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Evaluate the current status of remuneration and salary regimes in Vietnamese state agencies

Nguyen Thi Kim Thanh

Electric Power University, Vietnam

* Corresponding Author: **Nguyen Thi Kim Thanh**

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Abstract

In the process of economic reform along with international economic integration, remuneration is one of the issues of great concern, especially financial remuneration. Because financial compensation plays a very important role not only for employees and employers but also for the whole society. To be able to survive in today's fiercely competitive conditions, businesses need to build a reasonable financial remuneration system. Only then can we attract and retain employees, encourage them to actively work, and increase labor productivity, thereby helping to increase efficiency and profits for businesses. On the contrary, if businesses do not pay attention to this issue, employees will become dependent, not interested in work, and not have a sense of attachment to the business. From there, it negatively affects labor productivity and the results of production and business activities of the enterprise.

Keywords: remuneration, salary, state agencies, Vietnam

1. Introduction to the research topic

Remuneration and salary policies are a particularly important part, closely related to other policies in the socio-economic policy system, directly related to macroeconomic and market balances. labor market and the lives of wage earners, contributing to building a lean, clean political system that operates effectively and efficiently and prevents corruption. Wage policy in our country has undergone four reforms (in 1960, 1985, 1993 and 2003), but there are still many shortcomings and cannot meet the requirements of practice and the lives of the majority. Salary earners still have difficulty; Wages in the corporate sector have not yet kept pace with the development of the labor market; Wages in the public sector are still low compared to the business sector and the development requirements of the staff, civil servants and public employees. In order for the human resource management apparatus in enterprises to work effectively, it is necessary to Recruiting employees, training and improving skills are important initial factors. The problem is how to promote the potential abilities in each employee, create collective strength, and how to make them loyal and devoted to their work. That is the state's responsibility. Have a reasonable salary compensation policy so that officials and public employees have a vibrant working environment with care programs as well as extracurricular events to increase team spirit and thereby work more effectively. more each other. However, there are still shortcomings and difficulties everywhere. The state has not yet had a reasonable compensation and compensation policy for officials and parks. From there, there will be difficulties that we must find. solutions to difficulties and come up with measures to help the Vietnamese government's remuneration regime become better and better as well as the employees' lives getting better so they will devote themselves to the work of helping the government. Vietnam is getting richer and stronger.

2. Theoretical basis

In addition to salaries and bonuses, remuneration and welfare policies are also important factors to retain talented people, helping employees feel happy, comfortable working and sticking with the unit for a long time. So what do those benefits include? What do employers need to focus on to retain talented people?

Compensation is the top concern when working, but it is not the only issue. In addition to salaries and bonuses, incentives and benefits are also very important for employees to feel happy with their work and attached to the unit. Some people, even though the salary is not as expected, still choose that job because the compensation is good..

Compensation and benefits are certainly no longer strange to those who have participated in the labor market. So what is compensation? "Compensation" is a verb that means to enjoy benefits according to a regime commensurate with contributions. In businesses, "remuneration" is the benefits that employees receive commensurate with their contributions during the working process. The "benefits" that employees are entitled to under that regime are called "remuneration regime", also known as "employee compensation regime" or "enterprise compensation regime". These remuneration regimes are ways in which businesses take care of their employees' material and spiritual lives, ensuring that employees have a good working spirit to help them complete their work and goals. that the business has proposed. This is also one of the important factors that employees consider, considering continuing to work at the enterprise or switching jobs to businesses with better remuneration policies.

Employee remuneration in businesses plays a very important part in the business, especially for employees. You can see in job postings, for any position, in addition to job and salary requirements, employers always clearly state the remuneration regime at the end of the job posting because of the remuneration regime. is one of the best ways that employers attract employees. A business with many remuneration regimes, the material and spiritual lives of employees are taken care of by the business, which becomes a source of motivation for candidates to apply to work at the business. Although each job position and each job nature has different remuneration regimes, employee remuneration regimes all play the following important roles:

- **Social insurance and health insurance**

Paying social insurance and health insurance for employees is a mandatory requirement for all businesses to comply with the law. Paying full insurance, adding benefits such as periodic health checks, dental and vision insurance, insurance for relatives... is an important "plus point" to meet the wishes of employees. To learn about state regulations on social insurance, visit the article Social Insurance Law 2018 and changes to note.

- **Ancillary benefits**

Nowadays, in addition to paying salaries, many units also pay additional allowances for employees such as: Lunch allowance, gasoline, telephone, birthday - funeral - funeral gifts, trips. Annual calendar, teambuilding program, "generous" per diem policy... These cares may not be big, but they are highly appreciated by employees, showing the business's concern for their material life. , employee morale and this is the "anchor" to maintain the loyalty of the staff, increasing employee satisfaction with the remuneration policy.

- **Holidays and vacation days**

Depending on the nature of the work and the perspective of the human resource manager, the working hours and style will be different. Some workplaces will have a military appearance, employees must practice standard behavior according to the framework, apply sick leave - vacation - leave of work regimes according to the law. But there are also workplaces where bosses allow employees to work remotely, have flexible schedules, increase the number of annual leave

days with full pay, longer holidays than prescribed, increase leave days based on seniority... Usually, working environments with spacious and comfortable days off and holidays will be highly appreciated by employees.

- **Professional development training courses**

Every employee wants to develop and perfect their skills and professional knowledge to work better and have more advancement opportunities. If the company organizes annual skills and professional training sessions and outlines a promotion path, it will attract and retain talented people more effectively. In addition, job rotation and job redesign programs (job enlargement or job enrichment) aimed at training successor human resources or promoting management are also motivations for employees. members are committed and devoted to the unit.

- **Working equipment**

A cramped working environment and lack of equipment cannot be an ideal environment for employees to work. Therefore, investing in adequate equipment to meet the needs of each department not only helps work go smoothly, conveniently, effectively, and professionally, but also creates a feeling of excitement for employees when working. . Imagine, when entering a deprived place and a spacious, clean, modern place, people will naturally choose the second environment.

These are incentives and benefits that are as important as salaries to attract candidates and retain good employees. Therefore, besides paying salaries, employers also need to build a comfortable, fun and happy working environment, ensuring employees will be satisfied and stick around for a long time.

Salaries of cadres, civil servants and public employees are the amounts of money paid to cadres, civil servants and public employees according to their job positions with corresponding title standards and associated with the quality and effectiveness of leadership and management. , performing public duties, providing public services. Wages must be calculated correctly, fully accounting for labor costs, taking into account the labor characteristics of cadres, civil servants, and public employees and ensuring that they live mainly on salary, with a standard of living above the average level of workers. social movement, creating motivation to encourage officials, civil servants and public employees to work with conscience, responsibility and high efficiency, contributing to fighting negativity and corruption.

Cadres, civil servants and public employees are recruited and used according to the State's limits, salaries are tied to cadres, civil servants and public employees policies. Paying salaries correctly to officials, civil servants, and public employees means investing in development, creating motivation for economic development and improving the quality of leadership, management, public service performance, and public service provision. , contributing to cleaning up and improving the effectiveness and efficiency of the state apparatus. The salaries of officials, civil servants and public employees are placed in correlation with the salary level of the market area. In particular, there must be policies to attract and retain talented people. Must empower and enhance the responsibility of heads of agencies and units in recruiting, using and evaluating officials, civil servants and public employees to pay the right people, for the right job, effectively.

The basic principles of salary policy for officials, civil servants and public employees are:

1. Wages and grades paid to cadres, civil servants and public employees according to job position;
2. Salaries of officials, civil servants and public employees must be enough to live at an above average level of social labor;
3. Ensuring social equity in salaries between state administrative sectors, public service providers and the corporate market sector;
4. Salary is really a stimulating, motivating and competitive lever.

Over the past many years, the base salary has continuously increased to suit the socio-economic development conditions and living needs of officials, civil servants and public employees. This clearly shows that the development of wage policy in the public sector has gone through a rather long period under a centralized, subsidized economic mechanism. Although it has undergone a number of salary reforms, public sector salary policy is still deeply influenced by the centralized mechanism, manifested in the following points:

Firstly, although the State has reformed its wage policy many times, the minimum wage is always low compared to the essential living needs of people working for the State.

Second, salary adjustments always tend to not keep up with price increases, leading to a decline in the real salaries of civil servants.

Third, the system of increasing salary levels based on seniority and imposing salary levels based on training level does not have the effect of encouraging the dynamism and creativity of civil servants.

Fourth, salaries are not linked to productivity, quality, job characteristics as well as work efficiency, thus not having the effect of encouraging specialization and professionalism of officials and civil servants.

Fifth, low wages have a negative impact on labor order and discipline.

Sixth, in the public sector there are still differences in the way salary coefficients are calculated in some sectors, leading to inequality in the performance of public duties.

Seventh, there are some salary scale systems that are built too complicated and lack scientific basis.

Eighth, the State manages salaries through the central management and payroll allocation regime.

Because of these inadequacies, in recent times there has been a trend of officials and civil servants with high professional capacity and good work experience wanting to leave state agencies. to work in enterprises outside the state sector. This is the cause and also the disadvantages of the public sector salary policy that has negatively impacted the quantity and quality of public sector human resources, directly affecting and reducing operational efficiency and health. strength of the state apparatus.

3. Research methods and current situation

• Regarding minimum wage policy

Minimum wage is determined according to minimum needs, economic capacity, wages in the labor market, and cost of living index.

Basis for calculating salary levels in the system of salary scales, salary tables, salary allowances in the public sector, calculating salary levels stated in labor contracts and implementing other regimes for employees according to the

provisions of law . In Article 56 of the Labor Code, it is stated: The minimum wage is set according to the cost of living, ensuring that workers doing the simplest work under normal working conditions compensate for simple labor and a The part of the wage that reproduces labor power expands and is used as a basis for calculating wages for other types of workers.

According to Karl Marx's principles, wages must ensure the reproduction of labor power, the minimum acceptable level of workers: "the production cost of simple labor power is reduced to the worker's living cost." personnel and costs. To continue to maintain that race is wages. The wages so determined are the minimum wages. That is, the lowest limit of wages must ensure the restoration of human labor power. And wages are also determined by the rules that determine the prices of all other goods..., by the relationship of supply to demand, of demand to supply. Our Party and State always pay attention to, reform and innovate salary policies to suit the development of the economy. Since the issuance of Decree 235/HDBT in September 1985 on salary reform for civil servants, until early 1993, the Government had adjusted salaries 21 times.

From 1993 up to now, the wage policy in our country has gradually innovated towards the market, gradually separating the wages of the production and business sector from the state administrative sector and the non-business sector providing public services. ; Wages and income of salaried workers tend to increase gradually.

The national target employment program annually creates more than 1.6 million new jobs for workers, reducing the unemployment rate in urban areas from 6.42% (in 2000) to about 4. .6% (2010); Real income per capita over the past 10 years has increased about 2.3 times... However, overall, there are still many paradoxes in wages and income.

• Wage problem in Vietnam

For many years, the government has always tried to reform salary policies to meet the needs of society and suit the rapidly growing economy. However, in addition to the achieved successes, there are still limitations and inadequacies.

According to data from the Ministry of Home Affairs, from 2003 to present, the general minimum wage for workers in the administrative and non-business sector has been adjusted 7 times from 210,000 VND/month to 830,000 VND/month, with an increase almost 4 times. From May 1, 2012, the minimum wage was decided to increase to 1,050,000 VND/month. This adjustment is made on the basis of the expected levels in the Salary Project for the period 2003 - 2007 and 2008 - 2012, adjusted according to economic growth, consumer price index and state budget capacity. . However, based on current living standards, this minimum wage is completely insufficient for workers to live for a month, especially in big cities like Hanoi or Ho Chi Minh City. Ho Chi Minh. As inflation increases, consumer prices escalate rapidly.

The salary department of the Ministry of Home Affairs said it will try to adjust the minimum salary of civil servants to 3 million VND a month in 2018. The minimum - average - maximum salary relationship is not reasonable, the salary level is not reasonable. Pay according to working capacity and title. Also according to the announcement of the Ministry of Home Affairs, in the period 2016-2020, the relationship between minimum - average - maximum salary will be

expanded from the current level of 1 - 2.34 - 10 to 1 - 3.2 - 15.

According to the survey results of the Vietnam Public Employees Union, the hard salary of public employees is quite low, most of them are paid at the level of officers and specialists, accounting for about 73% (cadres account for 32% and specialists). 41%), while at the level of main specialists is 24% and senior specialists is 3%. With the cost of living becoming more expensive due to escalating prices and inflation, the State's salary increase reforms are still only Take it with a grain of salt, if only based on the current salary, it is not enough to cover the expenses for each individual, let alone to worry about family and children. In fact, most state civil servants have non-salary income, and this income level is also uncontrollable

In the non-state-owned enterprise sector, many companies pay an average salary of more than 2 million VND a month, but this level in the minimum plan of the Ministry of Labor, War Invalids and Social Affairs is only 1.5 million VND, this is also causing many disadvantages for workers at foreign companies, when the foreign side will not accept payment that is too high compared to the minimum wage prescribed by the state. Businesses all believe that this salary is too low, making it difficult for businesses to recruit workers. The minimum wage also makes it difficult for many businesses when customers calculate prices based on it. Currently, the general minimum wage and regional minimum wage are applied to both businesses and the entire administrative sector, so if you want to increase it, it will affect the state budget, which makes the minimum wage of joint.

- **For the state**

The inadequacies of the wage policy have objective causes but the main subjective causes are as follows: Wages are a complex issue, greatly affecting many aspects of social life; and the ideology of averageness and equality; There has been no comprehensive research on wages in a socialist-oriented market economy. The organizational apparatus of the political system is still cumbersome and has many layers; Subjects receiving salaries and allowances from the state budget are too large and increasing, especially staff in public service units and part-time workers at the commune level, in villages and residential groups, leading to a total The salary and allowance fund from the state budget is increasingly large (about 20% of state budget expenditure). In the public sector, the State pays salaries to cadres, civil servants, public employees and the armed forces according to their job positions, titles and leadership positions, in accordance with the State's resources, ensuring correlation. Reasonable wages in the labor market; Implement a worthy remuneration and reward regime, creating motivation to improve quality, work efficiency, public service ethics, professional ethics, contributing to cleanliness and improving operational effectiveness and efficiency. of the political system.

- **For society**

For the corporate sector, wages are the price of labor, formed on the basis of agreements between employees and employers according to market rules under the management of the State. The state regulates the minimum wage as the lowest floor to protect vulnerable workers, and is also one of the bases for negotiating wages and regulating the labor market. Salary distribution is based on labor results and production and business efficiency, ensuring harmonious,

stable and progressive labor relationships in the enterprise. For the business sector, regulations on minimum wages are not specific, the criteria for determination also emphasize minimum living needs; The minimum hourly wage has not been set; The function of protecting vulnerable workers is still limited. The regulation of a number of principles for building salary scales and tables also affects the salary autonomy of businesses. The role and effectiveness of the bargaining mechanism has not really been promoted. Violations of legal regulations on wages are still numerous; Guidance, propaganda, testing, inspection, and handling of violations are still limited. The salary management mechanism for state-owned enterprises still has many shortcomings. Workers' salaries are not really linked to labor productivity; There is no separation between the salaries of the board of directors, the board of members and the board of directors.

4. Research results

Facing the need to develop in the context of opportunities, advantages, difficulties, and challenges, requires us to have the right perspective, appropriate to the new context. Firstly, determining salary policy is a particularly important part of the socio-economic policy system. Wages must be the main income to ensure a living for workers and their families; Paying wages correctly is an investment in human resource development, creating motivation to improve labor productivity and work efficiency of workers, making an important contribution to achieving social progress and justice, and ensuring stability. socio-political; promote and improve the quality of growth and sustainable socio-economic development.

Second, wage policy reform must ensure comprehensiveness, systematicity, synchronization, inheriting and promoting the advantages, effectively overcoming limitations and inadequacies of the current wage policy; comply with the principle of distribution according to labor and the objective laws of the market economy, taking increased labor productivity as the basis for increasing wages; meet international integration requirements; have a roadmap suitable to the socio-economic development conditions and resources of the country.

Third, in the public sector, the State pays salaries to cadres, civil servants, public employees and the armed forces according to position, jobs, titles and leadership positions, in accordance with the State's resources, ensuring a reasonable correlation with wages in the labor market; Implement a worthy remuneration and reward regime, creating motivation to improve quality, work efficiency, public service ethics, professional ethics, contributing to cleanliness and improving operational effectiveness and efficiency. of the political system.

Fourth, for the business sector, wages are the price of labor, formed on the basis of agreements between employees and employers according to the rules of the market under the management of the State. The state regulates the minimum wage as the lowest floor to protect vulnerable workers, and is also one of the bases for negotiating wages and regulating the labor market. Salary distribution is based on labor results and production and business efficiency, ensuring harmonious, stable and progressive labor relations in the enterprise. Fifth, reforming wage policy is an objective requirement . . . is an important task in building a socialist rule-of-law state and perfecting socialist-oriented market economic

institutions, requiring high political determination, associated with and promoting administrative reform. , innovate, reorganize the apparatus of the political system, streamline, operate effectively, efficiently and innovate the organization and management system, improve the quality and operational efficiency of units public career. These will be the core viewpoints in implementing the goal of building a national wage policy system that is scientific, modern, transparent, effective, consistent with the country's practical situation, and meets development requirements. development of a socialist-oriented market economy, creating motivation to liberate production capacity, improve labor productivity, human resource quality, and competitiveness of the economy; contributing to building a political system that is stable, unified, continuous, smooth, streamlined, clean, and operates effectively and efficiently; prevent and combat corruption and waste; Realizing progress, social justice, promoting socio-economic development and international integration . Concretize the above general goal with specific goals and roadmaps as follows: For the public sector: From 2018 to 2020, continue to adjust and increase the base salary according to the Resolution of the National Assembly, ensuring ensure it is not lower than the consumer price index and consistent with the economic growth rate; Do not add new types of allowances according to occupation. Complete the development and promulgation of a new salary regime according to the content of salary policy reform, associated with the roadmap for administrative reform and staff streamlining; innovate and reorganize the apparatus of the political system; innovation of public service units.

From 2021 to 2025 and with a vision to 2030, apply a new unified salary regime for cadres, civil servants, public employees, and armed forces in the entire political system from 2021; In 2021, the lowest salary of officials, civil servants and public employees is equal to the average lowest salary of the business sector. Periodically (2 to 3 years) raise the salary level in accordance with the CPI consumer price index, economic growth level and the capacity of the state budget. By 2025, the lowest salary of officials, civil servants and public employees will be higher than the average lowest salary of the business sector. By 2030, the lowest salary of cadres, civil servants and public employees will be equal to or higher than the lowest salary of highland areas, especially industrial zones.

Based on a summary of theory and practice of salary policy in our country since 1960 now; The results of extensive research and surveys at home and abroad with the participation and comments of many domestic and international agencies, units, organizations, experts, and scientists have clarified the basic contents. on salary policy reform for cadres, civil servants, public employees, armed forces and workers in enterprises in our country in the coming time as follows: For the public sector: Designing the salary and

wage structure New bonuses include: Basic salary, allowances; bonus. Build and issue a new payroll system. Replace the current payroll system with a new payroll system based on job position, title and leadership position; Converting the old salary to a new salary ensuring it is not lower than the current salary, including: Developing a salary table for positions applicable to officials, civil servants, and public employees holding leadership positions in the political

system from the Central Government. to the commune level. Develop a professional and professional salary table according to civil servant ranks and civil servant professional titles, applicable generally to civil servants and public employees who do not hold leadership positions; Each civil servant rank and professional title has many salary levels as at present. Build 3 new salary tables for the armed forces. Identify specific elements to design a new payroll. Rearrange current allowance regimes. Complete the salary and income management mechanism.

From the basic contents of salary policy reform for cadres, civil servants, public employees, armed forces and workers in enterprises mentioned above, in the coming time, we need to implement it synchronously. the following tasks and solutions:

Promote information and propaganda work, raise awareness of salary policy reform in sync with the organizational structure innovation of the streamlined political system, and operations effectiveness, efficiency; innovate the organization and management system, improve the quality and operational efficiency of public service units. Actively build a job placement system for officials, civil servants, public employees and the armed forces. Complete the legal system on employment positions and criteria for evaluating and classifying cadres, civil servants and public employees on the basis of summarizing and implementing the provisions of the Law on Cadres and Civil Servants, the Law on Public Employees and consultation. Consult international experience.

Develop and promulgate a new salary regime to apply uniformly from 2021. Implement the Party's unified leadership in building and managing the salary policy of the entire political system, directly decided by the Politburo and assigned the authorities to issue documents regulating the salary regime of cadres, civil servants, public employees, armed forces from the central to commune levels and workers in enterprises. The Party and State's functional agencies base on the content of the Project to develop and promulgate documents stipulating the new salary regime when guiding the implementation of converting old salaries to new salaries to ensure m .

Drastically implement financial and budgetary solutions to create resources for wage policy reform, including: Effectively implementing the Central Resolutions on restructuring the economy associated with innovating the growth model leader, on private economic development, on innovation, improving the operational efficiency of state-owned enterprises; on public debt management; Restructuring state budget revenues ensures the rate of mobilization into the state budget is at an appropriate level; Every year, priority is given to about 50% of the increase in estimated revenue and 70% of the increase in realized revenue of the local budget, and about 40% of the increase in central budget revenue for wage policy reform; Continue to save 10% of the estimated annual increase in regular expenses; The remaining annual salary policy reform resources must continue to be used to implement salary policy reform for the following years. Do not use for other purposes without permission from competent authorities; Restructuring state budget expenditures associated with salary reform, restructuring spending in some public service areas associated with adjusting prices and fees for public service services. Abolish non-salary expenses of cadres, civil servants and public employees originating from the state

budget. Implement salary budgets for agencies and units; contracted non-salary benefits (car, housing, medical examination and treatment...); Accelerate the transition from fees to implementation of public service prices in the direction of the State regulating the service price framework, gradually calculating all costs for basic and essential services, and at the same time attaching with appropriate support policies for the poor and policy beneficiaries. Effectively deploy the Resolutions of the 6th Central Committee, term organization and management system, improving the quality and operational efficiency of public service units associated with the salary reform roadmap. Improve the effectiveness and efficiency of State management of wages; Amend and improve laws on cadres, civil servants, public employees, labor, enterprises, social insurance and laws related to salary policies in the direction of promoting decentralization and giving autonomy to agencies, organizations and units. Complete the salary agreement mechanism in enterprises through establishing a mechanism for dialogue, negotiation and agreement between subjects.

Strengthen the Party's leadership role; Promoting the role of the people, the Fatherland Front and socio-political organizations in implementing wage policy reform in sync with organizational arrangements, streamlining staff, and innovating the system organization and management. Wage policy reform is an important, complex, sensitive political, economic, and social issue, with profound impacts for many years on the country's socio-economic sectors. To complete the set goals, it is necessary to synchronously implement the above solutions, in which the 4th and 5th solutions are groundbreaking to successfully implement the goal of reforming salary policy to ensure life for workers and their families; creating motivation to improve labor productivity and work efficiency of workers, contributing to investment in human resource development, building a stable, streamlined, clean, and effective political system, effective; Anti-corruption; Realizing progress and social justice, promoting and improving the quality of growth and sustainable socio-economic development.

5. Discussion and research results

Wage policy in the business sector has gradually been implemented according to the market mechanism under State management. The State gradually reduces administrative intervention and salary management through regulating the regional minimum wage as the lowest floor to protect vulnerable workers. Change the mechanism for setting the regional minimum wage, from being determined by the State to being based on the results of three-party negotiations. The regional minimum wage is adjusted to be relatively consistent with socio-economic conditions and the capabilities of businesses, gradually improving the lives of workers. Enterprises can decide on salary policies according to general principles, ensuring harmony of interests between employees and employers in the context of an underdeveloped labor market, bargaining capacity of employees and Employee representative organizations at the grassroots level are still limited. The role of trade unions in deciding on enterprise wage policies has been gradually strengthened, ensuring publicity and transparency in the process of promulgating policies and paying wages to workers. The State guides and supports capacity building, connects supply and demand and provides information for workers and employers to negotiate.

The salary policy in the SOE sector has been renewed in accordance with the Party's policy on arranging, restructuring, and improving the operational efficiency of SOEs; Separate salaries of managers from employees, linked to the production and business efficiency of the enterprise.

The reform of wage policy in the coming time has mixed opportunities, advantages, difficulties and challenges. We inherit the achievements of more than 30 years of innovation, development and integration; Awareness of the socialist-oriented market economy is increasingly complete and perfect. Many important decisions of the Party and State that create the foundation for wage policy reform have been issued, especially on perfecting socialist-oriented market economy institutions, on innovation, and organizational arrangements. Organize the apparatus of the political system and innovate the organization and management system, improve the quality and operational efficiency of public service units. The position and power of the economy has grown stronger; The labor market is increasingly developing; Labor productivity, quality, efficiency and competitiveness are increasing, creating a foundation and favorable conditions for wage policy reform.

However, the difficulties and challenges are still great; State budget potential is still limited while spending needs are huge for development investment, reforming wage policies, ensuring social security, environmental protection, responding to climate change and national defense and security. . Wage policy reform involves many mechanisms and policies, affecting many classes of people and objects in society, so it requires consensus, high political determination and time. effective time. Meanwhile, international integration is becoming deeper and deeper, science and technology are changing very quickly and the Industrial Revolution 4.0 requires continued innovation and comprehensive reform of salary policy to avoid becoming a problem. become an important tool to encourage and attract labor resources, promoting increased labor productivity to serve the goal of rapid and sustainable development.

It can be said that the salary policy reform for civil servants since 2003 has not been successful and still cannot escape the vicious cycle: It is a low salary policy that is not enough to live, but non-salary income is very high. high, each increase in the minimum wage increases the burden on the state budget. Even though the salary policy has been "reformed", it still does not create strong enough motivation for salary earners to develop their talents and contributions. Low wages do not stimulate cadres and civil servants to stick with the State, and do not attract talented people; On the contrary, people who work well and are talented leave the state sector to work in the non-state sector, where wages and income are high, tend to increase. On the other hand, low wages are also an important cause of negativity and corruption. In the non-state-owned enterprise sector, many companies pay an average salary of more than 2 million VND a month, but this level in the minimum plan of the Ministry of Labor, War Invalids and Social Affairs is only 1.5 million VND, this is also causing many disadvantages for workers at foreign companies, when the foreign side will not accept payment that is too high compared to the minimum wage prescribed by the state. Businesses all believe that this salary is too low, making it difficult for businesses to recruit workers. The minimum wage also makes it difficult for many businesses when customers calculate prices based on it. Currently, the general minimum wage and regional minimum wage are

applied to both businesses and the entire administrative sector, so if you want to increase it, it will affect the state budget, which makes the minimum wage of Businesses also grow very slowly, not consistent with reality.

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