

SEVERAL ISSUES OF STRATIFICATION IN THE WORKING CLASS IN VIETNAM TODAY

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Social stratification is the division of society into different strata of economic, political, cultural and social status. In a class society, within each class there is also stratification. Vietnamese working class right from its inception until now, that stratification has been and is still taking place, due to the impact of domestic socio-economic development and external influences. The paper analyzes the stratified status of the working class, thereby proposing some solutions to develop Vietnam's working class, the current period.

Keywords: Social stratification; Vietnamese working class; Solutions for developing working class.

1. Introduction

The process of industrialization, modernization and international integration has been strongly affecting the working class of Vietnam in many aspects: quantity, quality, structure, political consciousness, discipline and working ethics. In particular, the working class of Vietnam has also been deeply stratified, so it is very important to explore this issue seriously to fully realize the positive and limitations of that stratification, thus having practical solutions to develop the working class.

2. Study overview

Vietnamese working class is the subject with many related articles and researches. Typical works are: “Vietnamese working class in the process of national industrialization and modernization” (Ngoc, 2004); “Contributing to building the working class of Vietnam, from the situation of working class in Ho Chi Minh City” (Thanh, 2008); “Current Vietnamese working class and trade unions - challenges and prospects” (Tho, 2017); “Vietnamese working class with knowledge economy” (Tao, 2007)... These works have shown that compared to the period before Renovation, Vietnamese working class has a lot of fluctuations with the emergence of new types of workers, along with that the stratification within the working class is increasingly deep. The authors also forecast that in the coming time, the structure and stratification of the working class in Vietnam will continue to deepen. Inheriting the research results achieved, with specific data from the “Statistical Yearbook”, we continue to clarify the confirmed issues, further analyze the stratification situation in the working class, propose solutions to develop the Vietnamese

working class in the current period.

3. Research method

The paper uses the methodology of Marxist - Leninist philosophy (the development principle of dialectical materialism; the theory of the law of production relations in accordance with the level of development of the production force) so that clarify the emergence and movement of stratification in the working class, explain the causes of stratification in the working class in Vietnam. The research uses analysis, comparison and modeling methods to analyze stratification status in the working class of Vietnam. In addition, the research also uses an approach of dividing the working class according to criteria of economic sectors, industries, and qualifications to analyze the stratification of the working class according to these criteria.

4. Research results

4.1. Stratification in the working class

Social stratification is the division of society into different strata of economic, political, cultural and social status. When private ownership was born, the society was divided into classes. The classes differ in status in the social production system, from which there arise many other differences between classes. In a class society, there are not only differences between classes, but also in each class, there are differences among people in terms of economy, politics, social prestige,... Stratification. in the class, there are two forms: regular stratification and irregular stratification. The first form naturally formed due to the difference in talent, intelligence, it plays a role in promoting social development. The second form is based on unethical factors and illegal acts, which

inhibit social development. The root of stratification in each class is due to the difference in individual capacities and division of labor. Stratification in class is an indispensable objective phenomenon in the development process of each class.

4.2. The situation of stratification in the working class of Vietnam today

“The working class of Vietnam is a huge, growing social force, comprising manual and manual workers, salaried workers, in various types of production, business and industrial services. or production, business and service of industrial nature” (Central Propaganda Department, 2008, p.13). The working class in Vietnam bears the essence of the working class in general and has all the characteristics of the international working class. The working class in Vietnam differs from the working class in other countries in the “national character” in many ways. Over the past years, under the impact of socio-economic innovation, the socialist-oriented market economy, the process of integration and globalization, the modern industrial revolution, the stratification of Vietnamese working class has many changes compared to previous periods. The stratification in the working class in Vietnam takes place on all aspects of social life.

** Income stratification:*

In Vietnam, there is a division of income between workers of all economic sectors, workers of industries, between intellectual workers and traditional workers.

The income of workers in all types of businesses increased from 2009 to 2016, but increased unevenly. There is a big disparity in the income of workers between types of businesses. In particular, state-owned enterprises have the highest income, then come to foreign-invested enterprises and non-state enterprises with lower incomes. (See chart 1).

Unit: Thousand dong

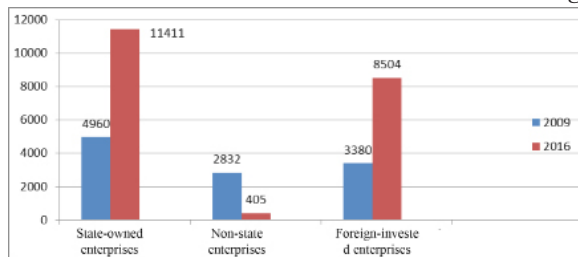


Chart 1: Average monthly income of workers by type
Source: *Statistical Yearbook 2014 and 2017*

On the other hand, the income disparity between workers in the same type of enterprise is also increasing. Although workers may have shares, but in general the majority of shares, stocks are concentrated in the hands of some people with money such as business managers. In enterprises

with foreign direct investment, many businesses have the difference between the salary of workers directly engaged in production and the salaries of managers and business leaders up to 14-15 times (Thanh, 2008, p.48)

Regarding the stratification of workers among industries, chart 2 shows that the income of workers from 2010 to 2016 has increased differently across industries. In which the construction industry increased the fastest. We also easily recognize the difference in income of workers in all industries. Finance, banking, insurance workers have the highest income. The lowest is agriculture, forestry and fisheries.

Unit: Thousand dong

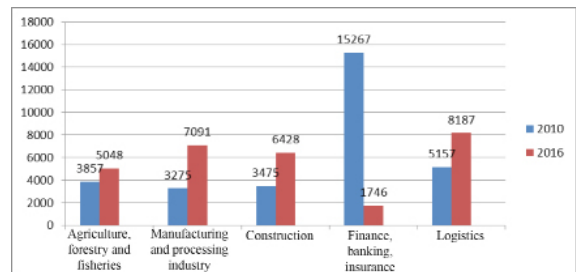


Chart 2: Average monthly income of workers by occupation

Source: *Statistical Yearbook 2014 and 2017*

Income stratification in the working class are also reflected in the relationship between highly-skilled workers and low-skilled workers. Foreign-invested economic sector clearly shows this point. Here, workers’ income is directly proportional to their education and technical expertise. People with high technical qualifications earn more than 3 times more than unskilled workers (Thanh, 2008, p.48)

** The stratification of qualifications:*

The qualification of workers is one of the important indicators showing the quality of the working class. The qualification of the working class includes *education and professional qualification*, and *occupational skills*. The qualification of the working class in Vietnam has a clear division between workers of different economic sectors, economic sectors, and professions.

On education level. In almost of production and business sectors, workers have low education. The percentage of workers graduating from high school is in the service and commerce sector, accounting for the highest rate of 84.6%; This figure in forestry, agriculture and fisheries is nearly 50%. In 2013, 3.1% of workers had primary education, 26.8% of workers had lower secondary education, 70.1% of workers had secondary education (Tho, 2017, p.31) (See chart 3)

Unit: %

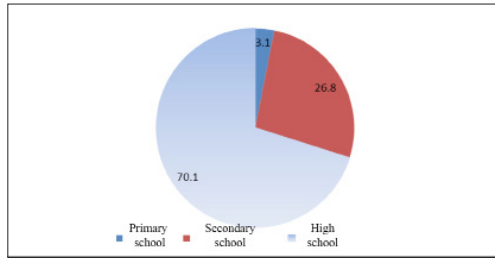


Chart 3: Training level of workers

On professional qualifications and occupational skills. The proportion of untrained workers accounts for 8.5%, workers trained in enterprises account for 48%, college degrees account for 6.6%, university degrees make up 17.4%. More than 50% of young workers have no vocational training. Trained workers in the service and trade sectors with professional training had the highest rate of 50.7%. Meanwhile, this figure in the construction industry, transportation is 50.7%; electronics and mechanical engineering is 40.9%; Leather shoes industry is the lowest with 20.4%.

In our country, a group of intellectual workers is formed with high levels of education, expertise and skills in high-tech and spearhead economic sectors. For example, at the Vietnam Oil and Gas Group, the university or college graduation rate is more than 40%. This figure in Vietnam Electricity Group is nearly 30%, VietinBank, Vietcombank is more than 90% (Central Propaganda Department, 2008, p.9)

The qualification stratification leads to the stratification of income and living standards. Highly skilled workers are allowed to work in good environments, with high incomes and a more stable life; Low-skilled workers must work in a hazardous, low-income environment.

From the above stratification, Vietnamese working class can be divided into three classes: *firstly*, intellectual workers with high levels of education and specialization operating in modern industries and services; *secondly*, unskilled workers, simple labor, with low income, difficult life; *thirdly*, middle-class workers are trained through vocational schools, with a more stable life.

4.3. The cause of stratification in Vietnamese working class today

The stratification in the working class of Vietnam is, after all, an expression of the current socio-economic changes in our country. A number of causes can be listed as follows;

Firstly, the existence of many forms of ownership and many economic sectors leads to the formation of corresponding working classes. With the appearance and transformation of ownership towards the socialization of production means, workers may have shares, which leads to different

economic status. There are parts with no or few shares. The department with more shares has higher incomes, they receive a portion of their surplus value in the form of dividends.

Secondly, the dark side of the market economy produces a selfish, self-serving and pragmatic lifestyle that exaggerates the value of money, disregards morality and conscience, leading to a part of workers who are not interested in political issue.

Thirdly, the development and application of the achievements of the modern scientific revolution lead to the generation of new professions, including high-tech engineering industries, from which to form the knowledge economy and the ministry. intellectual worker division. The knowledge economy also pushes many people into unemployment because they do not meet the job requirements. The structure of economic industries changes, the role of traditional industries decreases, so traditional workers also have a declining share and modern workers who are the product of scientific revolutions will increase.

Fourthly, due to the trend of globalization and regionalization, the formation of foreign-invested enterprises has increased rapidly. Workers have access to new scientific knowledge, techniques, technologies, qualifications and income of a part of the workers.

In addition, the stratification in the working class of Vietnam is also due to subjective reasons such as positive effects in the Party and State’s working-class development policies and policies towards the development of numbers and quality, qualifications, culture, political enlightenment. A part of the workers is still afraid to study to improve their qualifications, be slow to innovate, absorb scientific achievements, be passive in getting jobs and mentally afraid to change careers.

4.4. A number of solutions to develop Vietnamese working class today

To develop the working class in both quantity and quality; improving political skills, education, professional skills, occupational skills, labor discipline of workers, to limit the negative aspects of stratification in the working class need to implement these following basic solutions:

Firstly, promoting industrialization, modernization and international integration associated with the development of the knowledge-oriented economic economy. First of all, priority should be given to the development of labor-intensive industries to create jobs, promoting the national competitive advantage of labor resources, contributing to rapid labor restructuring. This is a prerequisite for the use of labor resources, including the working class at all levels, rational distribution of labor among regions, sectors and economic sectors.

Secondly, developing economic, improving

labor productivity and business efficiency of the state economic sector in order to create conditions for the working class in this economic sector to become the nucleus of the working class, promoting its core role.

Thirdly, improve the educational level, professional skills and career skills by improving the quality of teaching - learning, directly in universities, colleges, vocational schools; continue to promote vocational education for high school students. For the working workers, they need regular education so that they are aware of the importance of raising qualifications. Vocational training programs should be built on the basis of actual production and business in enterprises, localities, throughout the country and around the world. Promote vocational training with the identification, fostering and employment of skilled and high-tech workers.

Fourthly, it is necessary to strengthen national spiritual education, enlightenment awareness, and

improve the political spirit of the working class. In the context of information technology revolution, social network development, it is necessary to find attractive and new forms of education. Utilizing new means to educate national awareness and political consciousness for the working class creatively and effectively.

5. Conclusion

In the working class of Vietnam, stratification has been taking place strongly by objective and subjective reasons. This stratification is a historical indispensable, therefore, it is necessary to study and give practical solutions to promote the positive effects, limiting the negative effects of stratification. These are solutions: perfecting the wage policy, developing a socialist-oriented market economy, promoting the core role of the working class in the state economic sector, improving the education level. mentoring, professional, mental, and political enlightenment consciousness of the working class of Vietnam.

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MỘT SỐ VẤN ĐỀ VỀ SỰ PHÂN TẦNG TRONG GIAI CẤP CÔNG NHÂN Ở VIỆT NAM HIỆN NAY

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Tóm tắt

Phân tầng xã hội là sự phân chia xã hội thành những tầng bậc khác nhau về địa vị kinh tế, chính trị, văn hóa xã hội. Trong xã hội có giai cấp, trong nội bộ mỗi giai cấp cũng có sự phân tầng. Giai cấp công nhân Việt Nam ngay từ khi ra đời đến nay, sự phân tầng ấy vẫn đã và đang diễn ra, do chịu sự tác động của tình hình phát triển kinh tế - xã hội trong nước và những tác động từ bên ngoài. Bài viết phân tích thực trạng phân tầng của giai cấp công nhân, qua đó đề xuất một số giải pháp phát triển giai cấp công nhân Việt Nam, giai đoạn hiện nay.

Từ khóa

Phân tầng xã hội; Giai cấp công nhân Việt Nam; Giải pháp phát triển giai cấp công nhân.