

HO CHI MINH NATIONAL ACADEMY OF POLITICS

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**THE IMPLEMENTATION OF SOCIAL POLICIES
FOR WORKERS IN THE NORTHWESTERN PROVINCES
IN ACCORDANCE WITH HO CHI MINH'S THOUGHT
AT PRESENT**

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INTRODUCTION

1. The urgency of the theme

Along with economic, political, and cultural policies, social policy is one of the important pillars in harmonizing interests, ensuring fairness, progress, and stability for the development of each nation.

Ho Chi Minh's thought on the implementation of social policies is closely associated with his consistent viewpoint, aiming at the goal of "liberating the working people from poverty, ensuring that everyone has employment, enjoys adequate living conditions, and leads a happy life".

From the very founding of the state, despite numerous difficulties—especially the necessity of waging resistance wars against colonialism—President Ho Chi Minh paid great attention to the formulation of policies to address social issues. These policies were intended to consolidate the process of national governance and serve the revolutionary cause, initially focusing on meeting the basic needs of "food and clothing" for the majority of the population.

Such policies made a significant contribution to affirming the humanistic nature of the new regime in contrast to the old one, while also strengthening the great national unity bloc. The content of social policies is rich and diverse, with particular emphasis on addressing employment, healthcare, and education and training for the people, including workers, grounded in the principle that "whatever benefits the people must be done to the utmost, and whatever harms the people must be avoided to the utmost."

Inheriting and developing President Ho Chi Minh's viewpoints, through successive National Congresses, the Communist Party of Vietnam has consistently emphasized the implementation of social policies under the guiding principle of "closely linking economic development with social development, unifying economic policy with social policy, and ensuring that economic growth goes hand in hand with the realization of social progress and equity at every step, in every policy, and throughout the entire development process." In recent years, the supplementation and refinement of the Party's and the State's perspectives on social policy have been closely aligned with the country's development, aiming to address social issues and meet the needs of the people. Policies devoted to caring for war invalids and families of martyrs, supporting ethnic minority communities, as well as national target programs on hunger eradication and poverty reduction, new rural development, and human resource development, among others, all stem from the viewpoint that places human beings at the center of the national development strategy. This clearly demonstrates the continuity, consistency, inheritance, and creative development between Ho Chi Minh's thought and the Party's line and the State's policies in the implementation of social policy. The 14th National Congress of

the Party affirmed the central task: "effectively addressing social policies, ensuring security, welfare, safety, and peace for the people, especially policy beneficiaries, vulnerable groups, and the workforce in the informal sector, in accordance with Vietnam's conditions"

The Northwestern provinces constitute an area of particular strategic importance in terms of politics, economy, national defense, security, and external relations. This region is also home to a large population of ethnic minority communities, characterized by harsh natural conditions and persistent difficulties in socio-economic infrastructure. In recent years, thanks to the close attention and leadership of the Party and the State, the system of social policies has been received and concretized by local authorities in the Northwestern provinces into provincial-level legal documents, thereby being implemented across all strata of the population in response to practical requirements. The implementation of social policies has brought about notable socio-economic improvements: the poverty rate has gradually declined; the material and spiritual living standards of the people have been progressively enhanced; and health care and education services have been increasingly expanded, exerting positive influences on people's thinking and ways of life. However, alongside these achievements, the implementation of social policies still reveals a number of limitations. These include the relatively slow reception and execution of policies by the local population compared to other regions; a tendency among some people to rely excessively on state support; and the absence of specific central-level policies tailored to the particular conditions of the Northwestern region, among others. These shortcomings have adversely affected efforts to improve the living standards of the population, including workers. Manifestations include significant disparities in income and living conditions among population groups; a relatively low average income level; and particularly low earnings among workers compared to many other localities nationwide. In addition, unemployment among workers persists in the Northwestern provinces, while professional qualifications, technical skills, occupational competencies, and professional attitudes generally fail to meet labor market requirements. Meanwhile, hostile and reactionary forces continue to intensify their subversive activities, distorting and undermining the Party's and the State's guidelines and policies, with the aim of sowing division and weakening the great national unity bloc. These realities objectively necessitate continued research, evaluation, and the proposal of appropriate solutions to enhance the effectiveness of social policy implementation, grounded in the theoretical foundations of Ho Chi Minh's thought.

For the aforementioned reasons, the doctoral candidate has chosen the topic: ***“The Implementation of Social Policies for Workers in the Northwestern Provinces in Accordance with Ho Chi Minh's Thought at Present”*** as the subject of the doctoral dissertation in Ho Chi Minh Studies.

2. Research Objectives and Tasks

2.1. Research Objectives

The objective of this dissertation is to clarify Ho Chi Minh's thought on the implementation of social policies, thereby providing a basis for assessing the current situation and proposing orientations and solutions for the implementation of social policies for workers in the Northwestern provinces.

2.2. Research Tasks

To achieve the above research objectives, the dissertation undertakes the following main research tasks:

First, to review the existing studies related to the topic, thereby identifying the issues that require further examination and clarification in this dissertation.

Second, to clarify several key concepts related to the research topic, including: the concept of social policy; social policy for workers; the implementation of social policy for workers; the concept of Ho Chi Minh's thought on the implementation of social policy; and the concept of implementing social policy for workers in the Northwestern provinces in accordance with Ho Chi Minh's thought.

Third, to clarify the core content of Ho Chi Minh's thought on the implementation of social policy.

Fourth, to analyze and evaluate the current situation of implementing social policies for workers in the Northwestern provinces in accordance with Ho Chi Minh's thought, as well as the issues arising therefrom.

Fifth, to analyze and forecast the influencing factors, and to propose orientations and solutions for implementing social policies for workers in the Northwestern provinces in accordance with Ho Chi Minh's thought up to 2030, with a vision toward 2045.

3. Research Object and Scope

3.1. Research Object

The research object of this dissertation comprises the content of implementing social policies in Ho Chi Minh's thought, and the current situation of implementing social policy content in accordance with Ho Chi Minh's thought for workers in the Northwestern provinces at present.

3.2. Research Scope

** In terms of content*

The dissertation examines the fundamental content of Ho Chi Minh's thought on the implementation of social policy, including: the role of social policy; the subjects involved in policy implementation; the content of social policy (namely labor and employment policies, poverty reduction policies, universal health care policies, and universal education policies); and the measures for implementing social policy.

It further analyzes the current situation of implementing social policies in accordance with Ho Chi Minh's thought for workers in the Northwestern provinces, thereby formulating orientations and solutions for the subsequent period.

** In terms of spatial scope*

The dissertation focuses on examining the current situation of implementing social policies in accordance with Ho Chi Minh's thought for workers in three Northwestern provinces, namely Son La, Dien Bien, and Lai Chau. These localities are representative of the distinctive characteristics of the Northwestern region in terms of geographical location, natural resources, climate conditions, cultural features, and ethnic composition.

** In terms of temporal scope*

The dissertation concentrates on the implementation of social policies in accordance with Ho Chi Minh's thought for workers in the Northwestern provinces during the period from 2012 to 2025.

This period corresponds to the issuance by the Communist Party of Vietnam of two major resolutions related to social policy, namely: Resolution No. 15-NQ/TW dated June 1, 2012, on "Several Issues on Social Policy for the Period 2012-2020"; and Resolution No. 42-NQ/TW dated November 24, 2023, on "Continuing to Renew and Improve the Quality of Social Policies to Meet the Requirements of National Construction and Defense in the New Period."

4. Theoretical Foundations and Research Methods

4.1. Theoretical Foundations

This dissertation is conducted on the theoretical foundations of Marxism-Leninism and Ho Chi Minh's thought, as well as the viewpoints, guidelines, and policies of the Party and the State regarding the implementation of social policy.

4.2. Research Methods

This dissertation employs a combination of research methods, including the logical and historical method, analysis and synthesis, statistical methods, comparative analysis, and sociological survey methods. Specifically:

In Chapter 1, the author mainly applies the historical and logical methods, along with analysis and synthesis, to review and evaluate the research situation related to the dissertation topic.

In Chapter 2, the author employs the methods of systematization and generalization to construct analytical concepts; the logical-historical method is used to clarify viewpoints on the implementation of social policy in Ho Chi Minh's thought.

In Chapter 3, the author primarily uses analysis, synthesis, statistical methods, comparative analysis, and sociological survey methods to elucidate the current situation of implementing social policies for workers in the Northwestern provinces in accordance with Ho Chi Minh's thought. In addition to data drawn from reports of Party and State agencies, the author conducted a field survey in three provinces - Son La, Dien Bien, and

Lai Chau - with a total of 412 questionnaires distributed, including 108 questionnaires for employers and unit managers and 304 questionnaires for workers. All collected data were processed using Google Forms (an online tool for form creation, survey administration, and data collection) and Microsoft Excel (for data calculation and analysis).

In Chapter 4, the author applies scientific forecasting methods, along with statistical analysis, analysis, and synthesis, to propose orientations and solutions for implementing social policies in accordance with Ho Chi Minh's thought for workers in the Northwestern provinces.

5. New contributions of the thesis

The dissertation clarifies a number of key concepts, including: the concept of social policy; social policy for workers; the implementation of social policy for workers; Ho Chi Minh's thought on the implementation of social policy; and the implementation of social policies in accordance with Ho Chi Minh's thought for workers in the Northwestern provinces. It also elucidates the core content of Ho Chi Minh's thought on the implementation of social policy.

The dissertation evaluates the current situation of implementing social policies in accordance with Ho Chi Minh's thought for workers in the Northwestern provinces from 2012 to the present.

Furthermore, it proposes solutions aimed at contributing to the effective implementation of social policies in accordance with Ho Chi Minh's thought for workers in the Northwestern provinces up to 2030, with a vision toward 2045.

6. Theoretical and Practical Significance

Theoretical significance: The dissertation contributes to providing scientific arguments for research on Ho Chi Minh's thought on the implementation of social policy, as well as for assessing the application of Ho Chi Minh's thought to the implementation of social policies for workers in the Northwestern provinces at present.

Practical significance: The dissertation may serve as a reference material for research and teaching activities in the subject of Ho Chi Minh Thought within the system of colleges, universities, and political schools across provinces and cities in Vietnam, particularly in the Northwestern provinces.

In addition, the dissertation provides further scientific grounds for Party committees and authorities in the Northwestern provinces to consult in the implementation of social policies for workers in their localities, with the aim of improving the material and spiritual living standards of the people, stabilizing the socio-political and economic situation, and ensuring national defense and security in the Northwestern provinces.

7. Structure of the Thesis

Apart from the introduction, conclusion, list of references, and appendices, the thesis is structured into 4 chapters with a total of 10 sections.

Chapter 1

OVERVIEW OF RESEARCH SITUATION RELATED TO THE DISSERTATION TOPIC

1.1. RESEARCH SITUATION RELATED TO THE DISSERTATION TOPIC

1.1.1. Studies on Ho Chi Minh's Thought on Social Policy and the Implementation of Social Policy

Within the body of research employing diverse approaches, many scholars such as Le Sy Thang, Nguyen The Thang, Tran Thi Hoi, Bui Dinh Phong, Tran Thi Huyen, Nguyen Nang Nam, Nguyen Xuan Trung, Nguyen Thi Thu Huyen, Vi Thi Lai, Dao Ngoc Dung, and Nguyen Minh Hoan... have focused on analyzing Ho Chi Minh's thought on social policy and the implementation of social policy. An overview of these studies shows that most of them affirm Ho Chi Minh's thought on social policy as a system of theoretical values imbued with profound humanistic significance, placing human beings at the center of development and aiming at the comprehensive improvement of the material and spiritual lives of the working people.

These research outcomes not only provide a valuable system of scientific arguments but also contribute to clarifying the content and role of social policy, as well as the implementation of social policy in Ho Chi Minh's thought. Inheriting these achievements, the present dissertation continues to conduct an in-depth analysis under contemporary practical conditions, thereby proposing solutions to effectively apply and implement social policies in accordance with Ho Chi Minh's thought in different contexts, contributing to the establishment of social stability and sustainable development in Vietnam.

1.1.2. Related to the Implementation of Social Policy in Accordance with Ho Chi Minh's Thought

The works of Nguyen Thi Minh Thuy, Vi Thi Lai, Nguyen Cong Lap, Nguyen Tuyet Hanh, Pham Xuan Nam, La Quy Do, Lai Quoc Khanh, Pham Thi Thuy Van, and Trieu Thanh Son mainly focus on clarifying the application of social policy in accordance with Ho Chi Minh's thought under specific conditions in Vietnam. A prominent common feature of these studies is their emphasis on the foundational role of Ho Chi Minh's thought in the formulation and implementation of social policy, especially in the context of the country's renovation. His thought is regarded as an important theoretical basis for constructing a value system of equity and equality among social groups, regardless of ethnicity, religion, or region.

In addition, many studies analyze the coordination among various actors - such as local authorities, socio-political organizations, and the people - in the process of implementing social policy, particularly in areas such as employment, health care, and education. However, each study is limited to specific temporal, spatial, and target scopes. Therefore, to date, there has been no in-depth research on the implementation of social policy in accordance with Ho Chi Minh's thought for workers in the Northwestern

provinces from 2012 to the present. This constitutes the scientific gap that the dissertation seeks to address.

1.1.3. Studies on Social Policy and the Implementation of Social Policy in Vietnam during the Renovation Period

The works of scholars such as Pham Xuan Nam, Bui Dinh Thanh, Mai Ngoc Cuong, Phan Huy Duong, Le Ngoc Hung, Ho Sy Ngoc, Hoang Ngoc Hai, Ho Thanh Thuy, Nguyen Danh Tien, Tran Thi Nhan, Bui Sy Loi, Nguyen Hai Huu, Doan Xuan Thuy, Hoang Ba Thinh, Bui Thi Bich Thuan, and Nguyen Thuy Mai... have approached social policy from multiple dimensions, thereby forming a relatively comprehensive body of knowledge.

First, these studies examine in depth the role of social policy in national development, viewing it as an integral component of the socio-economic development strategy. Social policy not only supports vulnerable groups but also contributes to ensuring social security, creating momentum for socio-political stability, and promoting sustainable development.

Second, many studies analyze the system of actors involved in implementing social policy, including the State, socio-political organizations, communities, and the people themselves. The coordination among these actors is considered a decisive factor in the effectiveness of policy implementation, especially in the context of increasingly profound decentralization and devolution of power.

Third, scholars focus on clarifying the content and fields of social policy, such as employment, income, hunger eradication and poverty reduction, health care, education and training, social insurance, and social welfare. On that basis, the studies propose modes of policy implementation, including improving institutional mechanisms, enhancing management capacity, mobilizing resources, and strengthening social supervision.

Through this diverse body of research, a common conclusion can be drawn: the implementation of social policy must be placed at the center of the development process. Adequate attention to the execution of social policy not only contributes to improving people's living standards but also serves as a foundation for building a stable, equitable, and comprehensively developed society.

1.1.4. Studies on the Implementation of Social Policies for Workers in Vietnam

The works of scholars such as Le Thi Hoai Thu, Bui Xuan Dinh, Nguyen Ngoc Thanh, Nguyen Hoai Nam, Nguyen Huu Cong - Do Thuy Ninh, Hoang Kim Khuyen, Nguyen Thi Thu Hoai, Nguyen Thi Lan Anh, Mai Ngoc Anh, Nguyen Dinh Khoa, Nguyen Van Hoi, Nguyen Ngoc Hoa, Le Ngu Binh, Cao Thu Hang, Hau A Lenh, Pham Van Dong, Tuong Duy Kien, Pham Thi Thuong - Phan Vu Quang, Nguyen Thi Ha Phuong, Hoang Thuc Lan, and Tran Thi Hai Yen... have focused on clarifying the role of workers in the process of economic, political, and social development at both national and local levels. These studies consistently affirm that workers occupy a central position

in the functioning of the economy and constitute the direct force generating both material and spiritual wealth for society.

At the same time, many studies point out that workers may be adversely affected by excessively rapid economic growth, which can lead to a decline in the quality of life in both material and spiritual terms. This reality poses an objective requirement for ensuring the attention and responsibility of the Party and the State in improving the system of social policies, so as to generate positive and sustainable impacts on the living conditions of workers.

However, although existing studies have approached the issue from various perspectives, to date, there has been no in-depth research specifically analyzing the implementation of social policies for workers in the Northwestern provinces. This constitutes a significant research gap that requires further investigation, particularly in the context of the Northwestern region, which is characterized by distinct socio-economic conditions, labor structures, and development constraints.

1.2. OVERVIEW OF RESEARCH RESULTS AND ISSUES REQUIRING FURTHER INVESTIGATION IN THE DISSERTATION

1.2.1. Overview of Research Findings from Published Scientific Works

Through the process of synthesizing books, research projects, and scholarly articles, previous studies have provided the doctoral candidate with valuable theoretical and practical materials that are instrumental to the completion of this dissertation.

First, studies on Ho Chi Minh's thought regarding social policy and the implementation of social policy have approached the subject from various perspectives. Many studies affirm that social policy in Ho Chi Minh's thought is consistently associated with the Party's and the State's responsibility to care for the people's livelihood; its content encompasses such fields as labor and employment, wages, education, and health care. The richness of social policy in Ho Chi Minh's thought is manifested in the design of policies tailored to different social classes, strata, and target groups. Consequently, the implementation of these policies has contributed to affirming the progressive and humane nature of the new social regime and to consolidating the people's trust in the Party and the State. However, most existing studies have primarily focused on clarifying the content of social policy in Ho Chi Minh's thought or on analyzing its role and significance in relation to human and social issues at various stages of development. To date, there has been no comprehensive systematization of Ho Chi Minh's thought on the implementation of social policy.

Second, studies oriented toward applying Ho Chi Minh's thought on the implementation of social policy in Vietnam have been conducted across different periods and with diverse approaches. Nevertheless, scholars generally agree that Ho Chi Minh's thought on social policy constitutes an important theoretical foundation for the country's renovation. These studies also indicate that social policy in Ho Chi Minh's thought requires the participation of multiple actors, encompasses essential policy areas, and is applied to various target groups in order to improve the material and spiritual lives

of the people and to contribute to social stability and development. Based on interpreting the theoretical values of Ho Chi Minh's thought, many works have analyzed the current situation of social policy implementation and proposed solutions such as strengthening communication and dissemination, improving the effectiveness of policies for people with meritorious services, expanding and safeguarding rights related to health insurance and social insurance, and improving coordination mechanisms among state management agencies, organizations, and relevant individuals. These research results have enriched the theoretical and practical foundations for applying Ho Chi Minh's thought on social policy. However, in-depth studies on Ho Chi Minh's thought specifically concerning the implementation of social policy and its application in the current context - particularly in the Northwestern provinces - remain limited.

Third, studies on social policy and the implementation of social policy in general consistently affirm that social policy aims to address fundamental social issues and to ensure and enhance the living standards of social classes and strata. The content of social policy examined by scholars is highly diverse, encompassing employment policy, health care, education, social security, and social welfare. This system of policies is designed to meet the needs of various target groups. In Vietnam, social policy is consistently reflected in the Party's guidelines and institutionalized by the State through a legal framework, implemented in a coordinated manner from the central to the local levels with the participation of socio-political organizations. Although the number of studies on social policy is considerable, differences in research approaches mean that most works have not directly theorized the concept of "implementation of social policy," but have instead addressed this issue only indirectly.

Fourth, studies on the implementation of social policy for workers have mainly focused on analyzing workers' fundamental rights within the legal system, as well as providing overviews of their living conditions across different industries, occupations, and regions. Based on these analyses, scholars have identified achievements and limitations in the process of social policy implementation, thereby proposing sets of solutions aimed at raising awareness, improving institutions, and safeguarding the essential interests of workers in the current context. Despite their significant theoretical and practical contributions, these studies differ in objectives and scope; consequently, there has thus far been no comprehensive research devoted to the implementation of social policies for workers in general, and for workers in the Northwestern provinces in particular.

In summary, although existing studies have substantially enriched both the theoretical and practical foundations of research on social policy, a significant research gap remains: the need to systematize Ho Chi Minh's thought on the implementation of social policy and to examine its application in specific regions to better inform effective policymaking in the current period. Particularly in disadvantaged regions such as the

Northwest, the application of Ho Chi Minh's thought in practice has not yet been thoroughly analyzed, and specialized studies assessing the appropriateness, effectiveness, and sustainability of social policies for workers are still lacking.

1.2.2. Issues Requiring Further Investigation in the Dissertation

First, the dissertation seeks to clarify several fundamental concepts, including: social policy; social policy for workers; and the implementation of social policy for workers; Ho Chi Minh's thought on the implementation of social policy; and the implementation of social policy for workers in the Northwestern provinces in accordance with Ho Chi Minh's thought. On that basis, the dissertation analyzes and elucidates the roles, actors, contents, and measures for implementing social policy in Ho Chi Minh's thought. These constitute essential theoretical issues that require systematic analysis to serve as effective analytical tools throughout the research process.

Second, the dissertation examines the current situation of implementing social policy for workers in accordance with Ho Chi Minh's thought in the Northwestern provinces during the period from 2012 to 2025 (based on field surveys conducted in three provinces: Son La, Dien Bien, and Lai Chau). It thereby clarifies the causes of existing limitations and identifies the issues arising in the process of implementing social policy for workers in the Northwestern region.

Third, based on the current situation and the issues identified in the implementation of social policy for workers in accordance with Ho Chi Minh's thought in the Northwestern provinces, the dissertation proposes solutions that are appropriate to local realities, to improve the effectiveness of social policy implementation for workers in these provinces.

Chapter 1 Summary

Ho Chi Minh's thought, as the ideological foundation and guiding principle for the actions of the Communist Party of Vietnam, constitutes an important theoretical basis for the Party and the State in researching, inheriting, and applying the values of his thought to policy formulation and implementation, including social policy. The overview of existing research provides a comprehensive picture of books, articles, and dissertations related to the subject matter of this dissertation.

Previous studies have approached this issue from various perspectives. However, most of them affirm that the implementation of social policy in accordance with Ho Chi Minh's thought is closely tied to the different stages of the Vietnamese revolution, from national independence to the period of renovation. These studies represent valuable sources of theoretical and practical materials for the dissertation to inherit and develop, particularly in affirming the enduring value of Ho Chi Minh's thought on social policy in the process of building a prosperous and happy Vietnam. The research review also indicates that social policy, in general, and the implementation of social policy in accordance with Ho Chi Minh's thought, in particular, constitute a broad research field that can be examined from various perspectives and across different dimensions,

including subject, content, space, and time. Nevertheless, to date, there has been no specific and systematic study on the implementation of social policy for workers in the Northwestern provinces in accordance with Ho Chi Minh's thought. The aforementioned studies, therefore, serve as important reference materials that contribute to addressing the research tasks and objectives of this dissertation.

Chapter 2

SOME THEORETICAL ISSUES CONCERNING THE IMPLEMENTATION OF SOCIAL POLICY IN ACCORDANCE WITH HO CHI MINH'S THOUGHT

2.1. SOME RELATED CONCEPTS

2.1.1. The Concepts of Social Policy, Social Policy for Workers, and the Implementation of Social Policy for Workers

The concept of social policy: **Social policy** refers to the entirety of viewpoints, orientations, and guidelines of the Communist Party of Vietnam that are institutionalized by the State into a system of laws and policies. Social policy aims to ensure citizens' fundamental rights, improve material and spiritual living standards, maintain social stability, and promote social development, while addressing major social issues such as employment, poverty reduction, education, and healthcare.

The concept of social policy for workers: **Social policy for workers** constitutes an integral component of the overall system of social policy, promulgated by the State under the leadership of the Party. It aims to intervene in, regulate, and address social issues directly related to workers, including employment, poverty reduction, education and vocational training, and healthcare. Through these policies, the legitimate material and spiritual rights and interests of workers are safeguarded, social justice is promoted, and national stability and sustainable development are enhanced, thereby reflecting the progressive and humane nature of the socialist regime.

The concept of the implementation of social policy for workers: **The implementation of social policy for workers** is understood as the process by which competent authorities apply, organize, and concretize the orientations and regulations of social policy in the practical lives of workers. This process seeks to address social issues such as employment, poverty reduction, education, vocational training, and healthcare through various managerial, guiding, supervisory, and evaluative measures. It contributes to social equity, stability, and development, improves the comprehensive quality of life of the people, and protects the fundamental rights and interests of workers.

2.1.2. The Concept of Ho Chi Minh's Thought on the Implementation of Social Policy

First, Ho Chi Minh's thought on social policy constitutes a system of viewpoints concerning the role, actors, content, and measures for implementing social policy in order to address social issues such as employment, poverty reduction, education, and healthcare. This system of thought aims to promote social equity, stability, and development, while fostering the ethical and humanistic values inherent in the socialist regime.

Accordingly, **Ho Chi Minh's thought on the implementation of social policy** is understood as a system of viewpoints on how the subjects involved apply, organize, and concretize the Party's and the State's orientations and regulations on social policy through diverse measures. Its objectives are to address fundamental social issues related to employment, poverty reduction, education, and healthcare; to improve the material and spiritual living standards of the people; to safeguard basic rights; and to contribute to social stability and development.

2.1.3. The Concept of Implementing Social Policy in Accordance with Ho Chi Minh's Thought for Workers in the Northwestern Provinces

The implementation of social policy in accordance with Ho Chi Minh's thought for workers in the Northwestern provinces refers to the process by which relevant actors apply, organize, and concretize Ho Chi Minh's viewpoints on social policy implementation within the specific practical conditions of the Northwestern provinces through various measures. This process aims to promote existing achievements and address existing limitations in areas such as employment, poverty reduction, education and vocational training, and healthcare. Ultimately, it seeks to comprehensively improve workers' living standards, protect their lawful rights and interests, and foster stability and development in the Northwestern localities.

2.2. FUNDAMENTAL CONTENTS OF HO CHI MINH'S THOUGHT ON THE IMPLEMENTATION OF SOCIAL POLICY

2.2.1. The Role of Implementing Social Policy

First, the implementation of social policy contributes to the promotion of social equity, stability, and development.

Second, the implementation of social policy contributes to the promotion of noble ethical values and the humanistic spirit of the nation.

2.2.2. Subjects and Forces Involved in the Implementation of Social Policy

First, in the implementation of social policy, "our Party and State maintain a clear and close division of responsibilities."

Second, the Vietnam Fatherland Front and socio-political organizations participate in coordinating and organizing the implementation of social policy.

Third, the people are both the subjects who implement social policy and the beneficiaries of social policy.

2.2.3. Contents of the Implementation of Social Policy

2.2.3.1. Implementation of Labor and Employment Policy

Labor, employment, and wages are issues that directly affect the lives of individuals and their families. When people lack employment and a stable income, this situation exerts profound negative impacts on economic, political, and cultural development, particularly on social stability.

2.2.3.2. Implementation of Poverty Reduction Policy

Poverty reduction is also an important criterion for evaluating the success of a social revolution. Ho Chi Minh once emphasized: "We have gained freedom and

independence, but if the people still suffer from hunger and cold, then freedom and independence mean nothing.” To effectively reduce poverty, Ho Chi Minh’s thought stresses the need to implement policies that awaken the tradition of solidarity, mobilize all resources among the people for poverty reduction, promote increased production, and encourage emulation in practicing thrift and efficiency.

2.2.3.3. Implementation of Universal Healthcare Policy

Comprehensive health enables people to participate actively in productive labor, cultural and recreational activities, and to contribute their intellect and physical strength to their families and the nation. Ho Chi Minh affirmed: “If each citizen is weak, the whole country is weak; if each citizen is healthy, the whole country is strong... Strong people make a prosperous nation.”

2.2.3.4. Implementation of Universal Education Policy

Within social policy, education and training must be given due attention, as they directly influence whether a community, a nation, or a country experiences stagnation or progress. *First*, the implementation of a universal education policy must prioritize the eradication of illiteracy among the people, thereby fostering grassroots democracy. *Second*, universal education policy requires that the national education system not only provide basic cultural education from preschool to upper secondary levels but also integrate vocational training, enabling learners to enter social life with confidence and practical skills.

2.2.4. Measures for Implementing Social Policy

2.2.4.1. Developing and Improving the Party’s Guidelines and the State’s Legal and Policy Framework on Social Policy

2.2.4.2. Enhancing the Organizational and Management Capacity of State Agencies

2.2.4.3. Improving the Quality of Information Dissemination and Propaganda in the Implementation of Social Policy

2.2.4.4. Strengthening Inspection and Supervision of Social Policy Implementation

Chapter 2 Summary

The study and systematization of key concepts - including social policy, social policy for workers, and the implementation of social policy in accordance with Ho Chi Minh’s thought for workers in the Northwestern provinces - affirm that social policy constitutes an integral and essential component of the national development strategy. The implementation of social policy reflects the Party’s and the State’s concern for the people’s livelihoods, contributes to the promotion of social equity, stability, and development, and fosters ethical values and the humanistic spirit embedded in the nation’s traditions. Ultimately, it aims to improve the material and spiritual life of the people, safeguard their fundamental rights and legitimate interests, and demonstrate the progressive and humane nature of the new social regime.

The systematic elucidation of these concepts also facilitates a clearer understanding of the subjects responsible for implementing social policy, including the Party, the State,

socio-political organizations, and the people, who simultaneously serve as active participants in implementation and as beneficiaries of policy outcomes. In addition, Chapter 2 has focused on analyzing and clarifying the fundamental contents of social policy implementation, namely labor and employment policy, poverty reduction policy, universal healthcare policy, and universal education policy. To ensure the effective realization of these policy areas, Ho Chi Minh proposed a comprehensive system of measures, including the improvement of the Party's guidelines and the State's legal and policy framework; the enhancement of the organizational and managerial capacity of state agencies; the improvement of information dissemination and propaganda; and the strengthening of inspection and supervision in the implementation of social policy. In summary, Ho Chi Minh's thought on social policy serves not only as a theoretical foundation but also as a guiding principle for the formulation and implementation of social policy in Vietnam today, particularly in caring for and developing the labor force - the decisive factor in the nation's prosperity and development. The theoretical discussions presented in this chapter also provide a basis for the subsequent analysis of the current situation regarding the implementation of social policy, in line with Ho Chi Minh's thought, for workers in the Northwestern provinces in the contemporary period.

Chapter 3

THE CURRENT SITUATION OF IMPLEMENTING SOCIAL POLICIES FOR WORKERS IN THE NORTHWESTERN PROVINCES AND ISSUES RAISED FROM THE PERSPECTIVE OF HO CHI MINH THOUGHT

3.1. OVERVIEW OF NATURAL, ECONOMIC, CULTURAL, AND HUMAN CONDITIONS AND THEIR IMPACTS ON THE IMPLEMENTATION OF SOCIAL POLICIES FOR WORKERS IN THE NORTHWESTERN PROVINCES

3.1.1. Characteristics and influences of natural conditions

Firstly, the geographical location, natural conditions, climate, rivers, and mineral resources in the Northwest provinces.

Secondly, the influence of natural conditions on the implementation of social policies for workers in the Northwest provinces.

3.1.2. Economic characteristics and their impact on the implementation of social policies for workers in the Northwest provinces

Agriculture, forestry, and fisheries play a fundamental role in the economic structure of Northwest Vietnam.

Industrial and handicraft production in the Northwest provinces has outstanding potential, closely linked to the region's natural conditions.

Commercial services and tourism develop based on the advantages and potential provided by the region's natural characteristics.

3.1.3. Socio-cultural and human characteristics influence the implementation of social policies for workers

Firstly, socio-cultural characteristics.

Secondly, characteristics of the people, including the workforce:

- + The lives of the people are always closely connected to nature.
- + The people of the Northwest provinces have a strong sense of community cohesion.
- + The people are conscious of preserving their ethnic and national cultural identity.

3.2. THE CURRENT SITUATION OF IMPLEMENTING SOCIAL POLICIES IN ACCORDANCE WITH HO CHI MINH THOUGHT FOR WORKERS IN THE NORTHWESTERN PROVINCES FROM 2012 TO THE PRESENT

3.2.1. Overview of the Implementation of Social Policies in Accordance with Ho Chi Minh Thought for Workers in the Northwestern Provinces at Present

First, the process of leadership, direction, and implementation of the central system of documents related to social policy implementation for workers in the Northwestern provinces.

Second, coordination among state management agencies in advising, concretizing, and institutionalizing central policy documents at the local level.

Third, the active participation of provincial Vietnam Fatherland Front Committees and socio-political organizations.

Fourth, the implementation of National Target Programs and thematic projects in the Northwestern region has become a key policy instrument for addressing fundamental and urgent issues in the lives of local people, including workers.

3.2.2. Achievements and Their Causes

3.2.2.1. Achievements

Practical realities have vividly affirmed the crucial role of implementing social policies for workers.

Each stakeholder has actively promoted its role and responsibility in the implementation of social policies for workers.

The fundamental contents of social policies have been effectively implemented, bringing about positive changes in the lives of workers.

The implementation of social policies for workers has been carried out through diversified and flexible measures.

3.2.2.2. Causes of the Achievements

First, the achievements in implementing social policies for workers in the Northwestern provinces are the result of the synchronous coordination of multiple factors, most notably the leadership role of the Party and the State, the direction and organization by local Party committees and authorities, and the proactive participation of workers themselves.

Second, Party committees and authorities of the Northwestern provinces have promulgated action programs, plans, and projects that are appropriate to local characteristics and specific conditions.

Third, propaganda, legal dissemination, and awareness-raising activities for citizens and production units have made an important contribution to the success of social policy implementation.

Fourth, resources for implementing social policies have been mobilized from various programs and policy frameworks.

Fifth, the implementation of social policies in the current period has been closely integrated with local socio-economic development objectives.

3.2.3. Limitations and Their Causes

3.2.3.1. Limitations

The impacts of social policy implementation for workers often materialize more slowly than those of other policy areas; therefore, the level of influence and effectiveness of this policy system requires a longer period for empirical verification.

Certain limitations exist among participating actors in the process of implementing social policies.

The implementation contents of social policies for workers have not yet ensured sustainability:

First, workers in the Northwestern provinces frequently face risks of underemployment, unemployment, and unstable incomes, which may generate negative spillover effects on their living conditions.

Second, the organization and implementation of poverty reduction policies still reveal several shortcomings and inadequacies.

Third, the implementation of healthcare policies for workers continues to face practical limitations in real-world application.

Fourth, the implementation of education and vocational training policies for workers still presents certain practical inconsistencies and shortcomings.

There remain limitations in organizational and operational measures for implementing social policies for workers.

Communication and propaganda content remain general in nature and lack analytical depth.

The contingent of officials responsible for policy implementation remains limited in professional capacity, leading to weaknesses in the implementation process.

Supervision and monitoring mechanisms remain largely formalistic and do not fully reflect the realities of social policy implementation in certain areas.

The practice of summarizing implementation experience tends to focus on listing results, with insufficient in-depth analysis of root causes and limited extraction of concrete lessons learned.

3.2.3.2. Causes of the Limitations

First, the implementation of the Party's guidelines and the State's legal and policy frameworks on social policy has not yet received sufficient proactive attention and in-depth understanding from cadres, Party members, and the general population.

Second, most social policy issues are currently influenced by the dynamics of the domestic and global market economy.

Third, the low level of general education constitutes a major barrier to awareness, action, and access to employment opportunities for workers.

Fourth, the Northwestern provinces have a high proportion of ethnic minority populations, whose distinctive customs, traditions, and cultural practices significantly influence policy perception and acceptance.

Fifth, the Northwestern region faces numerous difficulties arising from its geographical location and natural conditions.

Sixth, propaganda and communication activities remain insufficiently diversified in form, and dissemination methods are not well adapted to the cognitive level and psychological characteristics of local workers.

Seventh, vocational training for workers requires modern teaching equipment and facilities, especially for high-demand occupations in the current period, such as information technology, automobile repair, and electronic equipment maintenance.

Eighth, recurring epidemics affecting livestock and crops - such as African swine fever, avian influenza, and foot-and-mouth disease - have adversely impacted livelihoods and social policy outcomes.

3.3. ISSUES ARISING IN THE IMPLEMENTATION OF SOCIAL POLICIES BASED ON HO CHI MINH THOUGHT FOR WORKERS IN THE NORTHWESTERN PROVINCES

3.3.1. Broad Policy Coverage, but Limited Resources for the Implementation of Social Policies for Workers in the Northwestern Provinces

First, broad policy coverage also implies that social policies must be implemented across a wide range of contents and target groups, while the requirements for implementation quality are increasingly demanding.

Second, limitations in implementation resources are manifested in various structural dimensions, forming critical “bottlenecks” that directly affect the effectiveness of policy execution.

Third, human resources engaged in the implementation of social policies remain insufficient in both quantity and quality.

Fourth, inadequate infrastructure and limited access to public services constitute major obstacles.

3.3.2. The Implementation of Social Policies for Workers in the Northwestern Provinces Is Oriented toward Sustainable Livelihood Development; However, Many Programs Still Tend to Emphasize Short-Term Relief

Sustainable livelihood development has become a core orientation of contemporary social policies. For workers in the Northwestern provinces in particular, an emphasis on sustainable livelihoods is essential in order to prevent the risk of falling back into poverty.

3.3.3. The Labor Market Demands High-Quality Human Resources, but in Reality, the Qualifications, Skills, and Working Methods of Workers in the Northwestern Provinces Do Not Meet These Requirements

First, the context of international economic integration and the Fourth Industrial Revolution has led to profound transformations in the labor market, requiring workers to

possess higher levels of education, professional qualifications, technical skills, and modern working methods.

Second, the demand for skilled labor in industrial zones and export processing zones in the Northwestern provinces, in particular, and nationwide in general, has increased. However, local workers often fail to meet recruitment criteria, resulting in a paradoxical situation of simultaneous labor surplus and labor shortage.

Third, vocational training has not been sufficiently aligned with the actual needs of the labor market.

3.3.4. Harsh Natural Conditions and Climate Change Impede the Implementation of Social Policies for Workers in the Northwestern Provinces

Climate change, natural disasters, and epidemics have increasingly severe and unpredictable impacts, causing many workers to lose their livelihoods and lack stable income sources. As a result, they face difficulties in continuing to participate in social policies such as social insurance, health insurance, vocational training, and credit programs.

Chapter 3 Summary

In recent years, the implementation of social policies for workers in the Northwestern provinces has achieved certain positive results. Numerous policies related to employment, social insurance, education, healthcare, and housing have been implemented, contributing to the improvement of workers' living conditions, particularly in remote and disadvantaged areas. These achievements affirm the consistent concern of the Party and the State for the interests and well-being of the people. At the same time, awareness among authorities at different levels regarding the role and significance of social policies has become increasingly clear. Several support models for ethnic minority workers have demonstrated effectiveness, gradually narrowing disparities in living standards. The enjoyment of the preferential nature of social policies has fostered positive attitudes and strengthened public trust in the leadership of the Party and the State.

However, alongside these achievements, many limitations persist. A number of policies remain insufficiently adapted to local characteristics; implementation is sometimes formalistic and lacks coordination; investment resources are scattered and inefficient. Workers in the Northwestern region continue to face numerous difficulties, including unstable employment, low incomes, limited access to healthcare and education services, and low participation rates in social insurance schemes. These issues indicate a significant gap between policy formulation and actual practice.

From the perspective of Ho Chi Minh Thought, effective implementation of social policies for workers in the Northwestern provinces must be closely linked to the real needs of the people, placing human beings at the center as both the objective and the driving force of development. This requires continued improvement of policy

mechanisms tailored to the specific conditions of the Northwestern region, along with enhanced implementation capacity of the cadre system and the promotion of the roles of enterprises and workers in the policy process. This orientation constitutes an important foundation for further research and the proposal of practical and feasible solutions in the next stage.

Chapter 4

ORIENTATIONS AND SOLUTIONS FOR IMPLEMENTING SOCIAL POLICIES BASED ON HO CHI MINH THOUGHT FOR WORKERS IN THE NORTHWESTERN PROVINCES

4.1. FORECASTING FACTORS AFFECTING THE IMPLEMENTATION OF SOCIAL POLICIES BASED ON HO CHI MINH THOUGHT FOR WORKERS IN THE NORTHWESTERN PROVINCES

4.1.1. Impacts of the International Context

4.1.1.1. Requirements of International Integration and the Impact of Globalization

4.1.1.2. Economic, Political, and Military Conflicts in Certain Countries Worldwide

4.1.1.3. The Fourth Industrial Revolution and the Requirements for Innovating Social Policies for Workers in Many Countries

4.1.1.4. Issues of Non-Traditional Security

4.1.2. Impacts of the Domestic Context

4.1.2.1. Negative Effects of the Development of the Market Economy

4.1.2.2. The Leadership of the Party and the State in Formulating Guidelines and Implementing Social Policies for Workers in the Northwestern Provinces

4.1.2.3. Impacts of the Demographic Golden Period on the Implementation of Social Policies for Workers in the Northwestern Provinces

4.2. ORIENTATIONS FOR IMPLEMENTING SOCIAL POLICIES BASED ON HO CHI MINH THOUGHT FOR WORKERS IN THE NORTHWESTERN PROVINCES

4.2.1. Party Committees and Authorities of the Northwestern Provinces Must Fully Grasp the Awareness that the Implementation of Social Policies for Workers Is a Central and Long-Term Task

4.2.2. Promoting the Implementation of Social Policies for Workers in the Northwestern Provinces in Accordance with the Motto “The State and the People Work Together”

4.2.3. Implementing Social Policies for Workers in the Northwestern Provinces in Line with the Specific Characteristics of Natural Conditions, Culture, and Human Factors, and Closely Associated with Sustainable Development

4.2.4. Diversifying International Cooperation in the Implementation of Social Policies for Workers in the Northwestern Provinces

4.3. SOLUTIONS FOR IMPLEMENTING SOCIAL POLICIES BASED ON HO CHI MINH THOUGHT FOR WORKERS IN THE NORTHWESTERN PROVINCES TOWARD 2030, WITH A VISION TO 2045

4.3.1. Solutions to Enhance Awareness and Improve the Mechanisms for Implementing Social Policies for Workers in the Northwestern Provinces

4.3.1.1. Continuing Research and Application of Ho Chi Minh Thought on Social Policies

Under different conditions in terms of target groups and scope, it remains necessary to continue researching and clarifying Ho Chi Minh Thought so as to ensure its appropriate and effective application.

Accordingly, the depth and vitality of Ho Chi Minh Thought are increasingly demonstrated in specific historical, social, and practical contexts. Therefore, grassroots Party organizations and Party committees at all levels should continue to thoroughly grasp and effectively organize the study and practice of Ho Chi Minh Thought, morality, and style.

Professional educational institutions, research institutes, political academies, and related organizations should further promote scholarly research on Ho Chi Minh Thought regarding social policies, as well as its application to diverse social groups and different localities.

4.3.1.2. Enhancing Awareness among Workers and Employers in the Implementation of Social Policies for Workers in the Northwestern Provinces

First, about workers, awareness-raising efforts should focus on their rights and obligations in key areas such as employment, wages, social insurance, occupational safety and health, and social welfare.

Second, for enterprises, competent authorities should encourage and support the organization of regular internal training programs for managers, human resource personnel, and newly recruited workers on social policies.

4.3.1.3. Enhancing the Capacity and Effectiveness of State Management in the Implementation of Social Policies for Workers in the Northwestern Provinces

First, it is necessary to improve the institutional and legal framework governing state management in the field of social policies for workers, ensuring consistency, feasibility, and alignment with practical conditions.

Second, efforts should be made to build a contingent of officials who possess adequate capacity, ethical integrity, and professional expertise to meet the requirements of social policy implementation in the new context.

Third, the application of digital technologies should be promoted in the management, supervision, and provision of services related to the implementation of social policies, thereby enhancing transparency, efficiency, and accessibility.

Fourth, the quality of inspection activities and the handling of violations in the implementation of social policies for workers should be strengthened, contributing to reinforcing discipline and improving policy effectiveness.

4.3.1.4. Strengthening the Leadership of the Party and Promoting the Role of Elected Bodies, the Vietnam Fatherland Front, and Socio-Political Organizations in the Implementation of Social Policies for Workers in the Northwestern Provinces

4.3.2. Specific Measures Regarding the Content of Social Policy Implementation for Workers

4.3.2.1. Developing the Labor Market, Creating Sustainable and Stable Employment, and Improving Workers' Income in the Northwestern Provinces

To develop the labor market, it is necessary to continue implementing employment support projects through the modernization of labor market data systems and the establishment of online employment exchange platforms.

Human resource development should be integrated into regional development programs in order to ensure coherence between labor supply and socio-economic development strategies.

In addition, job creation for workers requires policies that encourage the establishment of industrial processing facilities and enterprises engaged in the processing and consumption of agricultural products within the Northwestern provinces, thereby promoting local employment and increasing workers' incomes.

4.3.2.2. Improving the Quality of Human Resources and Developing an Open and Flexible Vocational Education and Training System for Workers in the Northwestern Provinces

The quality of employment, labor conditions, and wages of workers largely depend on the quality of human resources.

Vocational education and training should be implemented in an open and flexible manner, allowing adjustments in training content and duration in accordance with the characteristics of different occupations and the cognitive capacities of learners, particularly ethnic minority workers.

At the same time, it is necessary to expand and replicate “dual training” models that combine schooling with internships and practical training in enterprises and cooperatives, thereby enhancing the relevance and effectiveness of vocational training.

4.3.2.3. Expanding Access to Healthcare Services and Health Insurance for Workers, Especially Ethnic Minority Workers, in the Northwestern Provinces

For the Northwestern provinces, where ethnic minority populations account for a large proportion of residents, expanding access to healthcare services and health insurance is not only a basic social security issue but also a solution closely linked to strategies for improving human resource quality, ensuring social equity, and promoting sustainable development.

Accordingly, health insurance policies for workers should be expanded in terms of both coverage and benefit quality.

In medical examination and treatment, greater attention should be paid to the training and capacity building of grassroots-level health workers, particularly physicians who are proficient in ethnic minority languages and knowledgeable about local cultural practices.

Moreover, the implementation of social policies related to healthcare for workers should be closely integrated with sustainable poverty reduction strategies and socio-economic development in mountainous areas.

4.3.2.4. Implementing Social Policies in Association with Supporting Workers in the Northwestern Provinces to Access and Benefit from High-Quality Social Services

Closely associated with workers' daily lives - "where they live and work" - are essential social services such as electricity, clean water, and information and communication systems.

Based on regional characteristics, geographical conditions, and settlement patterns, workers in the Northwestern provinces, particularly those in remote and ethnic minority areas, need support in building durable housing that ensures safety and stability.

Alongside housing systems, stable access to clean water and continuous electricity supply play a crucial role in the effective implementation of social policies for workers.

In the context of rapid technological and communication development, internet connectivity directly affects workers' ability to access information, pursue learning opportunities, engage in entertainment, and maintain social interactions.

Chapter 4 Summary

In the context of continuous fluctuations in both the international and domestic environment, marked by a combination of opportunities and challenges, the lives of workers have been profoundly affected in multiple dimensions. Regardless of circumstances, the implementation of social policies for workers in the Northwestern provinces in accordance with Ho Chi Minh Thought continues to serve as both a fundamental objective and an important driving force in the cause of building socialism in Vietnam. Social policies not only ensure the material and spiritual well-being of workers but also clearly reflect the humane and progressive nature of the socialist regime.

The current requirement is to deeply and creatively apply the core tenets of Ho Chi Minh Thought on social policy to the practical realities of the Northwestern localities. This approach not only contributes to clarifying the theoretical and practical value of Ho Chi Minh Thought but also provides a scientific foundation for the formulation and implementation of social policies suited to new conditions. On this basis, it is necessary to synchronously implement key orientations and solutions, including: raising awareness among stakeholders involved in policy implementation; strengthening state management capacity; promoting the leadership role of the Party and socio-political organizations; and prioritizing solutions related to employment, healthcare, education, and vocational training for workers.

When these solutions are implemented in a scientific, humane, and coherent manner, social policies will become a solid foundation for safeguarding workers' rights, promoting economic development, maintaining social stability, and consolidating national defense and security. This represents a clear affirmation of the path chosen by the Party and the People: building a democratic, equitable, and civilized society in which all workers are provided with opportunities for comprehensive development.

CONCLUSION

Throughout the process of national construction and development, social policy has always occupied a particularly important position, serving simultaneously as both a goal and a driving force for sustainable economic growth and the assurance of social equity. Ho Chi Minh's Thought on social policy is not limited to deeply humane viewpoints; rather, it constitutes a system of theoretical and practical guidelines of great significance, orienting the activities of the Party and the State throughout the revolutionary leadership process. Ho Chi Minh consistently emphasized that caring for the people's livelihoods - especially workers and vulnerable groups - is the foundation for consolidating the great national unity bloc and generating the invincible strength of the nation. This thought is especially relevant to the implementation of social policies for workers in the Northwestern provinces, a region characterized by distinctive natural and socio-economic conditions, a large ethnic minority population, rugged terrain, limited infrastructure, and persistent livelihood difficulties. Accordingly, the implementation of social policies in line with Ho Chi Minh Thought for workers in the Northwestern provinces must be situated within the overall framework of regional development strategies, closely linked to socio-economic development, national defense and security assurance, and the preservation of ethnic cultural identities.

In recent years, the implementation of social policies has brought about positive changes for workers in these provinces, particularly in terms of employment, labor relations, and wages. As a result, workers' living standards have gradually improved, and lifestyles associated with outdated customs have increasingly been replaced by more progressive and scientific practices. Workers' educational levels, vocational skills, and professional competencies have been enhanced, while local authorities have paid greater attention to healthcare and the provision of essential services related to workers' daily lives. Nevertheless, the implementation of social policies for workers still reveals a number of limitations. Stable employment remains insufficient, the proportion of untrained workers remains high, and the labor force is still dominated by unskilled and semi-skilled workers lacking professional expertise and technical skills. Material living conditions remain difficult in many areas, adversely affecting workers' health, working capacity, and ability to care for their families. Moreover, disparities in income and living standards among population groups remain relatively large compared to other regions of the country.

In the coming period, amid unpredictable changes in both the global and domestic context, factors such as international cooperation, scientific and technological development, disease outbreaks, climate change, and adjustments in grassroots administrative systems will continue to exert significant influence on the implementation

of social policies for workers. This reality necessitates the formulation of appropriate orientations and solutions. In terms of orientations, it is essential to strengthen the leadership of the Party, enhance state management, and promote the participation of the Vietnam Fatherland Front and mass organizations, thereby ensuring unity in viewpoints, guidelines, and actions from the central level to the grassroots. The institutional and legal framework on social policy should be further refined to better suit the realities of the Northwestern region, with particular attention given to vulnerable labor groups such as ethnic minorities, migrant workers, and informal workers. At the same time, it is necessary to build a contingent of cadres with adequate capacity, ethical qualities, and a deep understanding of the socio-cultural characteristics of each locality. Furthermore, it is crucial to promote the proactive and positive role of all stakeholders - especially workers themselves - through communication, awareness-raising, and the cultivation of aspirations for self-reliance and self-improvement. Regarding solutions, emphasis should be placed on enhancing awareness and improving the mechanisms for implementing social policies for workers. In addition, concrete solutions that directly impact workers' lives must be prioritized, including: developing the labor market, creating employment opportunities, and improving workers' incomes; enhancing workers' qualifications through improvements in the education and vocational training systems; expanding access to healthcare services and health insurance; and ensuring that workers can access and benefit from essential social services.

In summary, the Northwestern region is an area of significant geostrategic importance, characterized by rich cultural and ethnic diversity, abundant potential, and considerable challenges. Although the road ahead remains difficult, with the steadfast leadership of the Party, the effective management of the State, and the concerted efforts of socio-political organizations, the business community, and workers themselves, it is entirely reasonable to believe that social policies in the Northwestern provinces will increasingly become more substantive and responsive to the legitimate needs and aspirations of the people. When workers in the Northwest are guaranteed stable employment, reasonable incomes, and access to high-quality social services, they will not only enjoy better lives but will also become a powerful force contributing to the construction, protection, and development of the country in the era of renovation and international integration.

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