



Social Policies Contributing to Improving the Quality of Life of Vietnam's Working Class Today

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Abstract: Improving the material, cultural and spiritual life of the working class is one of the main contents affirmed by the Party and State in the guidelines, guidelines, and policies for economic - society development. It is also very important content that social policies need to ensure and influence to contribute to creating motivation and strength of employees. This article deals with the main impact of social policies to improve the living standards of the Vietnamese working class and improve the quality of human resources of the working class.

Keywords: Working class; social policies; the life of the Vietnamese working class.

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INTRODUCTION

Improving the quality of human resources of the Vietnamese working class is one of the contents of human resource development, and also one of the very important contents of social policies in order to effectively promote them. human resources in the cause of industrialization and modernization of the country (Thuy, 2013, Trung & Van, 2020).

By improving the quality of resources of the working class, social policies actively contribute to building a strong working class in terms of quantity and quality, diversifying occupations, adapting market mechanisms, and quick access to modern technology (Tao, 2007; Tu, 2016). Social policy is a policy that creates motivation for the working class by meeting both urgent, basic, and long-term needs of that class (Cuong, 1998).

Moreover, it is not always and everywhere that social policy creates a driving force for the

working class and strongly promotes its resources. Only social policies can meet the basic needs, derived from the reality of the lives of millions of workers, by effectively solving social problems related to life and labor. movement of the working class.

RESEARCH RESULTS AND DISCUSSION

Social policies

Social policy is a policy to create material and spiritual motivation for the working class through the effective resolution of basic social problems directly related to the labor process and organization of life. lives of millions of workers, creating a favorable environment for workers to adapt and adapt to today's new conditions.

Improving labor productivity and living standards of the working class are two sides of the same coin with a dialectical relationship (Chu, 2007; Long, 2008). In fact, improving the material and spiritual life of the Vietnamese working class is one

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of the basic contents of social policy and also a major policy of the Party and State. This is also a constant daily concern of employees, a pressing social issue that is frequently raised and required to be resolved, associated with specific socio-economic conditions. Doing this is a condition to improve workers' lives. The improved life is the driving force that motivates workers to be productive, constantly improving labor productivity.

Even in today's conditions, although the living standards of the Vietnamese working class have been significantly improved, the issue of full employment, stable life, and high income is still a direct and strong motivation for Vietnamese workers. with them (Trung & Van, 2020). Therefore, it is difficult to talk about promoting the resources of that class, if the close benefits derived from employment and income, working conditions, living standards, and quality of life of the majority of workers do not exist. given due attention, so social policy needs to focus on several main directions.

Increase income for workers

When it comes to life, first and foremost, it's about income. The income of the Vietnamese working class includes salary, bonus, allowances, shares, family economy, and other types of income, in which income from salary or wages is the source of income. mainly, although the entire income is not a living standard, it does not even reflect the standard of living and quality of life of workers. Here, it is necessary to consider how that income is used, how it has the effect of improving the living standards of workers, and how it affects the reproduction of social labor power (Anh, 2009; Thuy, 2013)

For workers, salary is an economic lever, it creates a driving force to promote the development of the economy and ensures the harmonious benefits between the subjects participating in the labor process. Wages are considered the key to encouraging the spirit of enthusiasm for the working class of the Vietnamese working class on the basis of ensuring a stable life, and at the same time, it is also the direct motivation of the workers - something that the workers need first concern when negotiating employment contracts (Tao, 2007; Hiep et al, 2022). Of course, that salary must ensure that the amount of the worker's labor is commensurate with their productivity, quality of work, and professional qualifications. That source of income must ensure the regeneration of workers' labor power, contribute to the reproduction of social labor power in general, and ensure social development (GSO, 2019 & 2021).

Previously, there was an annual salary increase adjustment, but in the past 3 years, it has not been done due to the impact of the covid 19 epidemic. Meanwhile, the life of cadres, civil servants, and public employees are also very difficult. Wages are inherently associated with the socio-economic development of the country, paying the right salary to employees is an investment in development, making an important contribution to a healthy and clean staff. , improve the sense of responsibility and performance, work, ensure the real value of wages and gradually improve according to the socio-economic development. In that spirit, to overcome the situation of many unreasonable and unfair wages and incomes, from Decree No. 175/1999/ND-CP to Decree 77/2000/ND-CP salary The minimum has been raised to 210,000. Responding to the expectations of workers over the past two years, on February 12, 2022, the Government issued Decree 38/2022/ND-CP with many notable changes related to regional minimum wages. This is also the first time that the minimum hourly wage is regulated. Decree 38 clearly stipulates: The minimum monthly salary is the lowest salary as a basis for negotiating and paying salaries for employees applying the form of monthly salary, ensuring the salary according to the job or title. of employees working full working hours in a month and completing agreed labor norms or jobs must not be lower than the monthly minimum wage.

The hourly minimum wage is the lowest salary as a basis for negotiating and paying wages to employees applying the form of hourly pay, ensuring the salary according to the job or title of the employee working in the field. per hour and complete the agreed-upon labor or work rate not less than the hourly minimum wage. For employees who apply the form of weekly or daily salary or by product or package salary, the salary of these forms of payment, if converted by month or hourly, must not be lower than the minimum wage month or hourly minimum wage (Chu, 2007). Accordingly, the employer is responsible for organizing a review of the agreements in the labor contract, the collective labor agreement, and the employer's regulations and regulations to adjust and supplement be suitable; must not remove or reduce wage regimes when employees work overtime, work at night, compensation in kind and other regimes as prescribed by labor law (Vinh, Phong). & Van, 2022). Other legally agreed-upon contents that are more beneficial to employees than those prescribed in this Decree shall continue to be implemented unless otherwise agreed by the parties. During the past pandemic, it was quite common that many labor enterprises were forced to suspend work with many workers due to covid 19 when the workers were paid or not. Fortunately for workers, the legal basis

for the 2019 Labor Code takes effect from January 1, 2021, and the Decision 23/2021/QĐ-TTg clearly stipulates the case that they have to stop working due to covid. due to dangerous epidemics, natural disasters, etc.) and not receiving a salary (due to the fault of employees) or receiving the support of 1,000,000/person according to regulations (GSO, 2021).

Although the average salary of enterprises and the unit price of wages for enterprises are quite high, real wages and salaries of workers have not kept pace with the increase in the cost of living and other needs. such as food, accommodation, clothing, travel, education, medical treatment, insurance, child-rearing expenses, etc. (Cuong, 1998). Therefore, ensuring that workers are entitled to legitimate and lawful incomes, in accordance with the value and price of labor power, is sufficient to reproduce social labor power and ensure social welfare. development, in which salary income is an important issue, will continue to pose an urgent need for quite a long time.

Therefore, in the immediate future, it is very necessary to study and apply a salary incentive for skilled workers, highly qualified workers, and workers striving to improve their skills; determine and adjust the minimum wage, starting salary, and the gap between salary levels and salary ranges in accordance with the nature of the job, the industry and the technical and economic region, and fight against egalitarianism in order to ensure life, at the same time create positive stimulation of workers, the timely and appropriate reward for workers who take initiative in technical improvement, increase labor productivity, ensure and properly implement the allowances such as toxic, heavy, hot, dusty, noise, dangerous, etc.

Arrange and create conditions for housing for workers

Social policy on the arrangement and creation of housing conditions is still an issue that has not been paid much attention by the Party, State and enterprises. It is a policy of creating material and spiritual motivation for the working class, stimulating the positivity, initiative, and creativity of the working class through effectively solving relevant social problems. related to labor, dedication, and organization of the life of the working class, making that class a strong promoter of the cause of industrialization and modernization of the country.

Along with wages is housing - the essential material needs of workers in general and workers in state-owned enterprises in particular. In the past, workers hardly thought about building their own

houses or renting houses to live in, and they didn't even want to leave the collective houses that factories had built and arranged for them, more or less. they also feel settled, and not worried about housing (Vinh & Van, 2022). However, in reality, most workers cannot afford to solve the housing problem by themselves, the State needs to have a plan to gradually solve housing for workers according to the motto of the State, enterprises, and the public. people are worried. The State and enterprises invest capital to build houses for workers to rent or sell by installment payment or create conditions for land, materials, and capital for workers to build houses themselves.

Recently, the Ministry of Construction requested the Government to report to the National Assembly Standing Committee to put the list of social housing development, including industrial park workers' houses, into the medium-term investment portfolio, period 2021 - 2025. Recently, the Ministry of Construction is focusing on researching and proposing to amend the Law on Housing 2014 in which the housing policy of workers is studied, more specific regulations to encourage development investment, especially a type of house for workers to rent. Statistics of the Ministry of Construction show that, so far, the whole country has completed 266 social housing projects, the construction scale is more than 142 apartments with a total area of more than 7,100,000 m², and the number of projects is ongoing. continues to be deployed in 287 with a construction scale of about 276 apartments, a total area of about 13,800,000 m². Among them, social housing for industrial park workers has completed the construction of 121 projects with a construction scale of about 54,000 apartments, equivalent to a total area of 2,700,000 m². Currently, there are 100 projects continuing to be implemented with a construction scale of about 134,000 apartments, the total area of 6,700,000m². From the beginning of 2021 up to now, no social housing projects for workers have been completed or handed over. Due to the general impact of the covid epidemic, most of the projects are behind schedule.

The Ministry of Construction confirmed that the biggest limitation at present is that there is no separate policy for housing for workers. According to the current housing law, the housing policy for workers working in industrial zones is being integrated into the social housing policy, generally applied to 10 types of subjects as prescribed in Article 49 of the Law on Housing (2014). Besides, there is still no consensus among laws on the planning and arrangement of land funds for housing construction projects for industrial park workers, namely Law on Housing, Law on Land, Law on

Investment, and Decree No. 82/2018/ND-CP dated May 22, 2018, of the Government on regulations on management of industrial parks and economic zones. On the other hand, in the past time, credit capital provided interest rate compensation for project investors and beneficiaries of preferential loans to buy and rent social housing, including industrial park workers, still missing.

In addition, some localities have not been interested in directing the development of housing and worker housing development programs and plans, and have not paid attention to investment in developing housing for workers when making investment plans. The Ministry of Construction proposed localities to review and request enterprises to operate industrial park infrastructure, study and reserve a part of the service land fund in the industrial park for workers' accommodation. For industrial parks, review if the industrial land area has not been used up, it is proposed to adjust the planning to reserve a portion of the land for investment in building accommodation for workers, and the design of the trade union for the workers. workers, laborers working in industrial parks; assign industrial park infrastructure enterprises to directly invest or coordinate with the Vietnam General Confederation of Labor for implementation. Social housing projects near industrial parks should enjoy mechanisms, and solutions and create a favorable environment in terms of land, administrative procedures, support, encouragement, and attraction of enterprises to actively participate in promoting social housing development; give priority to support for sale, lease and purchase for industrial park workers in the locality. Accordingly, the Ministry of Construction also proposes to supplement a credit package of about VND 30,000 billion in the form of refinancing to investors of social housing, housing for workers in industrial parks, and export processing zones to borrow for development investment. social housing; including housing for workers to contribute to ensuring "dual goals". Only in this way can we ensure social security – housing for the disadvantaged, such as low-income people and workers; at the same time, promoting recovery, promoting recovery and sustainable economic development, removing difficulties for businesses associated with supporting the development of the housing and real estate market.

One of the factors constituting the material life of the working class is the aspect of living, eating, living, wearing, and traveling - things needed to meet the living, communication, and labor needs of workers. in any economic sector. Means of living, in fact, is the income expressed as an asset value to

serve the daily life and labor of workers. It can be said that it is also one of the criteria to evaluate the living conditions and living standards of workers through income. The interesting thing here is that in the context of economic transformation, the structure of the workforce has also changed radically. The homogeneity of the composition of the Vietnamese working class has been broken and formed a diverse group of workers who are promoting their roles in different economic sectors and on that basis creating inequality in income, in living standards, creating conditions for the reproduction of labor power.

In state-owned enterprises, the rearrangement of production and equitization has created more impetus to promote efficient and competitive business enterprises to rise up and on that basis have created a new direction in improving the lives of workers. However, creating conditions to improve life, and increase means of subsistence is not available to all workers. The life of a large part of the working class is still uncertain, even lacking cheap means of living due to unstable jobs and low income. Therefore, the root of solving this problem is still to create more jobs and increase income on the basis of product development.

Improve and enhance the cultural and spiritual life of workers

Material life and spiritual life always have a dialectical relationship and to some extent, it is both a definite response to the material life but also a meaningful one to the spiritual life (Vu, 2022). The material life of the working class is basically income and housing. The higher the satisfaction, the richer the spiritual life. more and more focused on the spiritual life. It can be said that the increasingly rich cultural and spiritual life, meeting the increasing needs of society is an outstanding feature of human social characteristics (Trung & Van, 2022).

Our Party and State have repeatedly affirmed: The nature of our regime is to leave no one behind, which is very humane.

However, in many industrial parks, enterprises, and enterprises today, the spiritual life of workers is lagging behind the vibrant and rich development of economic, cultural, and social life. Therefore, our Party always seeks to remove the knot of cultural life for workers in industrial zones. Since 2008, our Party has issued resolutions, directives, and decisions approving the construction project cultural institutions to improve the spiritual life of workers. However, from undertakings and policies into practice, there are still many barriers, partly due to inadequate mechanisms and limited resources, partly because many places just say but

don't do it, so cultural life workers are generally still poor. The whole country currently has 284 industrial parks in operation, according to the target by 2020, there must be 94 industrial parks to build cultural and sports centers.

According to the Department of Grassroots Culture, the whole country has only 4 cultural and sports centers in industrial zones in 4 provinces of Vinh Phuc, Ha Nam, Quang Nam, and Soc Trang, which is only 4.2% of the target. proposed (GSO, 2021). On May 12, 2017, the Prime Minister issued Decision No. 655/QĐ - TTg approving the project "Investing in building trade union institutions in industrial parks and export processing zones" with the goal of By 2020, 59 trade union institutions will be built, including houses, kindergartens, supermarkets and cultural and sports facilities to serve workers in industrial parks. However, after 4 years, only 3 provinces of Ha Nam, Quang Nam, and Tien Giang have implemented investment projects to build 3 trade union institutions, the remaining 40 provinces and cities have approved the policy. investment, that is, only 6% of the set target. It is interesting to note that while the overall social life satisfaction index of workers reached 5.24/10 points, two indicators related to the workers' mental life were below the average level. jar. That is the level of satisfaction of workers about the organization of sightseeing, vacation, cultural and sports activities reaching 4.03/10 points; while the satisfaction level of workers about policy dissemination, learning, training, fostering, improving qualifications, skills and skills reached 4.24/10 points. This sets out for us to have solutions to overcome difficulties and inadequacies to contribute to improving and enhancing the cultural and spiritual life of workers in industrial zones.

While the worker's life is still miserable, and he still has to take care of what exists and what to live, few people think about enjoying culture according to their own wishes, much less can think about creating value. new culture - that is, while interested in economic development, production, profit, and economic benefits, the actors involved in the production process must pay more attention to the spiritual life of workers. motion. Therefore, the construction of cultural facilities and cultural institutions is mainly the work of the State and enterprises. The superiority of the socialist policy lies in creating better and better conditions for spiritual and cultural life in order to develop the personality of workers, enabling them to clearly express their cultural identity. and at the same time integrate and adapt to advanced science and technology. It also means that, at the same time as maintaining and developing cultural houses, workers' clubs, workers' cultural centers, etc., it is

necessary to pay due attention to innovating contents and modes of operation. its activities, create conditions to attract workers to join the movement, avoid formality, seasonality, monotony, dullness, and disregard activities of collective spiritual life; at the same time, clearly orient workers in enjoying cultural values through education on national traditions, class traditions and the role of their own class in the cause of national construction.

In general, social policies aimed at improving the material and spiritual life of the Vietnamese working class not only focus on raising incomes, and housing conditions, and improving and improving the spiritual life of the working class. spirit, creating conditions for the human resources of that class to play their role in the process of industrialization and modernization, but also in need of mechanisms and policies to continue to ensure relative employment conditions. employment, labor protection, social insurance, health insurance and even taking care of the next generation of workers, etc. (Vu, 2022). These are also emerging issues and in reality, there are many limitations. affects the lives and moods of workers that the State and businesses need to pay due attention to. Therefore, "It is necessary to improve the material and cultural life of workers according to their abilities and efforts, "must pay attention to protecting health, protecting labor safety, and strengthening the work of occupational safety and health." born" as President Ho Chi Minh once said. The impact of social policy has brought about a positive change in the awareness as well as in the actual life of the working class, contributing to social stability and economic growth in the implementation conditions. market mechanisms, rearrangement of production and labor in state-owned enterprises.

CONCLUSION

A social policy whose goal is to create material and spiritual impetus for the working class, capable of creating social guarantees, social incentives, and positive qualities and factors. elements of the working-class resources on the basis of meeting the essential needs for the lives of millions of workers, that is employment, improvement of living standards, social justice, professional qualifications, and skills. in the context of profound changes in economic structure, management mechanism, and strong development of science, engineering, and technology.

Material and spiritual life is the overarching content, the factor that governs all activities, and is an indispensable human need. It is a condition for people to reach for other rights, especially the right

to master. This is also the premise of stability and development, the infrastructure to ensure the normal activities of employees. Therefore, the guarantee of normal living and working conditions for people cannot be considered a means to achieve the goal of economic development. The improvement of living standards for the Vietnamese working class is an urgent requirement, an important content of social policy that the whole society, the political system is interested in, as well as the working class itself. The objective of actively and effectively implementing this issue will awaken the inherent potentials of the working class, and create basic favorable conditions for the working class to promote its position in development. socio-economic development, making a worthy contribution to realizing the goal of a rich people, a strong country, a just, democratic and civilized society.

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