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## Evaluation of the actual situation of emulation and compensation in FDI enterprises in Vietnam

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### Abstract

In the current context of extensive and comprehensive international economic integration, emulation and commendation plays an increasingly important role in the development of enterprises. Especially for foreign-invested enterprises in Vietnam. For these enterprises, the competition is very high, along with the emulation and commendation work is also extremely rich in order to promote all resources, contributing to improving the capacity and level of science and technology, associated with human resource training. But in the process of implementing the emulation and commendation work, there are also many unresolved issues, advantages and disadvantages.... The following group 3 will present more clearly about the reality of emulation and commendation in foreign-invested enterprises in Vietnam.

**Keywords:** emulation, compensation, foreign enterprises, Vietnam

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### 1. Introduction

Vietnam is now increasingly developing in many different fields, such as science, tourism, business, etc. As a result, foreign investors invest capital in Vietnam, especially businesses. The more foreign investment capital, the more Vietnam's economy will grow, creating more job opportunities for our people. In parallel, in order for these enterprises to develop in the best possible direction, the state has issued a plan to emulate and reward enterprises. The work of emulation and commendation is to encourage and stimulate the spirit of enthusiasm for each enterprise in general and workers in particular. Emulation is the driving force that motivates each individual and organization in the enterprise to successfully complete the tasks, while reward is both a result and a factor promoting the emulation movement to develop. However, in previous years, due to the lack of good application of this work plan, the emulation work was still limited, weak, and difficult to convince businesses in practice. Therefore, the emulation work is underestimated compared to the reward.

Emulation and reward are two closely related contents and dialectically influence each other. Emulation is the driving force that motivates individuals and organizations to successfully complete tasks, and on that basis, rewards are implemented. Reward is both a result and a factor promoting the emulation movement to develop. Reward the right people, right jobs; Ensuring objectivity, fairness and timely implementation will have the effect of encouraging and encouraging emulation.

The work of emulation and commendation plays an important role in the process of national construction and development, which can be considered as a driving force for development. Performing well the work of emulation and commendation will promote the positivity, initiative and creativity of each individual, promote the will, determination and solidarity of the collective, making each individual and collective have a high sense of responsibility in performing their duties and responsibilities.

In the current national renewal and international integration, emulation and commendation plays an increasingly important role in social working life. The work of emulation and commendation has really become a driving force to motivate people and all sectors of society to emulate labor in production, research, learning and creativity; making an important contribution to building a new life, building a new culture, and developing more and more perfect people.

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Due to the Covid-19 epidemic, which has caused many difficulties for many businesses, thanks to the effective emulation and commendation work, our country's economy is not stagnant but tends to grow. As a result, it attracts many investors to invest capital directly in our country. Although initially the implementation of emulation and commendation was still ineffective and weak due to not being properly implemented, gradually the implementation of this task was modified to suit enterprises with high capital. Foreign investment has boosted our country's economic growth and kept pace with globalization. The infrastructure, education, science, technology, and medicine have been improved, our country is on the path to success like never before.

## 2. Overview of the research problem

### 2.1. The urgency of the subject:

The work of emulation and reward is an issue that every business is interested in simply because it is the driving force of positive development, an important management tool, participating in the successful implementation of tasks, services, building new people; strongly affect feelings, responsibility, consciousness, self-reliance, community pride and collective and individual creativity. Not only that, the emulation and reward work is one of the most prominent concerns in Vietnam today, especially for foreign-invested enterprises. In the current context of super-wide and comprehensive international integration, emulation and commendation plays an increasingly important role in the development of the Industry and Trade industry. Being aware of the correct position, role, characteristics as well as requirements for emulation and commendation is very important in renewing and improving the effectiveness of emulation and commendation. of the industry. Renovating thinking in emulation and commendation work towards humanity, towards the basis of common practice and reward for small collectives for those in labor and ensuring the essence of emulation work. one of the requirements posed for the process of perfecting the emulation and commendation force.

In recent years, the activities of enterprises have had a sudden development, contributing to the liberation and development of production capacity, mobilizing and promoting internal resources for socio-economic development, making a decisive contribution to the recovery of enterprises. economic recovery and growth, increase export turnover, increase budget revenue and effectively participate in solving social problems such as: job creation, hunger eradication, poverty reduction... organizations and individuals of enterprises according to the provisions of the Law on Emulation and Commendation and guiding documents which have been implemented by localities, ministries and branches for many years. The commendation, regardless of whether an enterprise is in the state or non-state sector, is carried out on the principle that all collectives and individuals are equal before the law on emulation and commendation. In fact, there have been many collectives and individuals belonging to domestic and foreign enterprises, including FDI enterprises, that have been awarded with various forms of rewards, emulation titles and honorary titles of the State such as: Independence Medal, Labor Medal, Prime Minister's Certificate of Merit, Government Emulation Flag, Labor Hero title. The organization of emulation movements in non-state enterprises has not been really extensive and effective,

has not created clear impacts on production and business results, so the recognition of emulation titles for workers In general, employees, collectives in these enterprises have not been fully and seriously implemented, thereby affecting the reward for collectives and individuals. From the above practical issues, the Deputy Head of the Law Drafting Committee proposed that in order to reward enterprises and collectives and individuals of enterprises, there should be specific provisions in the Law, with standard conditions: commendation is specified in the guiding documents for the implementation of the Law on Emulation and Commendation; directing enterprise rewards into specific forms (thematic, extraordinary) because businesses are established and organized operating in many different fields, evaluation criteria for collectives and individuals There will be different content. In addition, there is also the current situation of organizing emulation, commendation and honoring for individuals and organizations in business activities in recent years: Types of titles, forms of commendation, and methods of implementation. Currently, the authority to organize awards and commendations, funding sources for implementation and some limitations in the organization of emulation and commendation. Some emulation movements are launched at times, in places and at other times, still in form, with emulation activities being launched, but when organized, the effect is not as expected and in accordance with the prescribed criteria. assessment, summarization and reward are not timely. There are still titles that are honored improperly, ineffectively, causing waste and even transforming into different forms such as commenting, voting... causing irritation in society and inadequacies in the public management work.

The Central Committee for Emulation and Commendation organized a scientific seminar on innovation in emulation and commendation at economic groups and state corporations. Attending the ceremony were Deputy Minister of Home Affairs, Head of the Central Committee for Emulation and Commendation Tran Thi Ha. Also attending were leaders of ministries, economic groups, corporations and foreign-invested enterprises in Vietnam. Deputy Minister of Home Affairs, Head of the Central Committee for Emulation and Commendation Tran Thi Ha said: implementing the national topic "emulation and commendation work for enterprises in the determined market economy conditions" socialist direction in the current period", the Central Committee for Emulation and Commendation held a scientific seminar in the context of the Resolution of the 5th Plenum of the Party Central Committee, session XVII on perfecting the institution of a market-oriented economy. Socialism has just been promulgated. These are major and very important undertakings, which are the basis for the continued development of many economic sectors in the socialist-oriented market economy institution in our country today and also the basis for further development. perfecting the theory and practice of emulation and commendation in general and emulation and commendation in enterprises in particular. From there, propose solutions to improve the quality and efficiency of emulation and commendation work for enterprises in the context that the country is accelerating industrialization, modernization and proactive international integration. Based on the actual situation, select and concretize the implementation of emulation movements of the Government

and the General Confederation of Labor, clearly define emulation objectives, targets, scope, subjects and emulation contents for each emulation. type of trade union organization of administrative agencies, non-business units, state-owned enterprises, private enterprises and especially foreign-invested enterprises. Building mechanisms, prioritizing resources, focusing on developing emulation movements of enterprises, researching and diversifying methods of organizing, launching, and widely propagating emulation movements suitable with characteristics, conditions for accessing information of each field, each target group...

Stemming from the above issues, we chose the research topic 'Assessment of the actual situation of emulation and commendation in foreign-invested enterprises in Vietnam' to do our essay topic.

### 3. Reality

In the framework of preparation activities for the Conference to review 30 years of foreign direct investment in Vietnam, on June 19, 2018, in Hanoi, the Ministry of Planning and Investment coordinated with the Ministry of Labor, Trade and Industry. Military and Social Affairs organized a symposium on "Labour in foreign-invested enterprises - Current situation and solutions".

The FDI sector has made significant contributions in training quality workers. The employment growth rate of the FDI sector is always high, especially after joining the WTO. The presence of this sector has contributed to the shift of labor structure from rural areas to cities. directly into the operation of FDI enterprises, a team of highly qualified and skilled managers and technical workers has been gradually formed and gradually approached with science, engineering and technology. has a modern industrial style, has good labor discipline, has learned advanced management methods and experiences. A part of local laborers who are admitted to work in FDI enterprises are trained, trained in skills and foreign languages, contributing to improving the quality of human resources, gradually replacing important positions. , the core of the business.

In addition to the labor situation in the foreign-invested enterprise sector, FDI has made great contributions in providing investment capital, creating jobs and improving Vietnam's competitiveness in the international market. Using the Shift-Share method and data for the period 2006-2016, the calculation results show that contributing to the region's average annual labor productivity growth, the FDI sector ranks second (29.3% ). However, the contribution of the FDI sector is largely due to labor shifting from the low-productivity domestic sector to the FDI sector with higher absolute labor productivity (this contribution accounts for 64%). The contribution from labor productivity growth of the FDI sector itself (excluding the contribution from labor mobility) accounts for a much smaller proportion, accounting for only 36%. The level of backward linkage and forward linkage between the FDI sector and the domestic sector is mostly low in all industries, especially the technology and high-skill sectors. That said, the ability to indirectly affect labor productivity of the FDI sector through the effect of technology and low labor skills. Therefore, it is necessary to select key industries to have appropriate development incentives to increase linkages and participation of the domestic sector. At the same time, it is necessary to focus on developing supporting industries with more specific actions

and improving the training and skills of workers.

The initiative in the Program "75 thousand initiatives to overcome difficulties and develop" by Mr. Duong Van Hung, union member of Samsung Electronics Vietnam Thai Nguyen Co., Ltd., will be applied to production from March 1 to April 14, 2021. . Currently, Mr. Hung is the deputy head of the new product development department of surface treatment, Co., Ltd. Here, Mr. Hung has many opportunities to promote his ability and knowledge in school. As a young engineer, he always told himself to complete the assigned tasks well, not to disappoint his colleagues and superiors. Samsung Electronics Vietnam Thai Nguyen, an active union member in many company movements company. In addition to meeting the requirements of professional work, young engineer Duong Van Hung, with endless passion, has constantly learned from his colleagues and predecessors, then researched and explored on his own. movement "good labor - creative labor", From 2018-2020, Mr. Hung has more than 50 ideas of big and small improvement recognized. In 2021, responding to the program "75 thousand initiatives, overcoming difficulties, developing" launched by the union, he participated in the initiative "Improving tools in color processing" when put into production from January 1. April 3-14, 2021 has benefited the company over VND 3,843 billion and is estimated to benefit about VND 30.7 billion per year. This is one of the initiative topics selected to participate in the Vietnam General Confederation of Labor.

The situation of emulation and reward in foreign-invested enterprises in 2018 has changed a lot. The legal corridor on labor and labor relations was amended and supplemented in 2012 such as the Law on Employment, the Law on Occupational Safety and Health,...

According to the Vietnam Labor Market Update (Q2/2018) of the General Statistics Office, the enforcement of labor contracts between employees and employers at FDI enterprises is quite good. However, there are still many FDI enterprises that have not taken seriously their commitments in the contract, violating workers' rights, leading to labor disputes or collective cessation of work. The violations mainly focused on the following issues: salary, bonus, attendance, overtime, unsafe working conditions, failure to pay social insurance, manners, and management of people. labor...

**Regarding contracts**, according to the 2018 survey, out of the total number of labor contracts executed in FDI enterprises.

Statistics table of total number of labor contracts of FDI enterprises

Number of labor contracts with indefinite term

Number of labor contracts from 1 to under 3 years

Number of contracts from 3 months - less than 1 year

Number of contracts under 3 months

Number of employees without contract

As reflected by employees, in order to avoid paying social insurance premiums, some employers have switched from signing labor contracts to signing service contracts, consulting, and collaborators for some employees. frequent job...

**Regarding wages**, according to the General Statistics Office, the average monthly income of employees in foreign-invested enterprises (FDI) is higher than that of non-state enterprises but not equal to that of state-owned enterprises. . The salary of workers is not enough for them to cover their

daily living, even many workers accept with continuous overtime to earn more but still not enough to live.

*Regarding the rate of participation in compulsory social insurance* in FDI enterprises, it is higher than in non-state enterprises (about 88% in 2017), but the salary for participating in social insurance is higher than that of non-state enterprises. There is still a large difference between the union and the actual salary of employees (about 75% in 2017).

A survey by the Vietnam General Confederation of Labor shows that the agreement work has achieved many results, but the agreement signed in favor of employees is still not high. As of 2018, only 11.5% of the agreements reached grade A. The situation in which FDI business owners find ways or put pressure on work to "fire" these workers. 35 years old is happening more and more in FDI enterprises, this has also caused many consequences in society such as: increasing diseases, creating more burdens for families and localities,.... In recent years, the Vietnamese government has always attached great importance to attracting investment from abroad. The government continuously improves the investment environment, creating favorable conditions for domestic and foreign enterprises. In particular, special attention is paid to the implementation of the law-making program.

As a result, foreign investment inflows into Vietnam have gradually recovered, especially since 2004. Generally, in 5 years, Vietnam has attracted more than 18 billion USD of newly registered FDI capital and 13.6 billion USD of realized FDI, contributing to additional capital for development investment and improving production capacity. exports of the economy. It is estimated that the foreign-invested economic sector currently contributes more than 14% of GDP, more than 20% of the total social investment capital and more than a third of the country's total export turnover (excluding crude oil). In the past 5 years, this sector has contributed nearly 1 billion USD/year to the State budget, creating jobs for nearly 800,000 direct workers and nearly 2 million indirect workers. However, besides the achievements, there are still many limitations: The overall efficiency of FDI capital is not high; the ratio of implemented capital is low compared to the registered capital (accounting for 47%), the scale of FDI projects is small, many projects are delayed in implementation and progress is delayed; the target of attracting FDI into the high-tech sector, technology transfer has not been achieved; job creation is not commensurate, the life of workers working for FDI enterprises is not high; The spillover effect of the FDI sector to other areas is still limited.

#### 4. Solution

Leaders and commanders in agencies and units need to have the right awareness of the position and role of emulation and commendation in building the unit. The essence of emulation and commendation is not competition or competition, but creating a pure and healthy emulation engine for the benefit of the collective and the unit. The emulation motivation that motivates officers and soldiers in the process of implementing the emulation movement is the synthesis of emotional, will and belief factors with the emulation movement. The emulation motive was formed on the basis of deep enlightenment about the purpose, meaning and role of emulation, deeply expressing the awareness and responsibility of officers and soldiers for the growth of the

unit. On the basis of dynamic construction, must be determined to complete the targets and norms of emulation. In order to do that, political commissars and politicians at grassroots units must educate cadres and soldiers to grasp the purposes, socio-political meanings, and views of our Party and President Ho Chi Minh. Ho Chi Minh on emulation, do a good job of educating collective consciousness, solidarity, mutual assistance based on comradeship for the common good, resolutely fighting against the ideology of peace and defeat, competition, and bureaucracy. running, chasing after achievements, for the sake of personal motives and dishonest expressions in competition. Since then, it has been strictly maintained into a regime and order, promoting the effective roles and functions of the emulation committees and teams in accordance with the operating regulations.

Promote the role and responsibility of organizations and forces in leading, directing and organizing emulation and commendation movements. Promote the roles and responsibilities of organizations and forces. First of all, the leadership role of the parties must be strengthened. For the cadres in charge of all levels, it is necessary to determine that promoting the committee and organizing the emulation movement is their duty and responsibility. They must be properly aware of the important role of emulation, thereby enhancing their responsibilities . responsibility and capacity in directing and organizing the implementation of emulation movements. The presiding officer himself must be exemplary, really the locomotive to encourage, motivate and lead the officers and soldiers under his authority to participate in the emulation movement. For the organization of the Ho Chi Minh Communist Youth Union, it is necessary to promote the positivity, self-discipline and creativity of union members and young people to engage in the main tasks, the focus of which is to radically change the weak points. weak side of the unit. The content and form of emulation must be suitable to the abilities, psychology and aspirations of the youth.

Actively, proactively, fostering in emulation movements. Advanced examples are vivid examples to educate, attract people to actively participate in emulation, is the art of taking movement to direct the movement to develop into a strong climax. Learn good initiatives, good experiences, useful for motivating and promoting the emulation movement. Carefully study the experiences and achievements of each collective and individual in the emulation movement, thereby uncovering advanced examples. When an advanced model appears, even if it is still new, it is necessary to quickly foster a more perfect and complete model, becoming a model for the whole unit to learn. The content of comprehensive training in all aspects, focusing on fostering in terms of quality, capacity, right emulation motive, sense of responsibility, knowing how to preserve and promote its effect at all times, with a sense of urgency. spirit of mutual assistance and help, sense of discipline in implementing emulation movements.

Preliminary organization, summarizing, equalizing, publicizing and rewarding collectives and individuals with achievements in the emulation movement. This is a very important and indispensable measure in the organization of emulation in order to properly evaluate the achievements and results of leadership, direction and organization of the emulation movement. In the commendation process, there must be strict leadership and direction from top to bottom,

ensuring the correct principles and meeting the following requirements: Accurate, democratic, timely, public, building team spirit happy ending, high self-criticism and criticism, right assessment of the right person, right job, avoiding subjectivity, simplicity, competition, blame. The key issue in the preliminary work, summarizing the emulation movement is to draw out good experiences, select excellent advanced teams and individuals, and at the same time give appropriate rewards to encourage everyone to strive for excellence. more active performance.

## 5. Conclusion

Emulation and reward are two closely related contents and dialectically influence each other. Reward the right people, right jobs; Ensuring objectivity, fairness and timely implementation will have the effect of encouraging and encouraging emulation.

The work of emulation and reward in the enterprise is an important issue, it determines the efforts of the members to bring the highest benefits and revenue in the enterprise. At the same time, it is also a measure of each person's capacity, so that the superiors can choose appropriate positions for the positions below. In order to achieve accurate emulation numbers, it is necessary to be honest, not to cheat in the competition, to check carefully and in detail the reports before approving the competition to reward the right people and punish the right mistakes.

In addition, emulation - commendation plays an important role in the process of building and developing the country, which can be considered as a driving force for development. Performing well the work of emulation and commendation will promote the positivity, initiative and creativity of each individual, promote the will, determination and solidarity of the collective; make each individual and collective have a high sense of responsibility in performing their responsibilities and tasks.

Along with that is the increasingly fierce competition in the business environment, emulation - reward is extremely useful for businesses.

In the current process of national renewal and international integration, emulation and commendation plays an increasingly important role in social working life. It really becomes the driving force that motivates people and all sectors of society to emulate production, research, learning, and creativity; making an important contribution to building a new life, building a new culture, and developing more and more perfect people.

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