Seventh, socio-economic conditions, globalization, the market economy, and mechanisms for ensuring the legitimate interests of cadres and civil servants have improved in many respects; nevertheless, certain difficulties and shortcomings remain in some sectors, localities, and job positions.

Chapter 4
VIEWPOINTS AND FUNDAMENTAL SOLUTIONS FOR BUILDING PUBLIC SERVICE ETHICS AMONG CADRES AND CIVIL SERVANTS IN VIETNAM BY 2030, WITH A VISION TO 2035

4.1. FUNDAMENTAL VIEWPOINTS ON BUILDING PUBLIC SERVICE ETHICS AMONG CADRES AND CIVIL SERVANTS IN VIETNAM BY 2030, WITH A VISION TO 2035

4.1.1. Building Public Service Ethics among Cadres and Civil Servants on the Foundation of Marxism-Leninism, Ho Chi Minh Thought, and the Views of the Communist Party of Vietnam, with Serving the Fatherland and the People as the Goal

PSE should be considered within the dialectical relationship between social existence and social consciousness, as well as between individual, collective, and national interests. The building of PSE must be grounded in the ideals of serving the Fatherland and the people, together with the virtues of diligence, thrift, integrity, uprightness, and selflessness. At the same time, these values must be concretized into standards governing the performance of public duties, thereby ensuring the political and ideological orientation and the people-oriented nature of the Vietnamese civil service.

4.1.2. Building Public Service Ethics among Cadres and Civil Servants as a Continuous and Long-Term Process Based on Promoting Responsibility and Ensuring Coordinated Participation among Relevant Subjects

PSE is constantly influenced by the public service environment, relations among interests, and the process of exercising public authority. Therefore, the building of PSE must be carried out continuously and consistently over the long term. At the same time, it is necessary to clearly define responsibilities and ensure close coordination among Party leadership, State management, education and guidance provided by agencies and organizations, social supervision, and the self-cultivation of cadres and civil servants, thereby generating sustainable changes in PSE.

4.1.3. Building Public Service Ethics among Cadres and Civil Servants based on Ensuring the Dialectical Unity between Education and Self-Cultivation, Institutional Improvement, the Development of the Public Service Environment, and Power Control

Education and self-cultivation enable cadres and civil servants to understand, internalize, and transform PSE standards into motivations, a sense of responsibility, and conscious behavior. However, such self-consciousness is difficult to sustain if it is not supported by appropriate institutions, a healthy public service environment, and effective mechanisms for power control. Conversely, if reliance is placed solely on laws, discipline, and sanctions while education and self-cultivation are neglected, the implementation of PSE may become merely formalistic and compliance-oriented. Therefore, building PSE must closely combine subjective factors with objective conditions, self-consciousness with external requirements, and the processes of “building” and “combating”.

4.1.4. Building Public Service Ethics on the Basis of Practical Requirements in the Performance of Public Duties, Ensuring Unity between Inheritance and Development and between Objective Requirements and the Proactiveness of Cadres and Civil Servants in the New Context

According to the perspective of Marxist-Leninist philosophy, practice is the basis, driving force, and purpose of cognition, as well as the criterion for testing the correctness of cognition. Therefore, the building of public service

ethics must proceed from the requirements and problems arising in the actual organization and performance of public duties and in the exercise and control of state power, taking public service effectiveness and the quality of services provided to the people as the measures of evaluation. At the same time, this process must inherit fundamental ethical values while developing new standards appropriate to the requirements of a modern civil service.

4.2. FUNDAMENTAL SOLUTIONS FOR BUILDING PUBLIC SERVICE ETHICS AMONG CADRES AND CIVIL SERVANTS IN VIETNAM BY 2030, WITH A VISION TO 2035

4.2.1. Further Enhancing Awareness and Responsibility and Strengthening Coordination among Party Committees, Party Organizations, State Agencies, Cadres, and Civil Servants in Building Public Service Ethics

Correct awareness constitutes the basis for determining the objectives, responsibilities, and action orientations of the relevant subjects. However, awareness can only produce substantive changes when it is translated into concrete responsibilities and coordination mechanisms in practice. Therefore, it is necessary to promote the leadership role of the Party, the management role of the State, the responsibilities of agencies employing cadres and civil servants, social supervision by relevant social actors, and the self-discipline of each cadre and civil servant. At the same time, responsibilities and authority must be clearly defined, and coordination must be strengthened in the education, organization of implementation, inspection, supervision, and handling of violations of public service ethics.

4.2.2. Improving the Legal and Institutional Framework, Codes of Conduct, and Public Service Ethical Standards in Accordance with the Requirements of Modern National Governance in the New Context

Ethics and law are closely interrelated in regulating public service behavior. Ethics provides orientation through conviction and self-consciousness, whereas law establishes a framework and compulsory binding force. Therefore, it is necessary to review and improve the legal and institutional framework governing public service ethics in a direction that ensures consistency, coherence, and feasibility, and to concretize ethical standards and codes of conduct into behavioral criteria associated with

specific job positions. At the same time, it is necessary to introduce and strengthen standards concerning transparency, information confidentiality, data management, the use of technology, and conduct in the digital environment; incorporate public service ethics into the assessment and deployment of cadres and civil servants; and regularly update the system of ethical standards in accordance with practical developments.

4.2.3. Renewing and Improving the Quality of Education and Training in Public Service Ethics in Association with Studying and Practicing Ho Chi Minh's Thought, Morality, and Style

Communication and education contribute to transforming the values, principles, and standards of public service ethics into the awareness, convictions, sense of responsibility, and behavioral orientations of cadres and civil servants. Therefore, it is necessary to improve the content of ethical education in association with the study and practice of Ho Chi Minh's thought, morality, methods, and style, in ways appropriate to different groups of cadres and civil servants and their respective job positions. The forms and methods of education should be continuously renewed in a practical direction, closely linking theoretical knowledge with the resolution of practical situations and the performance of public duties under new conditions. The effectiveness of education should be assessed on the basis of changes in attitudes, working methods, sense of responsibility, and the quality of services provided to the people.

4.2.4. Promoting the Sense of Self-Awareness and Protiveness in the Cultivation and Practice of Public Service Ethics among Cadres and Civil Servants

PSE can be sustainable only when ethical standards are internalized by CCSs and transformed into intrinsic needs, a sense of responsibility, and motivation for self-improvement. Therefore, it is necessary to ensure that each CCS clearly recognizes self-cultivation and self-training as responsibilities associated with personal integrity, professional qualities, and the honor of public service. At the same time, favorable conditions should be created for CCSs to proactively engage in self-learning, self-reflection, and self-correction, and to formulate self-cultivation and self-training plans aligned

with their positions and assigned duties. The outcomes of self-cultivation should be reflected in their awareness, attitudes, and conduct in public service and incorporated into the evaluation and utilization of CCSs.

4.2.5. Strengthening Inspection and Supervision, Strictly Handling Violations of Public Service Ethics, and Promoting the People's Role in Building and Practicing Public Service Ethics among Cadres and Civil Servants

Inspection and supervision of the observance of public service ethical standards must be strengthened on a regular basis, with clear priorities and a focus on key areas, and linked to the timely and strict handling of violations and accountability of heads of agencies and organizations. At the same time, the role of the people, the Vietnam Fatherland Front, socio-political organizations, and the press should be promoted in contributing to the development of standards and in supervising, reporting on, and evaluating the performance of public duties. This will help control public power, reinforce administrative discipline and order, and enhance responsibility for serving the People.

4.2.6. Building a Democratic, Disciplined, Incorruptible, and Responsible Public Service Environment and Culture that Encourages Innovation and Creativity

A democratic public service environment should be developed to enable cadres and civil servants to demonstrate initiative, creativity, and responsibility in carrying out their duties. A public service culture should be fostered that upholds discipline, integrity, and exemplary responsibility while encouraging innovation and creativity in compliance with the law and ethical standards. Particular attention should be paid to cultivating a working style that is close to and respectful of the people, with the quality and effectiveness of services provided to the People serving as the benchmark for evaluating cadres and civil servants. In this way, public service ethical values and standards can become an established practice in the performance of public duties.

CONCLUSION

Building PSE is a process of establishing, consolidating, and perfecting a system of standards, values, principles, and codes of conduct in the performance of public service, to guide and regulate the conduct of CCSs, thereby contributing to the building of an incorruptible, professional, modern, and people-oriented public service. On the basis of dialectical materialism and historical materialism, the dissertation has clarified the theoretical and practical foundations and proposed a system of solutions for building PSE among CCSs in Vietnam today.

From a theoretical perspective, the dissertation has systematized and generalized the fundamental issues concerning PSE, ranging from its concept, characteristics, structure, and content to its role and methods of building PSE. From a practical perspective, the dissertation has provided a relatively comprehensive analysis of the current state of PSE building in Vietnam from three aspects: subjects, content, and methods. It has identified significant achievements in terms of awareness, coordination, standardization of content, and innovation in methods, while also clarifying the limitations that remain.

On this basis, the dissertation proposes four viewpoints and six fundamental solutions to improve the effectiveness of building PSE among CCSs in the coming period. These solutions are closely interrelated and mutually reinforcing, generating a coordinated impact from awareness to conduct, from individuals to organizations, and from norms to organizational culture.

The research findings of the dissertation have clear theoretical and practical significance. They contribute to enriching the philosophical and political framework for the study of PSE in Vietnam while providing a basis for policy formulation and the improvement of ethical governance in the public sector.

In summary, building PSE among CCSs in Vietnam is a long-term and comprehensive process that requires the coordinated and concerted efforts of the entire political system and society as a whole.

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