
The Building Resignation Culture in Vietnam

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Abstract: In Vietnam, regulations on resignation, dismissal, and resignation are commonly used methods to replace the leadership position of officials for different reasons when the term is not over association or term of appointment. This article only focuses on the resignation of cadres because this is a new issue and very unlikely to be feasible in Vietnam in particular and countries of Eastern cultures. The author of the article will deeply analyze the causes of the weak situation in the resignation culture in Vietnam and propose solutions to ensure the feasibility of the resignation in the future. These solutions, if implemented, will be one of the best ways to screen and replace ineffective officials, fail to complete their tasks, and ensure their capacity, prestige, morality, and strength, etc. without waiting for the end of term, expiration of appointment, or the end of working age. Since then, the resignation will become a normal part of the work of the cadres and become the behavioral culture of the cadres.

Keywords: Resignation, resignation culture, building resignation culture, Vietnam

INTRODUCTION

Resignation in the cadre work is one of the ways that competent cadre organizations can use to promptly replace weak cadres who fail to fulfill their assigned responsibilities, duties, and photos negatively affect the results of implementing political tasks of agencies and units and socio-economic development of the locality and the country.

Since it's in power, the Communist Party of Vietnam has always paid attention to the arrangement and use of cadres to meet the mission requirements for each stage of the revolution, including in the national liberation revolution as well as inland construction the country is socialist-oriented with great results, of historical significance, especially the past 35 years of renovation. In the work of cadres, the Party and State are always interested in the formulation and implementation of regulations on the resignation of cadres in the political system and have had many specific solutions to well implement such regulations. As early as 1997, the Resolution of the 3rd Central Conference (Session VIII) of the Party pointed out the requirement: "Develop and well implement the regime of resignation, resignation, resignation, replacement of low-quality cadres, ability, not complete the task". Central Resolution Seven (Session XII) in 2018 stated: "Developing regulations so that taking responsibility, resignation, resignation becomes a culture of the behavior of officials; complete regulations on dismissal, dismissal, dismissal so that the "get up, get down", "get in, out" become normal in the work of cadres ". History has proven that, in the late 50s of the twentieth century, after serious mistakes in land reform were concluded, Mr. Hoang Quoc Viet asked to withdraw from the Politburo, Mr. Ho Viet Thang asked to withdraw from the Politburo from the Central Committee and in particular, Mr. Truong Chinh resigned as General Secretary of the Party, etc. and later, Mr. Truong Chinh continued to be re-elected as General Secretary and those who resigned were socially respect, honor, use their names to name roads.

However, the number of cadres who should have resigned, but in fact, was too small compared to the requirements and compared with other countries in the region and around the world. Why is resigning in Vietnam difficult and moving so slowly? Are the solutions to overcoming that in Vietnam not really successful, inappropriate, or unfeasible? What solution to resignation becomes a normal part of political life?

To perform the above tasks, the author uses statistical methods, analyzes, compares, especially practical review after 10 years of implementing the Regulation No 260-QD/TW, dated October 2, 2009, of the Politburo of the Communist Party of Vietnam "resigned, resigned, or resigned cadres".

THEORETICAL FRAMEWORK

Resignation

According to current regulations (Communist Party of Vietnam, 2009), there are 3 forms of cadres leaving leadership positions: Termination of position, dismissal, and resignation. As follows:

1. "Termination of position" means the decision by the competent authority to allow an officer to terminate his/her position to accept other duties or to take leave for medical treatment.
2. "Dismissal" means the decision by the competent authority to terminate an official's post due to a violation of discipline, a violation of morality, weak capacity, failure to fulfill their duties, or loss of credibility but not to

the extent of being disciplined from dismissal or dismissal. Dismissal is associated with the subjective factors caused by the cadres.

3. “Resignation” is the voluntary, proactive resignation of an officer and is approved by the competent authority. “Resignation is often caused by both objective factors and subjective factors, but basically subjective factors (weak cadre’s capacity, qualifications, not complete the assigned tasks, etc.).

Thus, resignation is a form of voluntary resignation of an officer, proactively before the expiration of his term or appointment period, and is approved by the competent authority. Resignation is due to the self-consciousness of the officer, not an ordinary job due to objective reasons (such as resignation) or purely due to subjective reasons (such as being dismissed).

Resignation culture

Why not talk about “termination of position culture”, “dismissal culture” but just talk about “resignation culture”?

“Termination of position” is associated with the objective factor. Therefore, resignation is a normal and frequent occurrence, so the public does not care much, does not evaluate the culture of the cadres in receiving the decision to stop holding the position. “Dismissal” is when an officer is dismissed, but it is not a form of discipline to dismiss or remove from office. Therefore, dismissal is associated with the subjective factor caused by the officer and the competent authority decides to terminate that position even if the officer does not want or voluntarily resigns. “Resignation” is different. There are often many objective and subjective reasons leading to resignation, but it is not necessary to know it fully. There may also be poor capacity for work delay, leadership performance, low direction, but it can also be health reasons, work pressure, or certain occupational incidents, causing dissatisfaction in society, even just the disrespect of a superior leader. Therefore, resignation is the voluntary, proactive resignation of an officer to give that leadership position to others to do better and more effectively when and is approved by the competent authority (not subject to approval by the competent authority’s resignation). It can be seen that, according to the regulations of the Party and State, resigning is a completely voluntary act, demonstrating the self-esteem and bravery of the leader. Thus, resignation belongs to the category of cultural politics - resignation culture.

Obviously, resignation is difficult to be considered from a legal perspective, especially in Vietnam, as resignation mainly comes from the ethical category. Currently, the Party and State have issued many regulations and regulations on disciplinary action against violations of cadres, civil servants, and public employees. There are 4 forms of discipline that Party members violate, that is reprimand, warning, dismissal, and expulsion. The Party’s discipline must be parallel and consistent with the discipline of the State. There are 4 forms of state discipline for officials, including reprimand, warning, dismissal, and dismissal. In reality, many party members and cadres are only being warned in terms of the Party and State, although they are no longer reputable enough to lead and stay in that position. In such cases, resignation is the best and most cultural conduct to show the dignity and courage of a leader, to show the status of a party member, while at the same time it can also save prestige lost before.

Resignation culture is voluntary, proactive, stemming from a sense of responsibility, for the common benefit of officials and being accepted by leaders to withdraw from that position more gently; That cadres received sympathy, sharing, respect from colleagues, and the respect of the people. Regulation No. 08-QD/TW, dated 25-10-2018, on “Responsibility to set the example of cadres and party members, first of all, Politburo member, Secretariat member, Central Executive Committee member The central government also asked cadres and party members to “proactively resign when they feel that they are no longer qualified, capable or reputable to perform their duties”.

Resignation culture shows the self-esteem of that officer, shows the necessary “integrity” and is the moral character of the officer.

Build resignation culture

Resignation culture is not accidental but it is the result of education, elaborate training, even the result of the traditional culture of the nation. Resignation culture is a resignation that takes place normally, accurately reflecting the results of its causes. The fact, the situation, the request to resign to someone else’s replacement is inevitable and necessary, but it is not normal for the officer to not resign. Superiors want to replace this officer, but finding the cause is not easy and sometimes has to wait for the self-consciousness and voluntariness of that officer. The resignation culture becomes important, necessary for the resignation to take place normally and not to cause difficulties for the organization. Resignation usually starts from the cadres itself, so resigning and resigning at the right time is beneficial for the organization, beneficial for the country and the people, and thus becomes one of the cultural traits of cadres - resignation culture.

In different countries, at different times, due to the characteristics of national psychology or the characteristics of the political institutions, resignation takes place differently with different results. In order for the resignation to take place normally, becoming a cultural streak in cadres’ work is not easy, so there must be content, form,

and method to build a resignation culture. Despite the difference, but building a resignation culture must be the work of both the political system and the people, especially the individual cadres.

Resignation culture-building includes institutional development, resignation regulations; education, raising awareness of the whole society; defining the responsibilities of the cadres management agency; the renewal of thinking of family, lineages, friends, the consent of the people and the State's remuneration policy, especially the self-consciousness of such cadres.

Assessing the Situation

The resignation of officials was soon interested by the Communist Party of Vietnam to promulgate and perfect the provisions on resignation in the documents, the State has institutionalized with legal documents to implement effectively the fruit is very low. That is Regulation No. 260-QD/TW, dated October 2, 2009, of the Politburo "on resignation, dismissal, and the resignation of cadres"; Law on Cadres and Civil Servants; Law on Officials and Decree No. 24 of the Government.

Over the past ten years, the party committees and organizations directly under the Central Government have considered resigning cadres based on the prescribed procedures and procedures; promote democracy, uphold the responsibility of each member, especially the head; After receiving the resignation application of the officer, the advisory body, the head reports and makes the proposal to the competent authority to decide the resignation of the officer. The resignation of officials must ensure compliance with regulations, regulations, personal aspirations, and ensure compliance with the work requirements of cadres. Results from 2009 to 2019, there were 2,268 cases where officials resigned (of which: provinces had 1,786 cases (province-level 350, district 450, commune 986); central parties had 01 cases, 481 cases of Party Affairs Committee; no cases of the National Assembly's Party Committee) (Central Organizing Committee, 2009). Specifically:

(1) Officer resigns to transfer leadership and management positions in 696 cases. In which, there are 37 cases in central agencies, 48 cases at the provincial level, 186 cases at the district level, 425 cases at the commune level.

(2) The officer resigned due to the limitation of capacity or health, there were 755 cases. In which, there are 299 cases of central agencies, 119 cases at the provincial level, 127 cases at the district level, 210 cases at the commune level.

(3) The officer resigns due to the lack of prestige to fulfill the assigned functions and tasks; Due to the realization of mistakes and defects of their agencies, organizations, units, or their subordinates related to their responsibilities, there are 124 cases. In which, there are 08 cases in central agencies, 46 cases at the provincial level, 14 cases at the district level, and 55 cases at the commune level.

(4) Officials resigned for other personal reasons, there were 693 cases. In which, there are 138 cases of central agencies, 137 cases at the provincial level, 123 cases at the district level, 295 at the commune level.

According to the above data, the resignation is very few, only takes place in the locality and there is an order between localities and units; Many central agencies and units do not have cadres resigning (Ministry of Industry and Trade, Ministry of Health, Ministry of Science and Technology, Government Inspectorate, Ministry of Natural Resources and Environment, Ministry of Information and Communication, State Budget, State Capital Management Board; Party Committee of Central Agencies and Party Committee of Central Business Block, etc.)

In fact, there are still many localities and units that have not promptly replaced cadres who do not meet the health, qualifications, reputation, or ethical standards or do not complete their tasks. The most obvious manifestation is that many industries and fields are weak, even causing frustration in society, the reputation of the head has decreased very low but still does not voluntarily resign. There is even a case that the head of a branch of the country often confesses defects on the National Assembly forum, but in order to overcome it, the officer says to wait after he retires ?!

During the implementation process, it shows that a number of contents and contents between forms of leaving office have not been clearly demarcated, in some cases, resignation and dismissal are possible. "Quitting position" with too broad content is the result of many different decisions in the work of cadres such as mobilization, rotation, resignation, demotion, dismissal, dismissal, and retirement. Therefore, many officials violate discipline, violate morality, weak capacity, fail to fulfill their duties, lose credibility but not to the extent of being disciplined from dismissal or dismissal, that is, sufficient grounds to "dismiss" or "resign" but have been "resigned from office" to ignore the subjective factors caused by officials.

Therefore, after 10 years (from 2009 to 2019), the whole country had 62,633 cases of resignation; 6,198 cases of dismissal of officers, but only 2,268 cases of resignation. The application of cases of dismissal, resignation to resignation leads to inequity in performing duties, lack of discipline and discipline in cadres' work, and reflects unclear legal grounds. Obviously, both reflect the sense of responsibility of the authority and, in particular, reflect the weakness of the resignation culture that has persisted for many years.

Analyze the Cause of The Defects

Firstly, the resignation mentality and public opinion are not really cultural and political features.

Society, especially family, lineages, and relatives have not considered resignation, resignation, “get in, get down”, “come in, out” is normal in the work of cadres. The thought of “one who works as a mandarin, even they can be asked” is still quite popular. When individualism, “group interests” and when corruption has not been prevented or repelled, the voluntary resignation is still too far away.

Awareness of a part of the party committees, cadres, and civil servants about resignation, resignation, or resignation is still limited, not considered as one of the important stages in the organizational apparatus arrangement. ; has not created a sense of self-consciousness in implementing the resignation of positions or resignations of cadres.

A part of the cadres has defects, reduced reputation or weak capacity, declining health, does not meet the requirements of the task but has not properly and fully understood their responsibilities, is not proactive in the resignation. Some officers are dismissed from positions to change to other positions and do not want to be dismissed for fear of misunderstanding due to weak capacity and quality, violation of discipline, failure to complete duties, loss of credibility. A part of officials wanted to resign, but because they were afraid, did not boldly and actively implement, because of pressure from public opinion, family, friends, colleagues, they did not dare to resign. Officials themselves lack awareness of their own faults or think that the fault, the violation is due to the collective or the mechanism, so they do not resign.

Secondly, some documents of the Party and State on resignation, resignation, and resignation of cadres have many shortcomings but are slow to be updated, supplemented, and revised.

Some documents of the Party and State on the resignation of cadres are not synchronous, connected, and unified. State documents issued later but have not promptly amended, supplemented, or updated some new policies of the Party on cadres’ work, so there are many problems, overlaps, and shortcomings when implementing. For example:

According to Decision No. 260 of the Party, there are 03 separate farms for specific application of “resignation”. Meanwhile, the Law on Officials and Civil Servants of the State only stipulates resignation and dismissal; The Law on Officers only provides for resignation or dismissal; Decree No. 24 of the Government, the applicable subjects can both resign and be dismissed (Law on Cadres and Civil Servants, 2019).

Some criteria are not specific, still general, especially assessment of capacity and reputation, so it is difficult to consider resigning. The regulations are not clear and due to psychological respect, there is a situation that should have applied the form of dismissal to officials but decided to resign from the position, to mitigate the nature and extent of the incident.

Thirdly, the resignation process is cumbersome and inappropriate, leading to difficulties in the implementation process.

When the competent authorities mobilize, rotate, and retire for election officials and members of the People’s Committee, after many months, the People’s Council still has to carry out the procedures for the resignation of title no longer; or for state-owned enterprises, if officials have resignation applications and are approved in writing by competent authorities, the competent authorities shall apply procedures of dismissal rather than resignation.

According to the Party’s regulations, the grounds for resignation from positions due to lack of health still lack the regulations on order and procedures, such as: Which agency should be concluded? What is the conclusion of health status if dismissal from office? Do I need to write an application, which agency submits a request for resignation? For the cadre profile attached when dismissed is not appropriate, such as a summary of the cadres’ resume; reviews and assessment of officials in the term.

Fourthly, the regimes and policies have not really encouraged and encouraged officials to resign.

The regimes and policies for cadres who resign, dismiss, or resign are incomplete, specific, and synchronous between the Party and the State; not really encouraged and encouraged when officials voluntarily resign from their posts or resign. Specifically: Regulation 260 of the Party only stipulates regimes and policies for cadres who resign or resign, have not yet provided regimes and policies for dismissed cadres and specifies the time limit for settlement for officials resign from positions, dismiss or resign; For the Government’s Decree No. 24/2010/ND-CP, only regulations on resignation and resignation regimes and resignation policies have not yet specified regimes and resignation policies and no time limit for settlement Ministry resigned from duty, dismissed, resigned.

Fifthly, a number of party committees, party organizations, and heads of competent authorities have not yet appreciated their responsibilities and have not set an example.

A fairly common mentality is avoidance, respect, fear of collision, leading to the slow replacement of cadres who do not meet health, qualifications, or reputation or fail to complete their duties.

Some levels of committees, heads of organizations, agencies, and units have not fully grasped and directed the implementation not strictly. A number of agencies and divisions doing the work of advising on cadres’ work have not studied in depth the current documents. Some localities and units are not very drastic in leadership, directing the implementation of comments and assessment of cadres, still with respect, fear of collision, feelings

when evaluating officials; not associated with the results to serve as a basis for resignation, dismissal, or resignation of cadres.

Sixthly, the inspection and supervision of the implementation of the Party's Regulation No. 260 at some party committees and party organizations have not been regular.

Party committees and inspection committees at all levels have not really paid attention to the inspection of the implementation of the regulations of the Party and the State on resignation, dismissal, and resignation of officials. In fact, there are almost no cases of cadre's management agencies being reviewed and disciplined for mistakes in the implementation process. Psychology of respect and avoidance is still common in the inspection of resignation, dismissal, and resignation of officials.

Some Recommendations on The Solution

The theoretical basis of democracy in election and appointment of officials was proposed very early by the leaders of the Communist Party:

K. Marx, Ph. Engel joined the Federation of Communists and drafted the Charter of the Federation that read: "Members of the regional executive committee and the Central Executive Committee are elected annually, have the right to be re-elected and can be waived at any time by its constituencies" (Marx & Engel, vol 4, 2004, p. 735). V.I. Lenin, the chairman of the Communist Party of the Soviet Union, also emphasized: "The public must have the right to appoint responsible leaders by themselves. The public should have the right to change their leaders, to understand and to examine every smallest step in their performance" (Lenin, vol 34, 1977, p.192). Ho Chi Minh, the leader of the Communist Party of Vietnam also attaches special importance to building a contingent of virtuous, talented, wholehearted, and diligent cadres to serve the people. This is also a new feature, the difference in nature. The writer wrote: "We must understand that the government agencies from the whole country to the villages are public servants, that is, to take care of the common work for the people, not for the sake of the public head over the people as during the period under the rule of France and Japan. For what benefits the people, we must do our best. Anything that harms our people must be avoided. We must love the people and respect the people, then the people will love me and respect me" (Letter to the People's Committees of all periods, provinces, districts, and villages, the National Salvation Newspaper was issued on October 17, 1945). The people were right to urge and criticize the Government. If the Government harms the people, the people have the right to expel the Government. It is the same from the President to the couriers, if they cannot do jobs for the people, the people will no longer need them" (Minh, vol 4, 2001, p. 283).

In recent years, the election is easy but dismissing when they do not complete their tasks is difficult, sometimes it takes 2 years in a row to not complete their tasks as prescribed before they can be dismissed. Many officials are weak incapacity, but due to their respect, they cannot dismiss them, even wait for them to retire before they can be replaced. In many cases, the violating officials also have to wait for the exclusion and disciplinary examination before they can dismiss them, and the discipline in the form of warning and reprimand, they still hold their positions, despite their prestige still very low.

So it is very rare to just rely on their voluntary resignation. The fact that the current situation is still popular is "there is up but not down", "come in but not out" as analyzed above. Therefore, the work of cadres has met many difficulties, always a bottleneck and pressing issue in public opinion.

Nowadays, in the new conditions, integration, and opening, the development of information, the cultural level of the people is increasingly high, creating the necessary conditions to raise cadre's awareness and facilitate the development of literature resignation.

Therefore, the author of the article would like to propose the following solutions:

Firstly, complete the institutionalization of resignation

It is necessary to ensure the consistency, consistency, and linkage between the State documents and the Party's documents. Concretize the new guidelines and views of the Party and State on the resignation of officials (the Communist Party of Vietnam, 2016, 2017 & 2018) according to the motto of inheriting the still relevant contents of Regulation 260 -QĐ / TW, amend the content that is no longer appropriate, and add new content to meet practical requirements. The new regulations must be strict, clear, concise, and easy to implement.

According to Party Regulation 260, "A resignation of an officer is based on one of the following cases: (1). Due to perceived limitations incapacity or health; (2). Due to the lack of prestige to complete the assigned responsibilities and tasks; (3). To take charge of the agency, unit, or direct subordinate that is related to its responsibility; (4). Due to the inappropriate position of work; (5). Due to the transfer of leadership and management positions; (6). Having two-thirds of the credit votes or more low according to the regulations on taking the confidence votes of the Party and State; (7). For other personal reasons. This regulation applies to the entire political system: the Party, the State, the Fatherland Front and socio-political organizations, even specific socio-political organizations.

However, each organization has authority according to the provisions of law and the Charter of each organization, including the party organization. Therefore, from the documents of the Party, state agencies and socio-political organizations must have specific regulations suitable to their organizations to ensure consistency

and continuity to implement the policy of the Party.

The State should build a Resignation Law.

The supplementation and improvement of the resignation institutions aim to contribute to promoting strict screening, promptly replace the officers who are not reputable, capable, healthy, ensure discipline, morality, and civilization in cadres work.

The specific regulations need to thoroughly grasp the motto of simplifying the resignation process and dossier. Currently, the process of considering resignation for officials under the decision-making authority of the agency where they are working consists of 3 steps; the process of considering resignation for officials under the decision-making authority of superiors consists of 4 steps.

Need to simplify to the lowest level in terms of resignation procedures.

In many cases, the greatest effect of resignation is to be decided immediately to calm social opinion, and to overcome the consequences quickly. Therefore, the procedure is simple, only ensures the necessary contents such as (1). Resignation application sent to the direct management agency and the competent authority; (2). The competent authority reviews the decision on the basis of discussions with the litigants. As such, many unnecessary procedures can be removed in all cases, such as the litigant and at the same time submitting an application to the advisory body or the cadres management agency to discuss with the employee wishing to resign and get opinions from officials working, etc. then hold a meeting (sometimes have to wait for the latest meeting) to discuss and vote secretly.

The general list of resignations and resignations also requires the application of personnel and minutes of the meeting of the competent authority, not necessarily the advisory body report and all relevant documents (appointment decision, approval, minutes of working with relevant agencies, etc.).

The time limit for resigning needs to be determined at two different times to clearly define the responsibilities of the organizations and individuals involved, so it should be handled immediately even within 1 day for it to be effective and effective results, bringing confidence among the people. In special cases, there will be a separate regulation such as undertaking a special task, but it should not exceed 30 working days from the date of receipt of the request for resignation of the officer. In fact, there has been a case of resignation of a very normal case but it takes several months due to complicated and complicated procedures.

There are policies to encourage resignation such as reserve salary and allowances according to current regulations until the end of the term or term (if the salary and allowances for the new position are lower than the old position); be assigned a position equal to or lower than the old position; ensure the consistency and cohesion among the regulations of the Party and State. Currently, there are no specific regulations on mechanisms and policies for cadres resigning (post-resignation, which case holds a lower position, and which case does not hold a position or employee? Resignation then consider re-appointment, etc.), so there are certain limitations in the implementation organization and staff are not encouraged to resign. Therefore, the heads of the party committees, agencies, and units often avoid, are not determined to mobilize and persuade cadres to resign; Some cadres have limited working capacity, low reputation, the ability to fulfill their responsibilities is not high, but they themselves do not voluntarily resign, causing difficulties in the arrangement and arrangement of staff; Some officials wish to resign to focus on professional work or create opportunities for young cadres to develop, but encounter problems with regimes and policies, so they are not ready to resign.

Secondly, continuing to propagate and raise awareness of officials, party members, and the whole society about the resignation culture

In order to resign to become a cultural feature, expressing civilization, conscience, responsibility, and morality of an officer and party member, it is necessary to change the perception of society on this issue. Therefore, it is necessary to persevere and promote propaganda in the society about resignation culture; encourages voluntary resignation and appreciates those who have enough courage, self-esteem, integrity, voluntarily resign, and at the same time, orienting public opinion should not be heavy on those who voluntarily resign function. The resignation must be seen as a normal public service activity.

Party committees at all levels need to lead the mass media to do well their ideological work so that the officers are no longer heavy on psychology, afraid of public opinion when resigning so that they can work with peace of mind in positions and positions another case. Propagating and raising awareness and responsibilities of cadres, civil servants, and public employees, especially those holding leadership, managerial positions, and agencies, organizations, and individuals in cadre work to properly implement rules. At the same time, there is a need for legal provisions to force those who are not self-conscious to resign (sometimes just the “shoulder flapping” advice of superiors - not except for other alternatives) to ensure the motto “yes up, yes down”, “have in, out” is a normal thing in the work of cadres.

There are specific regulations (legalization) and strict implementation to soon overcome the current situation that many leadership positions have shortcomings, reduced reputation or weak capacity, long-term critical illness, even years of not working, but not proactively in resigning, discouraging staff and causing frustration in public opinion.

Thirdly, enhance the responsibility to set the example of leaders and managers, especially leaders.

On the one hand, there should be regulations to protect those who dare to think, dare to do, dare to break through, and

dare to take responsibility for the common good. At the same time, it is also necessary to have mechanisms and policies to encourage cadres to accept defects and take responsibility, proactively resign when they find themselves ineligible, capable, and reputable to perform their duties. The most decisive issue is that each cadre and party members set an example, exemplary, voluntarily abide by the Party's platform, lines, and undertakings, the policies, and laws of the State; well completed the assigned tasks; not to violate what Party members cannot do, not to violate the law. Each official and party member must truly set an example of morality, lifestyle, needs, thrift, integrity, righteousness, and impartiality; not fall into individualism, no bureaucracy, corruption, waste; not tempted by material interests, not influenced by interest groups. In particular, when you feel that you do not have enough capacity and prestige or when an incident or serious matter falls under the responsibility of leadership and management, you should be proactive, even forced to resign.

Fourthly, promote the role of competent authorities in staff management.

Clearly defining the responsibilities of the competent authorities, the head in the evaluation of the officers under their authority. In order to screen and replace the ineffective officials, who have not completed their tasks, are weak incapacity, have poor moral qualities, and have a low reputation without having to wait for their term to end, the competent authorities, most Being the leader must evaluate staff fairly and accurately. Currently, because there is no regulation binding the responsibility of the person holding position in resignation, except for the case that "the person given a vote of confidence has more than half of the total number of National Assembly deputies, Council members people who vote no-confidence can resign "(National Assembly, 2014 & 2019). Therefore, in many cases, officials do not actively apply for resignation, but the staff management agencies do not have other solutions to dismiss them because sometimes their shortcomings are not clear enough that they must be disciplined the law. In the Party's Regulation 260, there are no specific regulations forcing cadres to voluntarily resign from their positions or resign due to failure to fulfill their assigned functions, duties, low reputation, or to agencies or units. , the branches and fields directly in charge have defects and mistakes, so very few cadres actively and voluntarily resign from their positions or resign.

The experiences of many countries around the world need to create political pressure, from the pressure of public opinion, or the controlling agency and there must be a total change, from education, perception, behavior the behavior of everyone in society. Every time, the authority and interests of officials are tied to responsibilities. The higher the person has, the greater the sacrifice must be. Currently, the perks of officials are much and corruption is slowly being prevented and repelled, making officials even more hesitant to resign or not to resign. So often they use the excuse of the organization because they are in an organization, only obey the decisions of the organization only. Therefore, the competent organization must require officials to be accountable and regularly assessed, putting pressure on those who are weak in terms of capabilities and qualities to force them to resign.

The current regulations have not yet defined the responsibility of the head, which has not fully promoted the authority and responsibility in proposing the resignation, dismissal, and resignation of officials. In addition to the regulation: "The advisory agency submits to the head or competent authority to decide to resign from the position in accordance with the current laws, regulations, and regulations", there is no specific document review process and procedures for the resignation of officials. Therefore, in the past 10 years, officials actively resigned nationwide in only 2,268 cases, of which officials resigned due to "limited capacity", "insufficient reputation", only 755 cases.

Fifthly, regularly and periodically inspect and supervise the work of cadres, promptly detect, correct, and handle defects and violations of resignation regulations.

In Vietnam for many years, resignation has hardly happened and if any, most of them in the form of not resigning, even resigning is a "means" to escape crime and sin. One of the reasons that in the Resolution stated is running and running rights. Central Resolution seven (term XII) clearly states: "Acknowledging the serious harms of running and running, considering this as corrupt acts in cadres work. Clearly identify, fight fiercely and effectively with objects that have manifestations, running behaviors, and running rights. To attach importance to political and ideological education, and raise cadres' sense of responsibility, self-esteem, and honor to form a culture of not running and running power ". Therefore, if you want to have a "resignation culture", the first and foremost thing is to thoroughly and successfully prevent the act of running and running right. Well implementing the inspection and supervision work also aims to strengthen deterrence, prevent negativity, overcome limitations, and make the public authority clean, streamlined, effective, and efficient. It is also a way to create opportunities for virtuous and talented staff to develop.

Both in the immediate and long term, only increasing inspection, monitoring, good control of power, anti-corruption, anti-running of power will limit privileges and rents and that will be an objective factor for the resignation simpler, more convenient, and more sustainable effect.

CONCLUSION

Resignation culture is a long-lasting weak problem in Vietnam, but the solutions taken by the ruling party and the State have little effect.

With the expectation that the resignation of incompetent and unethical cadres must become a cultural feature in the work of cadres, the article has contributed to clarifying the resignation concepts in relation to the ways of

resigning other tasks such as resignation and dismissal of officers. In particular, the author of the article identifies the resignation culture concept and the content to build the resignation culture to serve as a basis for deeply analyzing the causes of the weak status of the resignation in recent 10 years (2009 - 2019). The author of the article also deepens the basic solutions and proposes to build and implement a resignation culture in the work of cadres in Vietnam in the coming time.

Due to the characteristics of Vietnam and some countries with Eastern cultures, with many influences and constraints of backward customs and traditions and traditional morals about resignation, it is certainly impossible to resign overnight but hopefully, there is a big change. But not so that that blames the past. It is necessary to be determined to implement strong and positive solutions for the entire society and political system. In the new conditions of the international integration period, the 4.0 era will create favorable conditions for the resignation to become a culture of good behavior in cadre's work.

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