

Social Security Benefits for People Working on Technology Platforms

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Abstract: The article talks about social security benefits for people working on technology platforms, emphasizing the role of social security in ensuring income and life for workers, especially those who work on technology platforms. The article also points out that social security not only ensures minimum income benefits, but also improves risk management capacity, income distribution, promotes sustainable employment and develops the labour market. movement, and improve the efficiency of social management. This highlights the role of social security in an increasingly changing working environment that depends heavily on technology and especially those working for technology platforms.

Keywords: Social Security, platform workers, employment, Labour relations, Labour laws; Trade Union; Vietnam.

1. Theoretical basis and concepts

Technology platform is a very broad concept and has many different interpretations. This concept can be understood in many different ways. Currently in Vietnam, the concept of technology platform can be understood as software and applications operating in the cyber environment. Because there are many inconsistent understandings, the concept of technology platform has the following related concepts:

About the concept of cyberspace environment. Previously, people operated in environments such as the land environment and the marine environment. When computers and computer networks were born, people had an additional operating environment to interact with each other, which was the cyberspace environment. (cyberspace) (Daniel, 2009, p. trang 2). The cyber environment can be understood as "an environment in which digital information is communicated through computer networks" or the cyber environment as "the use of electronics and the electromagnetic spectrum to store, modify and exchange exchanging information across networked information systems and physical infrastructure". In Vietnam, according to the Information Technology Law, the network environment is the environment in which information is provided, transmitted, collected, processed, stored and exchanged through information infrastructure (Vietnam National Assembly, 2006) or according to the Law on Information Technology. In cyber security, cyberspace is the connecting network of information technology infrastructure, including telecommunications networks, Internet networks, computer networks, information systems, information processing and control systems, database; is a place where people perform social behaviors that are not limited by space and time (Vietnam National Assembly, 2018)

From the above analysis, it can be seen that the "cyberspace environment" or "cyberspace" has the following characteristics:

The cyber environment must be a physical environment but operate on a physical basis. This is clearly shown in the aspect that without physical foundations such as electricity, wires, transmitters, servers and other physical devices, the cyber environment will not be able to operate. However, the physical aspect is not the main factor of the cyber environment. In essence, the cyberspace environment is an interaction between people, where people can express their emotions and express themselves. Therefore, it can be understood that the cyberspace environment is like a virtual social environment, where people can interact with each other but do not necessarily have to be close to each other to interact.

From the above analysis, it can be understood that: "The cyber environment is an artificial environment, created from the connection of information technology infrastructure, in which data and information are provided and transmitted. sending, collecting, processing, storing and exchanging; is where people through technical tools communicate and interact with each other without being limited by space and time." (Nguyen Quy Khuyen, 2021)

About the concept of software. Alan Turing proposed the first theory of software in 1935 in the essay "On Computable Numbers, with an Application to the Entscheidungs problem". He used the Turing machine, a mathematical model of an abstract machine, to demonstrate that any predetermined state of a system can be

achieved through a basic sequence of instructions executed from a fixed set of commands. This idea is the foundation of computer science and software engineering.

Computer science is the theoretical study of computers and software, and Turing's essay is a prime example. Software engineering is the application of techniques and processes to develop software.

According to the Information Technology Law, software is a computer program described by a system of symbols, codes or languages to control digital devices to perform certain functions (Vietnam National Assembly, 2006). At the same time, according to Article 3 of Decree No. 71/2007/ND-CP dated May 3, 2007, software has product types such as: system software; application software; utility software; software tools; other software. Software services include: administration, warranty, and maintenance services of software and information systems; consulting, evaluation and software quality appraisal services; consulting services, software project development; software pricing consulting services; software technology transfer services; system integration services; services to ensure safety and security for software products and information systems; software product distribution and supply services; other software services (Vietnamese Government, 2007)

Computer software, or software, is a collection of data and commands that instructs a computer so it knows how to do work. This is different from physical hardware, which is the physical components of the system and performs specific functions. In the fields of computer science and software engineering, computer software includes all information processed by a computer, including programs and data. It includes computer programs and related non-executable files, such as online documents or digital media. Computer hardware and software need each other and cannot realistically operate independently.

About the concept of technology. There are many different understandings of technology. According to Tran Ngoc Ca, citing the OECD, technology is "a set of techniques, which themselves are defined as a set of actions and selection rules." , instructs the sequential application of those techniques that, according to human understanding, will achieve a predetermined (and sometimes expected) result in a given situation" (Tran Ngoc Ca, 2012), according to Vu Cao Dam "technology is the way through which resources are transformed into goods" (Vu Cao Dam, 2012). According to Hoang Dinh Phi, technology is a combination of machines, tools, knowledge and skills (Hoang Dinh Phi). According to Hoang Phe, technology is understood as industry (currently this meaning is not used) and in general all methods of processing, manufacturing, changing the state, properties, shape of raw materials or selling them. finished products used in the production process to create the finished product (Hoang Phe, 2003)

From the concepts above, technology can be understood as solutions, processes, and know-how with or without tools and means used to transform resources into products. (Vietnam National Assembly, 2017)

About the concept of application. According to Hoang Phe, "application" can be understood as a verb or noun. In the general sense, it means "bringing theory into practice" (Hoang Phe, 2003). In the field of information and communications technology (ICT), application is not understood as a verb but as a noun, it means "a type of software that allows users to perform tasks." specific service" (Nguyen Quang Thuan, 2023). These applications can be located on desktop computers, laptops or other devices such as smartphones, tablets and devices on cars, motorbikes... The functions of applications (software) are very diverse. form, from navigation - map to supporting social interaction (social network) and many other fields such as medicine, monitoring, etc.

From the above analysis, it can be understood that "technology platforms" are applications (applications - software) running in the cyber environment to perform certain tasks or functions. Those applications are very rich and diverse, however, within the research scope of this topic, the Board of Directors mainly focuses on applications that support connection between people who want to hire drivers and drivers. driver and some other applications. These applications are considered "technology platforms" to connect people who want to hire drivers with drivers.

About the concept of people working based on technology platforms. Are people who have labour activities and use technology platforms to legally work to generate income for themselves and their families.

Classify workers based on technology platforms

People working on technology platforms can be classified based on the following criteria:

Based on labour contract criteria, people work on technology platforms including:

People who work on technology platforms have a dynamic labour relationship: they are employees for a specific employer, are paid by the employer, and are subject to the employer's management and administration. labour employment

People who work on technology platforms without a labour relationship: are people who create their own jobs or have others create jobs for them but do not sign a contract with a specific employer. Therefore, no labour

relationship arises and is not paid by the employer but is not subject to the management and administration of the employer.

Based on technology platform criteria, people working on technology platforms are classified based on the applications (software - applications) they use to earn income, including: People who work based on technology platforms. Grab technology platforms, People working on Gojek technology platforms, People working on other technology platforms

Based on gender criteria, people working on technology platforms are classified into the following categories: Men working on technology platforms, Women working on technology platforms. People who work on technology platforms have different genders

+ In addition, it is possible to rely on age and hometown criteria to classify workers based on technology platforms.

2. Social security benefits for people working on technology platforms.

In a broad sense: social security is the guarantee of exercising rights so that people can be at peace, ensuring security and safety in society. In a narrow sense, social security is income security and a number of other essential conditions for individuals, families and communities in case of reduced or lost income due to reduced or lost working capacity. unemployed or unemployed; for lonely elderly people, orphans, disabled people, vulnerable people, people affected by natural disasters...(Vu Van Phuc, 2013)

Thus, the nature of social security is to create a safety net for all members of society, ensuring they have support when encountering difficulties such as loss of income or risks. Social security policy is the basic policy of the State, aimed at minimizing and overcoming risks, ensuring income and life security for people. This system includes State intervention policies and support from organizations or private individuals, to reduce poverty and vulnerability, and enhance the ability of communities and individuals to protect themselves against the risk of loss of income. integrate and create a stable, developed and equitable social environment.

There are many ways to understand the social security system. Among them, there are some common understandings as follows:

Understanding 1:

According to this understanding, the social security system consists of three components:

Firstly, Risk prevention system

This is a social security system that aims to intervene and cover the entire population, ensuring all classes of people have jobs, income and material capacity to cope with risks. The main pillar of this layer is active labour market policies and programs such as vocational training, job search support, self-employment or improving skills for workers. This system includes smaller contents: minimum education, minimum health care, minimum housing, clean water, access to information.

Second, Risk mitigation system

This system plays an important role in minimizing damage due to risks. The main content focuses on forms of insurance such as social insurance, health insurance, unemployment insurance, etc. This policy requires the active participation of the people, helping to save resources for the State and increase income. system coverage. However, this group of policies is also very sensitive and needs to be adapted to avoid abuse or discourage people from participating.

Third, Risk overcoming system

This system includes policies and programs to overcome risks, ensuring safety for society members when they encounter difficulties such as unemployment, underemployed people, low-income people, the elderly, and the elderly. Disabled children, orphans, poor people... The mission of this floor is to provide relief and social assistance to help those who cannot overcome risks and difficulties in life on their own.

How to understand 2

According to this understanding, the social security system includes the following components:

First, Social Insurance

Is a guarantee to replace or compensate part of an employee's income when he or she has a reduction or loss of income due to illness, maternity, work accident, occupational disease, expiration of working age or death, on the basis of The department pays into the social insurance fund(Vietnam National Assembly, 2014)

Second, Health insurance

A form of compulsory insurance applied to subjects prescribed by this Law for health care, not for profit purposes, organized and implemented by the State.(Vietnam National Assembly, 2014)

Third, Unemployment insurance

This is a regime intended to compensate part of an employee's income when losing a job, supporting employees to learn a trade, maintain a job, and find a job on the basis of contributions to the Unemployment Insurance Fund.(Vietnam National Assembly, 2013)

Fourth, Social relief

Social relief is the relief and assistance of the state and social community to its members when they fall into difficult circumstances, especially for various reasons, to help them overcome difficult circumstances. difficulties, reintegrating into social community life(Nguyen Xuan Thu, 2010)

Social relief includes relief and assistance. Aid provides emergency assistance in cash or in kind to those in greatest need. Social assistance helps people have material and spiritual resources to manage their own lives and integrate into the community. Social relief work has two methods: regular relief for people who cannot take care of themselves and sudden social relief for people in difficulty due to natural disasters or crop failures.

Fifth, Social assistance and incentives

Social assistance is the guarantees and supports of the state and society (individuals, organizations) that help members of the community overcome immediate and long-term difficulties in life and improve their lives. household living standards. This assistance activity is carried out through financial provision, labour support or in-kind support to ensure community welfare (Nguyen Thanh Thuy, 2020). Social assistance has the following tasks: receiving subjects in need of urgent protection; ensure safety and meet the emergency needs of subjects such as: temporary residence, food, clothing and transportation; consultation, treatment of mental disorders, psychological crises and physical rehabilitation for subjects; advise and assist beneficiaries of social assistance policies; coordinate with other appropriate agencies and organizations to protect and assist subjects; search and arrange forms of care; Receive, manage, care for and nurture social protection beneficiaries who are in extremely difficult situations, cannot take care of themselves and do not have the conditions to live in the family or community; Organize rehabilitation activities, assist subjects in self-management activities, culture, sports, and other activities appropriate to the age and health of each group of production workers according to regulations. provisions of law...(Ministry of Labour, 2017)

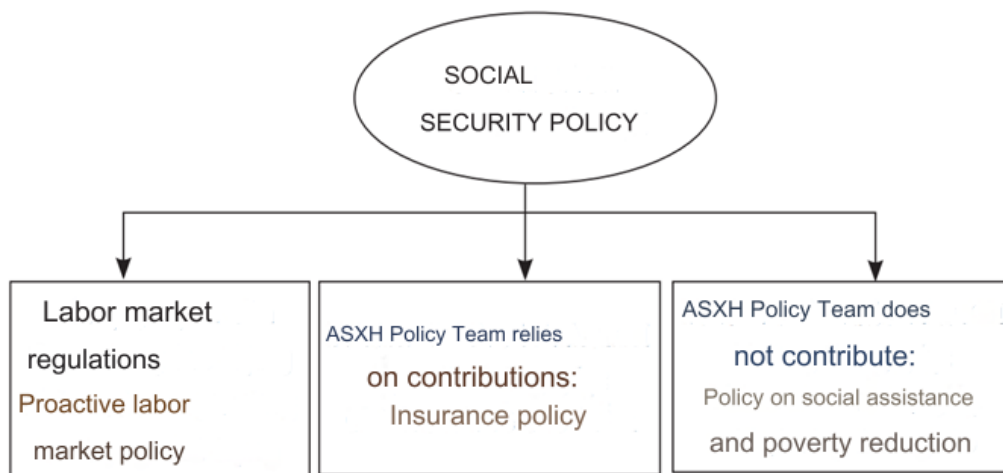
Social incentives are the State and community's treatment for people with meritorious services and their families, not only materially but also spiritually. During the reform initiated and led by our Party, the work of war invalids, martyrs and people with meritorious services has had new developments, including the promulgation of the Ordinance regulating the State honorary title "Vietnamese Mothers". heroes" and the Ordinance on preferential treatment for people with meritorious services to the country. The system of preferential mechanisms and policies has had important political and social effects, and has been responded to by the entire population.

How to understand 3

This understanding can be summarized through the following diagram:

+ About the structure of the traditional social security system

Diagram 1. 1. Structure of the traditional social security system

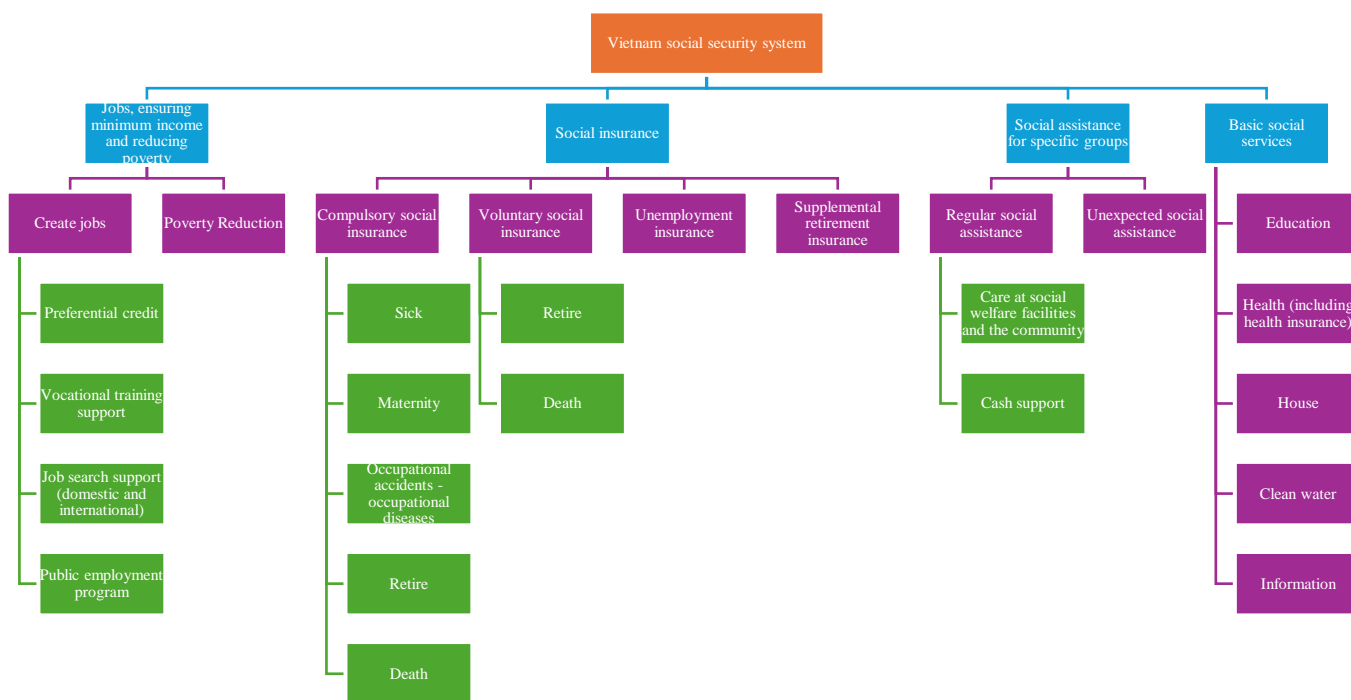


Source: Book Developing the social security system in Vietnam to 2020 (Institute of Labour Sciences and Social Affairs)

+ About the social security system in Vietnam

Based on the traditional structure of the social security system, Vietnam has built its own social security system and is described through the following diagram:

Diagram 1. 2. Vietnam social security system



Source: Book *Developing the social security system in Vietnam to 2020* (Institute of *Labour Sciences and Social Affairs*)

Thus, in a broad sense, social security benefits for people working on technology platforms are the right for them to have peace, ensure security and safety in society when they work (in order to have income) based on technology platform. In a narrow sense, it is income security and a number of other essential conditions for people who have reduced or lost income due to reduced or lost ability to work or lost their jobs when they work on technology platforms. Security regimes for people working based on technology platforms include risk prevention regimes, risk mitigation regimes, and overcoming risks of loss or decline in income.

3. Conclusion

Ensuring social security rights not only means protecting the income and basic life of workers, but also promoting the sustainable development of the labour market and improving management efficiency. Social justice in the working environment increasingly depends on technology. This sets an important context for updating and adapting social security policies to meet new and diverse requirements in the contemporary labour sector.

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