

HO CHI MINH NATIONAL ACADEMY OF POLITICS

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**FAMILY COHESION OF
INDUSTRIAL ZONE WORKERS TODAY**

*(CASE STUDY OF NORTH THANG LONG INDUSTRIAL PARK -
HANOI)*

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INTRODUCTION

1. The necessity of the thesis

Family is the cell of society; is a special social group formed on the basis of marriage and parentage recognized by law. Family is one of the basic and important components constituting the social structure. In particular, over the past two decades, with the development of industrial parks, the society has seen dramatic changes in the process of industrialization, urbanization and globalization, etc., workers' families inevitably underwent many changes, in which appeared a new family model – workers' families in the industrial zone.

Under the impact of the industrialization and modernization of the country, the cohesion in the family of workers in the industrial zone is not stable and there are changes in family functions and family models, especially, there are many single-mom working to support children, many separated or divorced families, many families in which husbands and wives work different shift, therefore do not have much time to care for each other and their children, having to ask for help from the grandparents or having to leave midway through, leading to a loose bond between family members. Since then, the author has selected the topic "Cohesion in the family of workers in the industrial zone nowadays" as the topic of the thesis in order to clarify the theoretical and practical basis of Vietnamese families in general, and the family of workers in particular, especially the strengthening of the cohesion of family workers.

2. Research purposes

To clarify the theoretical and practical basis of cohesion in the family of industrial park workers; Analyzing factors influencing the change in the family of workers in the period of industrialization and modernization; On that basis, to propose orientations and solutions to enhance cohesion in the family of industrial workers in the coming time.

3. Research subject, object and scope of study

- Research subject: the cohesion in the family of workers in the industrial park.

- Research object: Families having at least one worker who is currently working in the North Thang Long Industrial Park in Hanoi.

- Scope of study: workers' families in Kim Chung Commune, Dong Anh District, Hanoi and married workers in two enterprises located in North Thang Long Industrial Zone, Hanoi.

4. Research questions, research hypotheses and theoretical frameworks

- *Research question*

Question 1: How is the cohesion in the family of industrial workers in North Thang Long Industrial Park in the era of industrialization and modernization today?

Question 2: What factors affecting the cohesion in the family of workers in North Thang Long Industrial Park?

Question 3: Why does the relationship in the family of workers change?

- Research hypothesis

The first hypothesis: The association in the family of workers in the North Thang Long industrial park is still loose. Especially the connection between husband and wife in communication, between the parents and the children through caring, and between the couple and the grandparent through caring.

The second hypothesis: The characteristics of working and living conditions strongly affect the attachment in the family of workers in the period of industrialization and modernization of the country.

The third hypothesis: Changes related to cohesion in the worker's family are to respond and adapt to the conditions and requirements of the worker's job during the industrialization era.

5. Analytical framework and research variables

- Independent variables

+ Demographic characteristics;

+ Professional qualification;

+ Living conditions;

+ Job characteristics;

+ Marital characteristics;

+ Status of children.

- Dependent variables

+ Association between husband and wife of workers;

+ Association between parents and children;

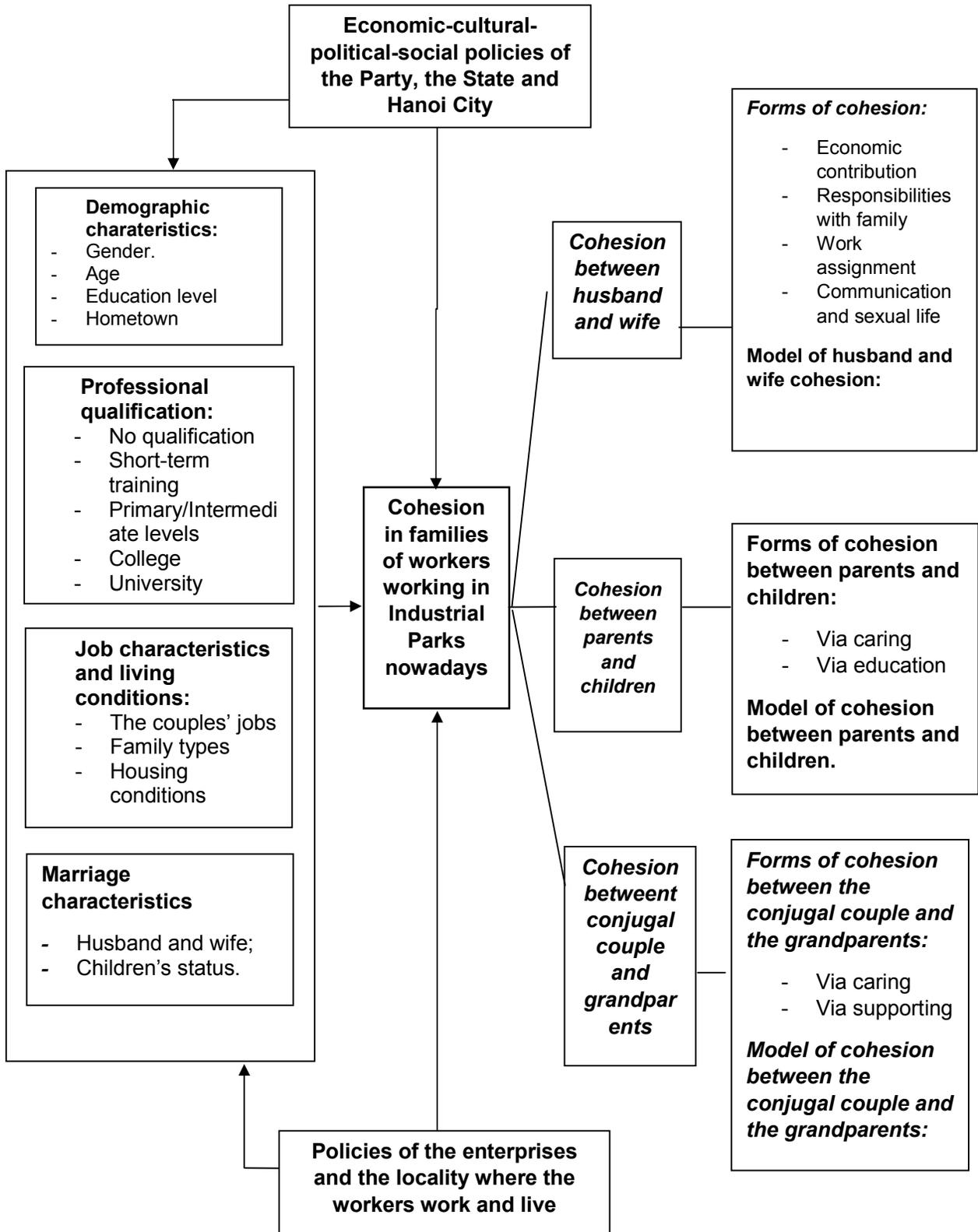
+ Association between the couple and the grandparents.

- Intervention variables

+ Socio-cultural-political-social policies of the Party, the State and Hanoi City;

+ Policies of enterprises and localities where the workers work / live.

- Analytical framework



6. Theoretical foundation and research methodology

6.1. Theoretical basis

- Based on the theory of Marxism-Leninism, Ho Chi Minh's ideology and the views and directions of the Communist Party of Vietnam, the state's policy on building workers' families nowadays.

- Based on sociological theories such as Peter Blau's Social Exchange Theory, E. Durkheim's Social Solidarity Theory for Access to and Analysis of Facts, Factors Affecting the family link of workers in the industrial zone, providing solutions to strengthen the sustainable connection of workers' families in the industrial park in the coming time.

6.2. Specific research methodology

*** Methods of collecting information**

- Methods of document analysis: Analysis of contents related to family life of workers such as reports, statistics, research works related to family life of workers nationwide in general and industrial workers in particular.

- Quantitative methods:

The author uses a structured questionnaire for married workers to collect practical information for the content requirements. The questionnaire system addresses the following groups of issues: the status of husband and wife bonding, parental-child attachment, relationship between the couples and the grandparents, and the impacting factors; The questions also include individual characteristics of workers.

- Qualitative research methods:

+ In-depth interviews with scientists, enterprises' managers, industrial parks' managers, commune, village and hamlet officials and workers' family: to study and clarify the actual family relationships and the factors that affect family cohesion.

+ Group discussion method: Including families of migrant workers and families of local workers working in North Thang Long Industrial Park in Hanoi; Leaders of management at all levels in the survey area to discuss the issue of research involving workers' husband and wife; parents - children; husband and wife and the grandparents.

*** Sampling method**

- Quantitative sample: 450 married workers, including 400 workers living in rented houses, 50 workers in the enterprises living in Kim Chung commune, Dong Anh district.

- Selection of qualitative samples: 15 in-depth interviews with married workers and leaders of enterprises, local officials and leaders of industrial parks (IPs), export processing zones (EPZs) of Hanoi.

7. Theoretical and practical contribution

7.1. Theoretical contribution

Completing theoretical and practical knowledge in constructing the scientific basis for the bonding of workers' families. The thesis applies social exchange theory by Peter Blau, the theory of social solidarity of E. Durkheim into the study of the cohesion in the family of workers.

Further developing research direction on family bonding, out of which focuses on bonding between couples, between parents and children, and between the children and grandparents. This is a research approach that is of little interest to sociologists.

7.2. Practical contribution

The research results of the thesis contribute to providing practical evidence of changes in the perception of the social classes, from the policyplanners and policymakers, to managers and employees concerning family bonding.

The research results contribute to enriching the reality, providing a new perspective, contributing to supplementing and perfecting policies related to cohesion in the family of workers in the IP nowadays.

The results of the thesis serve as a reference for policy makers on families, for research institutions to use as reference material in research and teaching social sciences and humanities subjects at universities and postgraduate schools throughout the country.

The results of the dissertation can be used as reference materials for managers of enterprises, Women's Union staff, trade union officials, Youth Union, managers of villages and hamlets of Kim Chung commune, Dong Anh district, Hanoi.

Chapter 1

OVERVIEW OF THE RESEARCH SITUATION ON WORKERS' FAMILY BONDING

1.1. RESEARCH DIRECTION RELATING TO WORKERS' HUSBANDS AND WIVES BONDING

- Bonding the husband and wife relationship in the division of labor has been mentioned by many authors and researches on the gender division of labor and gender equality in the family, which is enhancing the capacity, role and position for both genders without upsetting the role of each one.

- The conjugal bond based on the economic contribution examined under various aspects of the conjugal relationship, such as the role of the

wife and the husband in family management, in the family economy, division of labor between husband and wife in the family, power between husband and wife in the family, access and control of family resources of the couple, conjugal conflicts and violence, the separation and divorce problems, etc. The results of the analysis show that industrialization and international economic integration strongly impact on family bonding in general and conjugal bonding in particular.

- Regarding the strengthening of conjugal bonding by preventing and fighting domestic violence in Vietnam nowadays is still happening very complicatedly, there are increasingly more cases of domestic violence being discovered, including some serious and barbaric cases, causing permanent disability, even fatality, for victims of domestic violence. Domestic violence has been becoming a aggravating social problem that has serious consequences which are primarily violations of human rights, honor, dignity and the lives of individuals, especially women, children and the elderly.

1.2. RESEARCH DIRECTION RELATING TO THE COHESION BETWEEN PARENTS AND CHILDREN

- Linking parents and children through communication belongs to two distinct areas: personal development and the time span living with the family with cultural and social perspectives, resulting in a new way of thinking that is more comprehensive on human development and life cycle.

- Attaching parents and children through behavior, communication, the more communication via media, the more durable the connection, which is analyzed quite distinctively by excerpts concerning parental relationship with children, methods affecting the behavior of the children – their use in the family; methods of educating children, making children feel close, respectful, loving parents.

- Linking parents and children through education that emphasizes the role of women is well analyzed in the face of challenging youth and if the mother and child understand each other's thinking, they will find it easier to find a better solution. Between mother and daughter, there is a bond of caring and communication, in the developmental stage of the daughter, communication plays the critical role in creating a happy mother-daughter relationship. .

1.3. RESEARCH DIRECTION RELATING TO THE RELATIONSHIP BETWEEN THE COUPLE AND THE GRANDPARENTS

- Children loving, taking care of and caring for parents in old age is both responsibility, and the obligation of the children. Caring for and raising children to become useful individuals for the society is a sacred duty of

parents. Children must be filial, must respect their parents, listen to the parents' advices and constantly learn to grow up to maintain the good tradition of the family.

- Strengthening the engagement with the elderly must go with enhancing behaviors and communication, which presents quite clearly the typical psychosocial characteristics of the Eastern elderly in general, which, especially in similar economic and ecomotional living contexts, is very close to the family of Vietnam.

- The cohesion between parents and grandparents given by the authors includes: politeness, filiality, honesty, self-reliance, belief in life and transmission of revolutionary ideals, which is a part of attaching parents to grandparents.

- Caring for the elderly to bring into play the talents and wisdom of the elderly in the cause of industrialization and modernization. Discussing the taking care of the elderly, Loes Schenk-Sandbergen analyzes that there are many options for caring for the elderly, through social assistance, through a health service center that helps older people become more self-reliant.

Chapter 2

THEORETICAL AND PRACTICAL BASIS OF RESEARCHING THE BONDING IN FAMILIES OF WORKERS WOKING IN INDUSTRIAL PARKS

2.1. SOME BASIC CONCEPTS

2.1.1. Concept of woker

The thesis proposes the concept of worker in the new conditions as follows:

Workers are a great social force, working in different forms of business production and service industry, being diversified in the industry structure, in the economic sectors, mainly working by the hands and the mind, being paid in accordance with the laboring effort put into reproducing material possessions and into improving social relationships, being the main motive of family cohesion.

2.1.2. Concept of family and worker's family

John.J.Macionis (2004): "The family is a social group of two or more on the basis of blood, marriage or custody, living together". Le Ngoc Van defines the family: "The family is a group of people who are related by marriage, bloodline or having custody correlation, having typical gender characteristics through marriage and coexistence relationship, having general budget".

In the amended and supplemented Marriage and Family Law of 2014, the definition of family is as follows: "A family is a group of people who are attached to one another through marriage, blood relations or bondage, which gives rise to obligations and rights with each other".

Through research on family concepts, the author draws definition of worker's family as follows:

Workers' family is a social group of two or more people, linked by marriage, blood relationship, nurturing and caring relationship between spouses, parents and children, husband and wife and grandparents living together or not living together.

2.1.3. Concept of cohesion, family cohesion and workers' family cohesion

Andrew A. Mitchell defines: cohesion is the inner state of each individual, with oriented effort and actions, and according to him "effort" and "oriented action" depend on the level of cohesion (high / low) of each situation.

Similarly, Moos (1981) defines cohesion as including the level of commitment, assistance, and support among family members.

According to Olson, Russell, & Sprenkle (1982): Family bonding refers to the relationships and linkages between individuals who recognize each other as part of a family. Avoiding stress and conflict on the basis of declining resources, the opportunity to observe and learn from nature, the ability to express cultural and spiritual values, and the ability to engage in natural activities are important factors for linking families.

Perhaps Olson (1993) gives the clearest definition of family cohesion: "Family bonding is defined as the emotional bond that family members have toward one another."

Through the study and analysis of the above concepts, the author presents the central concept of the thesis on cohesion in the family of industrial workers as follows:

Cohesion in the family of industrial park workers is the bonding between family members of workers based on marriage and blood relations, whether living together or not. That attachment is expressed through income and economic management, family work assignment, communication and sexual life, attachment through child care and education, attachment through caring for grandfather/grandmother in both material and spiritual life.

2.1.4. Concept of social cohesion

Social cohesion is believed by Newcomb (1990) that the connection between individuals and the society involves a wide range of social support, such as "linking, attachment, love, intimacy, companion".

Discussing the social cohesion matter, Hagerty et al. (1993) suggests that cohesion occurs when individuals engage proactively in relationships with individuals, subjects, groups, and environments, and that involvement brings concrete results. Thus, social cohesion is only achieved when workers acquire social ties, integrate into that social relationship and create social linkage from that relationship. However, when it comes to social cohesion, one will pay more attention to the degree of integration and consequences.

Timpone (1998) argues that "social connectedness is the degree to which individuals integrate into social and environmental relationships and the outcomes that are relevant to the individual's integration in those social networks. "

2.2. THEORETICAL BASIS AND THEORIES APPLIED IN STUDYING THE COHESION IN WORKERS' FAMILIES

2.2.1. Policies, guidelines and directions of the Party and the State relating to the researching

Sustainable family development is not only a happiness for each person and each family, but also an important factor contributing to the healthy development, social safety and stability of each country's population. Therefore, family is always a special concern of the Party and State with the policies, guidelines and directions.

2.3.1. The theory of social exchange by Peter Blau

Peter Michael Blau (1918 - 2002) is a prominent American sociologist with the Macrosociology Theory of social structure, his social exchange theory introduced in 1958 through his work named "Social behaviour as an exchange ". In this work, he defined social exchange as the exchange of activities, tangible or intangible, and between at least two people.

Blau argues that social exchange is just one aspect of social behavior but plays a particularly important role in the integration, solidarity and social unification of the society, which drives individuals to associate with groups, forming social groups.

Compared to economic exchanges, Blau argues that social exchange has two basic functions: the first one is to create a closed, good, trustworthy and united rapport in the society, and the second function is to create power relationships between the parties involved in the exchange. Thus, social exchange plays the role of building and developing the values, norms of the group, organization and community.

Social exchange theory is a reference framework in which many issues can be controversial or mutually supportive. All of those are based on some assumptions about human nature and the nature of the relationship.

Assumptions of the social exchange theory in researching the cohesion in the family of workers includes: 1 / Human beings always seek rewards and avoid punishment; 2 / Humans are rational creatures; 3/ Criteria for evaluating costs and rewards are always different over time, especially in terms of labor productivity and individual differences.

2.3.2. The Social solidarity theory of E. Durkheim

E.Durkheim (1858-1917) was a French sociologist. He was one of the founders of functionalism and structuralism in modern sociology.

Different forms of social solidarity are also based on the viewpoint of homogeneity. Accordingly, mechanical unity is based on the "similarity" between individuals while organic unity based on "complementary differences" between individuals, also called co-operation.

A society of mechanical solidarity is a society composed of the same individuals, with the same characteristics. The second type of solidarity is totally different, is called organic solidarity by Durkheim. This kind of solidarity arises from the division of labor and the attachment of different individuals together to create the society.

Durkheim's social solidarity theory shows that the division of labor with the best manifestation in professional occupational specialization is the source of social change that creates interaction, cooperation and society solidarity.

Chapter 3

PRACTICAL SITUATION OF THE COHESION IN THE FAMILIES OF WORKERS WORKING IN THE NORTH THANG LONG INDUSTRIAL PARK

3.1. CHARACTERISTICS OF FAMILIES OF WORKERS IN INDUSTRIAL PARKS

3.1.1. Characteristics of North Thang Long Industrial Park

North Thang Long Industrial Park attracted many workers, accounting for nearly 50% of the labor force of 8 industrial zones. Therefore, the North Thang Long Industrial Park has its own characteristics, which have a great impact on the production and business activities of enterprises, thereby affecting the family life of workers, as well as the workers's family cohesion.

3.1.2. Characteristics of workers in North Thang Long Industrial Park

- Originating mainly in the neighboring provinces;
- Age: young, between the ages of 18-24, older people doing direct jobs are only 34 years old.

- Education level: High school accounted for 91.2%, junior secondary school made up 7.4% and primary school level's proportion is 1.4%.

- Status of children: 92.7% workers have already had children, the average number of children is 1.44 children/household. Of which 58.3% of the households had one child, 39.3% had 2 children and 3.4% had 3 children. No household has 4 or more children.

- Housing characteristics: Currently, workers living in Bac Thang Long Industrial Park rent accommodation to live in (85.8%).

- Characteristics of work and income: working with high intensity while income has not met the minimum demand. The average income is about VND 4.5 million/month.

3.2. BONDING BETWEEN WORKERS' HUSBAND AND WIFE

3.2.1. Bonding conjugal couples through economic contributions

An important finding in this study is that the economic bonding of conjugal workers is mainly dependent on the enterprise, as the spouses are primarily employed by the enterprise, the main source of income is the salary of the workers. According to the survey, the proportion of wife keeping the money is 9.9% higher than that of the husband in the North Thang Long Industrial Park. However, it is noteworthy that the group of both husband and wife participating in financial management accounted for 73.9%.

It is also interesting to note that the correlation between financial management and contribution between husbands and wives varies with age and length of the marriage, which is based on the couple's years of marriage. The results of the thesis show that for newly married workers of whom the marriage length is within 1 year, the proportion of wife managing the finance accounted for 38.9% and 61.9% of households having husband and wife managing together. When having married for one to three years, there is a division in financial management, in which 2.3% keep and manage their own money, the proportion of husband keeping the money accounted for 7.5%, but that of the wife only occupied 15.0%, the rest are husband and wife co-management; When asking couples who have married for over 3 years, the results show that there is a change in the management of money between wives and husbands, the wife having the financial management role in the family occupied 33.3%, at the same time that of the husband accounted for 22.2% and the husband and wife co-management made up 44.4%.

Therefore, the financial cohesion between husband and wife can be considered as a typical trait as well as a new step in the family of workers, it is completely different with farming families, or families doing service.

3.2.2. Married couples' bonding through family responsibilities

Concerning the responsibility for the children's education, health care, medical examination and treatment, recreation, the decision belongs to the couple with the members' reference, it is the strong bond between the family members.

The findings from the study also indicate that the decision-making power of the workers' families in the IZ is at a high level of equality. In other words, the higher the equality of decision making, the stronger the couples' bonding. This is evident in all eight criteria of the decision-making survey, in which the proportion of both spouses participating in a decision choice in all criteria was higher than the rate decided by one of the spouses only.

However, the equality of this self-determination remains relative whether it is any pattern or pattern. Because it is easily broken by the economic, income and culture in Asian families for thousands of years, the results of the interview also showed that.

3.2.3. Married couples' cohesion through family work assignments

Division of labor: the division of labor and labor specialization. Therefore, the division of labor in the family is the subject of many authors and many studies mentioned.

The data show that the wife still does main tasks in the family such as cooking, washing 50%; Laundry, cleaning house 40%; doing the beds 36.5%. While men are mainly responsible for: repairing furniture 68.3%; Burning incense on holidays (41.2%). This suggests that gender disaggregation still exists in workers' families in North Thang Long Industrial Park.

Interestingly, this survey has shown that the labor division by genders of the workers' family here has been positively changed when the husband began to engage in all household chores.

3.2.4. Married couples' cohesion through family communication

One finding in workers' spouses is that communication is limited because of the lack of time together, especially the different working times, the loose attachment and the risk of family breakdown. Many workers newly married for nearly a year, the number of times having the feast together is only counted on the finger. That is why they do not dare to have children. To measure communication engagement, the study was based on the frequency of the six indicators used in everyday communication of the workers' husband and wife: To report late to each other, greeting each other before going to work, giving gifts on the occasion of the holidays, celebrating the couple's birthday, celebrating the wedding day.

The results show that 57.8% of couples have habitually greeted each other before going to work; 82.4% of couples report regularly to each other if

they are late; 32.8% of couples hold regular birthdays. 26% of couples regularly give presents to each other during the holidays, and 24.9% regularly celebrate the wedding day.

So, in the bonding of family life, couples are also facing a number of issues related to engagement in daily communication and life with their partner.

3.2.5. Married couples' cohesion through sexual life

Marital sex is inevitably arising from the marriage relationship, which is recognized and protected by law. Satisfaction of sex is the factor that creates the emotional balance of the wife and the husband. The "loose" attachment that leads to family disruption which is partly due to the fact that sexual life tends to decrease in industrialized society.

Blau's social exchange theory holds that people are always looking for rewards and avoiding punishments, out of which the rewards can not exclude sexual life. In the survey, the frequency of sexual intercourse of couples was one to two times per week, stated by 59% of respondents; 16.1% of married couples have sexual intercourse 3-5 times / week. Groups with a frequency as low as 1 time / month accounted for 9.9%; those with no sexual relationship during the past 12 months was 3.7%. This shows certain variations in the sexual attachment of spouses.

3.2.6. Conjugal couples' bonding model

The model of conjugal union is a family of one generation living together and have no children. It is not difficult to find families of "monogamy" family models in the surveyed family. The survey found that 7.3% of households have no children, with only two spouses live together. The reason of these households is that they are just married, others are having household planning and will have children when there is enough money.

3.3. FAMILY BONDING BETWEEN PARENTS AND CHILDREN

3.3.1. Attaching parents to children through caring

Linking parents and children through care is one of the mainly focused research direction on studying this relationship in the workers' family today. With the connection between husband and wife mentioned above as well as the time of work as well as the sending of children back to the hometown shows different manifestations of the attachment between parents and children in the caring relationship. How are those manifestations expressed?

In this study, the survey results show that most parents spend more than 3 hours per day with their children. Of which, 41.0% were for eating and drinking, 43.7% were for entertaining, 30.4% were for talking with the

children. As regards to parents who spend 1-3 hours with their children, the rates were at 37.5%, 33.7% and 34% respectively.

The study's findings show that parents' concerns about caring for children vary widely by age group. Specifically: 27.8% of workers under 25 years of age, worried that their children having love too early, which increased to 43.0% in the group of workers from 25 to 29, 47.5% in workers from 30 - 35 years old and reduced to 33.3% in workers over 35 years old. That is, when a worker is young, his or her child is still small so he or she does not worry too much about children who fall in love too early like older workers, whose children have grown up. The bigger the child, the more anxious parents are, the lower the attachment of care.

3.3.2. Bonding between parents and children through education

One of the main functions of the family is the first socialization of human beings. It helps each individual to shape and develop his or her personality during birth, growth, maturity and passing away. Therefore education in the family is highly promoted by the society.

The most influential people in education are the superiors such as great-grandparents, grandparents, parents. But perhaps the closest and most frequent party is still parents and children. Therefore, understanding the attachment of parents to children through education is an indispensable research topic of the thesis.

When being asked how much time they spent teaching their children, the most received answers are: 1-3 hours per day accounted for 45.9%; the rate of over 3 hours per day is 27.7% and the rate of less than 1 hour is 26.4%. If the average working time of an employee is 8 hours, with the overtime included being 12 hours, the worker will have 8-12 hours left to work all the rest. From family care, worrying for children, eating, resting ...

When being asked, "In what way do you educate your children about family and kinship behaviors?" The results received positive comments. Many families are still orienting their children to core values such as solidarity, mutual affection, love, filial. Share interest with family members answer made up 80.6%; gratitude to parents, filial paternity with grandparents answer accounted for 81.1%; the rate of loving sisters and brothers in the family answer was 74.2%; keeping the honor and order of the family 58.2%; protecting family members, relatives when things happen 54.1%; helping relatives when having the conditions 57.8%. In contrast, the attachment of children to parents is also noted in this relationship so as to help the study to have more dialectical view towards the bonding between parents and children in workers' families nowadays.

The above data show that the children of workers have a high degree of interaction and attachment with their parents. The proportion children are often taught and know how to greet parents when they go to school was about 90.2%; those taking care of their parents when they are sick accounted for 2.8%, those returning to the countryside to visit their grandparents made up 59.3%. The rate of never-having-engaged-behavior of children with parents is very low at 1.2%; 2.8% and 1.4% respectively.

The assessment results of parents and children attachment show a strong bond between parent and child. This bond is manifested in; parents being the model for their children (83.6%); The children care about their parents when they are sick (86.6%), non-discrimination against their children accounted for 90.1%; not scolding the children when they do something wrong - 54.2%, concerning about the education of children being 75%; and working overtime but still interested in education and entertainment of children made up 54.2%.

3.3.3. Model of parents and children bonding

The model of bonding between parents and children is whether the married couple and their children live together or not together, ie, two generations. As the results of the initial survey indicated, most families participating in the survey have had children, this number accounted for 92.7% of the total sample and the average number of children is 1.44 children per household. Of which 58.3% had one child, 39.3% had 2 children and 2.4% had 3 children. No household has 4 or more children.

Obviously, the model of two-generation family of workers has made certain changes. This change does not completely separate from the traditional family, but rather to adapt to the new working environment, new occupational characteristics. In the process of changing, it has had certain variations to form defect two generations model, the single model. And whether it is intrinsic or the impact of industrialization, the changes in the worker's family model have altered the position, role, responsibility and function of each individual in the worker's family. This leads to changes in relationships within the family.

It is not difficult to realize that there is an unrelenting bond in the families of two generations of workers who have to send their children back to the hometown and the 'defect' two generation workers' families, as the family's functions in these two models are not fully realized.

3.4. BONDING BETWEEN THE CONJUGAL COUPLES AND THE GRANDPARENTS

3.4.1. Association between the couples and the grandparents via caring

Many studies have shown that caring for the elderly is the responsibility and duty of the children. Surveys show that spouses call their

parents on a regular basis with 67.8%; 59.5% of the couples also call their spouse's parents. In addition, the rate of workers' families occasionally giving gifts to their parents was 79.5%; giving money to parents was 71.2%; those of the parents-in-law were 75.6% and 64.5%, respectively.

In addition, the rapid changes of society are making a small part of the older people feel less respected than before. The sense of personal freedom of family members has increased to a certain extent, which has made the grandparent-parent-children relationship not as good as it was before and has increased the inconsistencies and impulses between generations. That makes many seniors sad, the connection between the elderly and other family members is also more distant.

3.4.2. Association between the couples and the grandparents via visiting and supporting

For surveyed families, the frequency of visits to grandparents being several times a month was 35.6%; followed by once every several months with 26%; several times a week visits accounted for 20.7%; daily visits was 12.6% and once per year was 5.1%. This indicates that grandparental support is not routinely provided.

In terms of genders, there is no big difference in the difficulties of caring for the grandparents. The main difficulties faced by the spouse are: economic difficulties 63.6%; grandparents living far away 49.2%; do not have time, go to work 47.6%; not having farming land, having to work far from home 33.9%; not having time because being busy with children 16.6; poor health 7.9%; the grandparents being grumpy 6.5%. These data show that the main cause is still economics and distance so children can not take care of and support the elderly regularly.

3.4.3. The model of the cohesion between the spouses, grandparents and children

The three-generation family model, the multi-generation family model is traditionally maintained from the agricultural family model to the present and it only really breaks down when the industry is born. However, up to now, the family of three generations of the Vietnamese working family in general and in the surveyed area in particular is still an indispensable family model. Interestingly, these three-generation families have made changes to adapt to the worker family model. It also poses cohesion problems in the family of three generations.

Survey results show that up to 17.7% of families of three generations of workers are living together, and most of the grandparents move from the hometown to live together to care for children and to support the workers.

Chapter 4

IMPACTING FACTORS AND SOLUTIONS TO INCREASE COHESION IN FAMILIES OF WORKERS WORKING IN THE INDUSTRIAL PARKS

4.1. FACTORS AFFECTING THE COHESION OF WORKERS' FAMILIES

4.1.1. Demographic factors

Demographic factors such as gender, age, educational attainment, and professional qualification are considered to be the first independent variables affecting family relationships.

Demographic factors demonstrate a strong influence on the couple's attachment regarding power, on the assignment of work in the family, in interpersonal communication and family life, in the sexual life from which the level of cohesion in the life of the couple is expressed.

4.1.2. Factors of job characteristics and living conditions affecting the cohesion of workers' families

In addition to the demographic factors, the attachment in the family of workers is strongly influenced by the characteristics of work and living conditions such as the occupation of husband and wife in the family of workers (1 person being a worker or both are workers); Cohabitation status and housing status. Different from other independent variables, concerning this independent variable, the study conducted a regression run with each group of answers of a single independent variable to compare the effect of the independent variables on the relationships in workers' families.

In the relationship between wife and husband, the factors of job characteristics and living conditions show a strong influence on the attachment regarding work assignment in the family; Connections in communication and family life; cohesion in the sex life, from which reflects the degree of cohesion in the life of the couple.

4.2. SOLUTIONS TO ENHANCE THE COHESION POLICY IN WORKERS' FAMILIES IN INDUSTRIAL PARKS

4.2.1. Group of solutions to strengthen the bonding between couples

4.2.1.1. Consultation of skills for living and building a happy family

- Counseling skills to solve stressful matters for a happy family such as: husband or wife is to speak clearly and share the difficulties, pressure in the work; share difficulties in taking care of children as well as parenting.

- Consultant to build sustainable happy family, first of all, industrial park workers must be guaranteed the needs of material and spiritual life,

together making economic contribution, together deciding the important issues in the family, harmonious work assignments, reasonable family work sharing.

- Counseling skills in communication between husband and wife are important and necessary skills to increase family cohesion. These skills include information exchange - dialogue, sharing of personal issues, speaking positively and making positive statements

4.2.1.2. Ensuring wages, income to care for children:

- The wages and incomes paid to the IP workers must be sufficient for their living, including renting and raising children.

- Equity must be ensured in the distribution of wages and income in the enterprise.

- The distribution of wages and incomes in the enterprise must ensure a harmonious relationship between the State, employers and employees, between short-term and long-term.

- Distribution of wages related to the rights and interests of the parties in labor relations.

4.2.1.3. Propaganda and education on marriage and family

- Propagating the Law on Gender Equality, the Law on Marriage and the Family; Civil law; Rights and obligations of family members ... for workers to know and actively participate in prevention and control of domestic violence. .

- Promoting propaganda about the good traditions of Vietnamese people and families in 2017 theme "Building the personality of Vietnamese people from moral and family lifestyle education".

- Disseminating knowledge and skills on family marriage and family cultural development; Resolutely fighting against violations of morality, violations of law in family marriage, preventing domestic violence and other relevant contents.

4.2.1.4. Consultation on health and reproductive health care

- Promoting propaganda in various forms such as: through the media loudspeaker radio, leaflets, special posters in the industrial park, where the workers rent accommodation.

- Strengthening the provision of reproductive health care services, setting up psychological counseling and reproductive health clinics in crowded camps with regular staff to advise them.

- Strengthening the training of professional staff in communication and reproductive health education, especially in the field of advocacy skills

training, in order to have a team of experts providing better counseling services on reproductive health for workers in IPs.

- Training and building a network of peer educators who are stable and long-term workers in enterprises in IPs is also an effective solution. This team will work in the type of confidences, sharing, those knowing a lot propagating to those knowing less.

4.2.2. Group of solutions to strengthen parental attachment to children

4.2.2.1. Promoting the organization of kindergartens and schools for children of workers

- Establishing and constructing kindergartens in the villages of Kim Chung Commune

- To expand kindergartens and schools in Kim Chung villages where there are many workers living

- Establishing kindergartens and schools near the roads leading to the North Thang Long Industrial Park

- Establishing kindergartens, schools next to fences or in industrial parks

4.2.2.2. Promoting construction of houses to provide care for children

- The improvement of accommodation for workers in North Thang Long Industrial Park requires the proper attention of Hanoi City, the business owner and the whole society. Particularly, the land bank in North Thang Long Industrial Park should be inspected for rebuilt or considering ineffective dormitory premises to change the usage purpose to sell to workers.

- Hanoi will continue to adopt social housing development policies for low-income people and promulgate incentive mechanisms and policies to stimulate organizations and individuals to contributing capital to investment projects on housing development for rent or purchase by the industrial park workers.

- Hanoi needs to create more favorable conditions on land fund, preferential treatment on land use fee, tax exemption, preferential loan, infrastructure support, simplified procedures for building permit, studying type of architectural style appropriate to the conditions of workers in industrial zones.

- Hanoi has a policy to make it compulsory for employers to employ a proportion of their capital to participate in the settlement of workers' housing through financial contributions or self-construction of houses for workers to rent or buy.

4.2.2.3. Development of childcare counseling services

- The province needs to develop childcare counseling services in industrial parks with workers raising young children between 3 months and 36 months so that workers can have access to counseling services, having child care knowledge and skills.

- Enterprises organize propaganda, counseling and services for workers with different topics: health care and nutrition, developmental milestones of children in order to detect early developmental delays, Language development for children, to ensure equal rights for children in entertaining and learning, creating a good premise for children to go to school later.

4.2.2.4. To propagate and popularize breast-feeding

- Propagating about the benefits of breastfeeding, installing milk storage cabinets in the enterprise; taking care of the daily meal quality of the workers in the workplace, helping the workers to have good health conditions, being at peace of mind to commit to the business and increase productivity.

- Communicating to mothers about issues related to breastfeeding and child care. Breastfeeding for the first 6 months. Improving the practical knowledge of feeding infants with substitutes for breast milk.

4.2.3. Group of solutions to strengthen the connection between the conjugal couple and the grandparents

4.2.3.1. To care for, support and encourage grandparents timely

- Expanding welfare and social services for elderly care, diversifying the forms of caring for the elderly, ensure that the elderly can choose from home or family-based care to out-of-family carer. In accordance with the circumstances, abilities and aspirations of the elderly.

- Concerns, supports and encouragement from children and grandchildren are the best source of encouragement, the children are to frequently call to ask about health, sickness, eating and living, entertainment and regular exercise to ensure health.

4.2.3.2. Taking care of and being responsible for the parents

- Although industrial workers, due to the nature of their work, are not close to their parents, they have to take responsibility and care for their elderly parents, which is a bold social norm with typical of traditional culture.

- Children must be filial, respect the parents, to care more, to listen to the advice of parents and constantly learn to grow up to maintain the good tradition of the family. To love, care for, take care of the parents in their old age is both responsibility, and the obligation of children.

- Children have the duty to love, be respectful, grateful, filial, to care for their parents, maintaining the honor and good tradition of the family; Have the obligation and the right to care for and foster parents, especially when their parents have lost their civil act capacity, are ill, old or have disease.

4.2.3.3. To respect and be filial to the parents

- In order to strengthen bonding with the parents, the children must respect and be filial, expressing love to parents, showing fidelity to the paternity. Fidelity to parents is always considered one of the leading moral norms, to evaluate the virtue of a human being.

- The example of parental behavior with grandparents is the foundation for nurturing and creating filial affection for the children. In other words, living with filial piety to parents today is the nursery of your children's respect for us in the future.

4.2.3.4. Maintaining family's and family line's customs

- In order to strengthen family bonds, it is necessary to maintain the customs of family and family line, which are the values and norms of the traditional family and family line.

- The relationship between parents and children must be democratic, loving, respectful and responsible. Parents do not discriminate against children, especially between sons and daughters, respecting the legitimate needs of their children.

- Maintaining the family customs, the family needs to worship ancestors often to express gratitude for the gratitude of the ancestors, parents and grandparents.

- It is necessary to build and consolidate the family with the family line. When family ties are secured and maintained in accordance with the norms of the family institution, the family line will contribute to consolidating the stable institution of the family and family line.

CONCLUSION

Through researching on the concepts of cohesion, family, family linkages, the author presents some findings on related concepts such as; economic bonding between husband and wife, power cohesion between husband and wife, and the psychological and sentimental attachment between husband and wife to supplement and guide the study process.

The theoretical approach is the use of a perspective or system of theoretical perspectives in order to: broaden the scope of the subject, identify

the subject matter, explain the causes, processes and / or predict the trend of change of the research object. The thesis deals with the theory of social exchange and the theory of social solidarity.

The cohesion between workers' husband and wife in the industrial zone in particular, as well as association between workers' family members in general are changing quite strongly, showing the loose and unsustainable links. This can be seen in the fact that couples are linked through economic resource, power, job assignment, communication, and sexuality.

Parental and child attachment is an important indicator of family change. But those changes also create a cultural shock to the relationship between parents and children. The attachment of children to parents is also noted in this relationship to help the study have more dialectical view of the relationship between parents and children in today's workers' families.

It can be seen that the working conditions and the job characteristics of the conjugal couples make a lot of difference to their relationship with their grandparents and vice versa. Most of the conflicts in this relationship are concerning psychology of age, descendant education, economic conditions, lack of visiting, gifts ... However, it is also noticed that the family of workers received a lot of support from the grandparents, such as: caring, educating the children, looking after the home and the children; providing food support from the countryside

With the three set out hypotheses, the results of the study has proved the correctness of the first hypothes, which is "the cohesion in families of workers in the North Thang Long Industrial Park is still loose". And answered a part of the second research question, which is "What factors affect the cohesion in a married couple's relationship?". Affirmed the second hypothesis to be partly correct, which concerns with: The living conditions, job characteristics and cohabitation status having a strong influence on the attachment in the worker's family.

Thus, the thesis contributes to the concept of workers' family, the concept of cohesion in workers' families to the present conceptual system; clarifying many questions and research hypotheses; providing an honest and objective analysis of the current state of cohesion in the worker's family; at the same time analyzing the factors that affect the bonding of the couple, the attachment of parents and children, attachment of the conjugal couple and grandparents; Introducing a very feasible system of solutions and recommendations to strengthen the cohesion in families of industrial workers.

RECOMMENDATIONS

1. For the Party and the State

- Continuing to consolidate the apparatus and cadres doing family works to ensure the implementation of the task of managing and organizing the family work from the central to local level, assigning full-time work to each level / department.

- Improving the professional management capacity for the contingent of cadres, civil servants and employees, collaborators working in the family sector.

- Continuing to build and perfect the system of laws, policies and social service systems related to workers' families.

- Developing workers' family models for sustainable development by family types, occupation and social groups.

- Strengthening the research, investigation and comprehensive survey on the family of workers.

2. For the concerned ministries and branches

- Implementing communication activities, raising the capacity and awareness of workers.

- Compiling documents on family roles, quality of family relationships, family relationships with other institutions.

- Organizing prenatal courses that help workers get knowledge about marriage before they get married, reducing family conflicts as best as possible.

- Developing a family counseling system, providing services in family behavioral skills.

3. For the Management Board of industrial zones

- To incorporate family-related contents into the programs and plans of operation of the Management Boards of industrial parks and export-processing zones.

- Organizing clubs to raise awareness and family behavioral skills, resolving conflicts between husband and wife relationships, parent-grandparents, parents-children.

- Supporting family knowledge for workers through the operation of industrial zones.

4. For local government

- Expanding the welfare and care services for the elderly, young children so that workers can work peacefully.

- Formulating policies to prioritize enterprises and investors to directly implement the program to create sustainable jobs for workers.

- To step up the policy of supporting the stabilization of the family economy in line with one of the three objectives of the Vietnam Family Strategy till 2020 with a vision to 2030.

5. For socio-political organizations

- Strengthening the propaganda and dissemination of law education for workers' families in various forms such as loudspeaker media, leaflets, posters.

- Developing counseling services on relationships between couples, children and parents for families of industrial workers is very necessary.

6. For enterprises

- In order to raise the workers' family cohesion, it is necessary to promote the issue of organizing housing for workers and establishing kindergartens and schools.

- The policy of maternity should be reasonable, there should be support for women working in enterprises, who are raising children.

- Coordinating with mass organizations, visiting and encouraging families of workers, providing timely support to families with difficult circumstances or unlucky events.

- Promoting the role and responsibility of trade unions in enterprises to participate in the propaganda and education on family for workers.

7. For workers

- Actively updating knowledge and understanding about reproductive health, child care, and child education. Behavioral skills in family relationships.

- Taking initiative in planning and scheduling appropriate work and family.

- Coordinating with the mass organizations to actively participate in organizing activities for workers.

LIST OF SCIENTIFIC RESEARCH WORKS

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