

# Implementation of Social Security in Vietnam in the Process of International Integration

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**Abstract:** In the process of international integration, the implementation of social security in Vietnam has clearly demonstrated its superiority and relevance to the context, basically guaranteed, and social welfare and people's lives continue to improve. However, in addition to the achieved aspects, the implementation of social security in Vietnam, there are still challenges and limitations such as: The challenge of "middle income trap", the challenge of aging population. number, challenges of the impact of climate change, the overlapping challenge of the social security system... from which the article calls for opening a number of approaches to building a sustainable social security strategy in Vietnam, at the same time, providing more scientific bases to serve as the basis for the Government's decisions to create a breakthrough in the country's socio-economic development towards creative growth and ensure social security in the current international integration process.

**Keywords:** Social Security; international integration, sustainable development, Vietnam

## Introduction

Implementation of social security plays an important role in social development as well as the progress and social justice of each nation, because implementing social security with the aim of distributing the achievements of economic growth in the direction of social justice and the harmony of interests between subjects and social groups, creating a social consensus, thereby improving and enhancing the quality of life of the people - the subject of development process.

During more than 30 years of renovation, Vietnam has made important achievements in the fields of economy, politics, and culture - society. One of the most important factors contributing to the achievement of Vietnam's sustainable development goals is the issue of social security planning and implementation. However, in addition to the achieved aspects, there are still issues, such as the current social security system is not properly distributed among population groups and a part of the population is left out in the social security network; the coverage level is low, not meeting the current integration requirements of Vietnam. In that context, it is necessary to continue to study the perspectives on social security, the implementation of social security and propose a number of orienting solutions for the development of social security in

the new period is needed today, is one of the necessary jobs in both theory and practice. This is also the main content of this article.

## Literature Review

The first thing is the work "*Social policy and globalization*" by Bruno Palier, Louis-Charles Viossat (editor), National Political Publishing House, Hanoi, 2003. The work analyzes the rationale around the issue of "Social risk management", risk management strategies, and risk management models. Thereby, the project affirms: "Good risk management can contribute to promoting economic growth... if risk management is not effective, it can inhibit economic growth". At the same time, the author offers solutions to ensure retirement social security. (Bruno & Louis, 2003: 66-67).

The book "*Economic Growth and Social Welfare; Operationalizing Normative Social Choice Theory*", by Clark, M. and Islam, S, Victoria University, Australia, 2004, has studied social security policy based on the theory of social choice. The book analyzes Thai case in the period 1975 - 1999 to illustrate research theory.

The project "*Social security system of EU and lessons for Vietnam*", by Dinh Cong Tuan, Social science Publishing House, Hanoi, 2008, has analyzed an overview of the social security

system of Europe in general and some typical countries in the social security system reform process: the model "social school" of Germany, "free market" model of the UK; model of "democratic society" of Sweden. The work also shows the successes, limitations and trends of reforming the social security system of some European countries and draws lessons for Vietnam.

*"Addressing social security in Thailand, Malaysia, the Philippines and lessons for Vietnam"*, by Nguyen Duy Dung, Social sciences Publishing House, Hanoi, 2015, the author has analyzed the history of formation and development of social security policies in Southeast Asian countries, thereby drawing lessons for Vietnam in the process of perfecting social security policies to ensure social justice.

Inheriting the above works, the article analyzes the implementation of social security in Vietnam in the process of international integration, thereby providing more scientific bases as a basis for the Government's decisions to create a breakthrough in the country's socio-economic development towards sustainable growth.

### Research Methods

According to the United Nations, social security has access to the rights of the people (Article 25, the 1948 United Nations Charter): "...Every person and household has the right to a minimum of social benefits include dress, clothing, medical care (including maternity), essential social services and the right to welfare in the event of employment events, illness, disability, widows, old age ... or other force majeure cases...".

According to the World Bank (WB) concept: "Social security is the whole policy of the State to help individuals, families and social groups manage their risks and support the poorest people" (Pham, Bui, Nguyen (2009). According to the World Bank's approach, social security based on the model of risk management in terms of economy, politics, society... is the cause of poverty and the poor often bear the most risks, at the same time they are least conditionally overcome the risks. To limit and reduce negative impacts on vulnerable households and communities with public measures by the state

such as social insurance, health insurance, social assistance and other measures that have a similar nature, in which social insurance has the most important role.

International Labor Organization (ILO): "Social security is a protection that society provides to its members through a number of widely adopted measures to cope with difficulties, social and economic shocks that seriously result in loss or impairment of income due to illness, maternity, work injury, loss of work capacity or death. Providing medical care and subsidy for families of victims with children" (Beyond HEPR, 2005).

The Asian Development Bank (ADB) also argued that "Social security is poverty reduction policies and programs and reduces vulnerability by the effective promotion of the labor market to reduce the risks of people and improve their capacity to cope with risks and loss or loss of income". Social security has five components: labor market policies and programs; social insurance; social assistance; child protection and community development fund.

In 2009, the United Nations developed the "Social Security Floors" initiative with the aim of ensuring all citizens have a minimum income and access to essential social services, to ensure that basic human rights are recognized internationally and nationally, for the sake of poverty reduction and ensuring social security. The main components of "Social Security floors" include: Basic health care; minimum income for people of working age but unable to generate permanent income (people with disabilities), temporary job loss (unemployed), or below living standards (the poor); Minimum income for people over the working age (the elderly) and under the working age (children).

In addition, the social security floor also emphasizes essential social services for human, including: basic medical care; hygienic drinking water; house; education; and other services depending on the priority of each country).

Although, with different expressions, the concepts of social security have the following in common: (i) Minimum income security through a system of intervention policies aimed at better risk management, including risks related to the most basic human needs: health risks, lack or loss of jobs, old age, children, disabilities... leading to no temporary or permanent income compared to the minimum sufficient live (legalized or regulated); (ii) The main policies are implemented by the State. There is also the participation of social organizations, communities and markets in the implementation and provision of social security services. These policies are aimed at all members of society, ensuring that all members have equal access to and quality of service, but emphasize the vulnerable group (the main reason for state involvement); (iii) A safety net for all members of society. Therefore, the scope of social security is universal and inclusive coverage (basically meeting the social security needs of the people comprehensively).

On the basis of inheriting research results of organizations, the author thinks: Social security is a system of policies of the State and social resources in order to prevent, limit and overcome risks caused by abnormal socio-economic impacts and environmental impacts, ensuring social stability, development and equity.

The goal of social security is to ensure sufficient income to maintain a minimum quality of life for the people, facilitate access to basic social services and secure decent employment. The three traditional components of social security policy are: Non-contributory social security (traditionally called social assistance) and poverty reduction programs; social security with contributions (also known as insurance); and proactive labor market programs (including regulations and standards designed to promote and protect sustainable employment).

## Results and discussion

### Implementation of social security in Vietnam in the international integration process

The Vietnamese economy that has been integrated with more than 30 integration has made spectacular progresses, achieving many historic achievements. The economic growth rate was quite high for many years, the size of the economy was much larger than before. Gross domestic product (GDP) grew at an annual average rate of 6.6% in the 1986-2017 period and reached 7.08% in 2018. In which, the period of growth was the highest in 1992-1997 with an average annual growth rate of 8.1%. Compared to some countries with rapid economic growth in the world over the past 30 years, Vietnam is only 9.4% behind China, 5.9% above South Korea and Malaysia, 5.2% above Thailand, 2.6% above the US, and 1.7% of Japan and 1.8% of Germany (Thailand, A. 2019). Vietnam's economic size has increased from the 90th in the world in 1990 to 171.2 billion USD, ranked 57th in the world in 2013. Vietnam has become a country from the group of the poorest countries in the world. middle-income family in 2008. In 2018, the size of the economy reached 240.5 billion USD, 34 times more than that of 1986, bringing Vietnam into the top 50 in the ranking of the world's strongest economies (Lan, 2019).

The results of high and stable economic growth in Vietnam over the past years have created favorable conditions for the Government of Vietnam to establish a relatively complete and comprehensive social security model, and operate relatively harmoniously, synchronously, contributing to remarkable social security achievements over the past years, recognized by the people at home and international organizations, showing:

*Firstly*, in terms of employment and income, in Vietnam, the main source of income for households is from labor, so solving problems in employment is one of the basic elements of social progress. In recent years, the Vietnamese government has approved programs to effectively

integrate with socio-economic development programs, implementing job credit projects with preferential interest rates from the National Fund of Employment, contributing to promoting economic restructuring, labor structure, linking vocational training with job creation, thereby increasing job opportunities and perfecting labor relations. Looking back over the past years, the job creation and labor market development have obtained many positive results: In the 2010-2015 period, jobs have been created for about 7.8 million people. In which, overseas workers are about 469 thousand people (Communist Party of Vietnam, 2016: 238) and only in the first 9 months of 2019, the whole country creates jobs for over 1.2 million workers, reaching 75, 5% of the year plan, equal to 99.5% of the same period in 2018; along with that, vocational training has been paid attention, gradually developed, contributing to the rate of trained labor from less than 10% (1990) increased to 58.6% (2018) and achieved nearly 60% (the first 6 months of 2019). Job transaction sessions, labor market information systems step by step link employees and employers.

*Secondly*, in terms of hunger eradication and poverty reduction. In the process of socio-economic development, our Party and State have focused on people, especially the poor, is considered by international opinion as one of the typical countries in implementing the millennium goal on hunger eradication and poverty reduction. Accordingly, the poverty rate decreased rapidly from 2002 to 11.1% in 2012 and 5.7% in 2019. The rate of multi-dimensional poor households also decreased rapidly from 9.2% in 2016, to 7.9% in 2017, 6.8% in 2018 and in 2019, estimated to be about 5.7%. Government report on results of implementation of the socio-economic development plan in 2019, up to now, most of the social policy beneficiaries, children under 6 years old, the poor, ethnic minorities in difficult areas, health insurance is available; health insurance cards for over 34.3 million people, support to buy health insurance cards for over 15.1 million people.

More important, economic growth is more beneficial to the poor. By comparing the growth rate of per capita income and the rate of poverty reduction in the period of 2003 - 2018, it can be seen that in Vietnam, the impact of economic

growth is more beneficial to the poor than with other population groups. On average during the period of 2002-2018, the rate of poverty reduction in Vietnam was 10.1% / year, greater than the growth rate of per capita income in the same period of 7, 8 years. This means that Vietnam's economic growth during this period "for the poor" is more beneficial to the poor. In other words, the consensus effect of economic growth on poverty reduction is strong and rapid poverty reduction. However, in 2009 and 2010 alone, the poverty rate did not decrease, but increased, meaning that economic growth in these two years was more beneficial to the rich than to the poor (Nguyen, 2020).

*Thirdly*, preferential policies for people with meritorious services. The Party advocates favoring people with meritorious services to the revolution and supporting people in extremely difficult circumstances, the poor and ethnic minorities ensure 98.5% of households with living standards equal to or higher than the average living standard of the same residents. The search and collection of martyrs' remains and identifying the remains of the missing martyrs have continued to be deployed. The movement "gratitude" has been actively responded by the Vietnam Fatherland Front and ministries, branches and mass organizations from the central to local levels, organizations and social communities actively, becomes a traditional beauty of the nation with activities such as giving gratitude savings books; building and repairing gratitude houses; building a "gratitude fund"; giving loving gardens, warm clothes for mothers, silk clothes for grandmothers; taking care of Vietnamese Heroic Mothers, taking care of martyrs relatives, sponsoring children of war invalids and martyrs.

*Fourthly*, in terms of social insurance, increasingly expand coverage and improve the insurance regime, better meet the needs of workers' welfare. The system of social insurance agencies is established with apparatus from central to local. The legal system of labor and social insurance has been increasingly completed. Forms of insurance are expanded with the introduction of voluntary social insurance, unemployment insurance, family health insurance... Coverage of social insurance, health insurance, and unemployment insurance industry is expanding day by day; the procedures for



joining and enjoying the social insurance regime are more and more favorable.

*Fifthly*, the work of protecting and taking care of the people's health. As of December 2018, the whole country had 49,984 medical examination and treatment establishments, the medical apparatus organization was completed from grassroots to provinces and cities in the direction of universal, specialized and modern, the quality of the staff. Medical set is raised. Public health indicators have been raised, such as the under-five mortality rate decreased by 81 ‰ (1990) to about 21.5 (2017); the rate of malnourished children has decreased from 50% to about 13.4% respectively; the rate of children under one year of age fully vaccinated accounts for 96.4%; The average life expectancy is 73.5 years at present, compared to the health care in the region, it is clear that this is a huge achievement of the health policy (life expectancy in Thailand is 72 years); Malaysia has an average life expectancy of 73.3 years.) Currently, the rate of participation in health insurance covers 83% of the population (equivalent to 75915.2 thousand people). This has created conditions for better health care for all walks of life in society, and promoted social progress.

*Sixthly*, provision of basic social services has been paid attention and has been increasingly improved. Over the past years, education, health, clean water, housing, and information have been the basic social services that have been promoted by the State, improved in quality, and included in the criteria of multidimensional poverty. The State has many policies to develop social service infrastructure in remote, isolated and ethnic minority areas, helping to improve the accessibility of schools, medical stations, clean water and information. At the same time, the State has preferential policies to support the poor and children in accessing education and health. Thanks to these efforts, Vietnam is a country with high HDI human development index, poverty reduction in general and multidimensional poverty in particular achieved impressive results, health insurance covered more than 80% of the population.

In particular, in the context of the COVID-19 epidemic, the Party and the Government have recently decided on many support policies for the poor, poor households, near-poor households, and

the beneficiaries of social protection are those with low income of 1 million VND / month for 3 months, from April to June 2020, with a total amount of subsidies from the state budget of 62 trillion VND, the total number of supported households is 2,244,000. The Central Committee of the Vietnam Fatherland Front held a ceremony to mobilize the entire population to support the COVID-19 epidemic prevention and control, calling on domestic and foreign agencies, units, organizations, businesses and individuals, our compatriots in foreign countries with their feelings and responsibilities, actively participate in support for COVID-19 epidemic prevention and control. The total amount of money and objects donated is nearly 1,600 billion VND... (Duong, 2020). Thereby not only ensuring people's lives, helping them overcome the difficulties caused by the COVID-19 pandemic, but also demonstrating the humane policies of the Party, State and Government, the timely care for the poor and the unemployed, demonstrating the good nature of society. In order to stabilize society, bring into play the people's resources and creativity, so that the people no longer have poverty, are guaranteed social security, the Party's guidelines and lines, and the State's policies and the Government in economics must always aim for social stability and development, effective implementation, becoming a great driving force to consolidate the national unity bloc; to create a solid basis to prevent and defeat all destructive plots and tricks of the hostile and reactionary forces. When the people's life is still poor, not full and happy, then, Party committees at all levels, authorities in general, cadres and party members in particular have not yet fulfilled their functions and duties well before the people.

However, the implementation of the comprehensive human development policy still has many limitations, such as unsustainable job creation, the unemployment rate in rural and urban areas tends to increase; poverty reduction is not sustainable, the risk of falling back into poverty remains high, especially in ethnic minority, remote and isolated areas; the number of regular social subsidies is still narrow, the standard rate of subsidy is low; the coverage rate of the support policy as well as the level of subsidies is low, has not kept pace with the development of the socialist-oriented market

economy; resources for human development are still limited, mainly relying on the state budget and forms of insurance that have not met the diverse needs of the people; The quality of social services in general is still low, many negative and troublesome occurrences ... have been and are negatively affecting the construction goals chosen by the Party and people.

### **Some approaches to building a social security strategy in Vietnam in the coming time**

Among the strategies and plans for socio-economic development of Vietnam in the direction of creative growth and ensuring social security. Therefore, a social security strategy should be formulated in a new approach to ensure the people's right to social security, in the direction:

*Firstly*, every citizen really has a right to social security. In terms of human rights, the right to social security is one of the fundamental human rights. It is a need to exist and develop as natural. Therefore, the 2013 Constitution stipulates that "Citizens have the right to social security" (Article 34) is an objective inevitable, both a development target of the country and in line with the progressive trend of the world.

The people's right-based approach to social security is a new approach in the contemporary world and has been adopted by many countries. This method differs from the traditional method in that it not only pays attention to the achieved goals of social security, but also focuses on the process and how they are to be chosen to achieve those goals and viewed according to a systematic social security structure.

In fact, this approach takes human standards of the right to social as a basis for defining expected results and taking principles as conditions and frameworks for the process of action towards promoting the achievement of results as human protection.

*The approach to social security rights is very different from the "poor" approach to social security. Social security programs are built on the basis of "citizens" and not on the basis of poverty. Empowerment programs have higher coverage, usually universal coverage. In contrast, poverty reduction programs often have a high rate of target omission. Therefore, developing countries, including Vietnam, need to change the approach*

*from poverty reduction to a right-based approach to social security.*

*Secondly*, the social security system approaches international standards and is consistent with the general trend of countries around the world. Access to social security is based on the right to be standardized and specified in many international conventions of the United Nations, conventions of the International Labor Organization (ILO), especially Convention 102 (1952) ILO "On the Minimum Code of Social Security". Article 22 of the "Universal Declaration of Human Rights" (1948) of the United Nations states: Every person, as a member of society, has the right to social security and this right must be realization through national efforts and international cooperation and must conform to the organizational structure, resources, and economic, social and cultural conditions of each country. Article 25 of this Declaration also notes: "(i) everyone has the right to a standard of living consistent with their health and well-being for themselves and their family, including: food, clothing, and housing. Necessary health and social services, rights to social security during unemployment, illness, disability, widowhood, old age or other deprived situations due to circumstances beyond our control; (ii) Mothers and children must receive special care and assistance. All children, born married or unmarried, are equally protected by society.

According to the above approach, in the social security system in Vietnam, there are still "gaps" that need to be "filled". Specifically:

(i) Although Vietnam's social security has been approaching a rights-based approach towards universal coverage, covering the entire population, especially in terms of health and education, there is still limited investment in social security. Therefore, priority should still be given to the poor, vulnerable and vulnerable groups, remote areas, ethnic minorities, therefore, the coverage of social security towards the whole population is low.

(ii) The social security system in Vietnam with the general model and structure is multilayer, including the basic pillars according to the Resolution No.15-NQ/ TW, June 1, 2012, of The 11th Central Committee, "Some issues of social policy in the period 2012 - 2020" is consistent with the general trend of the world, but lack of

flexibility; the relationship, connection and sharing among the social security pillars are not very close to be able to support each other in preventing, minimizing and overcoming risks for the people.

(iii) The social security system with specific policies designed for each target group has initially followed the life cycle of risk by age, but is not really closely linked together to support and share risks between generations according to each stage of development and human life cycle.

(iv) Social security policy must ensure that all people have a minimum standard of living according to national standards. But in reality in Vietnam, the social security policy still does not ensure that all people have this standard of living and each type of policy has different standards, such as the poverty line, the standard level of social assistance, standard level of guarantee of basic social services... Therefore, the object omission coefficient is still large, a large part of people living below the minimum living standard have not yet benefited.

*Thirdly*, approach to inherit and continue to develop and complete the current social security system. The awareness of the people's right to social security through the Party congresses since the reforms up to now is the inheritance, always developing in accordance with the level of socio-economic development of the in the socialist-oriented market economy conditions and gradually approaching international standards in the integration process. In particular, in the Resolution No. 15-NQ/TW of the Central Committee of the Party "Some issues of social policy in the period 2012 - 2020", for the first time, our Party has had awareness, views and solutions. Strategic approach to ensuring social security based on human rights-based approach. That is the basis and orientation for the institutionalization into mechanisms, policies and laws of the State and is coming to life, with the consent and support of the people. Therefore, the Strategy for the development of the social security system for the period 2021 - 2030 needs to inherit existing perceptions, perspectives, orientations and policies on social security to continue to improve and elevate to new heights for the period 2021 - 2030.)

### **Challenges facing the social security in Vietnam in the current international integration process**

*The challenge of "middle income trap".* The fact that Vietnam becomes a middle-income developing country is an opportunity and an important condition for the development of a social security system in the period of 2021 - 2030. However, Vietnam is still a low-middle-income developing country and faces major challenges to overcome in terms of socio-economic growth and development in order not to fall into the "middle income trap". The problem is to concentrate resources and have breakthrough solutions to maintain a high and sustainable growth rate, improve the quality of growth, and increase the scale of gross domestic product (GDP) and average GDP. Since then, the premise and basic conditions for the implementation of a rights-based social security policy towards universal coverage of the people are defined in the Constitution.

*The challenge of aging population.* Vietnam is in the period of a "Golden population structure". This is a huge advantage. However, since 2017, when the proportion of the elderly accounted for 10% of the country's population, Vietnam quickly becomes a country with an aging population. According to the World Bank (WB), Vietnam is starting to become one of the fastest aging countries in the world. If in 2010, 1 out of 11 Vietnamese people will be elderly, by 2030 there will be 1 elderly person in 2030. Thus, after only about 15 years, Vietnam's population will change from a young population stage to an old population stage, while Vietnam is still a not rich country (countries around the world have to undergo decades, even centuries to take place this transition). A rapidly aging population will put great pressure on social security policies when the number of people who need to ensure social security increases rapidly.

*Challenges of climate change impacts.* Climate change, especially global warming trends and sea level rise, will lead to an increase in the frequency and severity of natural phenomena, such as droughts, floods, storms, and waves, tsunamis... brought with it catastrophes for people, with production activities... Vietnam is forecasted to be one of the 5 countries most severely affected by climate change. When the sea level rises to 1m, it

affects 12% of the area, 10.5% of the population of Vietnam, can inundate 7% of agricultural land, of which 60% - 70% of the area is in the Mekong Delta... followed by many serious consequences for agriculture, farmers, rural areas and for the whole country. Preparing and coping with climate change is a huge challenge for Vietnam in socio-economic development, especially ensuring social security.

*Challenges in international integration.* International integration in the trend of globalization is an objective inevitable and great opportunity for the development of Vietnam. However, the international integration process also creates fierce competition pressure in the areas of human resources, employment, regional and world labor markets... In that context, the migration process, Labor movement and natural person movement following the trend from rural to urban and towards the international market is increasingly taking place, posing many problems in social security policies.

*The challenge of the social security system overlapping.* The overlap between employment support, poverty reduction and social assistance. There are many different poverty reduction programs in place and one household and one area can enjoy many different programs. That is not including local programs, programs integrated in other socio-economic development policies, poverty reduction projects of socio-political organizations, international organizations, residential communities... This causes resources to be dispersed, many programs but duplicates lead to lack of shortage, redundancy... Evaluating the effectiveness of each program or project is also difficult. Besides, there is the overlap between basic social service provision in social security, social assistance and poverty reduction programs and the content of state management in fields, such as health, education, environmental resources, and information – communication.

*The challenge of institutional reform.* The management of the implementation of programs and projects is sometimes lax, leading to cases where the wrong beneficiaries are supported (for example, support for non-poor households, households with commune and village officials), quality vocational training and job support are not high, there are cases of corruption and corruption related to social security programs... The

management, mobilization and use of the Social Insurance Fund are still inadequate. Administrative procedures related to social insurance have been improved, but are still complicated, not yet favorable to the participants. Profiting from the social insurance, health insurance and unemployment insurance funds still remains. The management, use and disbursement of social assistance funds has not yet been very effective, especially unexpected assistance to natural disasters and floods has been slow, causing many social frustrations. The social security policy must be improved to overcome the current inefficiencies. Synchronize with other relevant laws and internalize international commitments when joining the ASEAN Free Trade Area (AFTA), the Comprehensive and Progressive Agreement for Trans-Pacific Partnership is a huge pressure placed on institutional reform, designing innovative social security policies.

*The challenge of imbalance between demand and service system responsiveness.* Along with the diversification of social security, increasing the coverage of social security in Vietnam will also be a process of increasing the need to provide public services in terms of social security. While the required quality is increasingly high, the service system's ability to respond is still limited compared to the actual needs of the people.

### **Some solutions to develop social security in the international integration process in the coming time**

In order to continue to develop social security, to ensure that people are better protected against income risks and access to basic social services, it is necessary to continue to innovate social security in the following directions:

*Firstly*, continue to institutionalize new guidelines and perspectives on social security into mechanisms, policies, laws, and create a legal corridor to operate, operate effectively and effectively the social security system. On the basis of reviewing and evaluating the current system of social security policies and laws according to international criteria and standards on access to social security based on rights, as well as new awareness and viewpoints of the Party Social security is reflected in the Party's resolutions to supplement and amend existing social security laws (Labor Code, Employment Law, Social



Insurance Law, Elderly Law, Law People with disabilities...); continue to internalize international conventions and commitments related to social security in the process of supplementing and amending existing social security laws; study, formulate and issue a number of new laws on social security, such as the Law on Social Work, Law on Social Assistance,... to form a comprehensive and complete legal system on social security (such as the Social Security).

*Secondly*, continue to innovate the growth model in the direction of inclusion, restructuring the economy for rapid, inclusive and sustainable growth. According to the requirements of the model of inclusive growth, restructuring the economy for fast, inclusive and sustainable growth, it should be completed in two directions: (i) Making all classes of the population in society, all are allowed to participate in the process of economic growth to benefit directly from the growth results; (ii) To promptly realize the redistribution of growth achievements among people of all strata, regions and regions of the country to create a positive and equitable move in social progress for people.

In this direction, it is necessary to pay attention to a number of policies aimed at creating equal opportunities for everyone to participate in the process of economic growth: strongly developing the connecting infrastructure, especially the transport system the information system between key regions, attracting investment with remote areas - where labor resources are supplied, eliminating the isolation of the currently underdeveloped regions; harmonious combination of redistribution through rational regulation of income among the population strata with the construction and consolidation of a multi-tier social security system. In the current specific situation of our country, the objects of social security are very diverse, so it is necessary to build, consolidate and increasingly consolidate the multi-tier social security policy system; Increase the provision of educational, health and social services in remote and isolated areas so that they have the knowledge or skills to participate directly in income generation.

*Thirdly*, improve the policy of the distribution of economic growth achievements to the areas related to people: (i) Use the performance of economic growth to improve aspects related to

human development, society. The process of economic growth must be controlled regularly and closely by social development indicators, of which the focus is on hunger eradication, poverty reduction, social equity, job creation, and relating to comprehensive human development (such as education, health, physical training - sports, culture - art); (ii) The economic growth policies associated with creating increasingly fair conditions for all people about development opportunities. This involves implementing policies that enable all people to participate in the realization of economic growth; implementing policies aimed at making full use of and ensuring all people have the opportunity to participate in economic processes that generate growth; (iii) Achievement of economic growth is always associated with improving living standards for the masses, through distribution policy and income redistribution. The human growth model requires the effective use of two modes of income distribution: functional distribution of income, i.e. each person's income is determined on the basis of the contribution in quantity and quality of resources they contribute to generating income for the economy; income redistribution, in direct form (taxes, subsidies) and indirectly (through the policy of access to public services) to contribute to regulating income among the population strata of the society; (iv) To step up the development, adjustment and improvement of social security mechanisms and policies, specifically.

(i) Develop policies to well solve jobs and incomes of the population strata. This is considered the most sustainable way of implementing social progress in our country. The XII Party Congress determined: "Creating opportunities for people to have jobs and improve their incomes. Ensuring fair wages, income, living conditions and reproducing labor power" (Communist Party of Vietnam, 2016: 136), so there should be mechanisms and policies to further promote the role of in the development process by continuing to create a healthy and equal business environment between the private economic sector and the state economic sector according to the principles of the market economy. Support the private sector with practical policies, close to practical needs. Attaching importance to improving the quality of human resources; Vocational training and job creation for

workers must be associated with socio-economic planning, economic development programs, occupations and economic restructuring orientation of each locality. Mobilize all investment resources to participate in vocational training. Along with that, completing and implementing labor protection policies, promoting labor export is an important solution in job creation, meeting practical needs, contributing to increase income and improve the skills of current employees.

(ii) The Party and State need to drastically incorporate multidimensional poverty reduction goals into the content of the national socio-economic development strategy. Direct provinces and cities to develop detailed plans for annual poverty reduction programs and policies according to a specific roadmap with practical solutions, close to the assistance needs of the poor in specific conditions of the province or city, avoid cutting corner; reviewing and classifying poor and near poor households objectively and accurately to have appropriate support measures.

(iii) Develop a system of social insurance, increase the coverage of social insurance, health insurance and unemployment insurance. Currently, except for health insurance, coverage of social insurance and unemployment insurance is still low and mainly in the formal economic sector. The informal economic sector with a large number of employees in our country is largely not participating in social insurance.

*Fourthly*, promote and improve the efficiency and quality of international integration and cooperation on social security; continue to participate in the development of international conventions and standards of the United Nations, International Labor Organization (ILO), United Nations Children's Fund (UNICEF), multilateral and bilateral cooperation agreements new relations related to social security...; proactively, actively and responsibly implement

international commitments on social security; proactive policy responses to undesirable impacts in the process of international integration to limit risks for people; to take advantage of international technical assistance, staff training and finance... to increase resources together with the State to ensure social security for the people.

## Conclusion

For more than 30 years of integration, Vietnam has escaped from the group of poor countries, the material and cultural life has been constantly improved, our country's position has been constantly enhanced in the international arena. However, under the negative impacts of the international integration process as well as the negative side of the market economy, affecting the social security of the people in general and the employees in particular, such as unemployment, the gap between rich and poor, income inequality... Therefore, the development of a comprehensive social security system in line with the current deep and wide integration process of Vietnam has great theoretical and practical significance, should be properly perceived, implemented effectively, in order to ensure human rights in the process of international integration, complete the goals of comprehensive human development.

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## Conflict of interest

The authors declare that they have no competing interests

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