

## Analyzing the Situation of Increasing One-Time Social Insurance Withdrawals in Vietnam Policy Recommendations



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**ABSTRACT:** In Vietnam, the situation of employees stopping participating in social insurance and withdrawing one-time social insurance has been an increasing trend in recent years, greatly affecting the implementation of the objectives of the social insurance policy. In this article, using secondary data collection methods and descriptive, comparative and contrasting statistical methods, the author has analyzed the current situation of legal regulations and the increasing situation of withdrawals from One-time social insurance in Vietnam, analyzing the impact factors and challenges posed to employees and the social security system. The authors have proposed several recommendations and policy implications to limit the status of one-time social insurance benefits, towards realizing the goal of expanding social insurance coverage and ensuring income security for employees in their old age.

**KEYWORDS:** one-time social insurance, lump-sum, Vietnam

### 1. INTRODUCTION

In the spirit of Resolution No. 28-NQ/TW of the 12th Central Committee of the Communist Party of Vietnam issued on May 23, 2018, social insurance is identified as a key pillar of the security system social welfare in the socialist-oriented market economy. Accordingly, the goal of increasing the coverage of social insurance and the goal of ensuring old-age income security for the elderly is defined as: in the period to 2025, striving to reach about 45% of the labor force of working age participate in social insurance; about 55% of people after retirement age are entitled to pensions, monthly social insurance and social pension benefits; in the period to 2030, strive to have about 60% of the labor force of working age participate in social insurance, about 60% of people after retirement age are entitled to pension, monthly social insurance and social pension benefits. According to statistics of Vietnam Social Insurance, by the end of 2022, the number of people participating in social insurance will reach over 17 million people (accounting for about 38.07% of the labor force age). On average, each year, the social insurance system develops about 1 million new people participating in social insurance. However, along with that, the number of employees who withdraw one-time social insurance and leave the social insurance system also tends to increase over the years, in the period 2016-2021, on average, more than 700,000 people withdraw their social insurance once a year. In 2016 nearly 625 thousand people were enjoying one-time social insurance, in 2022 it is estimated at 895,500 people. In the whole period 2016-2021, more than 4 million people were withdrawing social insurance once, but only 140,000 people re-enrolled in social insurance (accounting for only 3.5% of people receiving one-time social insurance). The increase in the number of workers leaving the social insurance system is a worrying situation that not only directly affects the interests of employees, but also affects the goal of implementing social security for the people of the country Vietnamese Government.

### 2. THEORETICAL BASIS

In the scope of this study, the author uses the term one-time social insurance with the meaning that one of the benefits of employees under the pension insurance regime for employees when they are not eligible for the monthly pension scheme, in which the beneficiaries of the insurance will be paid a lump-sum allowance after a period of contributing to the social insurance fund, which here is pension fund (Huong, 2022). According to Huong (2022), retirement benefits can be classified into two groups (i) Social insurance retirement plans with pre-determined benefits DB and (ii) Retirement plans with DC-defined contributions (Bodie et al., 1988). Under the DB scheme, retirement benefits are determined by a formula that takes into account the number of years of contributions and the participant's salary or contributions (Harrison and Sharpe, 1983; Exley et al., 1997); DB systems provide fixed benefits based on variable contribution levels. Under the DC scheme, the pension offer varies based on fixed

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contributions; The pension benefit of each participant depends on the amount they have contributed and the profit of the accumulation in the account (Choi et al., 2002). International social security standards according to Convention 102 on Social Security Minimum Rules, 1952 and Convention 128 on Disability, Old Age and Surviving Benefits on Disability, Old Age and Surviving Benefits The year of death, 1967 of the International Labor Organization (ILO) also stipulates the payment of periodic pensions as a form of income security for workers in their old age. These international labor standards do not mention the enjoyment of lump-sum social insurance. One-time social insurance is often applied in DC fixed-rate pension systems. According to the International Social Security Association (ISSA) and the ILO, most of the countries applying the fixed social insurance system with a DB allowance do not allow one-time social insurance benefits before the retirement age (except for living abroad or suffering from a serious illness) to achieve the goal of long-term welfare for workers in line with the increasing trend of population aging; In particular, allowing one-time withdrawal of social insurance for employees who stop paying social insurance after one year is a special case in Vietnam.

### 3. METHODS

The authors use the method of collecting secondary data collected from different sources, focusing mainly on the following documents: (i) Relevant scientific works on one-time social insurance by researchers conducting research at home and abroad; (ii) annual reports on the implementation of social insurance policies by the Vietnam Social Insurance Agency; (iii) legal documents as the basis for the implementation of the lump-sum social insurance regime in Vietnam. At the same time, the authors use the following data analysis methods: (i) Descriptive statistics method for secondary information collected from the annual report of Vietnam Social Security; (ii) Methods of synthesis, analysis and comparison to synthesize and analyze research works related to this study, thereby comparing and selecting valuable findings, closely related to this study. necessary with the topic of one-time social insurance to include in the theoretical basis; (iii) The systematic approach is used in the study to analyze and evaluate the status of the one-time social insurance regime in Vietnam and propose recommendations to improve the regime and limit the increase in one-time social insurance withdrawals.

### 4. RESULTS

#### 4.1. Legal regulations on one-time social insurance in Vietnam

In Vietnam, one-time social insurance is one of the regimes prescribed by the law on social insurance quite early. From 2016 up to now, one-time social insurance has been applied according to the provisions of Article 60, Law on Social Insurance 2014 and Article 1, Resolution No. 93/2015/QH13. Accordingly, the social insurance policy has expressed the view that employees are entitled to reserve the time to pay social insurance premiums to be eligible for pension to ensure their life at the end of working age by the provisions of the Law on Social Insurance 2014 and meet the needs of a part of employees with jobs, unstable incomes, and difficult lives who wish to enjoy the one-time social insurance policy.

##### ***Eligibility conditions and lump-sum social insurance benefits***

An employee may claim to be entitled to a lump-sum social insurance benefit if he/she falls into one of the following cases: (i) Reaches the prescribed retirement age but has not paid social insurance premiums for less than 20 years and does not continue to participate in the social insurance scheme. join voluntary social insurance; (ii) Going abroad to settle down; (iii) Persons suffering from one of the life-threatening diseases such as cancer, polio, ascites cirrhosis, leprosy, severe tuberculosis, HIV infection that has progressed to AIDS and other diseases as prescribed by the Ministry of Health. Medical; (iv) In case the employee participates in compulsory social insurance after one year of leave, the person participating in voluntary social insurance after one year does not continue to pay social insurance but has not yet paid the full 20 years of premium payment. upon request, they are entitled to receive one-time social insurance. The one-time social insurance benefit is calculated according to the number of years of paying social insurance premiums, each year is equal to 1.5 months of the average monthly salary on which social insurance premiums are based for the years of payment before 2014; equal to 02 months of the average monthly salary on which social insurance premiums are based for the years of payment from 2014 onwards. In case the period of payment of social insurance premiums is less than one year, the social insurance allowance shall be equal to the paid amount, and the maximum level is equal to 02 months of the average monthly salary on which social insurance premiums are based.

##### ***Dossiers and procedures for one-time social insurance benefits***

Article 109 of the Law on Social Insurance 2014 stipulates that the dossier for one-time social insurance enjoyment includes the social insurance book, the employee's application for one-time social insurance benefit, and several other papers in case the employee is entitled to a lump-sum social insurance benefit. Going abroad to settle down or people who are suffering from life-threatening diseases such as cancer, polio, cirrhosis of the liver ascites, leprosy, severe tuberculosis, HIV infection that has progressed to AIDS and other diseases according to regulations. regulations of the Ministry of Health. Within 30 days up to the

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time when the employee fully meets the conditions and has a claim to enjoy social insurance once, he/she submits the dossier specified in Article 109 of the Law on Social Insurance to the social insurance agency; within 10 days from the date of receipt of a complete dossier as prescribed, for the case of enjoying lump-sum social insurance, the social insurance agency shall settle and organize payment to the employee; in case of non-settlement, it must reply in writing and clearly state the reason.

### 4.2. The situation of increasing one-time social insurance benefits in Vietnam

Statistics of Vietnam Social Insurance show that the rate of enjoying one-time social insurance benefits tends to increase over the years. In the period 2016-2021, the whole country has had over 4 million people receive one-time social insurance benefits (excluding labor handled by the Ministry of Defense and the Ministry of Public Security), on average, nearly 700,000 people withdraw social insurance once a year with a higher number of subsequent years than the previous year, the average annual growth rate is about 11.6%; The total cost of paying one-time social insurance benefits in this period is VND 131,940 billion. The number of people enjoying one-time social insurance in 2022 is estimated at 895,500 people. Only in the first 6 months of 2023, the Vietnamese social insurance industry has handled over 665,000 people with one-time social insurance withdrawals, or more than 110,000 people per month; Meanwhile, by the end of June 2023, the whole country has 17.48 million people participating in social insurance, an increase of 662 thousand people (about 3.9%) compared to the same period in 2022. In comparison between the number of employees participating in social insurance and the number of people withdrawing one-time social insurance, it can be seen that the number of people applying to leave the social security system is approximately the same as the number of new people entering the social insurance system. In the 2016-2021 period, with about 4.25 million additional employees participating in social insurance, there were also 4.06 million people withdrawing social insurance once (of which, only about 1.2 million people returned to the system and continued to pay social insurance contributions). In the context of a rapidly aging population, forecast to reach 23.3 million (accounting for 20.9% of the population) by 2040, the one-time social insurance withdrawal has increased, making social security coverage increasingly narrow. In the future, there will be millions of employees who reach retirement age who are affected or have no income from pensions, and the state budget will have to pay more social allowances for the elderly who are not retired. This fact shows that, if this trend continues, it will not only cause great difficulties to the achievement of the goal of expanding social insurance coverage but also a challenge for the entire social security system and increase the burden on the state budget.

Vietnamese law allows to receive one-time social insurance for employees who stop paying social insurance after one year, this is a special case in Vietnam. 98.8% of employees who withdraw one-time social insurance are those who stop paying after one year, while the number of people who reach retirement age but have not had enough years to pay, choose to withdraw one-time social insurance accounts for only 0.79%. From 2016 to 2021, out of more than 4 million people who withdraw one-time social insurance, only about 30,000 people who reach retirement age but have not had enough years to pay social insurance contributions are entitled to one-time withdrawal; workers who withdraw one-time social insurance mostly work in enterprises with nearly 2.9 million people (90.7%), followed by the state sector 257,000 people (8%) and workers participating in voluntary social insurance 38,800 people (1.2%). Most of the cases of claims for one-time social insurance are concentrated in the group of young workers; in which male workers with one-time social insurance withdrawals have an average age of 34 years old and female employees with one-time social insurance withdrawals have an average age of 32 years old. On the other hand, female workers receive one-time social insurance more than male workers in all years (about 55% on average). According to Huong (2022), this can be explained by the reason that most young workers pay more attention to immediate needs than the need for retirement pensions when they are old. There is a clearer awareness of the need for a stable income stream in old age, so there are fewer cases of one-time social insurance claims than the younger group of workers. The reasons mentioned to explain the withdrawal of one-time social insurance of female workers in this age group are because they are of childbearing age and have to take time off from work to give birth; As for men, the reason given is that they are at the age where they need to support their families, so when they lose their jobs, they often think of financial sources from withdrawing one-time social insurance contributions. Considering the time of payment of social insurance, those who enjoy one-time social insurance are usually those with a low number of years of payment of social insurance, Male workers who withdraw one-time social insurance have an average payment period of 4.5 years; Female employees who withdraw social insurance once have an average payment period of 4 years. However, statistics on Vietnam Social Security in recent years also show that the number of people who have paid social insurance contributions for more than 10 years and withdraw one-time social insurance premiums tends to increase for both men and women. Around the world, having more than 10 years of contribution is a period that in many countries is considered eligible for retirement when they reach statutory retirement age with a lower benefit. This has also been recommended in international conventions such as: Convention 102 of 1952 and Convention 128 of 1967 specifying a reduced rate of benefit for workers with

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15 or 10 years of contributions or work. This is an issue that needs to be taken care of in order to ensure employees' retirement rights as well as to realize the strategic goal of expanding social insurance coverage towards universal social insurance.

### 4.3. Factors affecting the increase of one-time social insurance benefits in Vietnam

#### *Macro factors*

From a macro perspective, economic context factors, social security models and policies, inflation, the uneven and incomplete development of the labor market, and education are essential factors. considered when studying the causes of the increase in one-time social insurance benefits (Duong, 2021). The global economic crisis and the severe impact of the Covid-19 pandemic have increased the bankruptcy of small and medium-sized enterprises, the number of unemployed workers in the private sector has increased; Besides, a number of enterprises in the state sector and the foreign-invested sector have a tendency to cut labor. Unemployment pushes employees into situations of loss of income, low income not enough to cover their lives, prompting employees to withdraw and enjoy one-time social insurance. The inflation factor has always been one of the important variables in the actuarial models that experts use (Yehuda, 1978; Burda & Wyplosz, 2013). According to Duong (2021), inflation not only directly affects the management and preservation of cash flow, but also affects the stability of the labor market and the psychology of the insured; Inflation is one of the factors that increase the status of one-time social insurance benefits. In the social security systems following the Bismarck model (Vietnam is currently implementing this model), the element of personal responsibility is emphasized, requiring high awareness of members of society and the people. , accompanied by factors of political institutions, economic potential, stability of the macro-economy, and the synchronization of social security policies. However, Vietnam is lacking or weak in many factors to ensure the maintenance of the system, which is the sustainable stability of the macro-economy, the responsibility of commitment from the stakeholders, especially the employee segment. Huong (2022) also commented that the current social insurance policy system is not attractive, not flexible. The design of social insurance policies still has barriers leading to it, so it has not been able to attract a large number of employees to stick with the social insurance system for a long time. According to current Vietnamese law, employees who want to enjoy the retirement regime must have at least 20 years of paying social insurance premiums and ensure their age according to regulations; While the age of the majority of employees when they quit their jobs is young, they cannot wait to pay full 20 years to enjoy the pension scheme. The incomplete and synchronous development of the labor market and labor quality are one of the problems leading to the instability of the labor force in developing countries and emerging economies such as: Vietnam in general, at enterprises in particular. This is a systemic problem and is closely related to the national model of labor management and labor market.

#### *Micro factors*

Considering from a micro perspective, according to Huong (2022), the main factors related to the increasing situation of one-time social insurance withdrawals of employees participating in social insurance in Vietnam are: low income, limited financial capacity is narrow, awareness of social insurance participants about social security and understanding of social insurance is still low and limited in communication and propaganda work. In the context of employment, income and life of a part of employees today, there are still many difficulties; Employees who have lost their jobs face immediate financial needs such as needing money to pay for their families, children's education, debt repayment, and living expenses. Along with that, in fact, a significant part of the labor force in Vietnam is unskilled and unskilled. This part of labor is the subjects with low and precarious income due to the nature of work and are easily unemployed when the economy falls into recession or crisis. This is one of the direct causes leading to employees canceling insurance and enjoying one-time social insurance to make up for the short-term income shortfall (Duong, 2021). Financial difficulties due to low/unstable and unstable income are the factors affecting employees' application for a one-time payment of social insurance after 1 year of not paying social insurance premiums. However, there are also some opinions that, although low income affects the choice of employees to enjoy one-time social insurance, the main reason is still due to limited awareness/understanding of social insurance policies. After a short period of receiving lump-sum social insurance, some people thought that they should not have received lump-sum social insurance to meet immediate financial needs (Huong, 2022). Research results of Huong (2022) have shown that factors of awareness of social security and employees' understanding of social insurance have a significant influence on the intention and decision to receive one-time social insurance of employees. Understanding of social insurance in general and pension insurance, in particular, is still limited; many employees do not understand clearly the payment rate, payment time, and benefits, feel hesitant because the participation time is too long, etc. Many workers are uncertain or do not care about the long-term consequences of receiving lump-sum social insurance and leaving the social insurance system, most of them share that at the time of applying for one-time social insurance benefits, they are underestimating or underestimating the impact of receiving lump-sum social insurance before retirement age on themselves, not to mention the impact on the social insurance system or society as a whole. The lack of confidence in the sustainability of the social insurance system and the security of future income in old age, along with the support and encouragement of important

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individuals (family, friends, relatives, colleagues)... are also the reasons mentioned. In the context of the current social insurance policy in Vietnam, the conditions and procedures for enjoying one-time social insurance benefits as prescribed by law are not complicated, so employees can easily decide to receive one-time social insurance when facing difficulties. financial hardship; even, in some cases, employees, even though they don't have urgent financial needs, still apply for lump-sum social insurance. Because they think that the simple procedure, withdrawing social insurance once to save or consume gradually is still more beneficial and they can continue to participate in social insurance to enjoy benefits when they are old. In the condition that the ability to access official information is limited, unofficial sources on social networking sites have been affecting the psychology of employees (incorrect information on the issue of social insurance funds will lose their ability to access social insurance, ability to pay, the issue of increasing the contribution rate, reducing the benefit, increasing the retirement age to increase the fund's revenue, or the problem of comparing bank savings with pensions, etc.). Meanwhile, state management agencies and agencies implementing social insurance are still lacking an overall communication strategy to direct public opinion and provide complete and accurate information. The situation of disseminating information and explaining policies at the wrong time, and lack of information selection, negatively affects the psychology of employees, reduces people's confidence in the social insurance system. In the media, communication has not been focused on the role and benefits of participating in social insurance, so many employees lack an understanding of policies and laws on social insurance. An inadequate explanation of the meaning and purpose of the new regulations when there are policy changes affects the employees' confidence in the social insurance system.

## 5. DISCUSSION AND RECOMMENDATIONS

### 5.1. Discussing research results

The increase in one-time social insurance benefits in Vietnam has posed great challenges. For employees, allowing employees to enjoy one-time social insurance, although it can solve the immediate financial needs of employees, also deprives them of the opportunity to secure income in old age, as well as will not have the effect of encouraging employees to continue paying social insurance until they are eligible for pension. The choice to enjoy a lump-sum social insurance is that the employee must accept a great disadvantage, the benefits of the employee will be more limited than the monthly pension. Specifically: Employees will not be added to the time of payment of social insurance contributions; Not be paid by the social insurance fund to buy health insurance cards at the end of working age and health insurance benefits; When the employee dies, the person in charge of the funeral is not entitled to the monthly or one-time funeral allowance and survivorship allowance; The one-time social insurance allowance for each year of payment of social insurance is only 1.5 months or 2 months the average monthly salary paid as prescribed, lower than the level paid by employees and employers (with 22% of the monthly salary paid on pension and survivorship fund, the total contribution amount is 2.64 months' salary per year); When participating in social insurance, when enjoying a pension, the pension level is adjusted periodically according to the consumer price index and economic growth while the one-time social insurance beneficiary is not entitled to this regime.

For the Social Security system, the increase in the number of people receiving one-time social insurance means an increase in the number of people leaving the system, leading to more difficulties in expanding and developing social insurance participants, increasing social insurance coverage, and realizing the goal of universal social insurance. Statistics show that by the end of June 2023, the whole country has 17.48 million people participating in social insurance, accounting for about 38.07% of the labor force of working age. Thus, to achieve the goal by 2025, about 45% of the labor force of working age will participate in social insurance; the period to 2030 is 60% according to the spirit of Resolution No. 28-NQ/TW of the 12th Central Committee in the context that increasing one-time social insurance is extremely difficult. At the same time, the one-time social insurance benefits tend to increase, which is a big challenge for the goal of expanding pension insurance coverage for the elderly. The current protection coverage of the pension tiers in Vietnam is not enough to ensure that all workers at the end of working age have a pension, the provisions of the current policy have created a "policy gap" for people from 60 years old and up to under 80 years old who both have no pension and are not from poor households/without disabilities; These subjects are not entitled to monthly allowances, leading to many difficulties in their old age. Calculation from the data of the General Statistics Office and the Vietnam Social Insurance has shown that currently only about 34% of people aged 65 and over are entitled to a regular pension or old age support (of which about 3.3 million people, about 3.3 million people receive monthly pensions and social insurance benefits in the form of social insurance; about 1.7 million elderly people are enjoying monthly social allowances from the state budget; currently and about 7 million elderly people are not currently entitled to any subsidy policies from the State budget or the Social Insurance fund). Meanwhile, according to the spirit of Resolution No. 28-NQ/TW, by 2025, about 55% of people after retirement age will enjoy a pension, with a target of 60% by 2030. In the context of population aging, along with an increase in the number of employees withdrawing one-time social insurance and leaving the social insurance system, this will be a big challenge for the social security system and the State budget in the future.

### 5.2. Recommendations

The consequences of the one-time withdrawal of social insurance are huge, not only for employees but also for the long-term development of the social security system. To be able to achieve the goal of universal social insurance, Vietnam needs to implement synchronous solutions to limit the increase in one-time social insurance benefits.

**Firstly**, it is necessary to implement solutions that affect macro factors such as social security models and policies, inflation, and the synchronization and incompleteness of the labor market. According to Duong (2021), there should be a change in the social security model with the shift from the Bismarck model to the Beveridge model with the association of social security rights and obligations with the State, social security contributions. Social insurance is legalized in the form of a tax to prevent the situation of stopping payment and enjoying one-time social insurance. On the other hand, macro monetary and fiscal policies need to be flexible to control inflation and maintain stable and reasonable economic interest rates, to encourage and create favorable conditions for businesses to develop, development, minimizing bankruptcy, dissolution in enterprises or reducing margins. In addition, it is necessary to have policies to encourage enterprises to train to improve workers' skills and awareness, including skills and professional awareness and social responsibility. Duong (2021) also believes that it is necessary to have a macro impact on the labor market through tools such as unemployment insurance with the promotion of vocational training, job introduction, solving unemployment workers, helping employees change jobs when they can't do their old jobs. Completing unemployment insurance policies, bringing into full play the functions of unemployment insurance, ensuring unemployment insurance is a tool for labor market management. If the unemployment insurance policy is well implemented, it will also partially solve the short-term financial problem so that employees can rest assured to stabilize their lives, instead of looking to one-time social insurance as a financial tool. to overcome the predicament.

**Second**, it is necessary to improve the legal system of social insurance and increase the attractiveness of social insurance policies. Policymakers of Vietnam Social Insurance need to study and amend legal regulations to increase the attractiveness of social insurance policies, especially pension insurance policies. Reducing the requirement for the number of years of contribution so that participants can enjoy a lower monthly pension than the current one, increasing the likelihood that employees will be eligible for pensions by reducing the minimum time participating in social insurance can give employees more incentive to continue their contribution phase. Continue to improve voluntary social insurance in the direction of diversity and flexibility. It is necessary to strengthen policies to support contributions from the State budget and mobilize other social resources. At the same time, research to expand voluntary social insurance regimes, add short-term social insurance packages, have an easy and flexible conversion mechanism between voluntary social insurance and compulsory social insurance, increase opportunities for employees after they lose their job, have no chance to return to the formal labor sector, they can continue to participate in voluntary social insurance contributions to qualify for a pension instead of a lump-sum social insurance contribution. To limit employees from receiving one-time social insurance, it is also necessary to re-stipulate the conditions for enjoying one-time social insurance in a narrower and stricter direction, in line with international practices and experiences of countries around the world.

**Third**, implement financial policies to support businesses to reduce difficulties, create favorable conditions for enterprises to develop sustainably, create jobs for employees and strengthen the implementation of social insurance contributions of enterprises. The maintenance and development of an enterprise are decisive to the creation of jobs for employees the implementation of social insurance regimes and policies in general and to enjoyment of one-time social insurance in particular. To reduce difficulties and create favorable conditions for enterprises to develop, it is necessary to continue implementing financial policies to support enterprises, such as: providing capital support for enterprises (through measures including: restructuring the repayment term; considering loan interest exemption and reduction for small and medium enterprises from the small and medium Enterprises Development Fund; reduce fees, keep the debt group unchanged); enterprises may suspend payment to the retirement and survivorship fund when suspending production and business for 01 month or more due to difficulties caused by natural disasters, fires, epidemics, crop failure...; there is a policy of exemption, extension and extension of taxes, tax payment deadlines and state budget revenues for businesses that are seriously affected by the impact of the Covid-19 epidemic on their production and business activities. Paying attention to and promoting the implementation of policies to encourage and support enterprises in fulfilling their responsibility to pay social insurance contributions, such as: continuing to reform administrative procedures, simplifying registration procedures such as implementing a one-stop mechanism (combining business registration and social security), reducing registration waiting time and reducing registration fees; Simplify the collection of fees through a close coordination mechanism between tax authorities and social insurance organizations in the collection of social insurance; having tax incentives for businesses that perform well on social insurance; strengthen exchange and dialogue between the social insurance agency and enterprises to solve difficulties and obstacles in the process of implementing social insurance policies. It is necessary to strengthen forms of encouragement, reward and honor for enterprises that perform social insurance responsibilities for employees.

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**Fourth**, strengthen education and communication work, raise employees' awareness about the benefits of retirement insurance and the disadvantages of enjoying one-time social insurance. In the long run, the element of education related to the formation of awareness and a sense of responsibility for the welfare of employees is extremely necessary; this requires the participation of general education, vocational secondary schools, colleges and universities (Duong, 2021). It is necessary to focus on promoting propaganda on the benefits of accumulating time to pay social insurance premiums to enjoy retirement pensions in old age as well as the disadvantages of using the one-time form of social insurance benefits. Huong (2022) also emphasized that it is necessary to develop and implement an overall communication strategy to expand the audience of the social insurance system, including limiting the status of one-time social insurance benefits. Focus on clarifying for employees to realize the difference between forms of accumulation, emphasizing the superiority of participation in social insurance compared to other forms of accumulation. It is necessary to innovate in the content, form and method of communication so that people can easily access new points, the need for their benefits and rights and responsibilities in participating in social insurance in the immediate future and long-term, overcome the general communication, heavy on form. Using a combination of diverse and flexible forms of propaganda, such as: organizing conferences, seminars, training, seminars, direct dialogues, organizing mobile propaganda teams, propaganda contests, publication releases; conducting specialized pages, categories, topics and articles, reportages, news, organizing seminars, television game shows... In addition, organizing visual propaganda through propaganda publications: posters, slogans, posters, posters, leaflets, brochures, handbooks... with rich content according to the socio-economic and cultural characteristics of each region.

### 6. CONCLUSION

In Vietnam, the increase in the number of workers who stop participating in social insurance and withdraw to receive one-time social insurance benefits in recent years shows the inadequacies of the system as well as from the employees' side. The departure of employees from the social insurance system is a matter of concern, not only directly affecting the interests of employees but also affecting the objectives of social insurance policies, efforts and determination to implement social security for people of our Party and State. In this article, using secondary data collection methods and descriptive, comparative and contrasting statistical methods, the author has analyzed the current state of legal regulations, and the increasing situation of enjoying one-time social insurance benefits in Vietnam, analyzing the impact factors and challenges posed to employees and the social security system. Along with that, the author proposes some recommendations and policy implications to limit the status of one-time social insurance benefits, towards realizing the goal of expanding social insurance coverage and ensuring income security for employees in their old age.

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