

**HO CHI MINH NATIONAL ACADEMY OF POLITICS**

**TRAN THI LY**

**ENSURING THE ECONOMIC INTERESTS  
OF EMPLOYEES IN INDUSTRIAL PARKS  
IN THE AREA HANOI CITY**

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## INTRODUCTION

### 1. The urgency of the topic

Hanoi city is not only a political center but also one of the economic locomotives of the country. With its geographical and economic position, Hanoi attracts many large economic groups in Vietnam as well as in the world to invest, thereby forming many industrial parks, attracting and creating jobs for workers inside and outside the province. In industrial zones, workers are the direct participants in production activities, generating material wealth, added value, and making significant contributions to economic growth, the state budget, and the competitiveness of enterprises. The quality, productivity, and discipline of workers determine the operational efficiency of industrial zones and directly affect their ability to attract both domestic and foreign investment.

Hanoi is considered an area with labor disputes on a downward trend, but the economic benefits of workers are still not guaranteed, reflected in the issue of housing for workers (over 80% of workers are renting hostels), although labor is an urgent requirement, it is lacking compared to the rapid increase of the labor force dynamic. There is still a situation where many enterprises stop operating or cut personnel, illegally terminate labor contracts, owe salaries and social insurance debts of employees; the income level still does not meet the minimum living needs. In order to ensure the economic interests of workers in the capital, in order to develop the lives of workers in general and workers in industrial parks in particular, it is an urgent issue that needs to be solved. The thesis identifies inadequacies in the implementation of ensuring the economic interests of workers in industrial parks and improving the quality of life of workers, thereby contributing to stabilizing social security and creating a driving force for sustainable development of industrial parks. In that sense, the doctoral student chose the issue "*Ensuring the economic interests of workers in industrial parks in Hanoi city*" as his doctoral thesis topic in Political Economy.

### 2. Research objectives and tasks

#### 2.1. Purpose of the study

The thesis clarifies the theoretical and practical issues of ensuring the economic interests of workers in industrial parks in Hanoi city. In addition, the thesis also assesses the current situation of ensuring the economic interests of workers, thereby aiming to propose views and solutions to continue to better ensure the economic interests of workers in industrial parks in Hanoi city until 2035.

## **2.2. Research tasks**

- An overview of the situation of research works at home and abroad related to economic interests and ensuring the economic interests of employees; an overview of the research results achieved and the gaps posed in the thesis that need to be further researched and solved.

- Explaining the theoretical basis of economic benefits and ensuring the economic interests of workers in industrial parks. Research and survey the experiences of some localities in the country, on that basis, draw lessons for Hanoi City.

- Analyze and evaluate the current situation of ensuring the economic interests of workers in industrial parks in Hanoi city from 2016-2025; point out the causes and problems that need to be solved from the current situation.

- To propose views and main solutions to strengthen the assurance of economic interests of workers in industrial parks in Hanoi city by 2035.

## **3. Objects and scope of research of the thesis**

### **3.1. Research objects**

The research object of the thesis is the content of ensuring the economic interests of workers in industrial parks.

### **3.2. Scope of the study**

- Content: The thesis focuses on researching to ensure the economic interests of workers in industrial parks in Hanoi city.

- Space: Within the scope of the Thesis, the research focuses on surveying the types of non-state companies in Quang Minh Industrial Park, Lang Hoa Lac Industrial Park, Minh Khai - Vinh Huy Industrial Park.

- Regarding time: The thesis studies the assurance of economic benefits of employees from 2016-2025.

## **4. Theoretical basis and research methods**

### **4.1. Theoretical basis of the thesis**

The thesis is based on the theoretical basis of Marxism-Leninism, Ho Chi Minh Thought, the Party's lines and guidelines, the State's policies and laws, selectively absorbing economic science knowledge related to the thesis topic.

### **4.2. Research methods**

The thesis uses the methodology of dialectical materialism and historical materialism of Marxism-Leninism and uses the methods of scientific abstraction, statistical and comparative methods, analytical-synthesis methods, sociological investigations, data collection and processing. The thesis also uses the method of

summarizing practices to ensure the economic interests of workers in industrial parks in Hanoi.

## **5. New scientific and practical contributions of the thesis**

### ***New Theoretical Contributions:***

The thesis explains the theoretical basis for the development of policies and measures to ensure the economic interests of workers in industrial parks. On the basis of interest relations in market economic conditions, the study identifies four core contents of ensuring economic benefits, including: (i) Developing and perfecting the implementation mechanism to ensure economic benefits of employees; (ii) The coordination of relevant entities in the process of ensuring the economic interests of employees; (iii) Diversifying assurance methods to meet the characteristics and diverse needs of employees; and (iv) Promptly and effectively resolving conflicts and disputes arising in the process of implementation. These contents are approached on the principle of harmonizing interests, creating a driving force for simultaneous development for both employers and employees.

### ***New practical contributions:***

The thesis focuses on systematically analyzing and evaluating the current situation of ensuring the economic interests of workers in industrial parks in Hanoi city, thereby clarifying the achieved results, remaining limitations and main causes. On that basis, the thesis builds a system of views and proposes a group of solutions to improve the efficiency of ensuring the economic interests of workers in industrial parks in Hanoi in the coming time. The research results of the thesis, to a certain extent, are not only of reference significance for policy making and labor management, but also contribute to supplementing the scientific basis for research and teaching of related topics.

## **6. Structure of the thesis**

In addition to the prologue; In conclusion, the content of the thesis consists of 4 chapters:

Chapter 1: Overview of the research situation related to the thesis

Chapter 2: Theoretical basis and experience on ensuring the economic interests of workers in industrial parks

Chapter 3: The current situation of ensuring the economic interests of workers in industrial parks in Hanoi city in the period of 2016 - 2025

Chapter 4: Some solutions to ensure the economic benefits of workers in industrial parks in Hanoi city by 2035

## **Chapter 1**

### **OVERVIEW OF RESEARCH RELATED TO ENSURING THE ECONOMIC INTERESTS OF EMPLOYEES**

#### **1.1. OVERVIEW OF RESEARCH WORKS**

##### **1.1.1. Foreign works on assurance of economic interests of laborers**

###### ***1.1.1.1. Research group on the content and form of expression of economic interests of employees in enterprises in general***

These studies show that the economic benefits of workers not only include direct financial factors but also extend to aspects such as long-term financial security, work-life balance, and a positive work environment. Some authors can be mentioned: Addison J.T. and Paulino Teixeira (2003) in their work “*The Economics of Labor Market Regulation*”. Sara R. Collins and colleagues (2004), in the study “*Wage, Health Benefit, and Workers’ Health*”. Another important factor noted in the research by Allen, D. G., & Bryant, P. C. (2012), “*Managing Employee Turnover: Dispelling Myths and Fostering Evidence-Based Retention Strategies*”, is job flexibility, such as flexible working hours and opportunities for remote work.

###### ***1.1.1.2. Research group on solutions to ensure the economic interests of employees in enterprises***

Authors John E. Anderson and Robert W. Wassmer (2015) conducted the study “*Industrial Clusters and Labor Market Discrimination in Developing Economies.*” The ILO, in its 2020 study “*Decent Work in Global Supply Chains,*” focuses on promoting sustainable work and ensuring workers’ rights within global supply chains. According to the report *Global Wage Report 2020-21: “Wages and Minimum Wages in the Time of COVID-19,”* the report emphasizes the impact of the COVID-19 pandemic on wages, income inequality, and wage protection measures.

It can be said that typical studies on how to ensure the economic interests of employees in enterprises have come up with many specific and comprehensive solutions to create a fair and sustainable working environment. These studies highlight the importance of minimum wage policies, and that investment in vocational education and training is key to improving workers' skills and incomes.

##### **1.1.2. Domestic works on assurance of economic interests of laborers.**

###### ***1.1.2.1. Research group on the content and form of expression of economic interests of employees in enterprises***

Author Nguyễn Thị Minh Loan conducted the study “*Economic Benefits for Workers in Foreign-Invested Enterprises in Hanoi.*” Another study by Nguyễn

Thị Khoa is “*Development of Social Services for Workers in Industrial Zones in Ho Chi Minh City.*” Research by Lê Quang Hùng and Nguyễn Thị Lan (2019) is titled “*Training and Human Resource Development Policies in Enterprises in Vietnam.*” A study from the Ministry of Labor - Invalids and Social Affairs by Trần Minh Phương and Lê Thị Hà is “*Assessment of Labor Incentive Policies in Foreign-Invested Enterprises in Vietnam.*”

The studies all have general views on the concept of economic benefits of workers as a broad concept, encompassing all material and non-material benefits that employees receive from the process of working in enterprises. In addition, ensuring the economic interests of employees is a key factor in attracting and retaining talents, improving work efficiency and promoting the sustainable development of enterprises.

#### ***1.1.2.2. To study the current situation and solutions to ensure the realization of economic interests of employees in enterprises***

Author Bùi Văn Dũng, in the work “*Addressing Housing Issues for Workers in Industrial Zones in the North Central Provinces at Present.*” Author Phạm Thị Thương, in the study “*Economic Benefits for Workers in Private Enterprises in Thừa Thiên Huế Province.*” Research by Đỗ Quang Sơn, “*Ensuring the Rights and Benefits of Workers in Foreign-Invested Enterprises under Current Vietnamese Law*”. Studies on the economic benefits of workers in enterprises in Vietnam show that many problems exist that need to be improved. Although wage and welfare policies have been improved, they still do not fully meet the basic living standards of workers. Key proposals include: reform of wage policies, increased monitoring of welfare enforcement, expansion of vocational training, awareness of workers' rights, and financial support for small businesses.

### **1.2. GENERAL OVERVIEW OF THE RESULTS ACHIEVED BY RESEARCH WORKS RELATED TO THE TOPIC AND THE "GAPS" OF THE THESIS THAT NEED TO BE FURTHER RESEARCHED**

#### **1.2.1. Overview of results of research works related to ensuring economic interests of employees**

*First, existing studies have examined in depth the substantive dimensions as well as the modes of implementation of safeguarding employees' economic interests within enterprises.*

These studies indicate that ensuring employees' economic interests encompasses the provision of reasonable wages and bonuses, social insurance, health insurance, and other benefits such as leave entitlements, sickness allowances, and various forms of support. The implementation of these policies is carried out through legal regulations and enterprises' internal policies. Ensuring

economic interests not only serves as a work incentive but also contributes to reducing labor instability and enhancing employees' attachment to enterprises, although many enterprises encounter difficulties due to financial constraints and managerial limitations. Several studies have focused specifically on wage policies and economic benefits, emphasizing that performance-based and seniority-based wage determination mechanisms play a crucial role.

Overall, the literature suggests that ensuring employees' economic interests in Vietnam is a complex and multidimensional issue that requires close coordination between enterprises and state management agencies. Proposed solutions include improving wage and bonus schemes, enhancing welfare policies, strengthening workforce training, and intensifying supervision over policy implementation in order to improve effectiveness and better protect employees' rights and interests.

*Second, studies have focused on the current situation and solutions for ensuring the realization of employees' economic interests in enterprises.*

Existing research has analyzed foreign-invested enterprises, private enterprises, and enterprises operating in industrial zones, with particular attention to aspects such as wages, bonuses, working conditions, training, spiritual life, housing, transportation, employment stability, occupational safety, and insurance regimes. The findings indicate that the majority of enterprises comply with legal regulations concerning employees' rights. However, a proportion of enterprises still fail to fully implement these regulations, as evidenced by inadequate wages and bonuses, prolonged probationary periods, insufficient provision of protective equipment, and evasion of social insurance contributions.

Based on empirical investigations, researchers have identified limitations, underlying causes, and factors affecting employees' economic interests. Accordingly, several groups of solutions have been proposed: solutions from the state, including improving the business environment, refining policy mechanisms for different types of enterprises, supporting training, and enhancing the responsibilities of state agencies and local authorities in enterprise management; solutions from employees, such as improving professional qualifications, legal awareness, and discipline; and solutions from enterprises, including strengthening compliance with Vietnamese laws, creating favorable working environments, and enhancing corporate social responsibility.

### **1.2.2. Thesis "Gaps" that need to be further researched**

Foreign studies mainly focus on the general labor market or industrial parks in developed countries and some developing economies, while domestic studies are largely approached by industry, type of business, or individual local scope,

there has not been much in-depth research, the system considers the issue of ensuring the economic interests of workers in industrial parks in Hanoi city as a specific socio-economic space.

In addition, many new projects stop at analyzing each individual element of economic benefits such as wages, benefits, insurance, training or housing, or approach mainly from a legal and policy perspective, but have not yet developed an overall analysis framework to clarify the coordination mechanism between relevant actors such as the State, enterprises, trade unions and employees themselves in the process of ensuring economic benefits.

At the same time, the gap between legal regulations and current practices in industrial parks, as well as the level, efficiency and synchronization in the implementation of policies to ensure the economic interests of workers, have not been fully analyzed, especially the causes of the disparity in benefiting between groups of workers and between businesses.

In addition, the role and effectiveness of grassroots trade unions in protecting the economic interests of workers in industrial parks are still mainly mentioned at a general level, lacking in-depth evaluation studies in the interaction relationship with enterprises and state management agencies.

These existing gaps highlight the need for an in-depth, comprehensive, and systematic study on ensuring the economic interests of workers in industrial zones within Hanoi City, in order to provide a scientific and practical foundation for the formulation and implementation of appropriate policies in the current period.

## **Chapter 2**

### **THEORETICAL BASIS AND PRACTICAL EXPERIENCE IN ENSURING THE ECONOMIC INTERESTS OF WORKERS IN INDUSTRIAL PARKS**

#### **2.1. CONCEPT, NECESSITY, SUBJECTS AND METHODS OF ENSURING ECONOMIC INTERESTS OF WORKERS IN INDUSTRIAL PARKS**

##### **2.1.1. Definition of economic benefits, economic interests of employees and ensuring economic interests of employees in industrial parks**

The thesis clarifies four core concepts that have fundamental significance for the approach and analysis of research content.

*Benefits are the values that a person or social group achieves in order to satisfy their needs. It does not exist abstractly or subjectively, but is associated with specific social relations. The benefits are both material, spiritual, cultural, and political, as well as the driving force for human action and social development.*

*Economic benefits are an objective category, which is the material benefits obtained from carrying out human economic activities, reflecting the relationship between workers and business owners in satisfying material and spiritual needs.*

*The economic interests of employees manifest the relationship between employees and subjects that use goods and labor power; are not only incomes that satisfy their economic needs, but also include conditions that ensure that workers meet their living needs to survive, develop and motivate them to participate in the operation of the enterprise.*

*Ensuring the economic interests of workers in industrial parks is the process by which actors in and related to industrial parks implement a synthesis of measures through which workers enjoy a stable, safe and sustainable standard of living through their work.*

### **2.1.2. The role of ensuring economic interests of workers in industrial parks**

- To be one of the basic bases for the development of production and the development of stable and sustainable industrial parks.

- Motivation for employees to actively participate in production and business activities, and at the same time promote the development of industrial parks for social progress.

- To create conditions for the more and more full realization of social justice in distribution, which is the basis for the existence and development of actors in the economy.

- Create a suitable cultural environment for promoting human factors in production and business

### **2.1.3. Entities ensuring economic interests of laborers in industrial parks**

#### *State and local governments*

The State plays an essential role in safeguarding employees' rights through the development of a comprehensive legal framework, the creation of employment opportunities, the protection of income-related rights and working conditions, the establishment of mechanisms for labor dispute resolution, and the advancement of social security systems such as health insurance and social insurance. The State also intervenes to ensure harmony and equity in labor relations and to promote the sustainable development of the labor market. In addition, the State bears responsibility for supervising and inspecting enterprises' compliance with these regulations, particularly within industrial zones.

Local authorities likewise play a significant role in monitoring and supporting the implementation of state policies at the local level. They are responsible for ensuring that enterprises within their jurisdictions strictly comply with labor laws, while also assisting workers in resolving labor disputes and safeguarding their legitimate rights and interests.

#### *Employers*

Employers are the primary actors responsible for creating and maintaining employment for workers. They are required to ensure fair wages, social welfare benefits, and safe working conditions. To achieve these objectives, enterprises

need to establish clear internal policies regarding wages, bonuses, welfare benefits, and other related rights and entitlements. Moreover, employers should listen to and address employees' opinions and grievances in a fair and transparent manner. In addition, investment in training and skills development not only enhances employees' capacities but also strengthens enterprises' competitiveness in the labor market.

#### *Political organizations*

Mass organizations such as trade unions, professional associations, and other social organizations play a significant role in safeguarding employees' interests. Trade unions serve as representative bodies for workers' voices and bear the responsibility of negotiating with employers over working conditions, wages, and welfare regimes. They also play an important role in resolving labor disputes and protecting the legitimate rights and interests of workers. In addition, these organizations may organize training programs to raise workers' awareness of their rights and the means to protect them. They can also provide legal assistance to workers in labor-related conflicts.

#### *Employees themselves*

Employees must be self-aware and proactive in protecting their own rights and interests. They need to have a clear understanding of labor laws and regulations, as well as their rights and obligations within labor relations. Employees should actively participate in the activities of trade unions and other mass organizations, cooperating with these bodies to safeguard their legitimate rights and interests. In addition, employees are required to continuously enhance their skills and professional qualifications through education and training.

#### **2.1.4. Methods of ensuring economic interests of laborers in industrial parks**

Ensuring the economic interests of employees in accordance with the State's policies, legal mechanisms and the role of social organizations.

Ensuring the economic interests of employees according to market principles.

Ensuring the economic interests of employees based on the production and business situation of enterprises and employees.

## **2.2. CONTENTS, EVALUATION CRITERIA AND FACTORS AFFECTING THE ASSURANCE OF ECONOMIC INTERESTS OF EMPLOYEES IN INDUSTRIAL PARKS**

### **2.2.1. Contents and criteria for assessment to ensure economic interests of employees in industrial parks**

#### ***2.2.1.1. To formulate appropriate mechanisms to ensure the economic interests of laborers in industrial parks***

Develop an appropriate mechanism to ensure the economic interests of workers in industrial parks based on the following bases: (1) Based on the Party's

guidelines; (2) Based on the most basic system of policies and laws of the State related to the economic interests of employees.

Evaluation criteria: Synchronization; Efficiency; Transparency

#### ***2.2.1.2. Coordination of subjects in ensuring the economic interests of laborers.***

- Ensuring the harmonization of economic interests between employees and employers.
- Ensuring the alignment of economic interests among employees.
- Ensuring the balance and coherence between individual interests, group interests, and social interests.

**Evaluation criteria** include: (i) the capacity to create favorable material conditions to safeguard the economic interests of employees; (ii) the degree of regular coordination among relevant stakeholders; (iii) the degree of coherence and robustness of coordination mechanisms; and (iv) the effectiveness of such coordination, as reflected in tangible outcomes such as improvements in working conditions, strengthened protection of employees' economic rights and interests, and enhanced quality of labor relations within enterprises.

#### ***2.2.1.3. To diversify methods to ensure the economic interests of workers in industrial parks***

First, through the system of state laws and public policies.

Second, through the role of local governments.

Third, through employers.

Fourth, through trade union organizations.

Finally, workers themselves are direct stakeholders actively participating in the process of safeguarding their own economic interests.

Evaluation criteria:

The evaluation of this approach is reflected in the diversity of its implementation mechanisms while remaining in compliance with the legal framework. The evaluation criteria should be grounded in flexibility, accessibility, relevance, and practical effectiveness.

#### ***2.2.1.4. Settlement of conflicts and disputes***

Resolving labor disputes in a fair and timely manner is an indispensable component of modern human resource management. When conflicts are addressed promptly, workplace tension and instability are minimized, thereby enhancing employee satisfaction and strengthening their commitment to the organization.

Evaluation criteria:

Timeliness and proactiveness; transparency and fairness; effectiveness; feasibility and appropriateness; and the level of employee satisfaction and organizational commitment.

## **2.2.2. Factors affecting the assurance of economic interests of employees in industrial parks**

### ***2.2.2.1. Factors inside industrial parks***

- Production and business efficiency of enterprises and sense of responsibility of enterprises
- Capacity of workers in industrial parks;
- Employers;
- Trade union organizations, representatives of employees;
- The nature of the work and the cultural factors of the enterprise.

### ***2.2.2.2. External factors of industrial parks***

- The development of technology;
- Labor market relations;
- Socio-political factors;
- Integration trends

## **2.3. PRACTICAL EXPERIENCE OF SOME LOCALITIES IN THE COUNTRY ON ENSURING THE ECONOMIC INTERESTS OF WORKERS IN INDUSTRIAL PARKS AND LESSONS LEARNED FOR HANOI CITY**

### **2.3.1. Experiences of some localities in the country in ensuring the economic interests of workers in industrial parks**

#### *- Ho Chi Minh City's experience*

Some of Ho Chi Minh City's experiences in ensuring the economic interests of employees are shown: Promoting propaganda to raise the awareness of paying insurance premiums for employees; Good coordination between employers and grassroots trade unions; The city government pays special attention to the wage and income policies of workers in industrial parks; Focus on training and skill development for employees

#### *- Experience of Da Nang city*

Da Nang City with development strategies and policies such as: Promoting housing priority policies and propagating the law to ensure the economic rights and interests of workers; Organizing free vocational training programs or for unemployed workers; Applying information technology to implement regimes and policies on unemployment insurance to ensure the economic interests of employees; Build a green, clean, and beautiful working environment, creating favorable conditions for employees.

#### *- Experience of Hai Phong city*

Hai Phong City has had experience in ensuring the economic interests of employees such as: Improving the quality of collective labor agreements; Improve the quality of collective bargaining dialogue to increase wages and incomes for employees; Coordinate to protect the rights and interests of workers; The city has

implemented Project 404 on private independent children's groups since 2014; Managing arising issues such as the environment, insecurity and order

### **2.3.2. Lessons learned for Hanoi City**

Firstly, it is necessary to create conditions to improve income and working conditions for workers through collective bargaining

Secondly, it is necessary to improve the assurance of occupational safety and hygiene, help reduce occupational accidents and improve the health of employees, ensuring the economic interests of employees.

Thirdly, it is necessary to fully fulfill insurance obligations for employees

Fourth, encourage the participation of employees in the decision-making process in the operation of enterprises

Fifth, it is necessary to develop training programs and improve skills for workers not only to improve personal capacity but also contribute to the sustainable development of enterprises.

## **Chapter 3**

### **THE CURRENT SITUATION OF ENSURING THE ECONOMIC INTERESTS OF WORKERS IN INDUSTRIAL PARKS IN HANOI CITY IN THE PERIOD OF 2016-2025**

#### **3.1. OVERVIEW OF INDUSTRIAL PARKS IN HANOI CITY**

In the process of industrial development and urbanization, industrial parks in Hanoi city play an important role in attracting investment, creating jobs and promoting economic growth...

As of 2023, Hanoi city has 10 industrial parks, export processing zones and high-tech parks operating with a land area of 1,377.42 hectares (of which 9 industrial parks with an area of 1,270.5 hectares have been operating stably with an occupancy rate of nearly 100%)

Hanoi City has paid special attention to investment attraction activities and is committed to pioneering in creating a favorable investment and business environment, accompanying businesses.

#### **3.2. THE SITUATION OF ENSURING ECONOMIC INTERESTS OF WORKERS IN INDUSTRIAL PARKS IN HANOI CITY FROM 2016 TO 2025**

##### **3.2.1. Activities of developing, perfecting and applying the implementation mechanism to ensure the economic interests of employees**

###### ***3.2.1.1. Developing and improving mechanisms for safeguarding the economic interests of workers in industrial zones.***

The State has issued many documents to ensure the economic interests of employees, clearly demonstrating the efforts of Hanoi city in concretizing the guidelines and policies of the Central Government, ensuring a safe and sustainable

working environment, creating a relatively complete and transparent legal corridor. demonstrating deterrence and ensuring high enforcement.

### ***3.2.1.2. Activities related to the implementation of mechanisms safeguarding the economic interests of workers***

Implementation of mechanisms to the economic interests of employees: Activities are implemented relatively comprehensively in many aspects. Employees are entitled to labor contracts at a high rate. Salaries, wages and allowances are paid by enterprises in a variety of ways, the average income of employees is higher than the national average...

### **3.2.2. Coordination between subjects in ensuring the economic interests of employees**

#### ***3.2.2.1. Coordination between employees and employers; employees - employees; Employees - Employers - Society***

The coordination among stakeholders is primarily reflected in the relationship between the economic interests of workers and employers. This relationship embodies both convergence and potential conflict. Survey data indicate that efforts have been made by both workers and employers to build a harmonious relationship of economic interests. However, from the workers' perspective, many of their "efforts" to generate economic benefits for enterprises are often regarded as self-evident or inherent responsibilities, and thus receive limited recognition from employers.

The economic interest relations among workers themselves are increasingly examined in greater depth through dimensions such as the implementation of gender equality, anti-discrimination practices, and policies for female workers. Workers tend to rate enterprises' efforts in preventing discrimination more positively.

Both workers and employers are members of society; therefore, each possesses individual interests that are closely interconnected with broader social interests.

The relationship between enterprises and society is assessed through dimensions such as enterprises' compliance with all Vietnamese legal regulations in their production and business activities. Surveyed workers highly appreciate enterprises' fulfillment of their obligations to the wider community.

#### ***3.2.2.2. Coordination between the city government, socio-political organizations, enterprises and employees***

It can be seen that the coordination between employees, employers, trade unions and the government in Hanoi industrial parks has generally achieved many positive results. The relationship of interests between employees and enterprises is maintained at a relatively harmonious level. However, the level of recognition of employees' efforts is still limited, and the profits and reputation of businesses in

the community have not been highly appreciated. Thus, the coordination has basically met the criteria of harmony of interests, transparency and efficiency, but it is necessary to continue to strengthen the feedback mechanism, improve the rigor and fairness in implementation to ensure sustainable economic benefits for employees.

### **3.2.3. Diversification of methods to ensure economic benefits of employees**

Based on the analysis, it can be concluded that ensuring the economic interests of workers in industrial zones in Hanoi through diverse approaches has achieved many positive outcomes. The majority of workers highly appreciate employers' seriousness in complying with state regulations, as well as the role of trade unions in protecting workers' rights and organizing welfare activities. However, greater attention should continue to be paid to multiple dimensions within industrial zones, particularly the issue of workers' housing.

### **3.2.4. Resolving labor conflicts and disputes**

The employee survey noted that the active role of trade unions and trade unions in industrial parks has well promoted the role of protecting the interests of employees, representing them in negotiations with businesses and participating in dispute resolution. However, there are still some challenges that need to be overcome, such as further strengthening communication so that employees understand their rights and obligations, as well as ensuring transparency in the dispute resolution process.

## **3.3. ASSESSMENT OF ENSURING THE ECONOMIC INTERESTS OF EMPLOYEES IN INDUSTRIAL PARKS IN HANOI CITY**

### **3.3.1. Achievements and limitations in ensuring economic interests of employees in industrial parks in Hanoi city**

#### ***3.3.1.1. Results achieved in ensuring economic interests of employees***

*\* Results achieved in building and perfecting the mechanism to ensure the economic interests of employees*

Survey data indicate that the majority of workers had labor contracts in place prior to commencing employment, with a relatively high proportion reporting that they had read and clearly understood the contractual terms. However, some contracts still lack essential provisions, thereby adversely affecting workers' rights and interests. With regard to wages, a considerable proportion of workers perceive their pay as unfair, not commensurate with their skills and experience, and insufficient to meet the living needs of themselves and their families.

Regarding the arrangement of working time and rest periods, most respondents believe that enterprises have made reasonable arrangements, although a number of workers still consider them inappropriate. In terms of social, health,

and unemployment insurance, most enterprises comply with contribution requirements in a timely manner; nevertheless, concerns remain regarding the accumulation of insurance arrears. Occupational safety and health conditions are generally rated positively, yet a proportion of workers still feel that working conditions do not adequately ensure their safety.

Finally, with respect to gender equality and anti-discrimination, although enterprises have made formal commitments, implementation remains in need of further improvement. Overall, despite notable progress in safeguarding the economic interests of workers, continued efforts are required to improve policies in order to better protect workers' rights and enhance their quality of life.

*\* Results achieved in the coordination of subjects in ensuring the economic interests of workers*

The coordination between local authorities, trade unions, enterprises and employees has made many positive changes and there have been many efforts in directing and promulgating policies, organizing inspections and examinations, affirming the role of bridges, but the level of regularity, synchronization and closeness between subjects has not really met the expectations.

*\* Results achieved in diversifying methods*

The survey results show that employers are generally aware of complying with legal policies and implementing welfare for employees. The activities of trade unions are highly appreciated both in terms of representation, negotiation and welfare organization. However, there is still a gap in information transparency in inspection and examination activities, as well as a small part of employees who have not really noticed the effectiveness of methods of protecting their interests.

*\* Results achieved in resolving conflicts and disputes*

Legal mechanisms and policies to ensure the economic interests of employees are increasingly complete and are implemented relatively synchronously and effectively. Employers are aware of regulatory compliance, trade unions actively protect workers' rights, and support methods are also increasingly diverse.

### ***3.3.1.2. Limitations in ensuring economic interests of employees***

*First*, there are still seasonal contracts, although this rate is not much.

Although the rate of labor contract signing has improved, there remain some enterprises that do not fully comply with regulations. Some workers still report that labor contracts are not concluded on time or that the contract contents are unclear, leading to labor disputes and a lack of transparency in labor relations.

*Second*, there are still many limitations in complying with working and resting time. Some businesses still do not ensure enough rest time for workers, especially in manufacturing industries that require intense labor.

Thirdly, the income of workers in industrial parks in Hanoi still does not meet the necessary minimum living standards. Although income has shown a tendency to grow over the years, this achievement has been primarily driven by the State's basic wage policies combined with employers' investment and attention. However, in practice, despite rising wages, income remains insufficient to fully meet essential daily living needs, resulting in economic pressure and negatively affecting workers' quality of life. Delays in wage and benefit payments continue to persist. Some enterprises fail to pay wages on time or do not fully implement welfare policies such as health insurance, housing allowances, and other supplementary benefits. This situation poses challenges to workers' livelihoods and creates dissatisfaction among the workforce.

*Fourthly*, a portion of enterprises, particularly small and medium-sized enterprises, still fail to fully comply with legal regulations regarding social insurance, health insurance, and unemployment insurance. Moreover, there remain cases in which enterprises do not enroll all employees in the mandatory social insurance scheme or register only a portion of the workforce required to participate, seriously violating the legitimate rights and interests of workers.

*Fifthly*, although many enterprises have invested in improving working conditions, there remain some that do not fully comply with occupational health and safety standards. Safe working procedures are not strictly enforced, resulting in a high risk of workplace accidents and negatively affecting workers' health. Moreover, working conditions in certain enterprises still fail to meet the minimum requirements for the work environment; for example, damp conditions during the rainy season and excessive heat in the summer directly impact both workers' productivity and health.

### **3.3.2. Causes of results and limitations in ensuring economic interests of employees in industrial parks in Hanoi city**

#### ***3.3.2.1. Causes of the results achieved***

*Firstly*, the State's legal system and policies are becoming more and more complete and complete; it has the power to bind, ensure deterrence, and is an important basis for the implementation of economic interests of employees.

Secondly, the system of labor laws and policies has been thoroughly implemented to employees and employers,

*Thirdly*, inspection, examination and supervision activities of authorities at all levels and trade unions for the implementation of relevant laws and policies have been implemented, helping to minimize harm to the economic interests of employees.

*Fourthly*, the effective implementation of grassroots democracy regulations in enterprises also makes an important contribution to ensuring the economic interests of employees.

*Fifthly*, activities to ensure the economic interests of employees in industrial parks in Hanoi are not separate from ensuring the economic interests of employers.

*Sixth*, The active role of trade unions: trade unions in Hanoi industrial and export processing zones focus on through many aspects of activities

### ***3.3.2.2. Causes of limitations in ensuring economic interests of employees***

Although the system of labor policies and laws has been significantly improved, there are still "legal loopholes" that create conditions for enterprises to circumvent the law, especially in the fulfillment of the obligation to pay social insurance premiums.

Inspection and examination activities in accordance with the law have not been carried out regularly and continuously, reducing the efficiency of state management.

The link between local authorities and authorities in ensuring the economic interests of workers in industrial parks in Hanoi is still limited.

On the side of employees, a part of them is still limited in terms of professional capacity and social awareness.

The activities of trade unions in Hanoi's industrial parks have not yet maximized their role in protecting the legitimate rights and interests of workers.

## **Chapter 4**

### **VIEWS AND SOME SOLUTIONS TO ENSURE THE ECONOMIC INTERESTS OF WORKERS IN INDUSTRIAL PARKS IN HANOI CITY BY 2035**

#### **4.1. INTERNATIONAL AND DOMESTIC CONTEXTS RELATED TO ENSURING THE ECONOMIC INTERESTS OF EMPLOYEES**

##### ***International context***

In the context of globalization and deepening international integration, ensuring employees' economic interests is no longer merely an internal concern of individual nations but has become an integral component of global value chains, subject to multidimensional interactions among economic, political, technological, and international legal factors.

The Fourth Industrial Revolution (Industry 4.0) has also given rise to flexible forms of employment, such as gig work, remote work, and freelance work, thereby blurring the boundaries between formal and informal employment. While workers in the digital economy enjoy greater flexibility and a wider range of job opportunities, they also face heightened risks, including income instability, lack of social insurance coverage, absence of collective representation in bargaining processes, and increased vulnerability to exploitation and inadequate protection.

In this context, ensuring employees' economic interests has been regarded as one of the core requirements of labor policy and sustainable development strategies in most countries. This is reflected in the following aspects.

First, fair wages and income security constitute a prominent issue.

Second, social security systems and social welfare policies are increasingly emphasized.

Third, the participation of trade unions and the establishment of social dialogue mechanisms are identified as essential instruments.

Fourth, amid intensifying global trade competition, labor standards are gradually becoming part of non-tariff technical barriers. Failure to meet requirements related to employees' rights and interests may result in a country's goods being denied access to international markets, thereby adversely affecting domestic production and employment.

Therefore, ensuring employees' economic interests is not only a matter of social protection but is also closely linked to national competitiveness and a country's position within global value chains. This trend represents an important reference for Vietnam in general, and Hanoi in particular, in the process of formulating labor-related policies for workers in industrial zones.

### ***Domestic Context***

The acceleration of industrialization and modernization guided by the orientation toward sustainable development has led to the rapid expansion of industrial parks nationwide, particularly in key economic regions such as Hanoi, Ho Chi Minh City, Binh Duong, Bac Ninh, and Hai Phong. The increase in the number of industrial parks has generated substantial demand for labor, especially unskilled and semi-skilled workers.

The restructuring of the organizational system of the Vietnam Trade Union, effective from July 1, 2025, pursuant to the Trade Union Law 2024 (Law No. 97/2025/QH15), will have a direct impact on activities aimed at safeguarding the economic interests of workers in industrial parks. In terms of opportunities, a unified, streamlined organizational model with a clear delineation of responsibilities among the central level, upper-level trade unions, and grassroots trade unions is expected to enhance the effectiveness of leadership, coordination, and support for grassroots trade unions in industrial parks-areas characterized by a high concentration of workers. However, the challenges are also significant. The organizational transition process may create temporary gaps in the initial phase, potentially affecting the effectiveness of protecting workers' rights and interests. Therefore, while changes in the trade union organizational system provide opportunities for modernization and for strengthening the capacity to protect workers in industrial parks, they simultaneously pose an urgent need to

consolidate resources, enhance the training of trade union officials, and strengthen coordination mechanisms to ensure sustained effectiveness.

In summary, the current international and domestic contexts are creating a highly challenging and rapidly changing environment, giving rise to new demands. Countries cannot address these issues through isolated or short-term solutions; rather, they require a comprehensive strategy based on the improvement of legal frameworks in line with international standards, the harmonization of interests among stakeholders, the diversification of mechanisms for protecting workers' rights, and the enhancement of workers' adaptive capacity in response to technological change. This is not only crucial for individual provinces and cities but also for improving national competitiveness. Central to this process is the protection of the legitimate economic interests of the workforce-the core driving force of development.

#### **4.2. VIEWPOINT OF ENSURING THE ECONOMIC INTERESTS OF WORKERS IN INDUSTRIAL PARKS IN HANOI CITY**

- Ensuring that the economic interests of employees must be based on the legal system
- To ensure that the economic interests of employees must be harmoniously combined with the interests of employers and employees.
- Ensuring the economic interests of workers by diversifying methods
- The economic interests of laborers must ensure the reproduction of labor power and the improvement of laborers' lives.
- Ensuring that the economic interests of employees must be based on the production and business development of the enterprise

#### **4.3. SOLUTIONS TO ENSURE THE ECONOMIC INTERESTS OF WORKERS IN INDUSTRIAL PARKS IN HANOI CITY**

##### **4.3.1. Group of solutions on the side of the Hanoi city government**

The State needs to strengthen the inspection and supervision of the signing and implementation of labor contracts in enterprises; to disseminate and raise awareness of labor laws so that workers clearly understand their rights and obligations concerning working hours and rest periods; and to continue improving and supplementing legal provisions related to the payment of wages, salaries, and employee benefits. These regulations should be designed to be clear, transparent, and practical in order to prevent legal loopholes that enterprises might exploit.

Additionally, the State should provide financial support programs or tax incentives for enterprises that comply well with regulations on wage and benefit payments; adjust regional minimum wage policies to align with the actual cost of living in different areas; and promote vocational training and skills development programs for workers. These measures not only enhance their competitiveness in

the labor market but also enable them to negotiate higher wages based on their skills and experience.

In order to ensure the economic interests of employees in enterprises, the State needs to synchronously implement solutions that not only help protect the interests of employees but also contribute to building a fair and sustainable working environment.

#### **4.3.2. Group of solutions on the part of employees**

Workers need to proactively enhance their understanding of labor laws and their own rights; they should engage in self-learning and participate in training courses or labor law awareness programs organized by trade unions or competent authorities. Workers should carefully read and fully understand the terms of their labor contracts, while also requesting that enterprises conclude contracts on time and ensure transparency in all provisions.

It is essential for workers to actively monitor and record their working and rest hours, and to participate in regular dialogues between employers and employees or in trade union meetings to directly communicate their needs and opinions. Maintaining a positive and responsible attitude toward their work, and complying with the working hours stipulated by the enterprise, is equally important.

A particularly crucial solution is to regularly update themselves on policy changes and legal regulations related to social insurance. This enables workers to promptly grasp the latest adjustments made by the State and to ensure that enterprises implement them in accordance with current legal requirements.

#### **4.3.3. Group of solutions on the business side**

In order to ensure the socio-economic benefits of employees in industrial parks in Hanoi, enterprises need to synchronously implement solutions: 1. Develop a transparent and timely labor contract signing process; 2. Fully comply with regulations on overtime work and rest time; 3. To pay salaries, wages and benefits in full and on time; 4. To strictly comply with the provisions of law and fully fulfill the obligation to pay all kinds of insurance premiums for employees; 5. Establish and upgrade an occupational safety and hygiene management system.

#### **4.3.4. Group of solutions on the side of Trade Unions and socio-political organizations**

Grassroots trade unions need to be equipped with comprehensive legal knowledge, negotiation skills, and the ability to analyze enterprises' production and business conditions in order to proactively propose terms that are more favorable to workers. In addition, the Hanoi Federation of Labor should enhance its important role in providing technical support, labor market information, and developing reference indices on wages and benefits, giving grassroots trade unions a scientific basis for negotiation processes.

“Social supervision and critique” is a key responsibility of trade unions in participating in Party and government development, as well as representing and protecting the legitimate rights and interests of union members and workers. Promoting digital transformation in trade union activities is essential. The adoption of digital platforms allows grassroots trade unions to build comprehensive member databases and to monitor and regularly update information on workers’ income, benefits, and working hours. At the same time, online applications enable workers to easily submit petitions or complaints, which can then be addressed promptly and transparently.

By becoming part of the Vietnam Fatherland Front-the largest political alliance in Vietnam-trade unions gain stronger political standing. This strengthens their voice in shaping policies related to labor, wages, and social welfare, thereby enhancing their capacity to protect workers. Consequently, trade unions need to improve coordination with other member organizations such as the Women’s Union, the Youth Union, and the Farmers’ Association to implement welfare programs, housing support, social services, and vocational training for workers, especially migrant workers in industrial parks in Hanoi.

Furthermore, trade unions, in collaboration with socio-political organizations, should participate in legal advisory activities, disseminate knowledge about social and health insurance, and raise workers’ awareness of safeguarding their own rights. In this way, coordinated efforts between trade unions and socio-political organizations can create a “multi-layered social safety net,” contributing to the development of a stable and sustainable labor environment in Hanoi’s industrial parks.

#### **4.3.5. The group of solutions belongs to the Management Board of industrial parks**

For the Lang - Hoa Lac High-Tech Industrial Park, which is closely aligned with the orientation toward high-tech development and innovation, the area hosts numerous enterprises operating in software, information technology, and telecommunications sectors. Given these characteristics, the Management Board of High-Tech Parks and Industrial Parks in Hanoi should facilitate enterprises in implementing flexible compensation policies that link income to productivity and research and development outcomes. Investing in a high-quality welfare ecosystem-including housing for specialists, sports and cultural centers, and quality healthcare services-will help retain young and skilled talent. Enterprises should also be encouraged to establish clear career pathways, emphasize training in soft skills and creative management, and regularly assign staff to supervise the

provision of social insurance, health insurance, and unemployment insurance for workers.

For Quang Minh Industrial Park, which hosts a large number of foreign direct investment (FDI) enterprises in electronics, mechanical engineering, processing, and export sectors, the Management Board of Hanoi's Industrial and Export Processing Zones should focus on strengthening the inspection and supervision of labor law compliance, particularly regarding wages, contracts, and social insurance. At the same time, it should coordinate with grassroots trade unions to promote collective bargaining and develop high-quality collective labor agreements.

The Management Board should also monitor full compliance with occupational health and safety standards. It is recommended to establish a set of evaluation and ranking indicators for enterprises based on labor safety performance, publicly available on the electronic information portal to encourage enterprises achieving good results. In addition, close coordination with the Department of Labor, Invalids and Social Affairs, grassroots trade unions, and health authorities is necessary to organize regular occupational safety training sessions.

Minh Khai - Vinh Tuy Industrial Park is one of the longstanding industrial zones located within the inner city of Hanoi, hosting numerous enterprises in the textile, footwear, and food processing sectors, with a workforce predominantly composed of unskilled labor, particularly female workers. Firstly, the Management Board needs to monitor the timely payment of wages by enterprises. Enterprises should be encouraged to ensure that wage policies are adjusted in line with the urban minimum living standards while implementing a productivity-based wage mechanism.

Attention should also be given to incentivizing and monitoring enterprises in providing social welfare for female and unskilled workers. Enterprises should be encouraged to participate in establishing and developing childcare facilities for workers' children, invest in healthcare services specifically for female employees, and coordinate with local authorities in planning land for social housing, thereby contributing to the reduction of living costs for workers.

Simultaneously, the Management Board should work with enterprises to enhance workers' skills and adaptive capacity. To achieve this, it is necessary to support and connect enterprises with vocational training institutions to organize courses that improve both professional expertise and soft skills, thereby providing workers with greater opportunities for stable and long-term employment.

## CONCLUSION

The thesis has implemented four chapters and has carried out the research task of reviewing domestic and foreign research works related to economic interests, ensuring the economic interests of workers. The thesis also explained a number of general theoretical issues on solving economic benefits and ensuring the economic benefits of workers in industrial parks in Hanoi city.

From the analysis of the current situation, the thesis identifies the causes of limitations in ensuring the economic interests of workers in Hanoi industrial parks stemming from many of the following reasons:

- Although the legal system on labor, wages and social insurance has been improved, there are still many contents that are not in line with reality.

- The inspection and examination of the implementation of labor law at enterprises have not been carried out regularly, continuously and without deterrence.

- The level of cohesion and coordination of grassroots authorities and relevant departments with enterprises in supervising and protecting the interests of employees is still limited.

- A part of employees is still limited in terms of professional qualifications, skills, as well as social awareness, leading to weak ability to negotiate and protect their rights.

- Some grassroots trade unions have not really fully promoted the role of representing and protecting the legitimate and legitimate interests of employees. Shortage of qualified trade union officials.

Based on the reasons indicated, the thesis proposes a system of solutions to improve the efficiency of ensuring the economic interests of employees in industrial park enterprises in Hanoi. The solutions are divided into subject groups: the State, enterprises and employees, in which:

Solutions from the State: (1) It is necessary to strengthen the inspection and examination of labor law; (2) It is necessary to clearly assign supervision tasks to competent agencies and departments; (3) Promote the propagation of labor law policies to enterprises.

Solutions from the business side: (1) Strictly comply with labor laws; (2) Transparency in the announcement and disclosure of information; promptly solve problems; (3) Proactively build a friendly and fair working environment.

Solutions from the employee's side: (1) Employees need to actively improve their professional qualifications, sense of discipline and sense of responsibility at work; (2) Equipping knowledge of labor law; actively participate in dialogue and collective bargaining activities at enterprises; (3) Strengthen the role of reflection and recommendations through representative channels such as grassroots trade unions.

Solutions for trade union organizations: (1) Strengthen the establishment and improve the quality of trade union activities; (2) Fostering a contingent of trade union officials with sufficient capacity and negotiation skills ;(3) Proactively proposing contents, propagating, coordinating in signing and supervising the implementation of collective labor agreements.

Solutions belong to the Management Board of industrial parks: 1. Strengthen inspection and supervision of the implementation of labor law, 2. Promulgate a set of indicators for assessment and ranking of enterprises on occupational safety, publicize on the web portal; 3. To coordinate with the Department of Labor, War Invalids and Social Affairs, grassroots trade unions and health agencies in organizing periodic training; 4. To build and develop a system of preschools for workers' children, coordinate with the administration in planning land funds reserved for social housing; 5. To support and connect enterprises with vocational training institutions, helping workers have more stable and long-term job opportunities.

To ensure the economic benefits of workers in industrial parks in Hanoi, it is necessary to have synchronous coordination between stakeholders. In particular, the role of businesses and employees is key, because solutions from these two subjects are less dependent on administrative procedures, can be implemented quickly and effectively if there is a consensus and serious implementation. The State needs to play the role of creating the legal environment and closely supervising, while trade unions play the role of an intermediary bridge to help reconcile interests, resolve conflicts, and build harmonious, stable and progressive labor relations - a sustainable foundation to ensure the economic interests of employees in the new period.

**SCIENTIFIC WORKS**  
**PUBLISHED RELATED TO THE THESIS TOPIC**

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