

HO CHI MINH NATIONAL ACADEMY OF POLITICS

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**ENSURING THE RIGHT TO HOUSING
FOR WORKERS IN INDUSTRIAL ZONES
IN VIETNAM TODAY**

SUMMARY OF THE DOCTORAL DISSERTATION

FIELD: HUMAN RIGHTS LAW

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**The dissertation will be defended before the Academy-level
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**The dissertation is available for consultation at: The National Library
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INTRODUCTION

1. Rationale for the Study

Throughout various stages of national development, the Party and the State have consistently identified the provision of housing for the people, including workers in industrial zones, as a key task associated with the goal of sustainable development. This represents a consistent policy orientation aimed at providing the material and social foundations necessary for the comprehensive development of workers, while promoting the role of the working class in the process of national industrialization and modernization.

The development of industrial zones in Vietnam demonstrates that the need to ensure the right to housing of workers has become increasingly urgent. However, the capacity of housing policies and the housing market to meet this need remains highly limited. Consequently, in practice, the majority of workers still face considerable difficulties in accessing suitable housing. The number of workers able to purchase or rent housing under housing assistance programmes remains low, while many continue to live in cramped, temporary, unsafe and insecure rental accommodation. This situation affects not only workers' quality of life, health and family life, but also their psychological well-being, work productivity and long-term attachment to their employers, industrial zones and the localities where they work.

From a legal perspective, although housing and land legislation has undergone significant amendments, a number of gaps and inconsistencies remain in the mechanisms for ensuring workers' right to housing. Furthermore, mechanisms for supervision, inspection and the handling of violations relating to the right to housing of the population, particularly workers in industrial zones, continue to lack consistency and effectiveness. Consequently, a substantial gap remains between legal provisions and workers' actual enjoyment of the right, particularly in areas with large concentrations of workers.

Beyond the requirement to improve the legal framework, the issue of worker housing also requires meaningful participation by society as a

whole. The involvement of enterprises in investing in worker housing should be encouraged through both appropriate policy mechanisms and changes in the awareness and practices of implementing authorities, particularly with regard to planning, licensing, credit, investment support and operational management. At the same time, coordination among the State, trade unions, employers and other relevant stakeholders is necessary to support the development of worker housing.

Against the backdrop of Vietnam's continued industrialization and modernization and the expansion of industrial zones, labour migration from rural areas to industrial centres has become increasingly significant. Alongside employment needs, workers' need for stable housing that is affordable has emerged as a major social issue. For many workers, rent and other essential living expenses account for a substantial proportion of their already limited income. Therefore, the development of social housing for workers is intended not merely to address their immediate accommodation needs but also to ensure residential stability, stabilize the workforce, improve quality of life, reinforce social order and promote sustainable development.

On the basis of the aforementioned theoretical, legal and practical considerations, the doctoral candidate selected the topic ***“Ensuring the Right to Housing of Workers in Industrial zones in Vietnam Today”*** for the doctoral dissertation in Human Rights Law.

2. Research Aim and Tasks

2.1. Research Aim

The dissertation aims to develop and apply a theoretical and legal framework for ensuring the right to housing of workers in industrial zones; on that basis, to assess the compatibility of Vietnamese law with human rights standards, measure the gap between the legal recognition of the right and its actual enjoyment, identify the underlying causes and the responsibilities of relevant actors, and propose verifiable legal and implementation measures to enhance the protection and realization of this right in Vietnam.

In addition, the dissertation provides a comprehensive assessment of the current situation regarding the right to housing of workers in industrial zones in Vietnam and, on that basis, proposes perspectives and solutions for effectively ensuring the realization of this right in the coming period.

2.2. Research Tasks

First, to review the existing literature related to the dissertation topic.

Second, to analyse the conceptual foundations of the right to housing of workers in industrial zones and of the concept of ensuring this right; to distinguish the right to housing from home ownership rights, the right to residence and other related rights; and to establish the substantive elements of the right, the three categories of obligations to respect, protect and fulfil, as well as a set of assessment criteria and indicators.

Third, to analyse the law and practice during the 2016–2026 period in order to assess the level of enjoyment of the right, identify barriers and structural causes, and determine the legal responsibilities of each relevant actor.

Fourth, to propose perspectives, a model for the allocation of responsibilities and a system of solutions corresponding to each group of causes; and to identify the lead actors, instruments, resources, implementation roadmap, assessment indicators, monitoring mechanisms and accountability mechanisms.

3. Research Subject and Scope

3.1. Research Subject

The subject matter of the dissertation comprises the relationships, standards and legal mechanisms relating to the respect, protection and fulfilment of the right to housing of workers in industrial zones. Particular emphasis is placed on the substantive content of the right; the obligations of the State and the corresponding responsibilities of non-State actors; the applicable legal framework; law implementation and enforcement; and workers' actual enjoyment of the right.

3.2. Research Scope

Scope of content: The dissertation examines workers’ right to access, use and maintain lawful, safe and affordable housing connected with essential living conditions in industrial zones.

Geographical scope: The dissertation focuses on the implementation of policies for ensuring workers’ right to housing in Vietnam, with particular reference to Dong Nai, Ho Chi Minh City (following its merger with the former Binh Duong province), Tay Ninh (following its merger with the former Long An province), and Bac Ninh.

Temporal scope: The study covers the period from 2016 to 2026, while also incorporating legislative and policy changes that have entered into force or been promulgated up to the completion of the dissertation, and proposes orientations towards 2030.

4. Theoretical Foundations and Research Methods

4.1. Theoretical Foundations

The dissertation is conducted on the basis of the guidelines and orientations of the Party and the policies and laws of the State concerning the protection and realization of the right to housing of workers in industrial zones in Vietnam.

4.2. Research Methods

The dissertation adopts an interdisciplinary approach, with the human rights-based approach serving as its overarching methodological framework. It also employs documentary research, analytical and synthetic methods, comparative legal analysis, and the human rights-based approach.

5. New Contributions of the Dissertation

The dissertation develops the concept of “ensuring the right to housing of workers in industrial zones”, thereby clearly distinguishing the right to housing from home ownership rights and housing assistance policies.

The dissertation proposes an analytical framework comprising four components: standards governing the right; obligations and responsibilities of relevant actors; conditions for implementation; and outcomes of rights enjoyment. These components are further operationalized into criteria and

indicators that may be used to assess laws, policies and workers' housing experiences.

The dissertation supplements existing scholarship with empirical evidence derived from 895 survey questionnaires and longitudinal and locality-specific data. It clarifies a multi-stakeholder responsibility model, under which the State bears the primary legal obligations; local authorities are responsible for implementation; while industrial park infrastructure developers, employers, trade unions, housing providers and workers bear corresponding responsibilities according to law, their commitments and their actual degree of control.

The dissertation proposes a system of solutions addressing institutional, planning, financial, rental-market and enforcement-related causes, with clearly identified implementing actors, legal instruments, resources and implementation roadmaps.

6. Theoretical and Practical Significance of the Dissertation

6.1. Theoretical Significance

The findings of the dissertation contribute to a clearer interpretation of the viewpoints, guidelines and orientations of the Party and the policies and laws of the State concerning the protection and realization of the right to housing of workers in industrial zones in Vietnam today.

6.2. Practical Significance

The findings of the dissertation contribute scientific grounds for leaders of ministries, sectors, provinces and centrally governed cities, provincial and municipal People's Committees, and particularly Federations of Labour at various levels and trade union organizations in industrial zones in Vietnam in implementing policies aimed at ensuring workers' right to housing.

The dissertation also serves as a useful reference for teaching and research in human rights law at the Institute for Human Rights of the Ho Chi Minh National Academy of Politics and other educational and research institutions in Vietnam.

7. Structure of the Dissertation

Apart from the Introduction and Conclusion, the dissertation consists of four chapters comprising fourteen sections, together with a bibliography and appendices.

Chapter 1

OVERVIEW OF RESEARCH RELATED TO THE DISSERTATION TOPIC

1.1. DOMESTIC RESEARCH

The dissertation reviews two principal groups of studies concerning citizens' access to housing, the right to housing of workers in industrial zones, and policies and laws relating to the development of worker housing. These studies provide valuable theoretical and practical references for the doctoral candidate.

1.2. INTERNATIONAL RESEARCH

Studies conducted outside Vietnam concerning the dissertation topic, including studies on ensuring the right to housing and the right to housing of workers, provide valuable references for the doctoral candidate's theoretical, legal and practical analyses.

1.3. GENERAL ASSESSMENT OF RESEARCH RELATED TO THE DISSERTATION TOPIC AND ISSUES REQUIRING FURTHER STUDY

1.3.1. Findings That May Be Built Upon

Existing studies have established a relatively clear foundation in three principal areas.

First, the right to adequate housing is a human right associated with human dignity and an adequate standard of living. Its substantive content is not limited to the mere provision of shelter, but encompasses legal security of tenure, affordability, habitability, location, accessibility and cultural adequacy.

Second, worker housing is directly affected by industrialization, labour migration, income levels, industrial park planning and the degree of enterprise participation.

Third, housing policies can be sustainable only when the enabling role of the State is combined with the responsible participation of enterprises, trade unions and the private sector.

Domestic studies have provided substantial data concerning supply shortages, the quality of rental accommodation, barriers to accessing social

housing, and the lack of coordination between industrial park planning and social infrastructure. International studies provide a basis for identifying State obligations, adequate housing standards, and models for financing and managing worker housing. The dissertation selectively builds upon these findings while updating them in accordance with the current legal framework.

1.3.2. Research Gaps

First, existing studies have not clearly distinguished the right to lawful housing under the Constitution of Vietnam from the right to adequate housing under international human rights law.

Second, there is no unified analytical model for the mechanism of ensuring the right to housing of workers that adequately clarifies the interaction among the State, industrial park infrastructure developers, employers, local authorities, trade unions, landlords and workers themselves.

Third, there is a lack of assessment based on a verifiable set of human rights criteria, particularly in relation to affordability, legal security of tenure, habitability, location, social services, participation, and mechanisms for remedy where rights are violated.

Fourth, empirical evidence concerning workers' needs and experiences remains fragmented; few studies combine legal analysis with multi-locality surveys to clarify the gap between policy design and actual enjoyment of the right.

Fifth, existing recommendations generally remain at the level of broad policy orientations and have yet to quantify the responsibilities, resources, implementation roadmaps and monitoring mechanisms applicable to each actor.

1.3.3. Issues Requiring Further Research

Based on a comparative assessment of the existing bodies of research, four interrelated gaps can be identified.

First, a theoretical gap: there is no unified concept or analytical framework for ensuring the right to housing of workers in industrial zones.

Second, a legal gap: the allocation of obligations between the State and non-State actors throughout the chain of planning, investment, housing provision and housing management has not been adequately clarified.

Third, an empirical gap: many studies rely on policy descriptions or aggregate data and lack direct data from workers as well as indicators for measuring the actual level of enjoyment of the right.

Fourth, a solutions gap: recommendations are generally formulated as broad orientations without adequately linking underlying causes to responsible actors, resources, implementation roadmaps and verifiable criteria.

The dissertation seeks to address these four gaps simultaneously.

1.4. SCIENTIFIC HYPOTHESIS AND RESEARCH QUESTIONS OF THE DISSERTATION

1.4.1. Scientific Hypothesis

The absence of a human rights-based approach (HRBA) in the formulation and implementation of housing policies and laws and policies and laws governing industrial park development constitutes a fundamental reason why the majority of workers in industrial zones in Vietnam remain unable to access adequate housing.

Accordingly, incorporating a human rights-based approach into the formulation and implementation of housing and industrial park development policies and laws, thereby establishing a specific policy framework for the “right to housing of workers”, rather than merely incorporating this issue into Vietnam’s general social housing policy, constitutes a key solution for ensuring the right to housing of workers in industrial zones in Vietnam in accordance with international human rights standards.

1.4.2. Research Questions

General research question:

How can the right to housing of workers in industrial zones be ensured in the context of rapid industrial development and urbanization in Vietnam?

Specific research questions:

First, what findings have domestic and international studies on ensuring the right to housing of workers in industrial zones produced, and what issues require further clarification?

Second, what theoretical foundations, international human rights standards and experiences of other countries concerning the right to housing of industrial park workers are relevant to Vietnam?

Third, what shortcomings and barriers in Vietnam's current legal framework and in the actual roles of relevant actors impede industrial park workers' access to lawful and sustainable housing?

Fourth, what guiding perspectives and breakthrough solutions concerning policies, laws and implementation mechanisms should be adopted to enhance the effectiveness of ensuring the right to housing of industrial park workers in the new context?

Chapter 2

THEORETICAL FOUNDATIONS FOR ENSURING THE RIGHT TO HOUSING OF WORKERS IN INDUSTRIAL ZONES

2.1. BASIC CONCEPTS

2.1.1. Basis for Formulating the Concept of the Right to Housing of Workers in Industrial zones

The right to housing of workers in industrial zones is the right of workers employed in industrial zones to access, use, choose and maintain lawful, safe and affordable housing that meets essential living requirements and is appropriately located in relation to their workplace and family life; and to be protected against interference with their home, termination of residence, discrimination, or the imposition of arbitrary or unlawful conditions of residence.

2.1.2. Content of the Right to Housing of Workers in Industrial zones

First, the right to lawful and safe residence. *Second*, the right to access housing at an affordable cost. *Third*, the right to access basic services and essential infrastructure. *Fourth*, the right to choose suitable housing. *Fifth*, the right to the inviolability of the home.

2.1.3. Characteristics of the Right to Housing of Workers in Industrial zones

First, the right to housing of workers in industrial zones is closely associated with the employment relationship and the conditions necessary for the reproduction of labour power. *Second*, workers' right to housing is associated with labour migration and their dependence on the rental housing market. *Third*, the right to housing is associated with areas of concentrated industrial production. *Fourth*, workers in industrial zones constitute a vulnerable group of workers.

2.1.4. Rights-Holders and Duty-Bearers in Ensuring the Right to Housing of Workers in Industrial zones

Under a human rights-based approach, the identification of relevant actors is not limited to merely listing the organizations concerned. A distinction must be drawn among rights-holders, legal duty-bearers, and actors with supporting responsibilities.

Workers are the rights-holders; the State is the primary duty-bearer under the Constitution and international treaties; while enterprises, industrial park infrastructure developers, trade unions, landlords and social organizations bear different responsibilities depending on applicable legal provisions, their commitments, and the degree of actual control they exercise over housing conditions.

2.1.5. Analytical Framework and Criteria for Assessing the Level of Protection and Realization of the Right to Housing

The extent to which the right to housing is ensured is examined through four closely interrelated components: legal standards governing the right; obligations and responsibilities of relevant actors; conditions for implementation; and outcomes of workers' enjoyment of the right.

Accordingly, the extent to which the right to housing is ensured is assessed through seven fundamental criteria: legal security of tenure; affordability; habitability and safety; accessibility for groups with specific needs; location and connectivity; compatibility with family life, the right to privacy and cultural characteristics; and participation, access to information and mechanisms for remedy.

2.2. MEANS OF ENSURING THE RIGHT TO HOUSING OF WORKERS IN INDUSTRIAL ZONES

2.2.1. Ensuring the Right through Legislative Measures

Ensuring the right to housing of workers in industrial zones through legislative measures primarily reflects the State's obligation to establish a comprehensive and transparent legal framework consistent with international human rights standards.

2.2.2. Ensuring the Right through Executive Measures

Ensuring the right to housing of workers in industrial zones through executive measures is the process by which the State organizes the implementation of laws, implements policies and monitors compliance in order to translate legal provisions into concrete and meaningful living conditions for workers.

2.2.3. Ensuring the Right through Judicial Measures

Ensuring the right to housing of workers in industrial zones through judicial means constitutes the ultimate protection mechanism for addressing violations of the right, resolving disputes and providing effective remedies in accordance with international human rights standards.

2.3. INTERNATIONAL LAW ON THE RIGHT TO HOUSING AND THE REQUIREMENTS FOR VIETNAM

International standards concerning the right to adequate housing, together with the specialized standards of the International Labour Organization (ILO) concerning workers' housing and migrant workers, provide a clear framework of obligations for Vietnam in improving its laws and policies on housing for workers in industrial zones.

2.4. EXPERIENCES OF SELECTED COUNTRIES IN ENSURING THE RIGHT TO HOUSING OF WORKERS IN INDUSTRIAL ZONES AND LESSONS FOR VIETNAM

International experiences in ensuring housing for workers are examined selectively, focusing on factors directly related to the right to adequate housing and consistent with the human rights-based approach.

Based on similarities in the process of industrialization, patterns of labour concentration, models of State intervention, and their relevance to Vietnam, the dissertation examines the experiences of China, the Republic of Korea, Singapore and Thailand.

The study identifies the following lessons of relevance to Vietnam: *First*, the State must retain a central role in ensuring workers' right to housing, but does not necessarily have to directly provide all housing. *Second*, a long-term, stable and predictable financing mechanism should be established to secure adequate resources for worker housing. *Third*, a risk-based regulatory mechanism for rental housing should be established, combining mandatory standards with support for upgrading and conversion. *Fourth*, the employment relationship and the housing relationship should be appropriately separated in housing models provided or managed by employers. *Fifth*, worker housing policies should prioritize flexible rental arrangements suited to workers' patterns of migration, employment and

family life. *Sixth*, workers' participation, the role of trade unions, and accountability mechanisms should be strengthened. *Seventh*, all housing models and policy instruments should be evaluated on the basis of actual outcomes in the enjoyment of the right, rather than merely by the number of projects or housing units provided.

Chapter 3

CURRENT SITUATION OF ENSURING THE RIGHT TO HOUSING OF WORKERS IN INDUSTRIAL ZONES IN VIETNAM

3.1. OVERVIEW OF THE HOUSING SITUATION OF WORKERS IN INDUSTRIAL ZONES

3.1.1. Labour Migration and the Formation of Residential Areas Dependent on Industrial zones

From a socio-economic perspective, the high proportion of migrant workers, the predominantly young age structure of the workforce, the growing trend towards family formation among workers, and the increasing need for childcare indicate that the social welfare needs of workers in industrial zones have extended beyond the minimum provision of employment and income.

3.1.2. Pressure on Social Infrastructure Resulting from the Expansion of Industrial zones and the Growth of the Workforce

The rapid expansion of industrial zones, together with increasing labour migration, has placed considerable and multidimensional pressure on social infrastructure, particularly housing infrastructure for workers.

This pressure not only reflects limitations in the management of industrial and urban development but also raises a fundamental issue concerning the protection and realization of workers' right to housing in accordance with human rights standards. It therefore highlights the need to

adjust the policy approach towards recognizing worker housing as an integral component of sustainable industrial park development.

3.1.3. Workers' Housing Needs and the Current Level of Provision

In relation to the characteristics of labour migration and workers' housing needs, it can be affirmed that the existing housing supply structure does not adequately meet requirements in terms of scale, quality or sustainability.

This situation creates an urgent need to adjust policies towards strengthening the State's regulatory role, thereby contributing to the protection of social welfare and the sustainable development of industrial zones in the coming period.

3.1.4. Trends in the Supply of Social Housing and Worker Housing during the 2016–2026 Period

3.2. ASSESSMENT OF THE CURRENT SITUATION OF ENSURING THE RIGHT TO HOUSING OF WORKERS IN INDUSTRIAL ZONES IN VIETNAM

3.2.1. Achievements in Ensuring the Right to Housing of Workers in Industrial zones

First, achievements in ensuring the right to lawful and safe residence: The State has gradually established a relatively clear legal basis for ensuring the right to lawful and safe residence. In addition to recognizing the right to lawful residence, the existing legal framework has progressively strengthened mechanisms for protecting workers' residential security through provisions concerning the **inviolability of the home** and sanctions against acts that violate this right.

Second, achievements in ensuring the right to access housing at an affordable cost: The State has progressively recognized and incorporated workers in industrial zones into domestic law as a group requiring particular priority in ensuring access to housing at an affordable cost. This has created important foundations for the realization of the right to housing.

Third, achievements in ensuring living conditions and basic services for workers in industrial zones: In recent years, Vietnamese laws and policies have demonstrated an increasingly comprehensive approach to worker housing, under which housing is no longer regarded merely as a physical structure but is instead considered in its organic relationship with living conditions and essential social services.

Fourth, achievements in ensuring workers' right to choose their place of residence and the inviolability of the home: The State has established a relatively comprehensive legal framework for ensuring the right to choose one's place of residence and the inviolability of the home. These constitute two core elements of the right to housing under a human rights-based approach and are directly associated with individual freedom, privacy and human dignity. They are particularly significant in the context in which workers commonly reside in concentrated rental housing areas, worker accommodation or dormitories.

3.2.2. Limitations and Shortcomings in Ensuring the Right to Housing of Workers in Industrial zones

First, the formal housing supply remains significantly below workers' needs in areas with high concentrations of industrial activity: One of the most prominent and widespread limitations in ensuring the right to housing of workers in industrial zones in Vietnam is the severe shortage of suitable housing supply, particularly in localities with large concentrations of industrial zones and migrant workers, such as Dong Nai, Binh Duong, Ho Chi Minh City, Long An, and Bac Ninh.

Second, the quality of worker housing does not fully meet adequate housing standards: In addition to the shortage of housing supply, the quality of housing available to workers in industrial zones in Vietnam remains inadequate, particularly in privately developed rental housing areas that have emerged spontaneously in areas adjacent to industrial zones.

Third, worker housing policies have not adequately reflected workers' actual needs and circumstances: A notable limitation in ensuring the right to housing of workers in industrial zones is that worker housing policies remain heavily characterized by administrative standardization, lack flexibility in their design, and do not fully reflect the living and working characteristics of this workforce. Another significant shortcoming is that the eligibility criteria for beneficiaries of housing policies have not adequately reflected the actual income levels and employment characteristics of industrial park workers.

Fourth, workers' housing affordability has not been ensured on a sustainable basis: Although the State and local authorities have made considerable efforts to establish frameworks governing rental and sale prices for social housing and worker accommodation, in practice, housing affordability for industrial park workers has yet to be ensured on a sustainable basis, particularly in localities with large concentrations of migrant workers, such as Dong Nai, Binh Duong, Ho Chi Minh City, Long An and Bac Ninh.

Housing costs continue to account for a substantial proportion of workers' income, while wage levels and employment stability remain limited, significantly undermining the substantive enjoyment of the right to housing.

3.2.3. Assessment of the Legal Responsibilities of Relevant Actors within the Mechanism for Ensuring the Right to Housing of Workers in Industrial zones

Viewed through the framework of the obligations to respect, protect and fulfil the right, the current situation demonstrates that the mechanism for ensuring workers' right to housing involves the participation of the State, local authorities, industrial park infrastructure developers, employers, trade unions, and workers themselves.

However, the extent to which the responsibilities of these actors have been legally defined remains uneven, thereby weakening coordination among them and limiting the ability to attribute responsibility when the right is not adequately ensured.

3.3. CAUSES OF THE CURRENT SITUATION IN ENSURING THE RIGHT TO HOUSING OF WORKERS IN INDUSTRIAL ZONES

3.3.1. Factors Contributing to the Achievements in Ensuring the Right to Housing of Workers in Industrial zones

First, there has been a marked change in the State's awareness and approach to human rights. *Second*, the specialized legal framework governing residence and housing has been progressively improved. *Third*, the State has assumed an increasingly prominent interventionist role in addressing the structural factors of the housing market. *Fourth*, worker housing policies have gradually shifted from a focus on mere "accommodation" towards a broader conception of "living space". *Fifth*, local authorities in a number of key industrial areas have assumed a more proactive role.

3.3.2. Causes of the Limitations in Ensuring the Right to Housing of Workers in Industrial zones

First, there is a persistent imbalance between the pace of industrial park development and the development of worker housing policies.

Second, mechanisms for quality control and the standardization of worker housing remain ineffective.

Third, worker housing policies remain heavily administrative in nature, lack flexibility, and have not adequately responded to workers' actual needs.

Fourth, workers' housing affordability has not been ensured on a sustainable basis.

Fifth, monitoring and accountability mechanisms for ensuring the right to housing remain insufficiently defined.

Sixth, a fundamental cause underlying the persistent limitations in ensuring the right to housing of workers in industrial zones is the absence of a unified, comprehensive and up-to-date database on workers' housing needs, together with overlaps and inconsistencies within the existing legal framework.

Chapter 4

PERSPECTIVES AND SOLUTIONS FOR ENSURING THE RIGHT TO HOUSING OF WORKERS IN INDUSTRIAL ZONES IN VIETNAM FROM A HUMAN RIGHTS-BASED APPROACH

4.1. CONTEXT AFFECTING THE ENSURING OF THE RIGHT TO HOUSING OF WORKERS IN INDUSTRIAL ZONES IN VIETNAM

First, deepening globalization, shifts in global supply chains, and increasing foreign direct investment (FDI) in Vietnam. *Second*, industrialization and modernization associated with urbanization have contributed to large-scale labour migration. *Third*, there remains a gap between the housing needs of workers in industrial zones and the capacity of the existing policy framework to meet those needs. *Fourth*, the impacts of the Fourth Industrial Revolution and the requirements of sustainable development.

4.2. PERSPECTIVES ON ENSURING THE RIGHT TO HOUSING OF WORKERS IN INDUSTRIAL ZONES IN VIETNAM TODAY

First, the Party's perspective on ensuring human rights and placing people at the centre of development must be thoroughly implemented throughout the process of industrialization and modernization. *Second*, the right to housing of workers should be ensured through a human rights-based approach, in conjunction with the State's obligations to respect, protect and fulfil the right. *Third*, ensuring the right to housing of workers should be integrated into the legal framework governing industrial park and urban development in a manner that promotes sustainability, inclusiveness and non-discrimination. *Fourth*, ensuring the right to housing of workers should

be linked to monitoring and accountability mechanisms and to ensuring effective access to the right by rights-holders. *Fifth*, the establishment and use of a reliable system of data and surveys concerning workers' housing needs constitute a fundamental condition for the formulation, implementation and monitoring of policies aimed at ensuring the right to housing.

4.3. SOLUTIONS FOR IMPROVING THE MECHANISM FOR ENSURING THE RIGHT TO HOUSING OF WORKERS IN INDUSTRIAL ZONES

4.3.1. Improving the Legal Framework to Clearly Define the Content of the Right and Corresponding Obligations

First and foremost, the Law on Housing, legislation on land, investment, construction, planning, industrial zones, residence, and fire prevention and fighting should be reviewed against a common framework of adequate housing standards.

Such a review should not merely seek to eliminate procedural conflicts but should clearly establish minimum criteria concerning legal security of tenure, affordability, habitability, location, accessibility to services, and mechanisms for remedy.

4.3.2. Integrating Worker Housing into the Conditions for the Establishment, Expansion and Operation of Industrial zones

First, housing legislation should be improved in accordance with a human rights-based approach. *Second*, the legal responsibilities of relevant actors in ensuring the right to housing should be clearly defined. *Third*, legal requirements concerning data collection, surveys and information disclosure should be institutionalized. *Fourth*, mechanisms for protecting workers' right to housing should be strengthened.

4.3.3. Shifting the Focus towards Rental Housing and Diversifying Housing Options

Housing policy should shift its focus from the objective of home ownership towards ensuring residential security through a range of housing options, including standard-compliant rental rooms, worker

accommodation, small rental apartments, family apartments, lease-purchase arrangements, and social housing for purchase by workers with sufficient capacity to accumulate savings.

4.3.4. Standardizing, Registering and Supporting the Upgrading of Private Rental Housing

Private rental housing currently constitutes the principal source of housing supply for workers and therefore cannot be addressed solely through prohibitions or post-violation inspections.

A mechanism should be established for the registration, classification and public disclosure of rental establishments according to their level of compliance with applicable standards. Minimum requirements should also be established regarding floor area, emergency exits, electricity, water supply, sanitation, ventilation, rental contracts, service charges and tenant protection.

4.3.5. Establishing Proportionate Responsibilities for Employers

The law should establish obligations proportionate to the size of the workforce employed and the degree of dependence on migrant labour.

Employers may discharge these responsibilities by constructing or renting standard-compliant housing, providing rental allowances, organizing employee transportation, contributing to housing funds, entering into contracts with housing providers, or participating in joint housing projects within industrial zones.

4.3.6. Establishing a Database and Rights-Based Monitoring Mechanism

The Ministry of Construction should take the lead in establishing a national database on worker housing, interconnected with data on industrial zones, labour, planning, land and social infrastructure.

At a minimum, the database should contain information on the number of workers, housing needs by type, affordability, housing supply, rental prices, occupancy rates, housing quality, and violations that have been addressed.

The data should be updated periodically, and a portion of the information should be made publicly accessible for use by workers, investors and supervisory authorities.

4.3.7. Implementation Roadmap and Allocation of Responsibilities

In the short term, it is necessary to complete the review of relevant legal instruments, standardize data, promulgate minimum standards for rental housing, and simplify procedures for renting social housing. At the same time, local authorities should inspect establishments presenting high risks in terms of fire and explosion hazards and sanitation conditions, accompanied by measures to support upgrading or provide alternative accommodation where necessary.

In the medium term, worker housing plans should be integrated into provincial planning and housing development programmes; appropriate land reserves and stable financing mechanisms should be established; and pilot models involving the joint participation of industrial park infrastructure developers, enterprises and trade unions in providing rental housing should be implemented in selected localities with high demand.

In the long term, the objective is to establish a diversified worker housing system that is data-driven, governed by uniform standards, and supported by comprehensive accountability mechanisms.

The Ministry of Construction shall be responsible for standards and data; provincial-level People's Committees shall be responsible for planning, land reserves and implementation outcomes; industrial park infrastructure developers and enterprises shall bear responsibilities proportionate to their respective roles; trade unions shall perform representative and monitoring functions; and workers shall participate in policy evaluation.

CONCLUSION

The right to housing of workers in industrial zones is an issue of profound legal, social and human rights significance, reflecting a country's level of development and its human-centred orientation in the process of industrialization and modernization. The dissertation affirms that the right to housing is not merely a material need or an element of social welfare policy; rather, it is, first and foremost, a fundamental human right, closely associated with human dignity, an adequate standard of living, health, the capacity to work, and social inclusion.

Against the backdrop of the rapid development of industrial zones and the significant increase in labour migration in Vietnam today, ensuring the right to housing of workers has become an objective necessity that is both an urgent immediate requirement and a matter of strategic importance for sustainable development and social stability.

Based on a human rights-based approach, the dissertation contributes to clarifying and further developing the theoretical and legal foundations of the right to housing of workers in industrial zones. It demonstrates that workers' right to housing cannot be understood simply as having a lawful place of residence; rather, it must be approached in accordance with the substantive content of "adequate housing", which encompasses such constituent elements as legal security of tenure, affordability in relation to income, minimum living conditions, accessibility to essential social services, appropriate location, and long-term stability.

In particular, the dissertation clearly identifies workers as rights-holders and elaborates the State's threefold obligations to respect, protect and fulfil the right, thereby establishing a sound theoretical foundation for assessing policies, laws and practices concerning the protection and realization of workers' right to housing in Vietnam.

Through its analysis of the existing legal framework and the practical implementation of the law, the dissertation demonstrates that Vietnam has achieved significant progress in recognizing and progressively institutionalizing the right to housing of workers. This is particularly evident in the recognition of the right to lawful housing under the 2013 Constitution, together with the adoption of the 2023 Law on Housing, the 2024 Land Law, and implementing legal instruments concerning social housing and worker accommodation.

However, the dissertation also identifies continuing structural limitations within this legal framework, including inconsistencies among relevant laws, eligibility criteria that do not adequately reflect the characteristics of migrant labour and workers' income levels, housing supply that remains insufficient to meet substantial demand, and fragmented monitoring and accountability mechanisms that lack sufficient effectiveness in ensuring the right to housing.

Research findings from localities with large concentrations of industrial zones, including Dong Nai, Ho Chi Minh City (following its merger with the former Binh Duong province), Tay Ninh (following its merger with the former Long An province), and Bac Ninh, reveal a considerable gap between legal provisions and workers' actual access to housing.

The majority of workers continue to live in informally developed rental housing areas, characterized by limited living conditions, inadequate safety, and insufficient access to accompanying social services. This situation indicates that, in practice, workers' right to housing is ensured only at a minimum level and does not yet fully satisfy human rights standards under international and national law.

The causes of this situation arise not only from resource constraints but also from a policy approach that remains predominantly oriented towards welfare assistance, rather than recognizing workers' right to housing as a

right that must be guaranteed through binding and effective legal mechanisms.

Based on its analysis of the perspectives of the Communist Party of Vietnam on sustainable development, social development governance, and the building of a modern working class, the dissertation affirms the need for a fundamental shift in the approach to ensuring workers' right to housing: from a "policy assistance" approach to a "human rights protection and realization" approach.

On the basis of its theoretical and practical arguments, the dissertation proposes a system of solutions for improving the mechanism for ensuring the right to housing of workers in industrial zones in Vietnam in a comprehensive, coordinated and feasible manner.

These solutions focus on improving institutions and the legal framework in accordance with a human rights-based approach; integrating the provision of worker housing into sustainable industrial park and urban development planning; strengthening the State's role and obligations in mobilizing and allocating resources; clarifying the responsibilities of non-State actors; promoting the role of trade unions and raising workers' awareness of their right to housing; and establishing effective monitoring and accountability mechanisms.

The coordinated implementation of these solutions will contribute to ensuring workers' right to housing as a substantive human right, thereby making a positive contribution to the objectives of sustainable and inclusive development and leaving no one behind in the process of national industrialization and modernization.

LIST OF THE AUTHOR’S PUBLISHED SCIENTIFIC WORKS RELATED TO THE DISSERTATION

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2. Le Nguyen Tinh (2025), “Legal Policies Supporting Housing for Workers in Industrial Zones in Hanoi City”, *State Management Review*, No. 350 (3/2025), pp. 90-93. DOI: 10.59394/qlnn.350.2025.1126.
3. Le Nguyen Tinh (2025), “Ensuring the Human Right to Housing of Workers in Industrial Zones: Evidence from Industrial Zones in Binh Duong province”, *Legal Profession Review*, No. 3/2025, pp. 52-56, 61.
4. Le Nguyen Tinh (2025), “Ensuring the Right to Lawful Housing of Low-Income Workers under Current Law”, *Communist Review Online*, published on 5 October 2025.