

HO CHI MINH NATIONAL ACADEMY OF POLITICS

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**ECONOMIC BENEFITS OF WORKERS IN TEXTILE AND
GARMENT COMPANIES IN NINH BINH PROVINCE**

ABSTRACT OF DOCTORAL THESIS

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BEGIN

1. The urgency of the topic

In the context of the development of the market economy and international economic integration in Vietnam today, the production and business activities of enterprises in general and textile and garment companies in particular, are aimed at maximizing profits. However, if this goal is pursued in an extreme way, it will lead to the trend of businesses minimizing production costs at all costs such as cutting wages, benefits, insurance and occupational safety and hygiene, etc. As a result, the economic interests of workers are affected and the direct motivation of economic interests in motivating workers to participate in production activities and the sustainable development of textile and garment companies. In order to resolve the above conflict, it is required to harmonize the economic interests between the owner of the textile and garment company and the employee. Therefore, from a theoretical perspective, it is very necessary to study and apply the mechanism for harmonizing economic interests, thereby contributing to resolving conflicts and creating unity in the economic interest relationship between employees and the owners of textile and garment companies.

Currently, Vietnam is a country with a developing economy, low production levels, abundant labor resources but mainly untrained. In the line of industrialization and OS in the period of national renewal, the State is very interested in investing in the development of the processing and manufacturing industry, including the textile and garment industry. Over nearly 40 years of national renewal, it has been proven that the textile and garment industry has made great contributions to increasing the scale of export turnover, promoting economic growth, creating jobs and improving the lives of workers. In particular, Ninh Binh province is a locality with traditions and strengths in the development of the textile and garment industry, especially in the former Nam Dinh province. The province's textile and garment industry in recent years has constantly improved labor productivity, improved competitiveness, expanded production scale, gradually integrated into the international economy and participated in the global production value chain. Thereby, promoting economic growth, creating jobs, eradicating hunger and reducing poverty, contributing to stabilizing the socio-economic situation. On that development basis, textile and garment companies gradually implement the economic benefits of employees such as increasing income, creating stable jobs, implementing statutory insurance and ensuring occupational safety and health.

However, at present, the average income of employees in textile and garment companies in Ninh Binh province is still low, specifically in the former Nam Dinh province only reached 9.7 million VND/month. This income level is lower than the average income of textile and garment workers in the country and the income of workers in the field of processing, manufacturing and the living wage calculated by the Asian Wage Exchange Alliance (AFWA) for textile and garment workers in Vietnam is 12.4 million VND/person/month. The ratio between the growth rate of employees' income and the growth rate of profits reached 55.4%. The ratio between labor costs and revenue of textile and garment companies is also very low, only reaching 18.14%. This reflects that the distribution relationship is not reasonable, leading to the economic benefits of employees not being achieved as expected. The state of economic interests between employees and the owner of textile and garment companies has times when it is not harmonious, and there are also conflicts and conflicts of economic interests. As a result, collective strikes and stoppages have increased in number and complexity of cases. Thereby, reducing the role of the direct driving force of economic interests, negatively affecting the production and business activities of textile and garment companies and causing social disorder and safety and negatively affecting the investment environment, inhibiting socio-economic development in Ninh Binh province.

Therefore, studying the economic benefits of workers in textile and garment companies in Ninh Binh province is significant both theoretically and practically. The research results contribute to building a harmonious, stable and sustainable economic interest relationship between employees and the owner of the textile and garment company. From there, strongly promoting the role of the direct driving force of economic interests to promote the textile and garment industry in the province to develop in a sustainable direction, increase the localization rate, improve product value and participate more deeply in the global value chain. Therefore, the topic: ***Economic benefits of workers in textile and garment companies in Ninh Binh province*** was selected by doctoral students as a doctoral thesis specializing in Political Economy.

2. Research objectives and tasks

2.1. Purpose of the study

Contributing to supplementing and perfecting the theoretical basis of economic interests of employees in textile and garment companies. Specifically, clarifying the role of the direct driving force of economic interests in promoting workers to participate in production and business activities and the development of textile and garment companies. On that basis, clarify the current situation and propose views and solutions to harmonize the economic interests of employees in textile and garment companies in Ninh Binh province to 2030, with a vision to 2045.

2.2. Research Missions

To carry out the research purpose, the thesis has the following basic tasks:

- An overview of domestic and foreign research works related to the published topic, pointing out the contents that have been explained and the issues that have not been mentioned or have been mentioned but are not complete. From there, clarify the scientific gap that the thesis needs to focus on research.
- To develop a theoretical framework on the economic interests of workers in textile and garment companies in accordance with the approach of Political Economy science. At the same time, studying the experiences of a number of provinces/cities in the country and abroad on the implementation of economic benefits of employees in textile and garment companies. Thereby, drawing lessons from experience, which are meaningful for reference for Ninh Binh province today.
- Analyzing the current situation of economic interests of workers in textile and garment companies in Ninh Binh province, with the scope of research being the former Nam Dinh province in the period of 2012 - 2022. From there, evaluate the results achieved, point out the limitations and explain the causes of the limitations.
- From the limitations that have been pointed out and placed in the new context, the thesis proposes views and solutions to harmonize the economic interests of employees in textile and garment companies in Ninh Binh province to 2030, with a vision to 2045.

3. Object and scope of the study

3.1. Objects of study

The research object of the thesis is the economic interests of workers in textile and garment companies in the province and are specifically studied in Ninh Binh province. From the perspective of science and political economy, it can be understood that economic interests in the category of distribution are one of the three aspects of production relations and the four stages of the reproduction process. In particular, production is the decisive stage, while distribution has relative independence that has an impact on production.

3.2. Scope of study

*** Scope of content**

The economic benefits of workers in textile and garment companies are very diverse, so the thesis focuses on researching basic contents such as: Income, employment, statutory insurance and occupational safety and health. Because, these are basic economic benefits, clearly and specifically stipulated in the current legal system and have a direct impact on the lives of employees in textile and garment companies.

*** *Spatial Scope***

At the 9th Session on June 12, 2025, the 15th National Assembly issued Resolution No. 202/2025/QH15 on the arrangement of provincial-level administrative units, in which the entire natural area and population size of Ha Nam province, Nam Dinh province and Ninh Binh province are arranged into a new province called Ninh Binh province. According to Resolution No. 1674/NQ-UBTVQH15 on the arrangement of commune-level administrative units of Ninh Binh province in 2025 issued on June 16, 2025, the National Assembly Standing Committee decided to arrange the old Nam Dinh province into 57 communes and wards.

To study the economic benefits of workers in textile and garment companies, the thesis to select Ninh Binh province (new) is to ensure up-to-date and suitability in the context of the merger of provincial-level administrative units. However, because Ninh Binh province (new) has a large area, the thesis limits the scope of practical research within the administrative boundaries of Nam Dinh province (old), as of before July 1, 2025. Such a determination is intended to ensure the consistency, synchronization and reliability of research data sources. On the other hand, Nam Dinh province (formerly) was formerly a locality with a historical tradition of developing the textile and garment industry, with a large number of enterprises and workers, so it has high representation. On that basis, the thesis proposes views and solutions to harmonize the economic interests of workers in textile and garment companies for the space of the new Ninh Binh province today.

On the other hand, the thesis only focuses on researching the economic benefits of workers in domestic private textile and garment companies and FDI textile and garment companies participating in production and business at the textile and garment stages in the value chain within the former Nam Dinh province. Because, these companies account for 99% of the total textile and garment companies in the province and often have conflicts and conflicts of economic interests between employees and employers. In addition, this selection also helps the thesis focus on analyzing the group of workers with common characteristics, thereby determining the nature of the economic interests of the workers.

*** *Time Range***

The thesis researches the economic benefits of workers in textile and garment companies in Ninh Binh province, with the scope of research limited to the former Nam Dinh province in the period 2012 - 2022. Because, this is a period of witnessing the breakthrough development of the textile and garment industry in the old Nam Dinh province in many aspects such as: Improving technology, improving production capacity, shifting product structure in the direction of focusing on the production of high-value products, constantly expanding export markets and making a great contribution to economic growth of the province. Moreover, this period witnessed many changes in policies and laws related to industrial development, labor, employment, insurance, occupational safety and health, etc. These changes not only promote the development of the textile and garment industry but also have a great impact on the economic interests of workers in textile and garment companies.

4. Theoretical basis and research methods

4.1. *Rationale*

The theoretical basis of the thesis when researching the economic interests of workers

in textile and garment companies is Marxism-Leninism, Ho Chi Minh Thought on economic interests and views and guidelines of the Communist Party of Vietnam, and the Document of the Party Committee of the former Nam Dinh province. In addition, the thesis is also based on the State's policies and laws on labor, employment, wages, insurance, occupational safety and health, as well as policies and laws on the development of the textile and garment industry; typical economic theories on the economic interests of employees in enterprises.

4.2. Research Methodology

** Scientific abstraction methods*

The scientific abstraction method is mainly used in chapters 1 and 2 of the thesis, helping the thesis to determine the basic economic interests of employees in textile and garment companies such as income, employment, participation in statutory insurance, safety, etc occupational hygiene. Identifying evaluation criteria and factors affecting the economic interests of employees in textile and garment companies, contributing to the elimination of intangible factors and simplifying complex relationships in research.

** Logical method combined with history*

This method is commonly used in chapter 3 of the thesis. Thereby, it helps to analyze the process of realizing the economic benefits of employees in textile and garment companies in Ninh Binh province in the period of 2012 - 2022, in connection with economic, political and international economic integration events... From there, it is possible to draw intrinsic conclusions about economic benefits and forecast the trend of developing economic benefits of employees in textile and garment companies in the future.

** Methods of collecting documents, data, and quantification*

The method of collecting documents and figures is used in chapter 3 of the thesis. Regarding primary data collection, the thesis uses the stratified random survey method to collect information on the economic interests of workers. In which, the total number of employees in textile and garment companies as of 2022 is 133,519 people. So the sample size will be determined according to the Slovin formula. Specifically:

$$n = \frac{N}{(1+e^2N)} \frac{133.519}{(1+0,06^2 133.519)} = 277$$

n: Sample size; N: Overall scale

e: Allowable Error (0.06)

The sample size was 277 workers surveyed using Google Forms. The time to conduct a survey of workers in textile and garment companies in the former Nam Dinh province in 2023. In particular, the thesis surveyed 138 employees at 15 domestic private textile and garment companies and 139 employees at 15 FDI textile and garment companies. The area of the thesis to carry out the survey is Bao Minh, Hoa Xa, My Trung industrial parks and in a number of districts such as Vu Ban, Y Yen, Giao Thuy, Xuan Truong, My Loc, Nam Truc and Nam Dinh city (currently Lien Minh, Vu Ban, Vu Duong, Xuan Hung, Hai Xuan communes, Giao Thuy, Y Yen, Truc Ninh and Truong Thi, Thanh Nam, Thien Truong, Dong A, Nam Dinh wards).

The subjects of the thesis workers focused on the survey are production workers, technical workers, office workers, and managerial employees (production team leaders, foremen, heads, deputy heads of specialized departments). On the basis of the survey results, the thesis uses excel functions to process data for analyzing and evaluating the current economic benefits of workers in textile and garment companies. In addition, the thesis uses the secondary document method, inheriting documents on the economic interests of workers in textile and garment companies, which have been collected and published by domestic and foreign organizations. The materials include statistical reports, industry overviews from state

agencies, NGOs, online databases, and news sites. These data are selected, clearly cited and processed for research.

The thesis is approached from the perspective of political economy science but has also applied to an appropriate extent quantitative research methods, mainly describing and comparing correlations to clarify the current situation of realizing the economic interests of employees in textile and garment companies in Ninh Binh province. At the descriptive level, the thesis does not only stop at listing data but also uses descriptive statistical tools such as calculating percentages, frequencies, average values, growth rates, etc. to quantify the contents of the economic interests of employees. At the level of correlational comparison, the thesis compares the average value of economic benefits between groups of workers and between groups of textile and garment companies according to different criteria. This approach helps to clarify differences and identify economic conflicts of interest between labor groups, as well as between workers and textile company owners.

** Analytical and synthesis methods*

This method is commonly used in the content of the chapters of the thesis. The analytical method is used to clarify the concept, characteristics, roles, evaluation criteria and influencing factors, while the synthesis method aims to generalize the theoretical system of economic benefits of workers in textile and garment companies. Both methods are also used to assess the current situation and propose solutions to harmonize the economic interests of workers in textile and garment companies in Ninh Binh province to 2030, with a vision to 2045.

5. New contributions of the thesis

5.1. Theoretical contributions

From the perspective of the scientific approach of Political Economy, the thesis contributes to clarifying the theoretical framework of the economic interests of workers in textile and garment companies, in the new context of the modern market economy and international economic integration.

5.2. Practical contributions

Firstly, the thesis clarifies the current situation of realizing the economic interests of workers in textile and garment companies in Ninh Binh province. From there, point out the achieved results and limitations, and determine the causes of the limitations.

Secondly, propose solutions associated with each subject with different functions, tasks and roles in harmonizing the economic interests of employees in textile and garment companies in Ninh Binh province to 2030, with a vision to 2045.

6. Scientific significance of the thesis

Firstly, the thesis contributes to deepening theoretical issues about the economic interests of workers in textile and garment companies.

Secondly, the research results of the thesis are used as a reference for state management agencies; a reference for higher education institutions and colleges in teaching Marxist-Leninist Political Economy.

7. Structure of the thesis

In addition to the Introduction, Conclusion and List of References and Appendices, the content of the thesis consists of 4 chapters and 10 periods.

Chapter 1

OVERVIEW OF RESEARCH RELATED TO ECONOMIC BENEFITS OF EMPLOYEES IN THE TEXTILE AND GARMENT COMPANIES IN NINH BINH PROVINCE

1.1. TYPICAL RESEARCH WORKS AT HOME AND ABROAD RELATED TO THE THESIS TOPIC

1.1.1. Typical works on economic benefits

1.1.1.1. *Research on the origin, nature and characteristics of economic interests*

The study of the origin, nature and characteristics of typical economic interests has the works of the authors such as: Ju.K.Pletnicov (1981), *"Theory of Lenin's reflection in the light of scientific and practical development"*; V.P.Camankin (1982), *"Economic Interests under Socialism"*, Dao Duy Tung et al. (1982), *"Discussing the Three Economic Interests"*; Do Nhat Tan (1991), *"The driving role of economic interests in the cause of national construction in the transition period of socialist construction in Vietnam today"*; Pham Thi Thuong (2018), *"Economic benefits of workers in private enterprises in Thua Thien Hue province"*; Nguyen Van Hoa (2019), *"Ensuring economic benefits in the use of agricultural land by farmer households in Tuyen Quang province"*; Hoang Thi Thinh (2023), *"Interest Relations in Renewable Energy Development in Vietnam"*; Lam Thi Phuong (2023), *"Benefits of farmers in developing ecological agriculture in suburban districts and Hanoi city"*.

1.1.1.2. *Research on the role, content of manifestation and relationship between economic interests and other interests*

Research on the role, content, expression and relationship between economic interests and other interests, typically includes the author's works such as: Philip Kotler (2021), *"Facing Capital"*; Nguyen Duy Hung (1988), *"Discussing the formation and combination of economic interests in collective agriculture"*; Vuong Dinh Cuong (1992), *"Economic benefits of farmers in our country today"*; Pham Van Dung (1993), *"Особенности и путь реализации экономических интересов в переходном обществе"* (*Characteristics and ways of realizing economic benefits in a transitional society*); Ung Thi Minh Le (1996), *"The system of economic interests and distributional relations in the implementation of the strategy for socio-economic stability and development of Vietnam"*; Dang Quang Dinh (2011), *"Unifying economic interests between the working class, peasants and intellectuals in the current market economy in Vietnam"*; C. Mirjam van Praag and Peter H. Versloot (2008), *"The Economic Benefits and Costs of Entrepreneurship: A Review of the Research"*; Glen Weisbrod and David Simmonds (2011), *"Defining economic impact and benefit metrics from multiple perspectives: lessons to be learned from both sides of the Atlantic"*.

1.1.2. Typical works on research on the economic benefits of employees in enterprises

1.1.2.1. *Research on the contents and factors affecting the economic interests of employees in the enterprise*

Research on the content and factors affecting the economic interests of employees in typical enterprises has works by authors such as: Pham Thi Xuan Phuong (2008), *"Economic benefits of workers in foreign-invested enterprises in the Southeast today"*; Le Xuan Thuy (2013), *"Benefits of workers in foreign-invested enterprises in Vietnam today"*; Pham Thi Thuong (2018), *"Economic benefits of workers in private enterprises in Thua Thien Hue province"*; Dang Minh Khoa (2022), *"Ensuring the economic interests of workers in industrial parks in Bac Ninh province"*; Sara R. Collins, Karen Davis, Michélie M. Doty, and Alice Ho (2004), *"Wages, health benefits, and workers' health"*; Elaine Ditsler, Peter Fisher, and Colin Gordon (2005), *"The substandard benefits of workers in part-time,*

temporary, and contract job."

1.1.2.2. Research on the current situation and solutions to realize the economic interests of employees in the enterprise

Research on the current situation and solutions to realize the economic interests of workers in typical enterprises has the works of authors such as: Michael Piore and Charles Sabel (1984), *"The Second Industrial Divide: Possibilities for Prosperity"*; Richard Freeman and James Medoff (1984), *"What Do Unions Do?"* (What is the role of trade unions?); Nguyen Thi Minh Loan (2015), *"Economic benefits of employees in foreign-invested enterprises in Hanoi city"*; Dang Minh Khoa (2022), *"Ensuring the economic interests of workers in industrial parks in Bac Ninh province"*; Daiji Kawaguchi, Jungmin Lee, Daniel S.Hamermesh (2014), *"Does labour legislation benefit workers? Well-Being after an hour reduction"* (Does the labor law have an impact on the economic interests of workers? Prosperous development after reduced working hours); Dr. Ckgomathy, Mr. D. Sravan Kumar, Mr. Ch. Manoj Kumar, Mr. Ch Venkata Mohith (2022) *"Social and economic benefits of workers in industrial cooperatives"*.

1.1.3. Typical works on the economic benefits of workers in textile and garment companies

1.1.3.1. Research on the contents and factors affecting the economic interests of employees in textile and garment companies

Regarding the content and factors affecting the economic interests of employees in typical textile and garment companies, there are studies by authors such as: Pham Thi Lien (2001), *"Statistical research on the income of workers in the textile and garment industry"*; Do Thi Van Anh (2011), *"The level of solidarity and conflict between members of the enterprise today (Case study at Dap Cau Garment Company and Viet Pacific Clothing Company)"*; Nguyen Van Thuy Anh (2014), *"Training and development of technical workers in Hanoi textile and garment enterprises"*; Nguyen Van Huy (2021), *"Socio-economic efficiency of textile and garment enterprises in Nam Dinh province"*; Bui Thi Thu Ha (2021), *"Research on social dialogue in labor relations in garment enterprises in Vietnam"*; Nguyen Thi Lan Huong (2022), *"The current situation of shift meals for textile and garment workers in some northern provinces and the effectiveness of improving rations in Hai Duong city"*; Khalid Nadvi et al. (2004), *"Vietnam in the global garment and textile value chain: impacts on firms and workers"*; Nahida Afroz, Deluar J. Moloy and Zakir Hossain (2018), *Socio-economic status and influencing factors of wage discrepancy among ready-made garment workers in Bangladesh: Evidence from Dhaka city*; Hoang Thanh Tung et al. (2019), *"The Factors Impact on Employee Satisfaction in Work at Vietnamese Garment Enterprises"*.

1.1.3.2. Research on the current situation and solutions to realize the economic interests of employees in textile and garment companies

Regarding the current situation and solutions to realize the economic benefits of workers in typical textile and garment companies, there are research works by authors such as: Nguyen Dinh Dung (2001), *"Research on the environment, working conditions that pose a risk to workers' health and meet health services in the textile industry"*; Vu Van Khang (2002), *"Completing the mechanism of paying salaries to employees in enterprises in the textile and garment industry in Vietnam"*; Nguyen Thi Bich Thu (2008), *"Training and development of human resources of Vietnam's textile and garment industry"*; Nguyen Giang Long (2019), *"The current situation of allergic rhinitis caused by cotton dust allergens in former Nam Dinh textile and garment workers and the results of intervention solutions"*; Oxfarm Vietnam & Workers and Trade Union Research Institute (2019), *"Report on insufficient living wages and research implications of some Vietnamese export garment"*

enterprises"; International Labour Organization (2019), *"The future of work in textiles, clothing, leather and footwear"*; John Thoburn Kirsten Sutherland & Nguyen Thi Hoa (2007), *"Globalization and Poverty: Impacts on Households of Employment and Restructuring in the Textiles Industry of Vietnam"*; Anne Cox (2015), *"The pressure of wildcat strikes on the transformation of industrial relations in a developing country: The case of the garment and textile industry in Vietnam"*; Paul M. Barrett and Dorothée Baumann-Pauly (2015), *"Made in Vietnam: Labor Rights Violations in Vietnam's Export Manufacturing Sector"*; Nguyen Thi Thuy, Tran Chi Hieu (2023), *"Management of occupational safety and health in textile and garment enterprises: A case study at Garment Corporation 10 - Joint Stock Company"*.

1.1.3.3. Research on social responsibility of textile and garment companies towards employees

Research on the social responsibility of textile and garment companies to typical employees has works by authors such as: Vu Thi Bich Ngoc (2018), *"Labor relations in textile and garment enterprises in Hung Yen today (Case study of Minh Anh Garment Co., Ltd., CJ Limited Liability Company. Union Vina)"*; Pham Viet Thang (2018), *"Corporate Social Responsibility (CSR) for Workers in Textile and Garment Enterprises in Vietnam"*; Dinh Thi Huong (2019), *"Social responsibility to employees of Vietnamese textile and garment enterprises"*; Phan Thi Thu Hien (2019), *"The Impact of Corporate Social Responsibility on Financial Performance in Vietnamese Textile and Garment Enterprises"*; Vu Van Hoan (2021), *"Social Responsibility of State-Owned Corporations in Vietnam: A Case Study of Vietnam Textile and Garment Group"*; Do Thi Tuoi (2022), *"Social Responsibility of Textile and Garment Enterprises to Employees in the Context of Covid-19: Approach from the Remuneration System"*.

1.2. OVERVIEW OF THE RESULTS OF PUBLISHED RESEARCH WORKS AT HOME AND ABROAD RELATED TO THE THESIS TOPIC AND RESEARCH GAPS

1.2.1. Overview of the results of research works related to the thesis topic

1.2.1.1. Overview of the results of research works related to economic benefits

The research works on economic interests are approached under different specialized sciences but have mentioned some main contents as follows:

First: Economic benefits are material benefits, arising from economic needs and reflecting social relationships. Economic interests are the main driving force that motivates subjects to participate in economic activities to satisfy their material needs and are a prerequisite for the realization of other human interests.

Second: The research works all agree that economic benefits are an objective category, an expression form of production relations and are expressed in the stages of social reproduction.

Third: Most of the works affirm that economic interests are a historical category, in each different social regime there will exist a different system of economic interests.

1.2.1.2. Overview of the results of research works related to the economic interests of employees in the enterprise

The research works on the economic benefits of employees in enterprises are very diverse and have mentioned some basic contents as follows:

Firstly: The works agree that the economic benefits of employees include income, employment, insurance, occupational safety and housing support. The influencing factors are the State's policies and laws, the position of employees in production and the business results of enterprises.

Second: Studies have shown that closed economic benefits are the driving force for workers to participate in economic activities.

Third: Although the studies are approached from different perspectives, they have clarified the current situation of the economic interests of workers in enterprises.

Fourth: The projects have agreed on solutions to improve economic benefits for employees, including: Improving policies, raising legal awareness, improving industrial skills and manners, strengthening the role of trade unions and balancing interests between enterprises and employees.

1.2.1.3. Summary of the results of research works related to the economic interests of workers in textile and garment companies

The research works are approached from many different scientific angles, but through the overview, it can be seen that the new studies only mention certain aspects of the current situation and solutions to ensure the economic interests of workers in textile and garment companies. Specifically:

Firstly: Studies have agreed to point out factors affecting the economic interests of employees in textile and garment enterprises such as international economic integration, the fourth industrial revolution, FDI, the qualifications of employees, the financial scale of enterprises and policies, etc the State's laws.

Second: Most of the new studies only stop at analyzing some contents of the current economic interests of workers in textile and garment enterprises. A set of employees is not implemented in harmony with interests, leading to conflicts and conflicts in the relationship of interests and an increase in the incidence of occupational diseases and occupational accidents.

Third: Some works mention a number of specific solutions to realize the economic benefits of employees in textile and garment companies such as improving awareness, professional capacity, professional skills, production and business results and strengthening the role of trade unions in textile and garment enterprises.

Fourth: Some studies on the social responsibility of textile and garment enterprises mainly analyze the process of implementing economic benefits for employees without discussing in depth from a theoretical perspective. Studies have focused on only a few benefits such as wages, benefits, occupational safety, insurance, and professional training.

1.2.2. Overview of issues related to the thesis topic that need to be researched

*** Theoretical**

Firstly: The concept of economic interests of employees in the company still has many different perspectives and has not clarified the conceptual connotation from the perspective of Political Economy. In particular, there is no in-depth research work referring to the concept, characteristics and role of economic benefits of employees in textile and garment companies.

Second: The research works have only stopped at analyzing some slices of the content of economic benefits and there has not been a comprehensive study of the content and criteria for evaluating the economic benefits of employees in textile and garment companies.

Third: The research works still have many different views and have not fully mentioned the objective and subjective factors that affect the economic interests of employees in textile and garment companies.

*** Practical**

The newly published studies only address some practical aspects of the economic benefits of workers in textile and garment companies. Up to now, there has been no research approached from the perspective of political economy science to comprehensively analyze

and evaluate the current situation of economic benefits of employees in textile and garment companies at the national level as well as at the provincial/city level.

1.2.3. Gaps and new research directions of the thesis topic

From the overview of the research related to the thesis topic, the study of the economic benefits of workers in textile and garment companies contributes to filling the "gap" that has not been mentioned or mentioned in previous research works but is not complete and comprehensive. Specifically:

- Clarify the theoretical issues of economic interests of employees in textile and garment companies such as: Concepts, characteristics, roles, contents, evaluation criteria and factors affecting the economic interests of employees in textile and garment companies.

- Clarify the experience of realizing economic benefits in a number of provinces and cities at home and abroad with the same level of development of the textile and garment industry as Ninh Binh province.

- Clarify the current situation of economic interests of employees in textile and garment companies in Ninh Binh province, point out the achievements and limitations, explain the reasons for the limitations.

- Forecast the development trend of textiles and garments in the world and Vietnam and the economic benefits of workers in textiles and garments in the future. From there, it proposes concrete, substantive and feasible views and solutions associated with each subject with different functions, tasks and roles in harmonizing the economic interests of employees in textile and garment companies in Ninh Binh province until 2030. with a vision to 2045.

Therefore, the study *"Economic benefits of workers in textile and garment companies in Ninh Binh province"* was selected as a new topic, with theoretical and practical significance, which does not overlap with previously published studies.

Chapter 2

THEORETICAL BASIS AND EXPERIENCE IN REALIZING THE ECONOMIC INTERESTS OF EMPLOYEES IN TEXTILE AND GARMENT COMPANIES

2.1. DEFINITION, CHARACTERISTICS AND ROLE OF ECONOMIC INTERESTS OF EMPLOYEES IN TEXTILE AND GARMENT COMPANIES

2.1.1. Concept of economic benefits

2.1.1.1. Views before Marx on economic interests

Economic interests play an important but complex role in society, reflecting the relationship between actors in meeting economic needs. Before Marx, economic schools such as Trongshang, Nong and Classical Bourgeois Political Economy contributed to the development of theories on economic interests but mainly protected the interests of the class owning the means of production, paying little attention to the interests of workers.

2.1.1.2. Marxism-Leninism's view of economic interests

Inheriting the theories of previous economic schools, Marxist-Leninist classicists have formulated theories of economic interests. In particular, economic benefits are a manifestation of production relations, derived from human needs. Economic benefits are the material achievements that people achieve through social production activities and play an important driving role in building a socialist society.

2.1.1.3. Views of other typical schools and scholars on economic interests

The concept of economic interests of other typical economic schools and scholars all agree that economic interests are objective categories, reflecting social relations. Human

economic needs are the source of economic benefits, manifested through income and the material conditions that sustain human existence and development.

2.1.2. Concept of economic interests of employees in the company and economic interests of employees in textile and garment companies

2.1.2.1. The concept of economic benefits of employees in the company

The economic interests of employees in the company are material benefits that reflect the objective economic needs of employees when participating in activities in the economic field and manifest social relations between employees and the company owner. These are income, employment, participation in statutory insurance, ensuring occupational safety and health and other material supports that employees receive to maintain their lives and reproduce their labor force.

2.1.2.2. The concept of economic benefits of employees in textile and garment companies

The economic benefits of employees in textile and garment companies are material benefits that reflect the objective economic needs of employees when participating in production and business at textile and garment companies and manifest social relations between employees and the owners of textile and garment companies. These are income, employment, participation in statutory insurance, ensuring occupational safety and health and other material supports that employees receive to maintain their lives and reproduce their labor force.

Thus, it can be understood that the economic benefits of employees in textile and garment companies are:

Firstly: The economic interests of employees reflect the social relationship between employees and the owner of the textile and garment company;

Second: The economic interests of workers in textile and garment companies are an objective category but are perceived through certain subjects, so they have a subjective imprint.

Third: The two main subjects in the realization of economic benefits are the owners and employees in the textile and garment company. In addition, the State and socio-political organizations play an important role in ensuring and promoting the economic interests of employees.

2.1.2.3. Classification of economic interests of workers in textile and garment companies

Based on the research objectives and tasks of the project, economic interests will be classified in the following ways, namely:

Firstly, based on the textile and garment production value chain

The global textile and garment production value chain consists of five main stages: Design, production of raw materials, sewing, export, marketing and distribution of products. The economic benefits of workers in textile and garment companies are divided according to each of these stages. The stages of designing, exporting, marketing and distributing products are more profitable, so workers have better economic benefits than workers in the production of raw materials and garments.

Secondly, based on the nationality of the textile and garment company

Based on the nationality of the textile and garment company, the economic benefits are divided into: Economic interests of employees in domestic private textile and garment companies and economic interests of employees in FDI textile and garment companies. Accordingly, workers in FDI companies have better economic benefits due to high labor productivity, participating in highly profitable production stages in the value chain. Therefore, there is often an attractive income policy and a safe working environment and

conditions.

Thirdly, based on the criteria of specialization of production

The economic interests of workers can be divided into two parts: Labor in textile companies and labor in garment companies. The weaving stage including dyeing, production of cotton, fibers and fabrics is often more profitable than the sewing stage in the value chain, but workers have to work in a toxic environment. Therefore, the economic benefits in a textile company are often better realized for workers than in a garment company.

Fourth, based on the employee's job position

The economic benefits of workers are divided into: Economic benefits of direct production workers (yarn, weaving, dyeing, fabric, diagrammatic, cutting semi-finished products, sewing finished products, cutting threads, etc.); economic benefits of quality assurance workers (ensuring the input and output quality of products); economic benefits of finishing workers (ironing, packing, labeling); economic benefits of auxiliary workers (sanitation, security, meals); the economic benefits of trained or apprentice workers; economic benefits of office workers; economic benefits of technical personnel (operation and maintenance of machinery and equipment). The economic interests of workers in different job positions are differentiated, especially in terms of income.

Fifth, based on the production scale of textile and garment companies

For large-scale textile and garment companies, they often have attractive incomes, stable jobs, guaranteed occupational safety, occupational hygiene, reasonable working time, rest and full insurance. Moreover, employees also receive other material support and are fostered to improve their qualifications. For small and medium-sized textile and garment companies, the benefits are mainly focused on salaries, insurance, overtime pay and some basic benefits.

Sixth, based on the production model of the textile company

CMT (Cutting - Making - Trimming): The company operates in the form of processing, raw materials, and designs provided by customers. The profits obtained are the lowest and the economic benefits of employees are not fully realized.

FOB (Free On Board): The company actively provides raw materials and processes according to customers' designs, the company's profits and the economic benefits of employees are higher than that of CMT.

ODM (Original Designed Manufacturer): The company does the design, purchasing, production, packaging, and transportation by itself, bringing great profits to the company, so the economic benefits of employees are higher than that of CMT, FOB.

OBM (Own Brand Manufacturing): The company develops its own brand, undertakes the production and distribution of products directly to the market, obtaining the highest profits and ensuring the best level of economic benefits for employees.

2.1.3. Characteristics of economic interests of employees in textile and garment companies

First: Economic benefits tend to be low on average and disparities between workers.

Second: The economic interests of workers are diverse and there is often a conflict of interest with the owner of the textile and garment company.

Third: The economic interests of workers are governed by the level of participation in the value chain and seasonality in textile and garment production.

2.1.4. The role of economic interests of employees in textile and garment companies

Firstly: The economic benefits of employees are a direct driving force for production and development, contributing to increasing economic benefits for textile and garment

companies

Second: Economic benefits contribute to the attachment of employees to the owner of the textile and garment company and the implementation of other benefits

Third: Economic benefits are an important material condition for the reproduction of labor power, contributing to improving the position of labor in the family and society

2.2. CONTENTS, EVALUATION CRITERIA AND FACTORS AFFECTING THE ECONOMIC INTERESTS OF EMPLOYEES IN TEXTILE AND GARMENT COMPANIES

2.2.1. Contents of economic benefits of employees in textile and garment companies

2.2.1.1. The economic benefits of workers in textile and garment companies are manifested in terms of income

*** Salary**

Workers' wages are paid by textile and garment companies in two forms: time-based and product-based. The method of calculating salary paid over time that is commonly applied in the textile and garment industry is:

$$\text{Time salary} = \frac{\text{Basic salary}}{\text{Standard working hours}} \times \text{The number of hours the employee does not make the product}$$

Wages paid per product are commonly used in the textile industry and are calculated according to the formula:

$$\text{Salary product} = \frac{\text{Number of products}}{\text{Product Unit Price}}$$

Or

$$\text{Salary product} = \frac{\text{Number of products}}{\text{Rated seconds}} \times \text{Unit price of seconds}$$

The structure of salary over time includes the following parts: Basic salary, salary allowances, bonuses, supports and overtime pay (if any). Specifically:

Basic Salary:

Basic salary is the salary agreed between the employee and the owner of the textile and garment company established in the labor contract. The basic salary in the textile and garment industry is paid low, which is usually calculated as follows:

$$\text{Basic salary} = \text{Regional minimum wage} + 5\% \text{ allowance train} + 7\% \text{ allowance noxious}$$

Salary allowance: As a basic constituent part of the salary, it is the additional part that the owner of a textile and garment company pays to the workers when they take on a highly responsible job or the specific conditions of the job.

Bonus: It is a basic component of the salary paid by the owner of a textile and garment company to employees in order to recognize and encourage achievements and efforts achieved in production labor.

Support: It is the monetary income that the textile and garment company adds to employees and accounts for a small percentage of the salary structure.

Overtime salary (if any): It is the amount of money that the employee receives for working outside the prescribed time.

In short, wages are a basic economic benefit of workers and are always of interest to textile companies and workers.

*** Grant**

An allowance is an occasional income that an employee receives while engaging in business and production. This subsidy can be paid from two main sources: the Social Insurance Agency and the owner of the textile and garment company.

*** Welfare**

When participating in production labor at textile and garment companies, employees also receive a monetary income from the welfare fund and the origin of this fund is deducted from the profits of the textile and garment companies. The purpose of the welfare fund is to encourage, motivate and improve the living standards of workers.

2.2.1.2. *The economic benefits of workers in textile and garment companies are manifested in terms of participation in statutory insurance*

Participating in insurance is a legitimate economic interest of employees. According to the law, textile and garment workers have the right to participate in social insurance, health insurance and unemployment insurance. Funds for insurance premiums shall be deducted and paid from the salaries of employees and expenses of textile and garment companies in accordance with law. When participating in social insurance, health insurance and unemployment insurance, employees have benefits such as maternity benefits, sickness, occupational accidents, occupational diseases, retirement, survivorship and other benefits.

2.2.1.3. *The economic benefits of workers in textile and garment companies are manifested in terms of employment and occupational safety and health*

*** Affair**

Employment is an economic activity that brings income and other material benefits to workers. The benefits of employees are not only jobs but also the need for stable jobs at work. Stable employment is characterized by regular income, indefinite-term labor contracts, employees are covered by statutory insurance and are less affected by socio-economic fluctuations.

*** Occupational safety and hygiene**

Occupational safety and hygiene are solutions to prevent dangerous and harmful factors for employees to ensure that there are no deaths and occupational accidents leading to injury and health deterioration in the production and business process. The content of occupational safety and hygiene in textile and garment companies is that employees must be protected by labor protection, training in safety in production, fire prevention and fighting, environmental monitoring and periodic health checks. Thereby, creating a positive working environment, improving competitiveness, contributing to reducing production costs and demonstrating the social responsibility of textile and garment companies to employees.

2.2.2. Criteria for assessing the economic benefits of employees in textile and garment companies

2.2.2.1. *Criteria for evaluating the economic benefits of employees in textile and garment companies are manifested in terms of income*

*** Qualitative criteria**

The qualitative criterion for evaluating the economic benefits of employees in textile and garment companies is manifested in terms of income is that employees receive full income such as salaries, allowances, subsidies, benefits and other supports when

participating in production and business at textile and garment companies. In addition, is the income stable, ensuring basic living and employees are satisfied with the income level?

*** Quantitative Criteria**

The quantitative criteria for evaluating the income of employees in textile and garment companies are determined by the average income of employees.

$$\text{Average income} = \frac{\text{Tổng số tiền chi trả cho người lao động}}{\text{Tổng số lao động}}$$

In addition, compare the average income of employees in textile and garment companies with the minimum wage and personal income tax according to the current law (11,000,000 VND/month) and the living wage of AFWA calculated for Vietnamese textile and garment workers today (12,400,000 VND/month). If it is lower, it means that the income is only enough to cover the basic costs of life, on the contrary, it is higher reflecting the income of workers in textile companies who have exited the low-income sector.

On the other hand, it is necessary to compare the income level of workers in textile and garment companies with the average income of textile and garment workers in the whole country and the processing and manufacturing industry. On that basis, the assessment of high or low income, is it commensurate with the contribution of employees and ensuring life? Moreover, it is necessary to base on the growth rate of employees' income over the years. If the income growth rate is high and increases steadily every year, it means that employees increase their income. If the income growth rate is uneven between years, it means that income is decreasing or unstable.

2.2.2.2. Criteria for assessing the economic benefits of employees in textile and garment companies are manifested in terms of participation in statutory insurance, employment and occupational safety and health

*** Criteria for assessing the economic benefits of employees in textile and garment companies in terms of participation in statutory insurance**

The qualitative criteria for assessing the economic benefits of employees in textile and garment companies in terms of participation in statutory insurance are based on whether the textile and garment companies fully and punctually perform their obligations of various types of insurance according to the law and the salary on which insurance premiums are paid is the actual salary received by the employees. In addition, it is also based on the actual implementation of the law on insurance and the level of support of textile and garment companies on insurance-related procedures so that employees can enjoy the regime.

The quantitative criterion is based on the number of employees participating in statutory insurance and the annual report of the social insurance agency on the payment of social insurance, health insurance and unemployment insurance of textile and garment companies.

*** Criteria for assessing the economic benefits of employees in textile and garment companies in terms of employment**

The qualitative criterion for evaluation is that the job must be stable and long-term. The ability of textile and garment companies to maintain jobs in the face of socio-economic fluctuations. Do employees move their jobs to other industries and fields? The satisfaction of employees with employment, the commitment to stable employment of the textile and garment company through the signing of labor contracts for employees.

The quantitative criterion for evaluating employment is that the employee is allowed to sign an indefinite-term labor contract. The criteria for stable employment are calculated as the percentage between the number of employees who are entitled to indefinite-term labor

contracts and the total number of employees. The higher this rate reflects the stability of employment and the ability of textile companies to maintain jobs.

$$\text{Stable Employment} = \frac{\text{Số lượng lao động được ký hợp đồng không xác định thời gian}}{\text{Tổng số lao động}} \times 100\%$$

This low rate reflects the unstable and long-term level of employment, which means that workers are mainly entered into seasonal labor contracts or fixed-term contracts. In addition, it is also based on the number of employees with seniority and quit their jobs in textile and garment companies.

*** *Criteria for assessing the economic benefits of employees in textile and garment companies in terms of occupational safety and health***

The qualitative criterion for evaluating occupational safety and hygiene is that employees are guaranteed safety in production. Employees have been trained in occupational safety and labor protection. The workspace must meet structural, design, lighting, ventilation, and temperature safety requirements. Dangerous and harmful factors affecting the health of employees are strictly controlled... Reasonable working and rest time and employees do not have to work overtime frequently.

The quantitative criteria for assessing occupational safety and hygiene in textile and garment companies are based on the number of environmental monitoring times in a year. The number of employees entitled to labor protection, the number of periodic health check-ups in the year, the number of occupational accidents and occupational diseases annually, the number of classes, the number and funds spent on occupational safety training and fire prevention and fighting, etc. Assess the level of satisfaction of employees with occupational safety and health at textile and garment companies.

2.2.2.3. *Criteria for assessing the relationship between the economic interests of employees and the economic interests of textile and garment companies*

*** *Qualitative criteria***

The qualitative criterion for evaluation is whether employees are fully implemented and improve economic benefits when the textile and garment company increases revenue and profit. The economic benefits are commensurate with the productivity and value of labor power created by employees. When textile and garment companies reduce revenue and profits, employees have their wages reduced, owed wages and lost their jobs.

*** *Quantitative Criteria***

Quantitative criteria for assessing the relationship between the economic interests of employees and the interests of textile and garment companies can be based on the growth rate of employees' income and the growth rate of profits of textile and garment companies.

$$L = \frac{\text{Tốc độ tăng trưởng thu nhập của người lao động (\%)}}{\text{Tốc độ tăng trưởng của lợi nhuận của công ty (\%)}} \times 100\%$$

L is the ratio of economic benefits of employees to the profits achieved by the textile and garment company. An L index higher than or equal to 100% reflects that employees receive most of the benefits from the company's business results. In contrast, less than 100% reflect that employees receive less benefit from the company's business results. In addition, the ratio between labor costs and revenue of textile and garment companies basically reflects the level of economic benefits of employees. If this rate is 25% or more, it reflects that the textile and garment company costs a lot of labor. This rate is less than 25%, reflecting that textile and garment companies have low costs for labor.

$$\text{Labor cost to revenue ratio} = \frac{\text{Tổng chi phí cho lao động}}{\text{Tổng doanh thu}} \times 100\%$$

2.2.3. *Factors affecting the economic interests of workers in textile and garment companies*

2.2.3.1. Group of objective factors

First: The level of socio-economic development;

Second: The role of the State and socio-political organizations;

Third: International economic integration;

Fourth: Labor market;

Fifth: Climate change and the effects of pandemics.

2.2.3.2. Subjective factors

First: The factor belongs to the textile and garment company

Second: The factor belongs to the employee

2.3. INTERNATIONAL AND DOMESTIC EXPERIENCES ON THE REALIZATION OF WORKERS' ECONOMIC INTERESTS IN TEXTILE AND GARMENT COMPANIES AND LESSONS LEARNED

2.3.1. International experience in realizing economic benefits for workers in textile and garment companies

2.3.1.1. Experience of Zhejiang Province - China

2.3.1.2. The Experience of Dhaka City - Bangladesh

2.3.2. Domestic experience in realizing the economic interests of workers in textile and garment companies

2.3.2.1. Experience of Hung Yen province

2.3.2.2. Thai Binh province's experience

2.3.2. Lessons learned for Ninh Binh province

First: Governments at all levels need to pay attention to economic benefits for employees through the adjustment of policies and laws, inspection, examination, detection and timely resolution of conflicts and conflicts of interest.

Second: Textile and garment companies need to actively increase income, improve occupational safety and health, improve professional capacity and professional skills for employees.

Third: Promote the role of textile and garment trade unions and raise awareness of subjects related to the implementation of economic benefits for employees.

Chapter 3

THE CURRENT SITUATION OF IMPLEMENTING ECONOMIC BENEFITS OF EMPLOYEES IN TEXTILE AND GARMENT COMPANIES IN NINH BINH PROVINCE

3.1. NATURAL AND SOCIO-ECONOMIC CONDITIONS AFFECTING THE ECONOMIC INTERESTS OF WORKERS IN TEXTILE AND GARMENT COMPANIES IN NINH BINH PROVINCE

3.1.1. Natural, socio-economic conditions of Ninh Binh province

Due to the merger of the three provinces of Nam Dinh, Ninh Binh and Ha Nam with the name of Ninh Binh province, the statistics of the new Ninh Binh province have not been updated at present. While the research scope of the thesis is limited to the former Nam Dinh province in the period of 2012 - 2024, therefore, the content of chapter 3 of the thesis only focuses on clarifying the natural and socio-economic conditions of the former Nam Dinh province that affect the economic interests of workers in textile and garment companies.

3.1.1.1. Natural Conditions

Nam Dinh province is located in the southern part of the Red River Delta, bordering the provinces of Ninh Binh, Thai Binh, Ha Nam (now Ninh Binh and Hung Yen provinces) and the East Sea. The area is 1,668.8 km², the terrain is plain, and the coastline is 72 km long. Tropical monsoon climate, average temperature 23-24°C, humidity 80-85%, usually subject to 4-6 storms/year.

3.1.1.2. Socio-economic conditions

The average economic growth rate of the province in the period 2012 - 2022 reached 6.97%, higher than the average growth rate of the whole country of 6%. From 2023 and 2024, the province's economic growth rate will have a breakthrough of 10.19% and 10.01%, respectively. In 2024, the province's labor productivity will reach 106 million VND/employee, an increase of 3.15 times compared to 2012 but still lower than the labor productivity of the whole country. The provincial economy is based on agriculture (rice, fisheries, animal husbandry), industry (textiles, mechanics, building materials), and services (trade, tourism, transportation). In 2024, the agriculture, forestry and fishery sector will account for 17.70%; the industrial and construction sector 43.50%; the service sector 35.68%; product tax minus product subsidies 3.12%. In the period 2011-2020, the province attracted 233,814 billion VND of investment capital (45.5% of GRDP), the proportion of investment capital of the State was 25.93%, private capital reached 64.19% and FDI capital accounted for only 9.88%. In 2024, the realized investment capital in the province is estimated at VND 62,420 billion, up 18.0% compared to 2023. Up to now, the province has 10 industrial parks, of which 6 have been established including Hoa Xa, Bao Minh, My Trung, Rang Dong Textile, My Thuan and Bao Minh Expanded.

As of 2024, the total population of the province is estimated at 1,894,204 people. In which, the urban population is 387,968 people, accounting for 20.5%, and the rural population is 1,506,236 people, accounting for 79.5%. The sex structure includes 928,155 males (accounting for 49.0%) and 966,049 females (accounting for 51.0%). Regarding labor aged 15 and over, the number of labor participants is 1,069,200 people, accounting for 56.4% of the total population. The province has 4 universities (23,047 students), 7 colleges (1,144 students) and 5 intermediate schools (10,664 students). The scale and quality of training are increasingly improving, improving labor productivity. In the province, there are many textile and garment training institutions such as the University of Industrial Economics and Technology, Nam Dinh Industrial College, Nam Dinh Textile and Garment College, Nam Dinh College of Economics and Technology, meeting the needs of human resources and creating advantages for the development of the textile and garment industry.

3.1.2. The operation of textile and garment companies

3.1.2.1. History of the formation and development of the textile and garment industry

The province has a long tradition of weaving, used to be the center of textiles and garments throughout the country during the French colonial period and the period 1954-1985. After the renovation, the textile and garment industry continued to develop, playing an important role in the socio-economy. Currently, the number of textile and garment companies is increasing, the whole province has 422 companies (weaving is 141, sewing is 281). The number of textile and garment companies in the state sector is 04 companies, 342 companies in the private economic sector and 49 companies in the FDI sector. In terms of scale, mainly small and medium-sized enterprises account for 91.1%, mainly producing products such as: yarn, textile product finishing, ready-to-wear production, knitted fabrics, crocheted fabrics, non-woven fabrics, woven fabric production, ready-to-wear production,

costume garments, knitted apparel production, etc crocheting, wholesale, retail of fabrics, yarns, clothing...

3.1.2.2. Workforce working in textile companies

Textile and garment is an industry that is interested in investment and development in the province, so the number of workers is very large. In 2012, the number of textile and garment workers was 109,196 people, by 2022 it will reach 133,519 people, an increase of 22.27%. Labor is mainly untrained, professional skills and professional working style are still limited.

3.1.2.3. Production and business results

The number, scale of production, competitiveness, growth rate, revenue, profit and workforce are constantly increasing. The average growth rate of the province's textile and garment industry in the period 2012 - 2024 will reach 11.21% but is uneven. The average growth rate of the textile industry is lower than that of the garment industry, specifically the textile industry reached 9.37%, while the garment industry reached 13.06%. However, the majority of textile and garment companies in the province are mainly small and medium-sized, have low labor productivity and are mainly involved in simple stages in the value chain.

3.1.3. The advantages and disadvantages for production and business activities of textile and garment companies in the province have an impact on the economic interests of employees

3.1.3.1. Advantageous

3.1.3.2. Difficult

3.2. THE IMPLEMENTATION OF ECONOMIC BENEFITS OF EMPLOYEES IN TEXTILE AND GARMENT COMPANIES IN NINH BINH PROVINCE IN THE PERIOD OF 2012 - 2022

3.2.1. The economic benefits of employees in textile and garment companies are manifested in terms of income

3.2.1.1. Income expressed in the form of salary

In the period 2012 - 2022, the basic salary of employees in the province's textile and garment companies is paid higher than the regional minimum wage. As of 2022, the average salary of employees will reach 9.7 million VND/month and is 1.9 times higher than the per capita income of the whole province (5.1 million VND), but this gap tends to narrow. The increase in employees' wages is partly due to improved labor productivity and the State's adjustment to increase the regional minimum wage (11 times). However, compared to the salaries of employees in textile and garment companies in Hung Yen, Thai Binh, and Hanoi provinces, the salaries of employees in textile and garment companies of the province are lower but not significant. In addition, the salaries of workers have a difference between textile companies and garment companies; domestic private textile and garment companies with FDI textile and garment companies; training level, age, status, job position and stages of the textile and garment production process...

*** Income expressed in the form of salary allowances**

Textile and garment companies in the province have increased the norm of spending on allowances to support employees, but the increase is not high, some companies even keep the norms or do not pay allowances. The survey results showed that 95.2% of employees received salary allowances and the average allowance reached 1,073,000 VND/month, equal to 11.06% of the average salary. In which, employees are entitled to toxic allowances reaching 69%; seniority allowances account for 53%; fire prevention and fighting allowances reached 92.5%; safety and hygiene allowances reached 93.5%; responsibility

and part-time allowances account for 16%. However, the allowance payment norm has a difference between textile and garment companies.

**** Income expressed in the form of bonuses***

In the period 2012 - 2022, 70.4% of employees received bonuses from the owner of a textile and garment company. In which, bonuses on holidays and Tet reached 68.2%; rewards for achieving output accounted for 48%; attendance bonuses accounted for 44%; seniority bonus 30.4%; bonuses for increasing labor productivity and product quality accounted for 13.6%; bonuses for production initiatives accounted for 12.8%; awards for excellent achievements accounted for 7.43%. Textile and garment companies in the province have an average bonus of 681,000 VND/month. FDI textile and garment companies have an average bonus of 689,000 VND/month while domestic private textile and garment companies reach 673,000 VND/month.

**** Income expressed in other forms of support***

Employees received support to send children and raise young children reached 51.2%; gasoline support reached 76.1%; telephone support reached 80%; clothing support reached 64.6%; support for shift meals reached 94.5%; heat support is 85.5%. Most textile and garment companies have increased spending norms for forms of support. Textile and garment companies with large production scales often diversify forms of support for workers. In contrast, domestic private textile and garment companies have small and medium-sized production scales, the level of support is still limited.

3.2.1.2. Income expressed in the form of subsidies and benefits

**** Income expressed in the form of subsidies***

Partial allowances constitute the income of workers in textile and garment companies but are not regular. The survey results in the period 2012 - 2022 show that 67.6% of employees have received benefits. Most of them receive benefits from social insurance agencies such as: Maternity allowance (68.3%), sickness (64%), occupational accidents and occupational diseases (43.6%). The average amount of allowance that employees receive is 2,302,000 VND. In which, FDI textile and garment companies reached 2,342,000 VND, while domestic private textile and garment companies reached 2,262,000 VND.

**** Income expressed in the form of benefits***

In the period of 2012 - 2022, the majority of employees received an income from welfare from textile and garment companies. Specifically: Sick visits reached 75.6%; visiting and enjoying employees' families reached 70.1%; giving gifts on holidays, Tet and the anniversary of the company's establishment reached 91.4%; encouraging children to study well reaches 42%; visiting and resorting reached 27.3%. The norms spent on each type of welfare have basically increased but unevenly among textile and garment companies. At some textile and garment companies, the norm spent on welfare has been reduced or remained the same.

3.2.2. The economic benefits of employees in textile and garment companies are manifested in terms of participation in statutory insurance

The results of a survey at textile and garment companies in Ninh Binh province - A survey in Nam Dinh showed that 76.6% of employees were fully insured by textile and garment companies according to the law such as social insurance, health insurance, and unemployment insurance. The number of employees who are not covered by insurance accounts for 23.4%, mainly working at domestic private textile and garment companies according to survey data in 2023. On the other hand, according to data from the social insurance agency, by the end of November 15, 2023, the former Nam Dinh province had 93

enterprises that were late in paying insurance for 03 months or more, of which 11 textile and garment companies accounted for 11.8%.

3.2.3. The economic benefits of employees in textile and garment companies are manifested in terms of employment and occupational safety and health

3.2.3.1. The economic benefits of workers in textile and garment companies are manifested in terms of employment

In the period of 2012 - 2022, the textile and garment workforce in the province increased rapidly. In 2012, the number of textile and garment workers reached 109,196 people, by 2022 it will reach 133,519 thousand people, an increase of 22.27%. Thereby, it shows that textile and garment companies play a huge role in creating new jobs, contributing to the stability and promotion of the province's socio-economic development. However, the number of workers in textile and garment companies has fluctuated.

In addition, the signing of labor contracts reflects the stability of employment, in fact, 97.2% of employees are signed labor contracts and 2.8% are not signed, mainly in domestic private textile and garment companies with small production scales. In terms of the form of contract signing, 55.2% signed a fixed-term labor contract and 44.8% signed an indefinite-term labor contract.

3.2.3.2. The economic benefits of employees in textile and garment companies are manifested in terms of occupational safety and hygiene

In the period 2012-2022, textile and garment companies have made efforts to improve occupational safety and health, with 74% of employees assessing the working environment as airy, 44% saying that the facilities are modern, 42.7% noting that the layout is scientific, and 27.1% noting the innovation of equipment. However, some textile and garment companies still have occupational accidents, with 9.5% of workers saying that workplaces often have accidents and face hazards including: physical (46.6%), chemical (20%), safety (17.6%), working posture (24.7%), psychological (30%) and discrimination (4.7%).

A part of the textile and garment industry workers suffer from occupational diseases, mainly respiratory diseases (38.2%), osteoarthritis (32.5%), dermatology (22%), psychological stress (18.7%) and deafness (8.1%), but only 40.5% of workers are examined and treated, 22.2% are transferred to suitable jobs, and 19% receive support for medical examination and treatment costs. The rate of employees receiving periodic health checks reached 87.6%. In terms of working time, 58.6% of employees work 8 hours/day, 41.4% work more than 8 hours and the average number of overtime hours/month is 36.9 hours.

3.3. ASSESSMENT OF ECONOMIC BENEFITS OF EMPLOYEES IN TEXTILE AND GARMENT COMPANIES IN NINH BINH PROVINCE IN THE PERIOD OF 2012 - 2022

3.3.1. Results achieved in terms of economic benefits of employees in textile and garment companies in Ninh Binh province

First: The income of the majority of employees increases in direct proportion to the profit of the enterprise and the quality of life is increasingly improving.

Second: Textile and garment companies gradually ensure stable jobs and create new jobs for workers.

Third: The majority of textile and garment companies have taken the initiative to gradually improve occupational safety and hygiene and implement statutory insurance for employees.

3.3.2. Limitations on economic interests of employees in textile and garment companies in Ninh Binh province

First: The income of a part of employees is still low, unstable, average and not

commensurate with the growth rate of revenue and profit of textile and garment companies

Second: A part of employees has not been insured according to the law, the contribution rate is low, and the situation of insurance arrears is increasing in number and complexity.

Third: A part of employees do not have stable jobs, the working environment does not ensure occupational safety and hygiene, and the working and rest regime is not suitable.

3.3.3. Causes of limitations

3.3.3.1. Objective causes

First: Policies and laws related to the economic interests of employees are still inadequate, the level of support of the State and provincial authorities for textile and garment companies is still limited.

Second: Socio-political organizations have not promoted their role in protecting the legitimate interests of employees and face many difficulties in organizing and operating

Third: The application of science and technology, production automation and the impact of international economic integration make a part of the workforce lose jobs and income.

Fourth: Climate change and the Covid-19 pandemic have a negative impact on the revenue and profits of textile and garment companies and the economic interests of workers.

3.3.3.2. Subjective causes

First: The production and business capacity, awareness of compliance with policies, laws and social responsibility of some textile and garment companies is still not high.

Second: The professional capacity, professional skills, discipline, industrial manners and the level of legal understanding of a part of employees is still not high.

Chapter 4

PERSPECTIVES AND SOLUTIONS TO HARMONIZE INTERESTS ECONOMICS OF WORKERS IN COMPANIES TEXTILES AND GARMENTS IN NINH BINH PROVINCE

4.1. FORECASTING THE SITUATION AND VIEWPOINT OF HARMONIZING THE ECONOMIC INTERESTS OF EMPLOYEES IN TEXTILE AND GARMENT COMPANIES IN NINH BINH PROVINCE

4.1.1. Forecast of development trends of textiles and garments in the world and in the country to 2030, with a vision to 2045

4.1.1.1. World economic development and global textiles to 2030, vision to 2045

*** Forecasting world economic development**

The world economy will face many challenges in the short term and slow growth. Global inflation is forecast to decrease in 2025 compared to previous years, but the pace and extent of the decline are still unclear and depend on many other factors. International trade stagnates due to the effects of trade wars between countries. Geopolitical conflicts continue to be tense and negatively affect world economic growth.

*** Forecast the trend of world textile and garment development to 2030, with a vision to 2045**

The textile and garment industry faces challenges due to global economic and political instability. Total textile and garment demand decreased from 805 billion USD (2021) to 760 billion USD (2022) and in 2024 it will still be about 8% lower than 2022. In the future, textiles and garments will develop according to the trend: Green economy, circularity, digitalization and fierce competition between producing countries. S&T

applications such as 3D printing, AI, IoT, and automation help optimize production. The trend of slow fashion and fashion personalization will develop as consumers' shopping consciousness shifts to prioritize quality and long-term use value.

4.1.1.2. Forecast of Vietnam's economic development and textile and garment industry to 2030, with a vision to 2045

**** Forecasting Vietnam's economic development***

Vietnam's economy is forecast to continue to grow stably, develop according to the socialist-oriented market economy model, promote industrialization, modernization, expand international cooperation and attract FDI selectively. Vietnam focuses on digital transformation, building a digital economy and moving towards a green and circular economy. However, the economy still faces challenges such as the trap of cheap labor, large public and private debt, low labor productivity, inflation and low scientific and technological level.

**** Forecast the development of Vietnam's textile and garment industry to 2030 with a vision to 2045***

By 2030, with a vision to 2045, Vietnam's textile and garment industry will continue to expand exports thanks to FTAs and CPTPP. Investment in modern technology, digital transformation takes place strongly. Textile and garment enterprises will actively transform from the CMT production model to FOB, ODM, OBM to increase profits. The textile and garment labor market is changing, the demand for highly skilled workers is increasing rapidly, while unskilled labor is gradually being replaced by machines, creating pressure to shift jobs to other industries.

4.1.1.3. Forecasting the trend of improving the economic benefits of employees in textile and garment companies in Ninh Binh province

In the future, Vietnam's textile and garment industry in general and Ninh Binh province in particular, will apply science and technology and automation to improve competitiveness, increase productivity, reduce costs and improve labor income. The demand for high-quality human resources has increased sharply, creating new jobs. Safer working environment thanks to warning technology, which meets international standards for labor and sustainability. The trend of developing economic interest relations between employees and owners of textile and garment companies in the future will continue to develop according to two trends: both contradictory and harmonious in terms of economic interests.

4.1.2. Viewpoint of harmonizing the economic interests of employees in textile and garment companies in Ninh Binh province

First: Implementing the economic interests of employees needs to comply with the principle of harmonizing benefits and shared risks, and at the same time further promote the role of the State and the government of Ninh Binh province, in order to achieve the goal of common interests for relevant subjects.

Second: Harmonizing the economic interests of employees must be based on the system of views and guidelines of the Party, along with the policies and laws of the State, and consider this as a continuous and long-term task, and at the same time must be based on the practical conditions of Ninh Binh province.

Third: Harmonizing the economic interests of employees must be in the direction of intensiveness, adapting to the practical conditions of Ninh Binh province.

Fourth: Realizing the economic interests of employees in textile and garment companies must be associated with building sustainable labor relations and further promoting the role of socio-political organizations.

Fifth: Harmonizing the economic interests of employees in textile and garment companies must be associated with the development of the green economy, circular economy and digital economy

4.2. SOLUTIONS TO HARMONIZE THE ECONOMIC INTERESTS OF EMPLOYEES IN TEXTILE AND GARMENT COMPANIES IN NINH BINH PROVINCE

4.2.1. The group of solutions belongs to textile and garment companies

Firstly: Improve the production and business results of textile and garment companies.

Second: Develop a competitive salary, bonus and welfare regime to create motivation for work, dedication and long-term attachment between employees and textile and garment companies.

Third: Improve understanding and awareness of law observance for textile and garment company owners.

Fourth: Build and develop sustainable jobs and the environment and working conditions to ensure safety for employees.

Fifth: Build information channels to proactively grasp the thoughts and aspirations of employees, detect and handle conflicts and conflicts of economic interests early and remotely.

4.2.2. Group of solutions belonging to employees

Firstly: Improve professional capacity and professional skills for employees.

Second: Improve the understanding of laws related to the economic interests of employees.

Third: Improve the sense of discipline, build a professional working style, spread the spirit of harmonious benefits and shared risks to employees.

4.2.3. Group of solutions on the side of the State and local authorities

Firstly: Improve the system of policies and laws of the State related to the economic interests of employees and textile and garment companies.

Second: The government of Ninh Binh province needs to selectively inherit the previously issued socio-economic policies and actively develop, supplement and complete new socio-economic policies towards the goal of increasing economic benefits for textile and garment companies and workers

Third: Strengthen the support of the State and the government of Ninh Binh province for the production and business activities of textile and garment companies, contributing to promoting the harmonious implementation of economic benefits for employees.

Fourth: The Ninh Binh provincial government needs to improve the quality of inspection, examination and strictly handle violations of the law that harm the economic interests of workers in textile and garment companies.

4.2.4. The group of solutions belongs to socio-political organizations

Firstly: Promote the role of textile and garment trade unions.

Second: Promote the role of other socio-political organizations.

CONCLUDE

From the research results of the thesis topic "*Economic benefits of workers in textile and garment companies in Ninh Binh province*", the doctoral student would like to draw some specific conclusions as follows:

1. The economic interests of workers in textile and garment companies are a complex issue, with rich content and significance both theoretically and practically. The implementation of harmonizing interests will contribute to promoting the development of Ninh Binh's textile and garment industry, improving the localization rate, creating high value-added products and participating more deeply in the global textile and garment value chain.

2. On the basis of applying the viewpoints of Marxism-Leninism, Ho Chi Minh Thought, the views and policies of the Communist Party of Vietnam and continuing the results achieved by previous studies, the thesis has supplemented and clarified the theoretical basis for the economic interests of workers in textile and garment companies in the province.

3. The thesis clarifies the situation of economic interests of workers in textile and garment companies in Ninh Binh province with the scope of research in the area of the former Nam Dinh province in the period of 2012 - 2022. From there, make judgments and evaluate the results that have been achieved, point out the limitations and explain the causes.

4. The thesis has forecasted the development situation of textiles and garments in the world and in the country, the trend of developing economic benefits of textile and garment workers to 2030, with a vision to 2045. Analysis of the viewpoint of harmonizing the economic interests of employees in textile and garment companies in Ninh Binh province. From there, propose solutions that are feasible, specific, substantive and associated with each relevant subject.

5. The study of the economic benefits of workers in textile and garment companies is a new topic, carried out in the context of the merger of the three provinces of Nam Dinh, Ninh Binh and Ha Nam into Ninh Binh province, making the scope of the study wider. However, the thesis has only initially clarified some theoretical and practical issues about the economic interests of workers in textile and garment companies in the former Nam Dinh province, from the perspective of Political Economy. And from these initial results, PhD students will continue to expand and develop the topic, in order to clarify the economic interests of workers in textile and garment companies throughout Ninh Binh province after the merger and across the country.

LIST OF PUBLISHED WORKS BY THE AUTHOR RELATED TO THE THESIS

1. Nguyen Nhu Quang (2024), "The current situation of economic benefits of workers in textile and garment companies in Nam Dinh province in the form of income", *Journal of Financial and Accounting Research*, (263), pp.71-74.

2. Nguyen Nhu Quang (2024), "The Impact of the Fourth Industrial Revolution on the Economic Interests of Workers in Textile and Garment Companies in Vietnam", *Journal of Financial and Accounting Research*, (266), pp.67-71.