

THE IMPACT OF THE MARKET ECONOMY ON CIVIL SERVICE ETHICS IN VIETNAM TODAY

MA. PhD Candidate. Hong The Vinh

hongthevinhhv3@gmail.com

Academy of Politics Region III, Da Nang, Vietnam

Abstract

Civil service ethics is a form of professional ethics, an integral part of the social ethics system, closely related to politics and law, and has a profound influence on the political and social institutions in each country. Therefore, civil service ethics has a very important position and role for socio-economic development and the survival of the social system. Further improving public service ethics at all levels of government is one of the urgent tasks today. The article analyzes the positive and negative impacts of the market economy on the civil service ethics of civil servants; on that basis, identify a number of problems and solutions to prevent the negative effects of the market economy on civil service ethics, contributing to improving civil service ethics for civil servants in Vietnam to day.

Keywords: *Civil service ethics, market economy, impact.*

1. Introduction

In recent years, the issue of civil servants, and public service ethics has not only attracted the attention of the Party and State but also attracted the attention of society, especially researchers. There are many relevant documents and documents issued, many scientific research works have been published. All are towards the goal of building a clean and potent administration, a contingent of civil servants who are really "*public servants*" of the people, meeting the requirements of sustainable development of the country. The process of transforming the economic management mechanism to a market economy in Vietnam has affected many different areas of social life, including social ethics in general, public service ethics of public employees, or office in particular. Our market economy is still in the process of being perfect, especially the legal system, mechanisms, and policies; the level of development of different types of markets; effectiveness and efficiency of state management; discipline, etc. All of these have been having an impact on the economic and social development in general, and the transformation of civil service ethics of a section of civil servants in particular.

2. Method

To carry out the stated research purposes and tasks, the author uses a system of popular scientific research methods: Logical and historical methods (this method is used in the article for analysis, explaining the concepts of public service, public service ethics,

market economy); Methods of analysis and synthesis (to develop and collect research contents); Statistical method (used in section 3.2 of the article to collect and evaluate the research situation related to the changing status of civil service ethics of civil servants under the influence of the market economy in Vietnam today). Now on); Scientific forecasting method (used mainly in section 3.3 of the article to forecast some basics solutions to devote to improve civil service ethics for civil servants in Vietnam today).

3. Results.

3.1. Bureaucrat, civil service ethics and market economy

The bureaucrat is a socio-historical term, referring to those who hold regular duties in state agencies and organizations. The name - function - was formed with the introduction of water maps. The content of the term bureaucrats is identified in many different ways, which depended on the socio-economic conditions of each country and each specific historical period. For many countries, a bureaucrat is understood as: "Those who hold regular jobs in state agencies, are classified into public ranks and ranks, and receive salaries from the state budget" [5]. In some other countries, the company is understood as: "those who hold regular jobs in the state agencies, are classified as civil servants, receive salaries from the state budget" and "those with similar in sign but working in organizations of organizations, socio-political organizations"[5]. In Vietnam, a bureaucrat is a person holding positions and titles in the Party, State agencies, socio-political organizations at all administrative status, in the regime, receiving salaries from the state budget classified according to the level of training and classified into the classification function. Therefore, bureaucrats must not only have professional qualifications but also have good moral qualities.

Any administrative system that wants to operate effectively, efficiently, and with high service quality needs a team of cadres and bureaucrats with civil service ethics (besides professional capacity). Civil service ethics is a system of standards, rules, and behaviors aimed at regulating attitudes, behaviors, conduct, responsibilities, and obligations of cadres and bureaucrats in civil service activities. Civil service ethics is often considered under two aspects: civic ethics and professional ethics. Civic ethics is the general social moral standards and values that exist as a citizen. As for professional ethics, besides social ethics, bureaucrats must conform to the principles, standards, and regulations on the behavior of bureaucrats in the performance of their official duties without ever violating the ethics of civil servants. Civil service ethics is a form of professional ethics, an integral part of the social ethics system, closely related to politics and law, and has a profound influence on the political and social institutions in each country. Therefore, civil servant ethics has an essential position and role in socio-economic development and the survival of the social regime.

Stemming from different historical conditions, political regimes, and cultures, each country has a different perspective on civil servant issues and the ethics of civil servants. In Vietnam, civil servant ethics are formed based on inheriting the good traditions of the nation, the cultural quintessence of humanity, and taking Marxism-Leninism and Ho Chi Minh's thought as the foundation. standards, striving for independence, peace, democracy, and social progress. Therefore, civil servant ethics do not only stop at the sense of morality but also manifest themselves through ethical behaviors. It is expressed in the practice of state management activities.

President Ho Chi Minh paid great attention to the ethics of cadres and civil servants, considering it a necessary minimum condition for cadres and civil servants to fulfill their duties. He wrote: "Just like a river, it has a source to have water, without a source, the river dries up. The tree must have a root. If there is no root, the tree will wither. A revolutionary must have morality, and without morality, even if he is talented, he can't lead the people ... Without morality, he is already evil, he can't do anything" [4]. In the process of building the national administrative system, Party and State also pay special attention to building civil service ethics for cadres and bureaucrats. The Law on Cadres and Civil Servants in 2008 has identified public service ethics as one of the most far-reaching qualities that cadres and civil servants must possess. Article 15 (Chapter II) stipulates: "Civilians and civil servants must exercise diligence, thrift, integrity, righteousness, and impartiality in public-duty activities." Article 16 (chapter II) stipulates: "1. In-office communication, cadres, and bureaucrats must have a polite and respectful attitude to colleagues; Communication language must be standard, clear and coherent. 2. Cadres and bureaucrats must listen to opinions of colleagues; fair, impartial, and objective when commenting and evaluating; democracy and internal solidarity. 3. When performing their official duties, cadres and bureaucrats must wear badges or civil servant cards; be polite; preserving prestige and honor for agencies, organizations, units, and colleagues". Article 17 (chapter II) stipulates: "1. Cadres and bureaucrats must be close to the people; have polite, serious and modest manners and attitudes; Communication language must be standard, clear and coherent. 2. Cadres and bureaucrats must not be bossy or authoritarian, causing difficulties or troubles for people when performing their official duties. Article 18 (chapter II) also stipulates what bureaucrats must not do related to public service ethics, including: "1. Evading responsibility, abdicating assigned tasks; causing factions and disunity; voluntarily quit work or join a strike. 2. Illegally using the property of the State and the people. 3. Abusing or abusing duties and powers; use information related to the public service for personal gain. 4. Discrimination and treatment of ethnicities, men and women, social classes, beliefs, and religions in any form".

The Anti-corruption Law also has provisions that reflect the standards of bureaucrats and civil servants, in which uniquely identifying cadres and bureaucrats as one of the subjects who have positions and powers. Corruption is illustrated as an act of a person with

a position of power who takes advantage of this position or power to embezzle, bribe, or intentionally violate the law for self-seeking motives, causing damage to the property of The State, collectives, and individuals, infringe upon the proper operation of agencies and organizations. The identified corrupt acts are embezzlement of socialist property; Bribery; abusing their positions of power to give bribes or broker bribes; abusing positions and powers to use socialist property illegally.

Article 8, the 2013 Constitution stipulates: "State agencies, cadres, bauraucrats and public employees must respect the People, devote themselves to serving the People, stay in close contact with the People, and listen to their opinions. and subject to the People's supervision; resolutely fight against corruption, wastefulness and all manifestations of bureaucracy, bossiness, and authority". The requirements of the 2013 Constitution can be generalized on civil service ethics of cadres, bureaucrats, and public employees as follows: Firstly, to respect the people; second, serving the people; third, close contact with the people; fourth, listen to people's opinions; five is, subject to the supervision of the people; Sixth, must have a positive attitude to fight against violations of the law, bureaucracy, bossiness, authority, and corruption. These are the most necessary civil service ethical standards institutionalized in the Constitution, serving as the foundation for building and perfecting the law on public service ethics.

From that, it can be seen that Vietnamese civil servant ethics is a system of opinions, rules, and standards formed in revolutionary practice and state management activities, reflecting not only national traditions, cultural patterns of humanity that at the same time reflect the nature of the State as a state of the people, by the people and for the people. Therefore, the morality of Vietnamese civil servants is an expression of a new and revolutionary morality.

The transition from a centralized subsidy mechanism to a multi-sector commodity economy, operating under the socialist-oriented market economy, has fundamentally changed many aspects of social life, where has been a change in the civil service ethics of our country's civil servants. That transformation mainly takes place in two trends: positive and negative. The survey and analysis of the status of changes in civil service ethics among bureaucrats under the influence of the market economy and understanding the causes of that change to propose solutions to limit the negative changes. Building a contingent of bureaucrats who are both virtuous and talented, aiming to build a democratic, modern, professional, dynamic, effective, and efficient administration to serve the people is a vital issue urgent in our country today.

3.2. The situation of changing civil service ethics of bureaucrats under the impact of the market economy in Vietnam today

Under the impact of the market mechanism, the civil service ethics of our country's bureaucrats have been undergoing a definite change. That transformation takes place in two directions: positive and negative.

Basic standards of public service ethics, including loyalty to the Party and State; awareness, attitude, and behavior towards the work of civil servants; spirit and attitude of serving the people; the sense of self-cultivation and self-training of civil servants and the spirit of solidarity and cooperation with colleagues in performing official duties. These standards have shifted in both consciousness and behavior and moral relations. That change, first of all, is the innovation in public service activities and the attitude of civil servants has many changes to suit the requirements of the market economy and market mechanism.

Compared to the pre-renovation period, our country's bureaucrats now live, study, and work in a more favorable environment, with increasingly high economic development, and constant economic, cultural, and social institutions are complete. As a result, the public service ethics of bureaucrats have conditions to further promote their role in building a democratic, modern, professional, dynamic, effective, and efficient administration serving the people, serving the society. The figures in the 2018 Summary Report of the Ministry of Home Affairs on the contingent of cadres and bureaucrats in our country show that the quality of our country's bureaucrats is constantly improving, in which civil service ethics have changed. Positive change, people's satisfaction index of civil servants, and public service activities have been enhanced. To meet the requirements and tasks in the new context, the contingent of bureaucrats in our country, on the one hand, needs to strictly abide by the discipline and operating regulations, and respect the law; on the other hand, protect state secrets and people's secrets, promote loyalty to the State and the Socialist Fatherland, and take responsibility for the effective and economical exploitation of state resources, especially budget and resources. At work, the contingent of bureaucrats has promoted dynamism, creativity, self-discipline, self-responsibility, constantly innovates working methods and means to improve the quality of service to the people, and improve the efficiency and effectiveness of employees duty performance. Before the people, one must respect, listen to and learn from the people, consider the settlement of the people's legitimate needs and interests as their responsibility, consider the people's satisfaction as a measure, and evaluate the work.

The development of the market economy also places an increasing demand on human factors. Facing that pressure, the contingent of bureaucrats in our country has been invariably learning and improving professional skills and ethics. Accordingly, the majority of bureaucrats invariably upgrade their sense of self-cultivation, self-discipline, strictness with

themselves, practice integrity and impartiality in performing official duties, instead of relying on and relying on collective, superior; each cadre and civil servant is increasingly trying to improve themselves in all aspects, including ethics. The spirit of cooperation and solidarity with colleagues in the contingent of bureaucrats is increasingly strengthened and valued. The connection of bureaucrats in administrative agencies at all levels, as well as between bureaucrats and partners and businesses, has not only demonstrated professionalism and specialization in public service activities but also made the operation more efficient. of civil servants is increasingly effective, meeting the development needs of the country, bringing satisfaction to the people.

However, the market economy that we are rebuilding is not yet complete, not fully established. It leads to negative impacts from the negative side of the market economy to social ethics, including public service ethics. The negative influence of the market economy is the deterioration, degradation, adverse changes in civil service ethics comprehended bureaucrats. Compared with the pre-renovation period, our country's bureaucrats have appeared a section of bureaucrats showing signs of violating loyalty to the Party and State, violating bureaucrats obligations, failing to abide by the principles of public activities service, loss of will to strive, no example in work, even words and deeds that go against the interests of the State and the people. Worryingly, a part of our country's bureaucrats tends to follow personal interests, get caught up in material desires, and run after the power of money. It leads to embezzlement, corruption at work, lack of self-discipline, lack of creativity, doing whatever is beneficial. Otherwise, pushing the responsibility or doing it over the counter without concern for efficiency; with the people, it is bureaucratic, far from the people, causing difficulties when dealing with the people's legitimate interests; with himself, he is afraid to practice, lazy to strive, frightened of obstacles, apprehensive of suffering; with colleagues, competition, trumpet, disunity, etc.

The limitations on public service ethics of cadres and civil servants above stem from the main reasons:

Firstly, the achievements made by the development of the market economy are enormous, but the negative side of the market economy tends to stimulate excessive personal consumption, creating a hedonistic thought. A part of cadres and civil servants came out of an underdeveloped small-scale agricultural economy, with insufficient awareness, so they were overwhelmed by changes, especially economic growth. They are caught up in economic growth without seeing its downside, appear prejudiced about traditional values , and excessively accept new things, leading to luxury and enjoyment. It is worth mentioning that the tendency to focus on material benefits and economic efficiency has obscured good moral concepts. An immoral lifestyle, a decline in morality have formed and developed.

Second, in the current market economy in our country, cadres and civil servants at all levels and branches still have the phenomenon of "running for office," "running for power," "running for crime"... in the phenomenon of "running" includes "buying and selling" in many different levels and forms. When the phenomenon of "buying and selling" in the organization of cadres appears, the selection, evaluation, promotion, training, retraining, inspection... cadres and civil servants are often just a formality. This phenomenon often leads to weakening of the state apparatus, disunity, factions, and loss of working efficiency of Party and State organizations. In work, they do not take quality and efficient completion of work as a goal to strive for but seek to wriggle around and handle it. Illegally managing relationships leads to sin, discredits the Party, and reduces people's trust in the Party and State.

Third, leaders of agencies and units are not exemplary in ethics, lifestyle, and responsibilities at work. Lack of role models in ethics, lifestyle, in performing official duties. Lack of proper attention in work and life for subordinates has negatively affected subordinates' thinking in performing tasks. Agencies and units have not paid due attention to responsibility education, as well as strictly handling responsibility for cases of violation of civil service ethics, so there is no deterrent and exemplary character.

Fourth, the promulgation of the State's policies and laws on public service ethics is slow and lacks drastic implementation, so the effectiveness is not high. Specific regulations in the units on the responsibilities of cadres and bureaucrats; the management, inspection, and supervision mechanism of organizations and heads of units as well as of the people for the activities of cadres, bureaucrats, and public employees is still limited, not regular, not significant and lacking in consensus the set.

Under the impact of the market mechanism, the civil service ethics of our country's bureaucrats have been undergoing an absolute change. That change is both positive, facilitating the process of perfecting the civil service, but there are also negative changes affecting the service efficiency of the bureaucrats, affecting the development of the bureaucrats of the economy and society in general.

3.3. Some primary solutions to contribute to improving civil service ethics for bureaucrats in Vietnam today

Firstly, raise awareness of public service ethics responsibilities for cadres and bureaucrats.

First of all, it is necessary to raise awareness and promote the role of party committees and authorities in leading and managing public service ethics. Party committees at all levels must be more aware of the importance of ethics in public service activities. The heads of specialized departments must have sensitive, dynamic and realistic thinking to identify, detect and evaluate positive, rights, or negative, wrong behaviors in public service

activities. At the same time, regularly propagate and educate about political ideology, morality, and lifestyle for cadres and civil servants; thoroughly understand and disseminate the guidelines, guidelines, policies, and laws of the Party and the State to the contingent of cadres and civil servants... fostering a sense of patriotism, educating the revolutionary moral qualities for cadres, officer.

The level, results, and quality of public service activities depend on the cadres and bureaucrats themselves. Therefore, raising awareness of public service ethics responsibilities for cadres and civil servants will be very decisive. The level of awareness, awareness and deep understanding of the law, duties, and responsibilities will determine the attitude and behavior of civil servants when performing their official duties. Cadres and bureaucrats, when performing their official duties, must be aware of and must comply with the principles prescribed by law, including 1) Comply with the Constitution and the law; 2) To protect the interests of the State, the lawful rights and interests of organizations and citizens; 3) Publicity, transparency, proper authority, and inspection and supervision; 4) ensure administrative hierarchy and close coordination.

Secondly, perfecting the socialist-oriented market economy institution.

One of the objective reasons leading to the change in civil service ethics in a negative direction today is the negative impact of the market economy. Therefore, perfecting the socialist-oriented market economy institution must be one of the indispensable solutions to overcome that changing situation. To perfect the socialist-oriented market economy in our country today, it is necessary to perform well on the following key issues:

Firstly, continue to perfect the legal system, mechanisms, and policies to create a legal corridor for all economic sectors operating under the market mechanism, equality and competition under the law; make a decisive contribution to overcoming corruption and bureaucracy; ensure transparency in production and business activities as well as administrative transactions.

Second, continue to perfect the institution of ownership, develop economic sectors and types of enterprises; Improve institutional protection for investors; protect ownership and property rights; Continue to speed up the restructuring of state-owned enterprises, not allowing a functional department to have the right to hold a large number of State assets for corruption, personal and group benefit.

Third, strengthen the leadership role of the Party and the management role of the State, ensure that all kinds of markets are increasingly completed and operated smoothly, with the fair, equal, and anti-monopoly competition improving the investment and business environment, ensuring to maintain the socialist orientation of the economy. To associate economic growth with ensuring sustainable development, social progress, justice, national

defense and security, environmental protection and response to climate change, promoting and improving the efficiency of economic integration world.vv

Third, anti-individualism and pragmatic style of living

Anti-individualism and pragmatic lifestyle needs a system of specific and synchronous solutions, but in the immediate future, it is necessary to perform well a number of specific tasks as follows: strengthening civil service ethics education for the team officer; promote the role of the elected bodies, the Fatherland Front, the mass organizations, the mass media and the people in supervising cadres and civil servants, and have a mechanism for the people to participate in the construction of the Party and the construction of the State administration; develop working regulations, clearly define the rights and responsibilities of each individual and organization; promote democracy, promote self-criticism and criticism; formulating and perfecting the law on public service ethics; Increasing publicity and transparency in the activities of agencies and organizations in the political system, commercial and transparency is an important measure to prevent corruption of power; Implement democracy, publicity and transparency in cadre work in the units, especially in the stages of recruitment, planning, appointment, mobilization, rotation, evaluation, reward and discipline; Strengthen democracy at the grassroots; prevent and combat corruption in relation to the overall program of state administrative reform in general and the reform and modernization of the local government system in particular.

Fourth, step up the fight against bureaucracy, corruption, and waste.

Bureaucracy, corruption, and waste are essentially the corruption of power of public authorities. As a change in civil service ethics in a negative direction, this alienation manifests mainly on the outside as the phenomenon of paperwork, cumbersome apparatus, many intermediaries, and inside is a mentality that only focuses on achievements, position, authority, and abuse of position and jurisdiction, taking advantage of loopholes in the management mechanism to seek personal benefits, leading to abuse of power and abuse of power. The process of operating the civil service in our country in recent years has appeared bureaucracy, away from the masses in a part of civil servants. This situation is happening more and more complicated, showing signs of spreading more and more widely. As the 4th Central Conference (term XII) of the Party has pointed out is a disease that exists quite widely and directly harms the revolutionary cause of the Party and the nation.

Preventing and combating bureaucracy and corruption among bureaucrats is an urgent task. It is necessary to focus on solutions such as disseminating propaganda, thoroughly grasping guidelines, policies, and laws on anti-corruption, creating a forceful, positive and unified change effectively from awareness to the action of cadres, bureaucrats, and public employees in the prevention and fight against corruption; continue to improve institutions on socio-economic management to prevent and combat corruption; continue to

strictly implement mechanisms and policies on organizational and cadre work to contribute to anti-corruption; strengthen inspection, examination and supervision to improve the effectiveness of bureaucratic corruption prevention and combat; strengthen supervisory role in preventing and combating bureaucracy and corruption.

Fifth, strengthen the education of political ideology, morality, and lifestyle for the current contingent of bureaucrats in our country.

Education of political ideology, morality, and lifestyle for our current contingent of bureaucrats should be formed on Directive 05-CT/TW of the Politburo on the content of promoting the study and following Ho Chi Minh's thought, morality, and style. It is necessary to concretize the contents and forms of conduct with the basic principles: ensuring the multifaceted, rich and diverse nature of the impact of education on the formation and development of moral qualities ethics of cadres and bureaucrats; ensure close coordination and dialectic unity of all educational and mutual support activities towards the goal of comprehensively perfecting the civil service ethical qualities for bureaucrats; based on ensuring the multifacetedness and organic unity of all educational impacts, focusing on solving important tasks and pressing issues emerging in specific historical periods. Overcoming the situation of spreading, easily falling into generality, abstraction, and lack of persuasion in educational activities.

Associating with the educational work of political ideology, morality, and lifestyle, each cadre and bureaucrats should be proactive and creative in overcoming the negative changes of civil service ethics. Self-education, self-improvement, and self-training in public service ethics is the self-discipline process of each civil servant to raise awareness, strengthen emotions, train the will to strive to improve the efficiency of the state administration. That is the process by which cadres and bureaucrats cultivate their knowledge, self-training political courage, public service ethics, determination to overcome all difficulties to study and train to meet the goals and requirements of administrative reform and perfecting the civil service.

Protect ethics in the agency by measures to inspect, prevent violations of ethical standards, not to violate them before handling them. At the same time, continue to find solutions and ways to reduce pressure, encourage dynamism and creativity of cadres and bureaucrats in public service activities by ensuring appropriate remuneration regimes and policies. Thereby, directing individuals to strive to become good experts in their professional fields, recognized and honored by the people.

To regularly and effectively coordinate with agencies and organizations in charge of inspection and supervision of the Party and agencies and organizations in charge of inspection and reduction of the State's staff to resolutely prepare to filter, dismissing, replacing, forcing the resignation of cadres and bureaucrats who work inefficiently, fail to

fulfill their tasks, are weak incapacity, have poor moral qualities, and have low trust without waiting the end of term, end of working age, especially leaders, managers and heads of government at all levels. Strengthening the relationship between the State and the people and social organizations, thereby strengthening the voice of society on the issue of civil service ethics, creating a legitimate and honest criticism of the citizens. At the same time, there must be an effective mechanism for people to exercise their supervisory rights to limit the situation of officials and public servants pushing responsibilities or taking actions that harm social interests.

4. Conclusion

In the current process of national construction and development, we are constantly innovating cadres at all levels and branches from the central to local levels. Qualities of cadres and civil servants in the new era that we aim to be cadres and civil servants with good moral qualities, professional and professional skills, living and working following the Constitution and the law, serving the effectively serving the people and society, contributing to building a wealthy people, strong country, democracy, justice, and civilization.

To overcome the degradation of politics, morality, lifestyle, and to prevent the negative changes in public service ethics in a part of our country's civil servants today, it is necessary to implement some major solutions in the immediate future: perfecting the socialist-oriented market economy institution; anti-individualism and pragmatic lifestyle; combat bureaucracy and corruption; strengthen control of power; enhance political, moral and lifestyle education for cadres and civil servants; promote the positivity, initiative, and creativity of cadres and civil servants in overcoming negative changes in public service ethics of civil servants under the influence of the negative side of the market economy. With the correct leadership of the Party, with the state administrative reform program in the direction of building a democratic, modern, professional, dynamic administration, serving the people, operating effectively and efficiently fruit; We have a theoretical and practical basis to believe in that remedy. With the solutions proposed by the author, we hope that soon we will have a contingent of civil servants who are both talented and virtuous, wholeheartedly, wholeheartedly serving the people, serving the society, towards building a Vietnam with rich people, a strong country, fair, democratic and civilized humanity.

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