

# Situation of Implementation of Social Security Policies for Women in Dong Son District, Thanh Hoa Province, Vietnam

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## Abstract

*Social security is an important element in the development strategy of each country, a necessary condition for maintaining socio-economic stability and ensuring the building of a harmonious and civilized society. Therefore, many countries around the world, including Vietnam, have issued many policies and constantly reformed the social security system so that people can easily access and benefit from these policies. Within the framework of this article, we focus on discussing and evaluating the actual situation of implementing social security policies for women in Dong Son district, Thanh Hoa province, Vietnam, thereby giving some recommendations. possible solutions in the planning and implementation of local policies.*

**Keywords—** Policy; Social Security; Women; Tsinghua; Vietnam.

## I. INTRODUCTION

The implementation of social security policies in recent years has always been paid attention by the Party and State to take care of people's lives. This is considered a long-term strategy, a driving force, and a goal to promote sustainable economic development, political and social stability. In particular, social security policies for women such as gender equality work, for the advancement of women with many specific guidelines and policies: Resolution of the 10th National Congress of Deputies. The Party's IX (2001) clearly states: "For women, well implement the law and policies on gender equality, foster and provide vocational training, and improve education; have mechanisms and policies for women to participate more and more in leadership and management agencies at all levels and sectors, taking care of and protecting maternal and child health; create conditions for women to fulfill their motherly duties well; build a prosperous, equal, progressive and happy family" [4].

Dong Son district, Thanh Hoa province has more than 90,000 people, of which women account for 45% of the total population of the district. With the attention of the Party, State, and local authorities, they are always interested in life and policies. social security for women. However, there are still some parts of women who still

face many difficulties, their jobs are still unstable and unstable.... Therefore, social security policies for women need to be given due attention and attention. As an officer of the Women's Union myself, I realize that the implementation of social security policies for women needs to be concerned, researched, and evaluated scientifically and systematically. From there, propose some solutions to improve the effectiveness of implementing social security policies for women to help and support disadvantaged groups to develop their economy, improve material and spiritual life, and implement an effective and sustainable security policy.

## II. RESEARCH LITERATURE REVIEW

The work "Social Security, Medicare & Government Pensions" (social security, health care, and government subsidies) by Joseph Matthews Attorney goes in-depth about benefits and health care systems, social housing, pensions, policies for people with meritorious services to the country and ways to ensure the best health insurance [9].

Research "Women and Social Security in the United States" by Lenore E. Bixby. Focused attention on the treatment of women in the welfare system in the United States.

Proposals to change the position of housewives follow programs and provisions to protect women. The status of women's rights as dependent workers is taken into account to get an overview of the level of benefits and the extent to which women can receive them. However, there is still controversy about subsidy policies and their effectiveness during this period [10].

The research work "Social Security For Dummies" by author Jonathan Peterson, has mentioned the US social security issues with several contents: Explaining the history, regulations, and significant changes in US social security, as well as consideration of the program's future; Comprehensive analysis of programs sponsored by the Social Security Administration; Challenges and considerations for people with special circumstances [8].

The research work "The Role of Women in the Economic Development of Afghanistan" by Madina Junussova, Mariia Iamshchikova, Naveen Hashim, Muhammad Ajmal Khan, Pakiza Kakar, Freshta Wardak, and Shukria Rajabi research on policies of government for women in Afghanistan providing access to resources, participation in the economy. However, the policy of taking women as the center is still limited due to the lack of an equal view from the community. At the same time, the study also highlights the need for women's economic empowerment so that they have the opportunity to innovate and participate in local economic development [11].

The book "Family Studies" (2007), by Dang Canh Khanh and Le Thi Quy, Political Theory Publishing House, systematically presents theoretical and practical issues about family, women, and equality. male and female equality. The book has pointed out many realities of gender inequality in the family, family relationships from traditional to modern, and analyzed some problems of poverty affecting the family and family members, quality of life. of the family and the status of women in general and poor women in particular through sociological surveys. Since then, the authors have proposed measures to improve the role of women, gender equality in the family, and the process of industrialization and modernization of the country [1]. Vietnam currently has several studies and statistics on the number or actual implementation of policies for women in some aspects, but there is no in-depth research on women in some localities in rural areas. The above studies and documents have provided many references and approaches to women's welfare and support in many different aspects.

However, there has not been a work or topic that fully, comprehensively, and systematically addresses the

implementation of social security policies for women from the perspective and approach of the Public Management sector. Through the actual survey in Dong Son district, Thanh Hoa province together with reference and collection of documents and research works mentioned above to evaluate and analyze scientifically the process of implementing safety policy. social protection for women, realizing the achieved results as well as limitations and difficulties in the process of implementing policies into life.

### III. RESEARCH METHODS

#### 3.1 Documentary research methods

Using professional techniques to collect information about women in Dong Son district, Thanh Hoa province, data and documents from reports on the field of Labor - Invalids & Social Affairs; Resources from the District and Commune Women's Unions and other social organizations, the necessary information for the research process.

The purpose of the method: Collecting information on the theoretical basis related to the Social Security Policy for women; The previously applied results have contributed to the socio-economic development of the locality; The guidelines and policies of the Party and State have been implemented, and social security policies to which the subjects have access; Statistics have been collected in recent years to evaluate the results of support for poor women, the effectiveness, difficulties, shortcomings, and measures to overcome difficulties implemented in the district. Dong Son. Some of the documents used for research analysis on this topic include:

Reports on Labor - Invalids & Social Affairs; Results of survey and review of households towards social security policies from 2016 to 2022; Report on the implementation of the work program on Gender Equality and for the Advancement of Women; Results of the implementation of the program on preventing and combating domestic violence; Socio-economic development report of Dong Son district, Thanh Hoa province.

#### 3.2. Questionnaire survey method

Collecting necessary information for research on the topic, through the use of a prepared questionnaire, distribution of questionnaires, and instructions on how to answer, women will record their answers on the questionnaire. which collects and processes the data. The number of study samples was.... women aged from 18 to 59 years old.

The required content of the questionnaire: Collect basic information about women's households; Psychological characteristics and needs of poor women; Assessment of the actual situation of implementing social security policies for women in Dong Yen district; Proposing several solutions to improve the effectiveness of the implementation of social security policies for women.

### 3.3. In-depth interview method

Subjects: In this study, the author selected and interviewed 08 women in depth; 03 local government officials and leaders; 02 officials of the Association, 04 branches; 02 village heads; 03 people.

## IV. RESEARCH RESULTS AND DISCUSSION

### 4.1. Policies on employment, ensuring income for women

Currently, Dong Son district has 48,012 million employees with regular jobs, of which 28,389 million female workers have jobs (accounting for 59.12%), but the quality of jobs is still low, stability and sustainability in employment are not High: female workers often work in industries and fields with low professional qualifications such as services, textiles, leather, and footwear,... (the percentage of women at Phu Anh garment company is 62%. Kungvina Printing Company 58.3%); 12.2% female employees work in the family without salary/wage and self-employed; 32.8% female workers do simple jobs; 38.6% female employees work in the agricultural sector; the rate of female cadres, civil servants and public employees is 16.4%. The average monthly salary of salaried female employees is about 5.6 million VND. The quality of female workers has been gradually improved, however, there are still limitations in terms of professional and technical training: only 35% of trained female workers have degrees and certificates, of which 17.6% have qualifications. college, university, or higher [7].

According to the report of the Department of Labor, War Invalids and Social Affairs of Dong Son district in 2018, the whole district has created jobs for 2, 257 workers, of which 1,213 female employees reached 53.74%. In 2018, Approval of the total loan capital of 11.01 billion VND was to settle 670 laborers, mainly for local labor industries such as livestock, farming, factory construction, trading, etc. to create jobs. new for 520 employees. By 2022, the total loan capital for administrative clearance will be 50.38 billion VND to settle 5,467 employees, of which 3,872 female employees, an increase of 3,352 employees in 5 years. The number of employees who have been given jobs over the years has increased [5]; [6].

In recent years, thanks to the efforts and efforts of branches and unions at all levels of Dong Son district, poverty reduction work has achieved high efficiency. The implementation of the poverty reduction policy for women has gradually deepened in the form and method of implementation, such as Support to build and repair houses for 138 poor households with a total amount of 6.8 billion, including 86 houses for poor women; building and repairing 42 people with meritorious services with an amount of VND 2.1 billion, of which 17 are female; Collaborating with NHCS to lend money to poor households for housing in 2018 for 184 households with an amount of 1, 79 billion VND reduced to 38 households with the amount of 855 million VND (in 2022). Preferential loans for poor households, near-poor households, and households escaping from poverty are VND 141,071 billion with 725 turns of people (in 2018) to VND 94,614 billion with 311 loans (in 2022) [2]; [3].

### 4.2. Social insurance and health insurance policies for women

According to data reported by the Dong Son district social insurance agency, the number of women participating in health insurance, social insurance, and voluntary social insurance accounts for more than 50%. However, from year to year, there is an increase in fluctuations, in 2020, there is a sign of a decrease due to the outbreak and prolonged Covid-19 epidemic, leading to several female workers losing their jobs, so the number of compulsory social insurance is only 2. In 2020 - 2021, the coverage of social insurance is also expanded, with more than 2,832 women participating, accounting for 10.3% of the labor force (in 2018), up to 2,969 women participating in 2022, accounting for the majority, over each year. The number of fluctuations increased unevenly, especially in the two years 2021-2021 due to the impact of the Covid 19 epidemic. The number of people participating in voluntary social insurance increased by 1,358 people, an increase of nearly 3.9 times compared to 2018. This is a child. the number shows the efforts of all levels and sectors in the context of the development of participants facing many difficulties; Annually, the insurance has paid unemployment benefits to over 40 people.

The survey results show that the reason for the low participation rate in social insurance is that the income of women is still precarious and cannot afford to participate, accounting for 70%; 10% of women do not participate because unemployment insurance benefits are not appropriate; The remaining 20% is for other reasons. Therefore, for the percentage of women participating in unemployment insurance to increase, it is necessary for all levels and sectors to regularly and extensively propagate the State's support policies when purchasing

unemployment insurance in rural areas: 30% for voluntary social insurance participants belonging to poor households; Equal to 25% for participants of voluntary social insurance from near-poor households; Equal to 10% for other subjects (The support period does not exceed 10 years). The policy of voluntary social insurance is of great significance, contributing to ensuring social security for freelance workers, reducing difficulties and risks in old age, helping to ensure income, and stabilizing life for each person. at the end of working age.

#### 4.3. Social support policy for women

Social assistance work has gradually shifted to a human rights-based, human-centered approach. The

Table 1: Subjects of female social protection in the period of 2018 - 2022

Object	2018	2019	20220	2021	2022
Total number of social protection beneficiaries	5.587	5.585	5.242	5.062	4.963
Subjects of social protection are women	2.764	2.843	2748	2435	2387

(Source: Dong Son District Social Insurance)

The district also directs to well implement the policy of social assistance with regular monthly payments at the local post offices for nearly 5,000 turns of social protection beneficiaries, with a total budget of 53 billion VND/year to support funeral expenses for the victims. 170 social protection beneficiaries, with a budget of over 2.2 billion VND/year; The Women's Union of Dong Son district and the Women's Union of communes and towns in the district have launched 22 models of clubs "Godmother connects with Love" to sponsor more than 132 orphans, with extremely difficult circumstances. Having given 256 gifts worth 76.8 million VND, In cooperation with

benefactors, Tfarm company held meetings (2 times/quarter) and gave gifts to 21 orphans with a value of 75 million VND.

In 2022, supported housing for 142 households. In 5 years, implementing a housing support policy for families with difficult housing policy according to Decision Book 167/2018 has supported 343 households to build new and repair; Housing support for poor households according to Decision No. 33/2015/QĐ-TTg dated August 10, 2015, of the Prime Minister was 180 households. Support social housing loans for 75 households.

Table 2: Housing loan results for women from 2018 - 2022

(Unit: thousand dong)

Year	2018	2019	2020	2021	2022
Housing loan for poor households (Decision No 167/2008)	867.180	357.250	186.100	56.000	27.710
Housing loan for poor households (Decision No 33/2015)	925.000	925.000	916.400	863.400	828.400
Loans for social housing (VND) (100/2015)	786.410	1.557000	3.817.000	6.627.000	11.787.000

Dong Son district also always pays attention to and promotes the role of women in society in general and in state management and the political system in particular. One of the important goals is to ensure gender equality and empower women. Strengthening gender equality and enhancing the capacity and status of women is one of the eight-millennium goals. Gender equality is an important measure to assess the level of progress and development of society and the proportion of women in the political field is one of the measures to assess the level of equality. Enhancing the status of women in the political field plays

an important role in realizing the goal of gender equality for the advancement of women, and is the basic foundation contributing to promoting economic and social development. Currently, the percentage of women participating in the Party Committee (district:  $9/33 = 27.2\%$ ; commune:  $60/201 = 29.8\%$ ). The unit with the highest percentage of women participating in the Party Committee is Dong Thinh Commune (46.6%), the rest of the units are 30%. participate in the People's Council (district:  $10/30 = 33.3\%$ ; commune:  $117/350 = 33.46\%$ ).

Table 3: Women participating in the Party committee for the term 2015-2020 and 2020-2025

Job title	District		Commune	
	Term 2015-2020	Term 2020-2025	Term 2015-2020	Term 2020-2025
Member of the Executive Committee of the Party Committee	6	9	60	62
Standing committee members	1	2	10	11
Secretary	0	0	0	1
Deputy Secretary	0	0	2	4
Chairman of People's Committee	0	0	0	1

(Source: Documents of Dong Son District Party Committee, term 2015-2020 and 2020-2025)

Table 4: Women participating in government organizations for the term 2016-2021 and 2021-2026

Job title	District		Commune	
	Term 2016-2021	Term 2021-2026	Term 2016-2021	Term 2021-2026
Delegates of the People's Council	8	10	106	117
Standing People's Council	2	1	6	9
Standing Committee of People's Committee	0	0	1	4

(Source: Dong Son District People's Council Document, term 2016-2021 and Report on election results of Dong Son District People's Council, term 2021-2026)

With the attention of the Party Committee and the government, the innovations in cadre work, especially female cadres in Dong Son district are increasing, and the role of women in management leadership is increasingly being enhanced. In Dong Son district alone, 2/7 comrades are UVBTV of the district party committee. The work as human resources in the 2020-2025 term requires the commune party committees to have at least 1 female in the management staff. Currently, there are 11/14 communes with women in the Standing Committee of the Party Committee. Besides, also established a female leadership

club in Dong Son district with 56 members who are deputy heads of departments, departments, agencies, and schools at the district level, and comrades are the Standing Committee of the communes and towns.

Through the activities of the club, it helps women exchange information, learn experiences and good practices in the fields of work. Dong Son always pays attention to the training and retraining of female cadres and annually organizes 2-3 training courses to foster knowledge for members of the People's Council and female cadres. However, besides that, there are still some

women who are not confident in themselves, and some women have not received sympathy and help from their families when participating in social work. This is also an issue that needs mass organizations, the Women's Union from the district to the grassroots, and the Committee for the Advancement of Women to pay attention to come up with more practical solutions to attract the participation of women. into activities. Overall assessment of the results of implementing social security policies for women in Dong Son district, Thanh Hoa province.

## V. CONCLUSIONS AND SOLUTIONS

### 5.1. Conclusion

Social security policies for women play an important role in maintaining and promoting the position and role of women in society so that women can participate in economic development and have conditions to promote their abilities and intelligence. contribute to the general development of society and the country. The implementation of social security policies for women is an objective requirement in any locality or state in the world. The social security policy for women shows the Party and State's concern for equality in gender development, both to protect safety and equality and to create motivation for women to develop sustainably. stable. As a locality rich in revolutionary tradition and a long-standing cultural cradle, Dong Son district has transformed from a poor and difficult district into one of the leading districts of Thanh Hoa province.

Dong Son district is not only strong economically, and culturally diverse, but also very interested in social security work, which is clearly shown through annual social security work data. In the period 2016-2022, the social security policy for women has been implemented relatively synchronously and achieved positive results, but besides the achieved results, there are still some shortcomings and limitations that need to be overcome. dress. Researching the implementation of social security policies for women in Dong Son district, the thesis has gone from theoretical research to assess the actual situation of the policy implementation process, from which to research and propose solutions to implement social security policies for women in the district more effectively in the coming time.

### 5.2. Solutions

*Strengthen coordination between political and social organizations*

For the social security policy for women to be effectively implemented, the Labour, Invalids, and Social Affairs sector alone can't do it, but there needs to be close

and consistent coordination between agencies, departments, branches, and agencies. battle, mass organizations from district to grassroots level in all stages of policy implementation, from propaganda and dissemination to implementation, mobilization to monitoring. policy implementation. Experience from the practical implementation of social security policies in the district shows that, if the coordination work is implemented closely, synchronously, and uniformly by the agencies, the organization and implementation of the social security policy take place quickly, and conveniently and bring high results [6].

*Strengthening the inspection, supervision, detection, and timely handling of cases of violations of the implementation of social security policies for women*

To ensure the correct and sufficient expenditures are made to reach policy beneficiaries, regular inspection, supervision, inspection, and audit regimes must be implemented to correct shortcomings; and handle cases of intentional misconduct. Periodically, the state audit and state inspectors conduct checks on the district's Division of Labour, Invalids and Social Affairs, and the district Social Insurance in the collection, expenditure, allocation, and use of various funds and funding for the activities. local objects. Promote the supervisory and critical role of the Fatherland Front, socio-political organizations, people, and policy beneficiaries in paying regular allowances to have timely feedback violations to ensure fairness in society.

Strengthening the organizational apparatus and contingent of cadres and civil servants implementing social security policies and administrative reform in the field of social security

Training and capacity building for policy staff to understand the Party and State's guidelines and social security policies for women, and have skills in monitoring, supervising, and synthesizing relevant information on local policies and projects for women. Organize consultations for leaders, coordinate with relevant departments to identify the needs and participation capacity of staff; investigate and evaluate the current situation of policy staff, especially full-time staff at the grassroots level, have grasped the life situation and policy implementation process of women, have brought benefits for the policy beneficiaries themselves or not [6].

It is necessary to develop a plan to improve community capacity and a plan for training and retraining for village officials, residential groups, and branches who are closest to, and have the best understanding of, the beneficiaries to have the best possible outcomes. the direction to implement the policy in the strictest, right, and most effective manner. Organize conferences and seminars

on employment, income security, and poverty reduction programs for women. Strengthen for officials to participate in surveys, study, and exchange experiences between districts and outside the province. Strengthen communication on employment, income security, and poverty reduction.

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