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**TRUSTWORTHINESS IN BUILDING PUBLIC  
OFFICIALS' ETHICS IN VIETNAM TODAY**

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## INTRODUCTION

### 1. Rationale for Choosing the Topic

Trustworthiness is one of the fundamental elements of morality, which appeared very early in the history of ancient Chinese thought. In the ethical philosophy of Confucianism, Trustworthiness is one of the five virtues of the “Five Constant Virtues” (Ngũ Thường). Although it is ranked last, it has a comprehensive and overarching significance, as it exerts an influential role over all other moral elements within the Five Constant Virtues. For a gentleman (quân tử), Trustworthiness is indispensable in all social relationships. It not only reflects one’s moral integrity but also embodies one’s social status, role, authority, and even political life.

Today, Trustworthiness has become even more important and is applied to every aspect of social life—from commerce and business to politics. In any form of human relationship, maintaining trust is essential.

In the construction of ethical standards for public officials and cadres, Trustworthiness plays an especially crucial role. It not only determines the success or failure of each cadre but also profoundly influences the people's trust in the political system. Recognizing the significance of Trustworthiness, President Hồ Chí Minh taught: *“Any Party member who is not trusted, respected, and loved by the people is not worthy of being a member of the Labor Party of Vietnam”* [64, p.190]. This means that every cadre and Party member must preserve Trustworthiness -because it is a core ethical principle of those who serve the Party and the people.

However, in the current period, there still exists a considerable number of cadres who violate Party regulations, break the law, and fail to maintain the people’s trust in the Party and the State. Therefore, integrating the principle of Trustworthiness into the ethical framework for cadres has become more urgent than ever - especially in the context of ongoing administrative reforms and staff streamlining efforts led by the Party and the State. This effort holds vital significance for national economic development, modernization, and the building of a socialist-oriented country in the period of international and economic integration.

From the above analysis, it is evident that fostering Trustworthiness in the moral development of cadres is a pressing and indispensable issue. Based on both theoretical and practical considerations, the author has chosen the topic

*“Trustworthiness in the Construction of Cadres’ Ethics in Vietnam Today”* as the subject of this doctoral dissertation.

### ***2.1. Research Objectives***

To clarify the value and role of Trustworthiness in building the ethics of cadres, thereby contributing to the improvement of public service moral standards, and enhancing the prestige, sense of responsibility, and trust of cadres toward the Party, the State, and the people in the cause of national renewal and development today.

### ***2.2. Research Tasks***

To review and analyze previous research works, while systematizing the theoretical foundations of Trustworthiness in both traditional moral philosophy and the ethics of cadres; to clarify the subjects, contents, methods, and emerging issues in building Trustworthiness within the moral framework of cadres; to examine and assess the current situation of promoting Trustworthiness in the ethics of cadres, identifying positive manifestations, limitations, and their causes; and, on that basis, to propose viewpoints and solutions aimed at promoting the value of Trustworthiness in Party building, Party rectification, and enhancing the prestige of the contingent of cadres.

### ***2.3. Research Subjects and Scope***

Research subjects: The dissertation primarily focuses on the contingent of cadres, civil servants, and public employees within Vietnam’s political system. At the same time, it analyzes Trustworthiness as a fundamental moral standard within the traditional Vietnamese value system and as a crucial ethical requirement in the construction of cadre ethics.

Spatial scope: The research focuses on the issue of Trustworthiness in building the ethics of cadres in Vietnam, based on key Party documents, including

## **3. Theoretical Basis and Research Methods of the Dissertation**

### ***3.1. Theoretical Basis***

The dissertation is grounded in theoretical perspectives on Trustworthiness (Chữ Tín) as presented in Pre-Qin Confucianism and by Vietnamese Confucian scholars, extending to the principles of Marxism–Leninism, Hồ Chí Minh’s Thought, and the viewpoints of the Communist Party and the State of Vietnam on fostering Trustworthiness among cadres.

In addition, the dissertation also references findings from various published research works related to the topic.

### **3.2. Research Methods**

The dissertation employs the methodological foundations of dialectical materialism and historical materialism. Specifically, it utilizes the following research methods: analysis, synthesis, historical and logical approaches, comparison, and contrast.

These methods contribute to clarifying the connotations and role of Trustworthiness, assessing the current state of maintaining Trustworthiness among cadres, and, on that basis, proposing practical solutions to improve the effectiveness of ethical development among cadres today.

### **4. New Contributions of the Dissertation**

Systematizes several theoretical issues concerning Trustworthiness in building the ethics of cadres in Vietnam today.

Clarifies the current situation and causes related to Trustworthiness in the ethical development of cadres in contemporary Vietnam.

Proposes a number of viewpoints and solutions to strengthen Trustworthiness in the moral cultivation of cadres in the current context.

### **5. Theoretical and Practical Significance of the Dissertation**

Theoretical significance: The dissertation contributes to clarifying the concept of Trustworthiness in the ethical construction of cadres in Vietnam today. It serves as a valuable reference for further academic research at institutes, academies, and universities.

Practical significance: The dissertation can serve as reference material for education and training on Trustworthiness in the moral development of cadres in Vietnam, helping to prevent negative phenomena that undermine public trust and diminish the prestige of certain officials in the current period.

It can also be used as instructional material for teaching political theory subjects at political schools, academies, and universities.

### **6. Structure of the Dissertation**

The dissertation consists of an introduction, four chapters divided into eleven sections, followed by the list of references and appendices.

## Chapter 1

### LITERATURE REVIEW OF THE DISSERTATION TOPIC

#### 1.1. Previous Studies on Trustworthiness (Chữ Tín)

There have been numerous studies addressing the concept of Trustworthiness in Confucianism. Some notable works can be summarized as follows:

Vu Khiêu & Đào Duy Anh (1994), *Confucianism in Vietnam*, Social Sciences Publishing House.

This book analyzes the introduction, development, and transformation of Confucianism throughout Vietnamese history.

Nguyen Hien Lê (2003), *Confucius and the Analects*, Literature Publishing House.

The author provides an insightful analysis of Trustworthiness from Confucius's perspective, introducing the philosopher's thoughts, character, and moral philosophy as expressed in *The Analects*.

Nguyen Thị Thu Hoa (2003), *President Hồ Chí Minh's View on the "Public Servant Role"*.

This article examines Hồ Chí Minh's view that Party members and cadres are "servants of the people," who must be devoted, honest, and place the people's interests above all else.

Le Quy Đức & Hoang Chi Bao (2007), *Moral Culture in Vietnam Today – Issues and Solutions*, Culture and Information Publishing House, Hanoi.

The authors outline key theoretical issues related to morality in contemporary Vietnam, discussing the ethical foundations of social behavior and governance.

Khuong Duy (2013), *Trustworthiness and the People?* [15].

This study focuses on the relationship between Trustworthiness and public confidence, posing critical questions: How do cadres today maintain Trustworthiness among the people? How strong is public trust in Party policies? The work raises thought-provoking reflections on Trustworthiness in governance in the current context.

Le Van Phuc (2018), *The Doctrine of the Five Constant Virtues and Its Transformation in Vietnam*.

The author traces the historical dissemination of Confucianism and examines the role of the Five Constant Virtues in education, family ethics, and social governance

across different periods. The book analyzes both the cohesive influence of these virtues in fostering unity and their potential limitations in innovation. It concludes by proposing the selective application of the Five Constant Virtues to promote cultural development and social policy reform in modern Vietnamese society.

In addition to the above, several other scholars have also discussed the issue.

The aforementioned studies have focused on clarifying the role of Trustworthiness as a core moral value in Eastern philosophy, especially within Confucianism. Scholars emphasize that Trustworthiness embodies honesty, reliability, and serves as the foundation of all social relationships—from the individual to the organizational level. In modern research, Trustworthiness is also regarded as an essential element in governance, business, and public service ethics. These works provide valuable theoretical and empirical resources for the author to inherit and build upon in completing this dissertation

## **1.2. Studies on the Practice of Trustworthiness (Chữ Tín) in Building the Ethics of Cadres in Contemporary Vietnam**

In recent years, many studies and articles have addressed the issue of cultivating Trustworthiness among cadres. Some notable works include:

Various Authors (2020), *Enhancing the Role and Responsibility of Cadres, Party Members, and Leaders in Accordance with Ho Chi Minh's Thought, Ethics, and Style*, National Political Publishing House - Sự Thật.

This collective work analyzes Ho Chi Minh's thoughts on exemplary responsibility, devotion, integrity, and closeness to the people among cadres and Party members, especially those in leadership positions.

Tran Cong Huyen (2021), *Promises and Trust*, [40], published in the Party Building Online Journal.

The author discusses the moral value of keeping promises and its relationship to the credibility and trustworthiness of cadres in the eyes of the people.

Giang Nguyen (2022), *Keeping Promises*, [76]. This article outlines Ho Chi Minh's views on revolutionary ethics, emphasizing that cadres must uphold Trustworthiness before the people and maintain consistency between words and actions.

Nguyen Phu Trong (2023), *Resolutely and Persistently Combating Corruption*

and Negativity to Contribute to Building a Cleaner and Stronger Party and State, [93], National Political Publishing House – Su That.

The General Secretary stresses that enhancing integrity and public trust among cadres and Party members is a crucial element in building a morally upright and trustworthy political system.

### **1.3. Studies on Perspectives and Solutions for Practicing Trustworthiness in the Ethical Construction of Cadres in Contemporary Vietnam**

Khuong Duy, *Trustworthiness and the People?* [15]. The author focuses on the relationship between Trustworthiness and public confidence, posing questions such as: How well do cadres today maintain Trustworthiness among the people? What is the current level of public trust in Party policies?

Minh Châu, *Trustworthiness and Transparency* [5]. This study highlights the importance of transparency in political activities such as confidence voting, as well as in strategic projects related to the economy, healthcare, education, and culture—viewing transparency as an extension of Trustworthiness.

Tran Cong Huyen, *Promises and Trust* [40], Party Building Online Journal. The author reiterates the importance of Trustworthiness as a moral commitment that reinforces credibility and public confidence in cadres.

Collectively, these authors analyze the current state of Trustworthiness among cadres, identifying both achievements and shortcomings—especially violations of moral integrity by certain officials that have undermined public confidence.

Do Anh Vinh, *Doctoral Dissertation: Cultivating Revolutionary Morality among Military Logistics Cadres* [103]. The dissertation explores moral training and the role of Trustworthiness within the ethics of military cadres.

Cao Van Thong & Vu Trong Lam, *Renewing and Improving the Quality of the Cadre Contingent and Cadre Work in the New Era* [91], National Political Publishing House – Su That.

The authors propose directions for reforming cadre management, emphasizing ethical quality, prestige, and credibility as decisive factors in political leadership.

State Organization Journal, Ministry of Home Affairs (2020), *Solutions for Building a Strategically Qualified, Competent, and Reputable Cadre Contingent, Commensurate with Their Tasks* [3], National Political Publishing House – Su That.



This article identifies the need to integrate moral credibility (Trustworthiness) into criteria for assessing and promoting strategic-level cadres.

Various Authors (2020), *Enhancing the Role and Responsibility of Cadres, Party Members, and Leaders in Accordance with Ho Chi Minh's Thought, Ethics, and Style* [73], National Political Publishing House – Su That.

This work reaffirms the importance of ethical integrity and Trustworthiness as guiding principles in building a responsible and reputable cadre corps in the current period.

#### **1.4. Issues the Dissertation Continues to Address**

First, to clarify the theoretical foundations of Trustworthiness (Chữ Tín) in Confucianism and the concept of Trustworthiness as understood and practiced by Vietnamese Confucian scholars.

Second, to elucidate the key contents of Trustworthiness in Hồ Chí Minh's Thought and the viewpoints of the Communist Party of Vietnam regarding the cultivation of ethics among the cadre contingent in the current period.

Third, to identify and analyze the factors influencing Trustworthiness in the process of building ethical standards for cadres in contemporary Vietnam.

Fourth, to examine the current situation of fostering Trustworthiness in cadres' ethics in Vietnam, particularly highlighting both achievements and limitations in this aspect.

Fifth, to determine the underlying causes of the present situation of Trustworthiness in cadres' ethics in Vietnam.

Sixth, to analyze the emerging issues and challenges related to promoting Trustworthiness in the ethical development of cadres today.

Seventh, to present the dissertation's perspective on the role and significance of Trustworthiness in building the ethical qualities of the cadre contingent in Vietnam today.

Eighth, to propose a number of solution groups for fostering Trustworthiness in cadres' ethics in contemporary Vietnam, specifically including four main groups of solutions:

## Chapter 2

# THEORETICAL ISSUES ON TRUSTWORTHINESS IN BUILDING PUBLIC OFFICIALS' ETHICS IN VIETNAM TODAY

## 2.1. Some Theoretical Issues on Trustworthiness

### 2.1.1. *The Concept and Understanding of Trustworthiness*

#### 2.1.1.1. *The Concept of Trustworthiness*

Trustworthiness refers to keeping one's promises and commitments, building and maintaining trust, and being regarded by others as honest, sincere, and reliable. It embodies the fulfillment of one's words, pledges, and oaths in social relations, as well as the full exercise of responsibility for one's statements, opinions, and positions in a given social context.

#### 2.1.1.2. *The Understanding of Trustworthiness*

In social life, the term Trustworthiness may carry different meanings depending on the context in which it is used. In classical Chinese, the word "Tín" (信) has a rich and diverse range of meanings, including integrity (thành tín), loyalty (trung tín), seal or mark of authenticity (ấn tín), and correspondence or communication (thư tín). The notion of Tín therefore encompasses both positive and, in some contexts, potentially negative connotations.

### 2.1.2. *Confucian Thought on Trustworthiness*

#### 2.1.2.1. *Chinese Confucianism on Trustworthiness*

In Chinese Confucian thought, Trustworthiness occupies an exceptionally important position. It is considered one of the core moral virtues of human conduct and the foundation of all social relationships. Confucius repeatedly emphasized: "If a person has no trust, I do not know what they can accomplish". This means that a person lacking trustworthiness cannot achieve anything meaningful, for the loss of Tín leads to the loss of others' confidence, the breakdown of relationships, and the inability to undertake great responsibilities.

In the relationships between ruler and subject, teacher and student, friends, or even in daily interactions, Trustworthiness serves as an ethical standard that binds responsibilities and ensures social harmony and stability. Confucianism also regards Tín as inseparably connected with Ren (benevolence), Yi (righteousness), Li

(propriety), and Zhi (wisdom), together forming a comprehensive system of moral values known as the Five Constant Virtues .

#### *2.1.1.2. The Understanding of Trustworthiness*

In social life, the meaning of Trustworthiness (Chữ Tín) varies depending on its relationship with different terms and contexts. In classical Chinese, the word Tín (信) carries a wide range of meanings such as integrity (thành tín), loyalty (trung tín), seal or symbol of credibility (ấn tín), and correspondence or communication (thư tín). The notion of Tín thus encompasses both positive and, in certain contexts, potentially negative connotations

### ***2.1.2. Views on Trustworthiness in Feudal Ethics and Society***

#### *2.1.2.1. Confucian View on Trustworthiness in China*

In Chinese Confucian thought, trustworthiness (xìn) holds a particularly important position, regarded as one of the core qualities of being human and the foundation of social relations. Confucius repeatedly emphasized that “If a person lacks trustworthiness, I do not know how he can stand” (rén ér wú xìn, bù zhī qí kě yě), meaning that without trustworthiness, one cannot achieve anything; for once trust is lost, the confidence of others is lost, relationships cannot be sustained, and great responsibilities cannot be shouldered. In relationships between ruler and subject, teacher and student, friends, or even in daily interactions, trustworthiness becomes a moral standard that binds responsibility and ensures social stability and harmony. Confucianism also associates trustworthiness with benevolence (ren), righteousness (yi), propriety (li), and wisdom (zhi), thereby forming a comprehensive system of moral values.

#### *2.1.2.2. Vietnamese Confucian Scholars' Views on Trustworthiness*

Vietnamese Confucian scholars inherited and further developed the concept of Trustworthiness from Chinese Confucianism, integrating it with the ethical and social realities of Vietnam. They regarded Trustworthiness as the foundation of personal virtue and a moral standard for building harmonious and sustainable social relationships. Trustworthiness is not only about keeping promises but also reflects honesty, dedication, and a sense of responsibility toward oneself, the community, and the nation. In the thought of Vietnamese Confucian scholars, Trustworthiness is always associated with Benevolence and Righteousness, contributing to the formation of political ethics and the distinctive moral culture of the Vietnamese people.

### ***2.1.3. Ho Chi Minh's View on Trustworthiness***

In Ho Chi Minh's thought, trustworthiness holds an important position and was creatively applied by him on the basis of the nation's ethical traditions, the essence of Confucianism, and Marxism–Leninism. Ho Chi Minh regarded tín first and foremost as honesty and sincerity toward the people “words must go hand in hand with deeds,” keeping promises and fulfilling responsibilities. He emphasized that for cadres and Party members to win the people's trust and affection, they must live with integrity and simplicity, free from greed and self-interest, always speaking the truth and acting in accordance with their words.

## **2.2. The Concept of Trustworthiness in Building Cadres' Ethics in Vietnam – Subjects, Content, and Methods**

### ***2.2.1. The Concept of Cadres' Ethics and Trustworthiness in Building Cadres' Ethics***

#### ***2.2.1.1. Cadres' Ethics***

Ethics is a component of social consciousness, referring to human words and actions in social relationships based on personal conviction and social approval. It serves as a means to evaluate people according to their conscience, sense of goodness or evil, virtue or vice, and compassion.

Cadres' ethics encompasses the principles, regulations, and moral standards governing the qualities, lifestyle, political attitude, and social responsibility of cadres in their relationship with the nation and the people. It functions to guide and assess the behavior, actions, and conduct of individuals working within Vietnam's political system.

#### ***2.2.1.2. Trustworthiness in Building Cadres' Ethics***

Trustworthiness in building cadres' ethics results from the combination of both subjective and objective factors. On one hand, it stems from the self-discipline and continuous moral cultivation of the cadre; on the other, it reflects the collective influence of social relationships that help shape a cadre's integrity, competence, and consistency between words and actions. A trustworthy cadre earns the confidence and cooperation of the Party, the State, the people, as well as colleagues, mass organizations, friends, and family, thereby strengthening their credibility and effectiveness in public service.

#### ***2.2.1.3. Manifestations of Trustworthiness in Building Public Officials' Ethics***

Keeping promises, oaths, pledges, and commitments.

Honesty and sincerity, consistency between words and actions.

Transparency and clarity in all relationships.

Transparency refers to the purity, clarity, correctness, and explicitness in a person's observation and evaluation of events or objects in life.

Willingness to correct mistakes when promises are broken.

Decisive working style and fulfillment of responsibilities toward the people.

Building trust with the people.

## ***2.2.2. Subjects Involved in Building Trustworthiness in Public Officials' Ethics***

### ***2.2.2.1. The Communist Party of Vietnam as the Primary Subject***

The Communist Party of Vietnam plays the leading role as the principal subject in directing, guiding, and organizing the cultivation of trustworthiness (tín) in the ethics of cadres. The Party defines trustworthiness as the foundation of a cadre's moral qualities, closely associated with the principle of "matching words with deeds" and maintaining the people's trust.

### ***2.2.2.2. The State as the Direct Management Subject***

The State plays the role of the direct governing in fostering trustworthiness among cadres through the system of laws, mechanisms, policies, and regulations on public service ethics. By institutionalizing the Party's viewpoints, the State promulgates codes of conduct, regulations on the responsibility to set an example, as well as disciplinary and reward measures, thereby binding cadres to "speak truthfully and act genuinely."

### ***2.2.2.3. The People as a Key Subject***

The people are the foremost in fostering trustworthiness (tín) among cadres, since the prestige of cadres and Party members has meaning only when it is acknowledged and trusted by the people.

### ***2.2.2.4. Political-Social Organizations as Participating Subjects***

Socio-political organizations are important in fostering trustworthiness (tín) in the ethics of cadres through propaganda, education, mobilization of their members, and the supervision of cadres and Party members by the masses

### ***2.2.2.5. Individual Officials as the Decisive Subject***

The decisive in building trustworthiness (tín) is the cadres themselves. Each individual must cultivate honesty, match words with deeds, keep promises, and maintain

a sense of responsibility toward their work and the people. The exemplary conduct, integrity, and self-discipline of cadres are the core factors in establishing prestige.

### ***2.2.3. Content of Building Trustworthiness in Public Officials' Ethics***

#### ***2.2.3.1. Building Officials' Ethics to Uphold Trust in the Party and State***

Building the ethics of cadres so as to uphold the people's full confidence in the Party and the State is a task of pivotal significance in the current work of Party building and rectification. Cadres and Party members must truly embody exemplary conduct, integrity, and dedication, "matching words with deeds," and consistently placing the interests of the Fatherland and the people above all else.

#### ***2.2.3.2. Building Officials to Be Trustworthy to the People***

Building cadres who are faithful and trustworthy toward the people is a core requirement for consolidating the close bond between the Party, the State, and the people. A cadre must be honest, keep promises, serve with dedication, and consistently place the interests of the people above all else.

### ***2.2.4. Methods for Building Trustworthiness in Public Officials' Ethics***

It is necessary to strengthen political, ideological, and moral education, linking the study and practice of Ho Chi Minh's thought, morality, and style with the cultivation of trustworthiness (tín). Furthermore, mechanisms, policies, and legal regulations must be improved to institutionalize responsibility, requiring cadres to "match words with deeds," keep their promises, and perform public duties in a transparent and effective manner.

## **2.3. Factors Affecting Trustworthiness in Building Public Officials' Ethics in Vietnam Today**

### ***2.3.1. Subjective Factors***

The subjective factors influencing trustworthiness in building the ethics of cadres in Vietnam today are, first and foremost, the political steadfastness, moral integrity, and self-discipline of each cadre. When cadres demonstrate a high sense of responsibility, remain honest and dedicated, and stay firmly committed to the revolutionary ideal, trustworthiness will be preserved. In addition, professional competence, a scientific working style, closeness to the people, and respect for the people also contribute to strengthening their credibility and prestige.

### ***2.3.2. Objective Conditions***

The objective conditions influencing trustworthiness in building the ethics of cadres in Vietnam today include the context of developing a socialist-oriented market economy, international integration, and the rapid advancement of science and technology - particularly communications and social media. These factors create both opportunities and challenges for upholding trustworthiness.

## **Chapter 3**

### **CURRENT SITUATION, CAUSES, AND ISSUES REGARDING THE BUILDING OF TRUSTWORTHINESS IN PUBLIC OFFICIALS’ ETHICS IN VIETNAM TODAY**

#### **3.1. The Current Situation of Building Trustworthiness in Cadres’ Ethics in Vietnam**

##### ***3.1.1. Achievements in Building Trustworthiness in Cadres’ Ethics***

###### ***3.1.1.1. Achievements of Key Actors***

First, the Party and the State have achieved significant progress in promoting trustworthiness among cadres.

In practice, the Party and State have made notable achievements through the implementation of resolutions and regulations on role modeling, integrity, and anti-corruption, as well as through promoting the study and practice of Ho Chi Minh’s thought, ethics, and style. Many cadres have developed a sense of responsibility, honesty, and closeness to the people. As a result, public trust in the Party and the State has been gradually strengthened, contributing to the consolidation of political stability and legitimacy.

Second, the people have increasingly exercised their democratic rights by making recommendations and contributing opinions to the Party and State in building trustworthiness for the cadre contingent.

In reality, citizens have become more proactive in expressing their views and supervising the activities of Party and State institutions, as well as the performance of cadres and Party members. Through channels such as voter meetings, public feedback, forums, journalism, and social media, the people’s comments and evaluations have become an important basis for assessing cadres’ credibility, performance, and moral standards.

Third, political and social organizations have affirmed their important role in fostering trustworthiness among cadres.

These organizations have actively participated in promoting trustworthiness by conducting propaganda, education, and public mobilization activities, as well as encouraging public oversight of cadres and Party members. They serve as intermediaries that reflect the aspirations and opinions of the people, and contribute practical suggestions to the Party and State on cadre development and ethical cultivation.

Fourth, the self-cultivation of trustworthiness and the enhancement of personal ethics and credibility among cadres have shown positive changes.

Self-discipline and moral training aimed at maintaining trustworthiness have become essential requirements for every cadre and Party member. In reality, many exemplary cadres have successfully built and maintained their trustworthiness, earning the people's confidence and contributing to improved work efficiency and the prestige of their organizations and institutions.

#### *3.1.1.2. Achievements in the Content of Building Trustworthiness in Cadres' Ethics*

Significant progress has been made in developing cadres' ethics, particularly in maintaining trustworthiness with the Party and the State. Political, ideological, and ethical education has been widely and effectively implemented, helping cadres enhance their sense of responsibility and commitment to the principle of aligning words with actions. At the same time, inspection and supervision work has been strengthened. As a result, many cadres—especially those in leadership positions—have demonstrated integrity, dedication, and loyalty to their commitments to the people, thereby contributing to the consolidation of public trust and social confidence.

Furthermore, efforts to build a cadre contingent that remains faithful and trustworthy toward the people have yielded encouraging results, fostering stronger bonds between cadres and citizens.

#### *3.1.1.3. Achievements in the Methods of Building Trustworthiness in Cadres' Ethics*

The Party and the State have continuously improved methods for strengthening political steadfastness and commitment to the revolutionary ideal among cadres. One of the key successes has been establishing mechanisms that ensure words are consistent



with actions, fostering accountability and credibility. Moreover, systems of inspection, supervision, and evaluation have become increasingly rigorous and transparent, contributing to the formation of a cadre contingent that upholds trustworthiness, sets moral examples, and maintains integrity in both public and personal life.

### ***3.1.2. The Current Limitations of Subjects, Content, and Methods in Building Trustworthiness in Cadres' Ethics***

#### ***3.1.2.1. Several Mechanisms and Policies for Building Trustworthiness among Cadres Remain Inadequate***

The current situation shows that certain mechanisms and policies aimed at building trustworthiness among cadres remain inconsistent and have yet to meet practical demands. Some regulations concerning exemplary responsibility, inspection, and supervision are still loosely implemented, resulting in formality and a lack of binding force. This has limited their effectiveness in shaping a culture of integrity and credibility among cadres.

#### ***3.1.2.2. The People Have Not Fully Exercised Their Right to Participate in Building Trustworthiness among Cadres***

Although citizens have taken part in monitoring and contributing opinions toward building trustworthiness among cadres, they have not yet fully exercised their right to democratic participation. Some people remain hesitant to report misconduct or lack confidence in the effectiveness of grievance handling. In several areas, mechanisms for receiving and responding to public feedback remain superficial and untimely, reducing the impact of public supervision. Consequently, the people's role in promoting and reinforcing the credibility of cadres has not been fully realized.

#### ***3.1.2.3. The Role of Socio-Political Organizations in Building Trustworthiness among Cadres Remains Limited***

The role of socio-political organizations in building trustworthiness among cadres remains modest and has yet to reach its full potential. Social supervision and feedback activities are often formalistic and lack depth, failing to exert sufficient pressure to hold cadres accountable. Some organizations still operate mainly through campaigns and movements, without closely aligning their efforts with the practical interests of the people. As a result, their effectiveness in educating, mobilizing, and overseeing cadres remains limited and falls short of current requirements.

### ***3.1.3. Causes Affecting Trustworthiness in Building Cadres' Ethics in Vietnam Today***

#### ***3.1.3.1. Causes of Success in Building Trustworthiness in Cadres' Ethics***

First, the Party's guidelines and the State's policies and laws have become increasingly decisive, coherent, and consistent. This provides a firm legal foundation and political orientation, motivating cadres to cultivate their moral character and maintain credibility with the people.

An important factor contributing to the success of building trustworthiness among cadres is the active role of the people. Citizens not only directly supervise, contribute opinions, and honestly reflect on the qualities and competence of cadres, but also serve as the most objective measure of trust. The people's expectations, confidence, and even criticism create positive pressure that compels cadres to keep their promises, fulfill their responsibilities, and thereby strengthen personal credibility and social trust.

Socio-political organizations and various social groups have continuously enhanced their sense of responsibility, actively engaging in education and mobilization efforts to encourage their members to cultivate integrity and trustworthiness. Through social campaigns, supervision, and feedback activities, they help create a healthy social environment that promotes honesty, dedication, and credibility among cadres, further reinforcing public confidence in the political system.

Finally, the self-discipline and moral cultivation of individual cadres play a decisive role in the success of building trustworthiness. Many cadres have developed a strong sense of responsibility, kept their word, matched actions with commitments, and devoted themselves to serving the people. Through continuous self-improvement, numerous cadres have built personal reputations for integrity, becoming role models who strengthen the people's trust in the Party and the State.

#### ***3.1.3.2. Causes of Limitations Affecting Trustworthiness in Building Cadres' Ethics***

The challenges in maintaining and enhancing trustworthiness in cadres' ethics are closely tied to Vietnam's rapid economic development, globalization, public expectations, and the rise of modern communication and social media.

The fast-growing, deeply integrated economy has set higher standards for cadres in terms of competence, reputation, and professionalism, requiring them to strengthen their credibility to meet increasing demands. Globalization enables Vietnam to absorb

progressive values of transparency, integrity, and accountability, creating favorable conditions for the formation of new ethical standards.

At the same time, the growing expectations of the people for a dedicated, impartial, and action-oriented cadre force serve as a powerful driving force for self-discipline and credibility-building among officials. Furthermore, the development of the media and social networks enhances transparency and public scrutiny, making a cadre's credibility a direct measure of public confidence.

These objective factors, in combination, have played an essential role in both shaping and challenging the process of fostering trustworthiness in cadres' ethics, contributing to the continual evolution of moral and political standards in Vietnam today.

### **3.2. Emerging Issues in Building Trustworthiness in Cadres' Ethics in Vietnam Today**

#### ***3.2.1. Awareness and Practice of Trustworthiness among Cadres Have Not Yet Met Expectations***

In the context of building a socialist rule-of-law state and promoting administrative reform, trustworthiness has been increasingly affirmed as a core moral value — a “red thread” running through the entire process of public service. Most cadres and Party members are fully aware that maintaining trustworthiness is not only a moral requirement but also an expression of political responsibility, personal credibility, and leadership capacity. It is a prerequisite for building public trust. However, in reality, there remains a gap between awareness and practice. While many cadres understand the importance of keeping their word, some still fail to uphold it consistently in their professional conduct.

#### ***3.2.2. Maintaining Trustworthiness amid the Pressure of Group Interests Remains Unpredictable***

In the process of building a socialist rule-of-law state in Vietnam, maintaining trustworthiness—especially in fulfilling personal commitments between cadres, Party members, and the people—is not only a moral obligation but also a foundation for social trust in public institutions. However, the influence of group interests continues to challenge this ideal. In some cases, the pursuit of personal or factional gains leads to broken promises, a loss of credibility, and a decline in public confidence in the integrity of officials and the state apparatus.

### ***3.2.3. Political Responsibility in Practicing Trustworthiness Still Undermined by Evasion and Avoidance of Accountability***

Trustworthiness requires cadres to “match words with deeds,” to take responsibility, and to acknowledge mistakes. Nevertheless, a number of cadres still prefer to play it safe - avoiding risks, refraining from decisive actions, and shirking responsibility. This tendency not only erodes personal credibility but also weakens institutional integrity, hindering the creation of a culture of responsibility and accountability that is vital to a rule-of-law state.

### ***3.2.4. The Determination to Uphold Personal Trustworthiness Is Still Threatened by Corruption in Cadre Affairs***

In the current effort to build a socialist rule-of-law state and strengthen public ethics, many cadres and Party members have shown strong determination to preserve trustworthiness, viewing it as their “political lifeline.” Yet, corruption and misconduct in cadre work still persist, threatening the credibility of both individuals and institutions. When self-interest and favoritism infiltrate personnel decisions, they undermine the moral authority of the political system and weaken the people’s trust in the Party’s leadership and the State’s governance.

## **Chapter 4**

### **PERSPECTIVES AND SOME SOLUTIONS FOR BUILDING TRUSTWORTHINESS IN PUBLIC OFFICIALS’ ETHICS IN VIETNAM**

#### **4.1. Some Perspectives on Building Trustworthiness in Public Officials’ Ethics**

##### ***4.1.1. Considering the Propagation and Education of Trustworthiness as the Responsibility of the Political System***

##### ***4.1.1.1. The Party and State as the Leading Forces in Propagating and Educating Trustworthiness***

In the process of building and developing the socialist rule-of-law state in Vietnam, maintaining and promoting trustworthiness a fundamental ethical value is not only an individual requirement for each official or Party member but also a political, ethical, and legal responsibility of the entire political system. The Communist Party and the State play the leading role in directing, organizing, and

implementing the propagation and education of trustworthiness among officials, considering it an important standard for assessing the moral qualities, competence, and political credibility of officials and Party members.

#### *4.1.1.2. Building Trustworthiness in Officials' Ethics as a Foundation for a Clean and Strong Party and State*

The principle of “self-cultivation” in ethics, with trustworthiness at its core, is indispensable for public officials. Officials must feel a sense of shame when they fail to keep their word. Their ethical conduct is closely linked to trustworthiness in action: promises must be fulfilled, actions must produce tangible and effective results. The outcomes of their work become a measure of an official's commitment to maintaining trustworthiness toward the Party, the State, and the people.

#### *4.1.1.3. Considering the Practice of Trustworthiness by Cadres as a Primary Criterion for Building Party Ethics and Strengthening Public Trust*

Trustworthiness reflects honesty, responsibility, and consistency between words and actions, as well as between policies and their implementation in practice. When cadres uphold trustworthiness, the Party's credibility is enhanced, and the relationship between the Party and the people becomes closer and more enduring. Conversely, a lack of trustworthiness undermines public confidence and weakens the Party's leadership capacity and combat strength.

### ***4.1.2. Viewing the Construction of Trustworthiness in Officials' Ethics as an Urgent and Vital Issue for the Entire Political System***

#### *4.1.2.1. Building Trustworthiness as a Vital Task for the Political System*

Throughout its revolutionary leadership, the Communist Party of Vietnam has consistently emphasized the crucial role of officials and their ethical qualities in the survival and development of the Party and the regime. Trustworthiness, as a core value of officials' ethics, vividly reflects faith, responsibility, honor, and loyalty to the Party, the people, and the nation.

#### *4.1.2.2. Resolute Handling of Officials Who Fail to Maintain Trustworthiness*

The principle of strictly dealing with officials who fail to uphold trustworthiness before the Party, the State, and the people demonstrates the determination to build a clean and strong workforce. Any official who violates trust, fails to align words with actions, or neglects responsibilities, thereby undermining public confidence, must be

strictly disciplined without exceptions. Timely and transparent handling serves both as a deterrent and a demonstration of the Party and State's seriousness, thereby restoring and strengthening public trust.

#### ***4.1.3. Considering the Practice of Trustworthiness as a Primary and Ongoing Criterion in Evaluating Officials' Ethics***

##### ***4.1.3.1. Trustworthiness as a Leading Criterion for Ethical Evaluation***

The Party and State regard the practice of trustworthiness as one of the foremost criteria for evaluating the ethics of officials. This prioritization is not only politically and theoretically significant but also a practical necessity.

##### ***4.1.3.2. Building Trustworthiness as a Continuous Strategic Effort***

Building trustworthiness among officials is a strategic issue. In personnel work, trustworthiness is linked not only to personal credibility but also to organizational capacity, task performance, and the confidence of both the organization and the public. Maintaining trustworthiness is therefore an ongoing, systematic effort, essential for sustaining the effectiveness and integrity of the political system.

#### **4.2. Some Solutions to Enhance Trustworthiness in Public Officials' Ethics in Vietnam**

##### ***4.2.1. Solutions for the Party and State in Building Trustworthiness among Officials***

##### ***4.2.1.1. Strengthening Propaganda and Education to Promote Trustworthiness in Officials***

Propagating and educating officials to uphold trustworthiness is not only a requirement of public service ethics but also an important method to restore and reinforce public confidence in the Party, the State, and the socialist path chosen by the nation.

##### ***4.2.1.2. Making Trustworthiness a Primary Criterion in Recruitment and Appointment***

When planning and appointing officials, priority should be given to those who practice trustworthiness, assigning them to key positions.

Recruitment, appointment, and deployment of officials should be based on their performance in fulfilling promises and responsibilities, effectively "selecting the right people for the right positions."

For officials who fail to uphold trustworthiness, in addition to promoting a culture of voluntary resignation, strict measures should be applied to remove them from the political system. Priority must always be given to officials who maintain trustworthiness.

#### *4.2.1.3. Strengthening Inspection, Supervision, and Evaluation of Officials' Trustworthiness*

Supervision and inspection should include annual self-assessment and reporting forms where most officials pledge to adhere strictly to the Party's guidelines and State policies. This ensures accountability and transparency in maintaining trustworthiness.

#### *4.2.1.4. Enhancing Discipline and Legal Measures for Untrustworthy Officials, and Rewarding Trustworthy Officials*

Regulations on the obligation to keep commitments and maintain trustworthiness during public service must be supplemented, especially regarding publicly declared commitments before the Party and the people.

Clear definitions of behaviors that violate trustworthiness should be established, enabling effective disciplinary and legal action, while simultaneously recognizing and rewarding officials who uphold trust.

#### *4.2.2. Solutions for the People in Building Trustworthiness among Officials*

Promote the people's supervisory role over officials' practice of trustworthiness.

Strengthen citizens' rights to participate in constructing trustworthiness in officials.

Mobilize public influence to ensure trustworthiness in Party organizations, particularly in combating moral deterioration, corruption, and negative social phenomena.

Improve mechanisms and policies to enable citizens to genuinely monitor officials' fulfillment of commitments.

Apply digital technology to collect citizens' feedback regarding officials' performance and adherence to trustworthiness.

#### *4.2.3. Solutions for the Fatherland Front and Political-Social Organizations*

Periodically train officials and members on public service ethics, with trustworthiness as a core focus. Each association should tailor trustworthiness education according to their sector.

The Fatherland Front and political-social organizations should strengthen propaganda and education on trustworthiness for Party members and officials.

Advise and contribute to Party and State policies to build trustworthiness in officials. Ensure Party directives on trustworthiness are effectively implemented in practice.

Implement supervision and social critique of officials, providing data to assist the Party and government in adjusting policies to enhance trustworthiness in the new era.

#### ***4.2.4. Solutions for Individual Officials and Party Members***

Officials must recognize that they are “servants of the people,” entrusted with performing tasks on behalf of citizens, and therefore must maintain trustworthiness toward the public. To gain public trust and approval, officials must demonstrate accountability and responsibility in executing assigned duties.

Officials must stay close to the people, understand their needs, and genuinely care about the legitimate interests of citizens, serving and sacrificing for them when necessary.

Regardless of difficulties, officials and Party members must cultivate revolutionary ethics and practice trustworthiness in public service.

Continuous self-discipline in maintaining trustworthiness reflects loyalty to the ideals of the ruling Party.

Officials elected by the people must uphold trustworthiness by fulfilling all commitments made to the public.

#### ***4.2.5. Group of solutions for building Trust in the ethics of cadres***

First, strengthen the building of Trust in the ethics of cadres, maintain the trust of the Party and the State.

Second, the solution to strengthen the building of a team of cadres who are trustworthy with the people. All cadres, civil servants and public employees must put Trust with the people as the core ethical standard in performing public duties, consider keeping promises to the people, resolving people's work on time, transparently and fairly as a measure to evaluate the capacity and prestige of cadres.

#### ***4.2.6. Solutions for methods of building Trust in the ethics of cadres***

All cadres, civil servants and public employees in the political system must constantly find ways to self-train ethics, keep Trust, say what you do in all social relationships; constantly build methods to be an example of integrity, dedication to work, and keep Trust with the people. All levels, sectors and fields in the political system need to improve inspection and supervision methods for building trust in cadre ethics.



## **CONCLUSION**

In the context where the entire Party and people are intensifying the work of building and rectifying the Party, establishing a socialist rule-of-law state, and promoting rapid and sustainable national development, the need to enhance revolutionary ethics, political qualities, and the sense of responsibility of cadres and Party members has become increasingly urgent. One of the core criteria that define the ethical value of a cadre is Trustworthiness—that is, honesty, consistency between words and actions, between promises and deeds, and between commitments to the people and the results of serving them.

This study has focused on clarifying the meaning, role, and manifestations of trustworthiness in the ethical life of cadres; analyzing the current state of maintaining and practicing trustworthiness among cadres; identifying the causes that undermine trustworthiness in a portion of the cadre workforce; and proposing systematic and feasible solutions to restore, promote, and develop trustworthiness as a foundational criterion of cadre ethics in the new era.

The key conclusions of this study include:

Trustworthiness is a traditional ethical value of the Vietnamese people, nurtured over generations and inherited by Ho Chi Minh, who developed it into a standard of revolutionary ethics. In cadre ethics, trustworthiness not only reflects personal character but is also a prerequisite for consolidating the people's trust in the Party and the State.

The current practice of trustworthiness among cadres still faces many shortcomings. Some cadres and Party members fail to set an example in keeping promises to the people, speak without aligning words with actions, evade responsibilities, erode public trust, and seriously affect the reputation of Party organizations and State apparatuses.

The causes of this situation stem not only from individual factors, such as lack of moral cultivation or courage, but also from laxity in education, inspection, supervision, and evaluation of cadres, requiring a coordinated intervention by the entire political system.

Building, nurturing, and controlling trustworthiness in cadre ethics must become a regular task, inseparable from the Party and State's action programs, political-social

organizations, and especially personnel work. Trustworthiness must be linked to evaluating the capacity, reputation, and long-term development of cadres.

Maintaining trustworthiness is maintaining the people's confidence and the legitimacy of the ruling Party. In the current context, where public trust is the ultimate measure of the Party's leadership, each cadre's continuous self-cultivation to uphold trustworthiness is the most practical way to serve the people, protect the regime, and build a socialist rule-of-law state.

From the above analysis, it is clear that trustworthiness must become a "mirror of ethics" for cadres in the new era. Only when cadres uphold trustworthiness can they spread social trust, strengthen the close bond between the Party and the people, and successfully achieve the goal of "prosperous people, strong country, democracy, justice, and civilization." Further in-depth research and implementation of solutions to build trustworthiness in cadre ethics are strategic, long-term, and vital to the current and future development of our country.

**LIST OF PUBLISHED WORKS OF THE AUTHOR  
RELATED TO THE TOPIC**

1. Trinh Thi Huong (2024), “*Building Trust for the current cadres, civil servants and public employees*”, Journal of State Management, October 12, 2024.
2. Trinh Thi Huong (2025), “*Ethics of keeping the word “Trust” with the people of the cadres according to Ho Chi Minh's thought*”, Journal of State Management, April 29, 2025.
3. Trinh Thi Huong (2025), “*Trust in the current Party building*”, Journal of State Management, June 4, 2025.