

HO CHI MINH NATIONAL ACADEMY OF POLITICS

LE NGUYEN TINH

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

SUMMARY OF THE DOCTORAL DISSERTATION

FIELD: HUMAN RIGHTS LAW

Code: Pilot Programme

HANOI - 2026

**The dissertation was completed at
Ho Chi Minh National Academy of Politics**

Dissertation Committee Chair



Assoc. Prof. Dr. Tuong Duy Kien

Academic Supervisors:



1. Assoc. Prof. Dr. Dang Minh Tuan



2. Dr. Chu Thi Thuy Hang

Reviewer 1: Assoc. Prof. Dr. Nguyen Nhu Ha
Ministry of Education and Training

Reviewer 2: Assoc. Prof. Dr. Nguyen Thi Bao
Vietnam Publishing Association

Reviewer 3: Assoc. Prof. Dr. Le Van Trung
Ho Chi Minh National Academy of Politics

**The dissertation was defended before the Academy-level Dissertation
Committee at the Ho Chi Minh National Academy of Politics
at 8:30 a.m. on September 26, 2026**

**The dissertation is available for consultation at: The National Library
of Vietnam and the Library of Ho Chi Minh National Academy of Politics**

INTRODUCTION

1. Rationale for the Study

Throughout different stages of national development, the Party and the State of Vietnam have consistently regarded housing provision for the population, including workers in industrial parks (IPs), as a key task associated with sustainable development. This orientation seeks to create the material and social foundations for workers' comprehensive development and to promote the role of the working class in national industrialization and modernization.

The expansion of industrial parks in Vietnam has made the need to ensure workers' right to housing increasingly urgent. Yet the capacity of housing policy and the housing market remains limited. In practice, most workers face considerable difficulty accessing suitable housing; only a small proportion can purchase or rent housing under support programs, while many continue to live in cramped, temporary, unsafe, and insecure private rental accommodation.

From a legal perspective, despite major amendments to housing and land legislation, gaps and inconsistencies remain in mechanisms for ensuring workers' right to housing. A substantial gap therefore persists between legal recognition and workers' actual enjoyment of the right, particularly in areas with high concentrations of industrial labor.

Against this theoretical, legal, and practical background, the doctoral candidate selected the topic “***Ensuring the Right to Housing of Workers in Industrial Parks in Vietnam Today***” for the doctoral dissertation in Human Rights Law.

2. Research Aim and Tasks

2.1. Research Aim

The dissertation aims to clarify the theoretical foundations, assess the current state of the law and the practical implementation of measures for ensuring the right to housing of workers in industrial parks in Vietnam from a human rights-based approach; and, on that basis, propose well-founded perspectives and solutions, with clearly identified implementing actors, to enhance the level of protection and realization of this right in the coming period.

2.2. Research Tasks

First, to review relevant domestic and international studies; analyze and compare the approaches, methodologies, and findings of different groups of studies in order to identify the findings inherited by the dissertation, issues that remain subject to debate, and research gaps requiring further examination.

Second, to clarify the theoretical foundations for ensuring the right to housing of workers in industrial parks, including the concept, content, and characteristics of the right; rights-holders and duty-bearers; mechanisms for ensuring the right; relevant international standards and experiences of selected countries; and to develop an analytical framework and a set of assessment criteria.

Third, to assess the current state of the law and the practical implementation of measures for ensuring the right to housing of workers in industrial parks in Vietnam during the 2016-2026 period, based on the established assessment framework and through a combination of official data and the findings of a sociological survey (1,181 questionnaires collected, of which 895 were valid); and to identify achievements, limitations, causes, and the responsibilities of relevant actors.

Fourth, to propose perspectives and solutions for ensuring the right to housing of workers in industrial parks. Each proposed solution is linked to the identified limitations and their causes and specifies its legal basis, responsible implementing actors, implementation roadmap, and verifiable indicators.

3. Research Object and Scope

3.1. Research Object

The dissertation examines legal relations, standards, and mechanisms concerning respect for, protection of, and fulfilment of the right to housing of workers in industrial parks. Its focus includes the content of the right, State obligations and corresponding responsibilities of non-State actors, governing legislation, implementation, 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 accommodation associated with essential living conditions in industrial parks. The dissertation does not equate the right to housing with a right to be provided with housing by the State or with the right to housing ownership. Social housing policies, workers' accommodation facilities, and the management of private rental accommodation are examined as instruments for realizing the right.

- Scope of subjects: The dissertation examines workers who are Vietnamese citizens employed under employment relationships at enterprises located in industrial parks. Foreign workers fall outside the scope of the survey and the assessment of the current situation. The right to lawful accommodation under Article 22(1) of the 2013 Constitution constitutes the direct domestic legal basis, while the right to adequate housing under Article 11 of the

International Covenant on Economic, Social and Cultural Rights (ICESCR) serves as the relevant international normative standard of reference.

- Geographical scope: The analysis of laws and policies is conducted on a nationwide basis. The sociological survey was carried out from July 18 to July 23, 2026, in four localities with a high concentration of industrial parks: Ho Chi Minh City, Bac Ninh, Dong Nai, and Tay Ninh (the area formerly constituting Long An Province). The names of the localities are stated according to the administrative units existing at the time of data collection, following the administrative reorganization under Resolution No. 202/2025/QH15. The survey data are not extrapolated to the entirety of the newly established administrative territories.

- Temporal scope: The dissertation covers the period from 2016 to 2026, while also incorporating legal and policy changes that had taken effect or had been promulgated by the time the dissertation was finalized. The proposed solutions and implementation roadmap extend to 2030, with a vision toward 2035.

4. Theoretical Foundations and Research Methods

4.1. Theoretical Foundations

The dissertation is grounded in Marxism-Leninism, Ho Chi Minh Thought, and the viewpoints of the Communist Party of Vietnam regarding human beings, the development of the working class, and the guarantee of human rights and citizens' rights; as well as the 2013 Constitution and legislation governing housing, land, residence, labor, and industrial parks.

In terms of human rights theory, the dissertation is based on the following propositions: the right to adequate housing constitutes a component of the right to an adequate standard of living; the State is the principal duty-bearer and bears the three levels of obligations to respect, protect, and fulfil the right; and although economic and social rights are subject to progressive realization, certain obligations are of immediate effect and minimum core obligations must be guaranteed. The dissertation also draws upon the conceptual framework developed in textbooks and scholarly works of Ho Chi Minh National Academy of Politics and its Institute for Human Rights.

The human rights-based approach (HRBA) serves as the central methodological framework and is applied consistently throughout the dissertation. In Chapter 1, it provides the criteria for classifying and evaluating existing studies; in Chapter 2, it is operationalized into an analytical framework comprising four components and seven criteria; in Chapter 3, it is translated into indicators and survey questions for comparing legal provisions with empirical evidence; and in Chapter 4, it provides the basis for linking each

proposed solution to its underlying cause, relevant duty-bearer, legal instrument, implementation roadmap, and verifiable indicators.

4.2. Research Methods

The dissertation adopts an interdisciplinary approach, with the human rights-based approach serving as its overarching methodological framework. The research methods employed include document analysis, analysis and synthesis, comparative legal analysis, observation, case studies, and expert consultation.

A sociological survey of workers was conducted from July 18 to July 23, 2026, in Ho Chi Minh City, Bac Ninh, Dong Nai, and Tay Ninh (the area formerly constituting Long An Province). A total of 1,181 questionnaires were collected. Following screening based on the question identifying eligible respondents (Question S1) and cross-checking against information concerning age groups and length of employment (Questions A2 and A7), 895 valid questionnaires were retained for analysis. The data were analyzed using descriptive statistics (frequencies and percentages) and disaggregated by locality and type of accommodation.

5. New Contributions of the Dissertation

First, the dissertation clarifies the concept of the right to housing of workers in industrial parks and the concept of ensuring this right; distinguishes the right to lawful accommodation under the 2013 Constitution from the right to adequate housing under Article 11 of the ICESCR; and differentiates the right to housing from the right to housing ownership, freedom of residence, and social housing policies.

Second, the dissertation develops an analytical framework consisting of four components (legal standards; obligations and responsibilities of relevant actors; conditions for effective implementation; and outcomes of rights enjoyment) and seven assessment criteria. It establishes a matrix linking the substantive elements of the right, criteria, indicators, survey questions, data sources, and assessment contents, thereby enabling verification of the operation and applicability of the research framework.

Third, the dissertation provides additional empirical evidence derived from 895 valid survey questionnaires collected in four industrial localities, in combination with official data, thereby clarifying the gap between policy adoption and workers' actual ability to access, use, and maintain suitable accommodation. The findings are used as descriptive empirical evidence and are not generalized to the entire population of workers in industrial parks.

Fourth, the dissertation clarifies a multi-actor responsibility model, under which the State bears the primary and highest legal obligations; local authorities

are responsible for organizing implementation; while industrial park infrastructure developers, employing enterprises, trade unions, housing providers, and workers bear corresponding responsibilities in accordance with applicable law, their commitments, and their actual degree of control.

Fifth, the dissertation proposes a system of solutions corresponding to each group of identified causes. It distinguishes between solutions that may be implemented immediately within the existing legal framework and those requiring amendments to laws or decrees or implementation through pilot mechanisms. Each solution specifies its legal basis, lead implementing actor, required resources, implementation roadmap, and verifiable output indicators.

6. Theoretical and Practical Significance

6.1. Theoretical Significance

The dissertation contributes to clarifying the substantive content of and mechanisms for ensuring the right to housing of workers in industrial parks from the perspective of human rights law. It elucidates the relationship between the right to lawful accommodation under the 2013 Constitution and the right to adequate housing under international human rights law. At the same time, it provides an analytical framework and a set of criteria that may serve as useful references for research on other economic and social rights.

6.2. Practical Significance

The findings provide scientific grounds for ministries, sectors, provincial and municipal authorities, People's Committees, labor federations, and trade unions in industrial parks in formulating and implementing policies to ensure workers' right to housing. The dissertation also serves as a reference for teaching and research in human rights law at the Institute for Human Rights, Ho Chi Minh National Academy of Politics, and other Vietnamese training and research institutions.

7. Structure of the Dissertation

In addition to the Introduction, Conclusion, List of the Author's Published Scientific Works, References, and Appendices, the dissertation consists of four chapters and fourteen sections.

Chapter 1

OVERVIEW OF RESEARCH RELATED TO THE DISSERTATION TOPIC

1.1. DOMESTIC RESEARCH

The dissertation reviews two groups of studies concerning citizens' right of access to housing and the right to housing of workers in industrial parks, as well as policies and laws relating to the development of housing for workers, which provide valuable theoretical and practical references for the doctoral candidate's research. Most of the existing studies approach these issues from the perspectives of social housing policy and State management. Studies conducted by scholars from the Institute for Human Rights (Tuong Duy Kien; Do Thi Thom and Le Xuan Tung; Vu Thi Yen) provide theoretical foundations and practical experience concerning the guarantee of the rights of workers in industrial parks. The dissertation further incorporates official sources concerning the theoretical framework for ensuring human rights, including Directive No. 44-CT/TW dated July 20, 2010, of the Secretariat of the Communist Party of Vietnam on human rights work in the new situation, and the textbook *Theory and Law on Human Rights* published by Ho Chi Minh National Academy of Politics.

1.2. INTERNATIONAL RESEARCH

Studies conducted abroad that are relevant to the dissertation topic address the guarantee of the right to housing and the right to housing of workers, providing valuable references for the doctoral candidate in analyzing the theoretical, legal, and practical dimensions of the research topic. International studies clarify State obligations, the criteria for adequate housing, and financial and management models for workers' housing, while also reflecting ongoing debates concerning the justiciability of the right to housing and models of employer-provided dormitory accommodation.

The Human Rights Indicators: A Guide to Measurement and Implementation issued by the Office of the United Nations High Commissioner for Human Rights (OHCHR) in 2012 provides the structure-process-outcome indicator framework, which the dissertation adopts in developing its three levels of assessment.

1.3. OVERALL ASSESSMENT OF EXISTING RESEARCH AND ISSUES REQUIRING FURTHER STUDY

1.3.1. Findings Inherited by the Dissertation

First, in theoretical terms, the dissertation draws upon the substantive content of the right to adequate housing under Article 11 of the ICESCR and General Comment No. 4, including legal security of tenure, availability of services and infrastructure, affordability, habitability, accessibility, location, and

cultural adequacy. It also draws upon the distinction between the right to lawful accommodation and the right to housing ownership, as well as the requirement to apply a human rights-based approach in reforming housing legislation.

Second, in methodological terms, the dissertation draws upon the principles of the human rights-based approach and existing classifications of different forms of housing provision for workers.

Third, in practical terms, the dissertation draws upon existing data and findings concerning shortages in the formal housing supply, the quality of private rental accommodation, barriers to accessing social housing, the lack of coordination between industrial park planning and social infrastructure development, and the risk of workers becoming dependent on employer-provided accommodation. These findings are selectively incorporated and updated in accordance with the current legal framework.

1.3.2. Issues Remaining in Debate

First, the scope and substantive content of the right: the relationship between the right to lawful accommodation under the 2013 Constitution and the right to adequate housing under international human rights law.

Second, the responsibilities of enterprises and industrial park infrastructure developers: whether these constitute mandatory legal obligations or voluntary corporate social responsibilities.

Third, the appropriate housing provision model: whether priority should be given to housing for sale, lease-purchase housing, or flexible rental housing; and whether private rental accommodation should be subject to stricter regulation or, alternatively, standardized while accompanied by support for upgrading and improvement.

Fourth, access to mechanisms for the protection of the right: whether workers may resort to administrative, judicial, mediation, or social oversight mechanisms when their right is violated.

1.3.3. Research Gaps

First, existing studies have not clearly distinguished the right to lawful residence under the Constitution of Vietnam from the right to adequate housing under international human rights law; *Second*, there is no unified analytical framework for the mechanisms to ensure workers' right to lawful residence that clearly delineates the interactions among the State, industrial park infrastructure developers, employers, local authorities, trade unions, private rental housing providers, and workers themselves; *Third*, there is a lack of assessment based on a verifiable set of human rights criteria, particularly affordability, security of tenure, habitability, location, access to social services, participation, and remedial mechanisms in cases of rights violations; *Fourth*, empirical evidence concerning workers' housing needs and experiences remains fragmented; few studies combine legal analysis with multi-site surveys to elucidate the gap

between policy design and workers' actual ability to enjoy the right in practice; *Fifth*, existing recommendations generally remain at the level of broad policy orientations and have yet to quantify the responsibilities, resources, implementation timelines, and monitoring mechanisms applicable to each stakeholder.

1.3.4. Issues to Be Further Addressed by the Dissertation

On the basis of the findings drawn from previous studies, the issues that remain under debate, and the identified research gaps, the dissertation focuses on addressing four groups of issues: (i) the concept and substantive content of the right, together with the analytical framework and a set of assessment criteria (Chapter 2); (ii) the allocation of obligations and responsibilities between the State and non-State actors, as well as the mechanisms for ensuring the right and providing remedies (Chapters 2 and 3); (iii) the assessment of the level of actual enjoyment of the right on the basis of survey data and official statistics (Chapter 3); and (iv) the development of solutions that link the identified causes to responsible actors, legal bases, implementation roadmaps, and verifiable indicators (Chapter 4).

1.4. SCIENTIFIC HYPOTHESIS AND RESEARCH QUESTIONS

1.4.1. Scientific Hypothesis

The scientific hypothesis consists of three testable propositions: (1) there is a gap between the extent to which the right to housing is recognized in the Constitution, laws, and policies and the extent to which workers in industrial parks actually enjoy that right; (2) this gap can be identified by reference to the criteria of adequate housing, assessed at three levels: legal recognition, conditions for implementation, and outcomes of rights enjoyment; and (3) this gap does not arise from a single cause; however, the specific causes and the extent to which each cause contributes to the gap are not predetermined but constitute matters to be established in Chapter 3.

The hypothesis will be rejected, either in whole or in part, if the data demonstrate that the relevant criteria are relatively fully reflected in the legal framework and substantially realized in practice, or that the gap exists only at a single level. The proposed solutions do not form part of the hypothesis; rather, they are developed in Chapter 4 on the basis of the causes established through the analysis.

The hypothesis is tested through three steps: (i) comparing the relevant legal provisions against the criteria of adequate housing in order to determine the extent of their legal recognition and incorporation into domestic law; (ii) using the findings from 895 valid survey questionnaires, together with official data, to determine the gap between legal provisions and the actual outcomes of rights enjoyment; and (iii) identifying the causes of the gap on the basis of the findings

from the preceding two steps and determining the extent to which each proposition is supported, within the limitations of the survey data.

1.4.2. Research Questions

General question:

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

Specific questions:

First, what have domestic and international studies achieved regarding the protection of industrial-park workers' right to housing, and what issues remain to be clarified?

Second, what theoretical foundations, international human-rights standards, and comparative experiences are relevant to Vietnam?

Third, what shortcomings and barriers in the current legal framework and in the practical implementation of the responsibilities of relevant actors in Vietnam hinder workers in industrial parks from accessing and enjoying the right to lawful and sustainable accommodation?

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

Chapter 2

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

2.1. CONCEPTS, CHARACTERISTICS, AND ANALYTICAL FRAMEWORK FOR ENSURING THE RIGHT TO HOUSING OF WORKERS IN INDUSTRIAL PARKS

To ensure terminological consistency, the dissertation uses the following terms with the meanings specified herein: the “right to lawful accommodation” is the term used in Article 22(1) of the 2013 Constitution, applies to citizens as rights-holders, and constitutes the direct constitutional basis; the “right to adequate housing” is the term used in Article 11 of the ICESCR and General Comment No. 4, applies to everyone as a rights-holder, and is used as the relevant normative standard of reference; the “right to accommodation” is an operational term used in this dissertation to denote workers' right to lawful accommodation, as interpreted and assessed by reference to the elements of adequate housing; social housing, workers' accommodation facilities, and private rental accommodation are forms through which accommodation is provided, rather than constituting the right itself.

2.1.1. Basis for the Concept of Workers' Right to Housing

The right to housing of workers in industrial parks is the right of workers employed in industrial parks to access, use, choose, and maintain lawful, safe, affordable housing that meets essential living conditions and is suitably located in relation to work and family life, while being protected against unlawful or arbitrary interference with the home, termination of residence, discrimination, or imposed residential conditions.

2.1.2. Content of the Right

First, the right to lawful and secure residence. *Second*, the right to access affordable housing. *Third*, the right to access basic services and essential infrastructure. *Fourth*, the right to choose appropriate housing. *Fifth*, the right to the inviolability of one's home.

2.1.3. Characteristics of the Right

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

2.1.4. Concept of Ensuring the Right to housing of workers in Industrial Parks

Ensuring a right is a purposeful activity undertaken by responsible actors, using the necessary means and conditions to ensure that a right, interest, or commitment is realized in practice, with such actors bearing responsibility for the resulting outcomes. Ensuring human rights refers to activities undertaken by duty-bearers through appropriate measures and means to give practical effect to human rights principles and standards, with a view to effectively implementing and protecting fundamental human rights and freedoms and preventing their abuse or violation by other actors. In this regard, the State bears three levels of obligations: to respect, protect, and fulfil human rights. On this basis, *ensuring the right to housing of workers in industrial parks refers to activities undertaken by the State, which plays the central role, and by local authorities, industrial park infrastructure developers, employing enterprises, trade unions, and housing providers, within their respective spheres of responsibility and with the participation of workers themselves, through the comprehensive use of legal, administrative, judicial, economic, and social measures to respect, protect, and fulfil workers' right to access, use, and maintain lawful, safe, and affordable accommodation appropriate to their working conditions and family life; while at the same time preventing and addressing violations of the right and providing remedies where such violations occur.*

2.1.5. Rights-Holders and Duty-Bearers in Ensuring the Right to housing of workers in Industrial Parks

Under a human rights-based approach, the identification of relevant actors goes beyond merely listing the organizations concerned. A distinction must be drawn between rights-holders, legal duty-bearers, and actors with supporting responsibilities. Workers are the rights-holders; the State is the primary duty-bearer, bearing the highest level of legal obligations under the Constitution and international treaties; while enterprises, industrial park infrastructure developers, trade unions, private landlords, and social organizations bear different responsibilities depending on applicable legal provisions, their commitments, and the degree of control they exercise over accommodation conditions.

2.1.6. Analytical Framework and Criteria for Assessing the Level of Ensuring the Right to Accommodation

The level of ensuring the right to housing is examined through four closely interrelated components: legal standards governing the right; obligations and responsibilities of relevant actors; conditions for effective implementation; and outcomes of workers' enjoyment of the right. On this basis, the level of ensuring the right to housing is assessed according to seven core criteria: legal security of tenure; affordability; habitability and safety; accessibility for groups with specific needs; location and connectivity; compatibility with family life, privacy, and cultural characteristics; and participation, access to information, and remedial mechanisms. Each criterion is examined at three levels: legal recognition, conditions for implementation, and outcomes of rights enjoyment, thereby making it possible to distinguish whether the identified gap arises from the design of the legal framework, the organization of implementation, or actual outcomes in practice. Accordingly, the dissertation's theoretical framework comprises five elements: the substantive content of the right; actors and obligations; mechanisms for ensuring the right; normative standards of reference and the extent of their incorporation into domestic law; and assessment tools (four components, seven criteria, and three levels). The three levels of assessment correspond to the United Nations classification of structure-process-outcome indicators. This theoretical framework is applied consistently in Chapter 3 through the matrix linking the substantive content of the right, criteria, and indicators, and in Chapter 4 through the matrix linking causes and solutions.

2.2. MECHANISMS FOR ENSURING THE RIGHT TO HOUSING OF WORKERS IN INDUSTRIAL PARKS

Law constitutes a general instrument that operates across all mechanisms, whereas legislation refers to the process of enacting and amending laws and promulgating normative legal documents. Accordingly, ensuring the right through legislation should not be equated with ensuring the

right through law. On the basis of their respective functions, the dissertation examines four mutually complementary mechanisms: legislation; administrative mechanisms; judicial mechanisms; and mediation, social oversight, and other remedial mechanisms.

2.2.1. Ensuring the Right through Legislative Activities and the Promulgation of Normative Legal Documents

Ensuring the right to housing of workers in industrial parks through legislative activities primarily reflects the State's obligation to establish a comprehensive and transparent legal framework consistent with international human rights standards. Such activities must clearly define the right and the permissible limits of interference with it, establish minimum standards for accommodation, and allocate responsibilities among relevant actors.

2.2.2. Ensuring the Right through Administrative Mechanisms

Ensuring the right to housing of workers in industrial parks through executive activities 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 practical living conditions for workers. Administrative mechanisms include planning, land allocation, licensing, inspection, the imposition of administrative sanctions, and the settlement of complaints in accordance with the 2011 Law on Complaints.

2.2.3. Ensuring the Right through Judicial Mechanisms

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

2.2.4. Ensuring the Right through Mediation, Social Oversight, and Other Remedial Mechanisms

Most disputes concerning workers' accommodation involve relatively small amounts in dispute and require prompt resolution. Accordingly, grassroots mediation, the representative, negotiation, and oversight roles of trade unions, oversight by the Vietnam Fatherland Front, and channels for receiving complaints and feedback are of considerable practical significance in remedying violations and protecting workers' rights.

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

International standards on the right to adequate housing, together with the ILO's specialized standards concerning workers' housing and migrant workers, provide a clear framework of obligations for Vietnam to improve its laws and policies on housing for workers in industrial parks.

Under Article 2(1) of the ICESCR and General Comment No. 3, States are required to progressively realize the right to the maximum of their available

resources; however, the obligation of non-discrimination is of immediate effect, and minimum core obligations must be ensured. General Comments Nos. 4 and 7 establish requirements concerning legal security of tenure and protection against unlawful forced eviction.

In Vietnam, the right to adequate housing has thus far been only partially incorporated into domestic law. Article 22 and Article 59(3) of the 2013 Constitution recognize the right to lawful accommodation, the inviolability of one's home, and housing development policies. Elements relating to safety, minimum floor area, fire prevention and firefighting, infrastructure, and rental price frameworks have been incorporated into sector-specific legislation, whereas security of tenure for tenants, affordability, and remedial mechanisms have not yet been comprehensively regulated.

2.4. EXPERIENCES OF SELECTED COUNTRIES IN ENSURING THE RIGHT TO HOUSING OF WORKERS IN INDUSTRIAL PARKS AND THEIR RELEVANCE TO VIETNAM

International experience in ensuring housing for workers is examined selectively, with a focus on elements 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 labor concentration, models of State intervention, and their potential relevance to Vietnam, the dissertation examines the experiences of China, the Republic of Korea, Singapore, and Thailand. Each country represents a distinct model of State intervention and is compared using the same set of criteria, with the limitations of applying each model in Vietnam clearly identified. The comparative analysis yields several lessons of relevance to Vietnam: *First*, the State must retain the central role in ensuring workers' right to accommodation, but it need not directly provide all housing. *Second*, a long-term, stable, and predictable financing mechanism should be established to ensure adequate resources for workers' housing. *Third*, a risk-based regulatory mechanism for rental housing should be established, combining mandatory standards with support for upgrading and transition. *Fourth*, an appropriate distinction should be maintained between the employment relationship and the accommodation relationship in housing models provided or managed by employers. *Fifth*, workers' housing policies should prioritize flexible rental arrangements suited to workers' migration patterns, employment circumstances, 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 assessed on the basis of outcomes of rights enjoyment, 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 PARKS IN VIETNAM

3.1. OVERVIEW OF THE HOUSING SITUATION OF WORKERS IN INDUSTRIAL PARKS AND SURVEY DESIGN

3.1.1. Labor Migration and Industrial-Park-Dependent Residential Spaces

High proportions of migrant labor, a young workforce, increasing family formation, and growing childcare needs show that industrial workers' social-security needs now extend beyond minimum employment and income provision.

3.1.2. Infrastructure and Social Pressures

Rapid industrial-park expansion and labor migration have placed substantial pressure on social infrastructure, particularly worker housing. This reflects weaknesses in industrial and urban development management and raises a fundamental human-rights issue, requiring worker housing to be treated as an integral component of sustainable industrial-park development.

3.1.3. Housing Needs and Current Supply

The existing housing supply does not adequately meet workers' needs in scale, quality, or sustainability. Policy therefore needs stronger State regulation to support social security and sustainable industrial-park development.

3.1.4. Social and Worker Housing Supply (2016-2026)

According to the Ministry of Construction, as of August 2025, there were 692 social housing projects nationwide, with a total planned scale of 633,559 housing units, of which 146 projects comprising 103,717 units had been completed, representing approximately 16.4% of the total planned scale. The gap between the number of completed units and the number of units under construction or included in projects that have only received investment policy approval demonstrates that outcomes in ensuring the right must be assessed on the basis of housing units actually completed and put into use, rather than equating the planned scale of projects with the level of rights enjoyment.

3.1.5. Survey Design and Operationalization of the Analytical Framework

The survey was conducted from July 18 to July 23, 2026. A total of 1,181 questionnaires were collected. Of these, 795 questionnaires in which respondents answered "Yes" to Question S1 were retained, together with 100 questionnaires in which respondents answered "No" to Question S1 but reported that they had been working in an industrial park for at least one year at the time of the survey (Question A7). A total of 286 questionnaires (24.2%) were excluded. Question S2 was not used as an exclusion criterion because of its inconsistency with Question A7. The 895 valid questionnaires comprised 266 from Ho Chi Minh City, 263 from Bac Ninh, 185 from Tay Ninh (the area

formerly constituting Long An Province), and 181 from Dong Nai. The seven criteria established in Chapter 2 were operationalized through a matrix linking the substantive content of the right, criteria, indicators, survey questions, data sources, and assessment contents, using 14 observed variables classified into three groups of measurement scales: C1 - legal security and affordability; C2 - housing conditions, infrastructure, and safety; and C3 - location, accessibility, and workers' voice. These variables were measured using a four-level scale. Responses of "do not know/not applicable" were excluded from the denominator. The results are presented solely as percentages, and no mean scores are calculated. Within the survey sample, 46.5% of respondents were renting rooms or privately provided accommodation, while only 7.2% were living in social housing; 28.8% spent 30% or more of their income on accommodation; and 55.3% had changed their place of accommodation at least once during the preceding three years. These percentages are descriptive only of the group of workers participating in the survey.

3.2. ASSESSMENT OF THE CURRENT SITUATION BASED ON THE FRAMEWORK OF CRITERIA FOR ENSURING THE RIGHT

The assessment follows the analytical sequence: normative standards of the right - legal provisions - implementation mechanisms - evidence - outcomes of rights enjoyment - responsibilities of relevant actors. The adoption of a policy or approval of a project is therefore recognized only as an outcome at the level of legal provisions or conditions for implementation, rather than as an outcome of actual rights enjoyment. Across the 14 observed variables, the proportion of assessments at the level of "basically meets the requirements" or above ranged from 52.0% to 57.7%, while the proportion assessed as "does not meet the requirements" ranged from 23.3% to 29.5%.

3.2.1. Achievements in Ensuring the Right to housing of workers in Industrial Parks

First, achievements in ensuring the right to lawful and safe accommodation: The State has gradually established a relatively clear legal basis for ensuring the right to lawful and safe accommodation.

Second, achievements in ensuring access to affordable housing: The State has gradually recognized and incorporated into domestic law the status of workers in industrial parks as a group requiring particular priority in ensuring access to affordable housing, thereby establishing important foundations for the realization of the right to accommodation.

Third, achievements in ensuring living conditions and basic services for workers in industrial parks: In recent years, Vietnam's laws and policies have demonstrated a clear trend toward a more comprehensive approach to workers' housing, whereby housing is no longer regarded merely as a physical structure

but is considered in an integral relationship with living conditions and essential social services.

Fourth, achievements in ensuring the right of workers in industrial parks to choose their place of accommodation and the inviolability of their homes: The State has established a relatively comprehensive legal framework for ensuring the right to choose one's place of accommodation and the inviolability of one's home.

The aforementioned achievements have been attained primarily at the levels of legal recognition and the establishment of conditions for implementation and are not sufficient to conclude that the majority of workers have gained access to suitable accommodation. Of the respondents, 16.2% had either not registered their residence or were still completing residence registration procedures; among those renting rooms or privately provided accommodation, only 38.9% had a written tenancy agreement.

3.2.2. Limitations and Shortcomings in Ensuring the Right to housing of workers in Industrial Parks

First, the formal housing supply remains significantly below the needs of workers in areas with high concentrations of industrial activity: The shortage is particularly evident in localities such as Ho Chi Minh City, Bac Ninh, Dong Nai, and Tay Ninh (the area formerly constituting Long An province).

Second, the quality of workers' housing does not yet fully meet the standards of adequate housing: In addition to the shortage of housing supply, the quality of housing available to workers in industrial parks in Vietnam continues to reveal considerable shortcomings, particularly in privately developed rental accommodation constructed in an unplanned manner in areas adjacent to industrial parks. Survey findings show that 34.7% of respondents experienced electricity outages, water shortages, inadequate sanitation, or poor drainage; 30.8% experienced excessive heat, dampness or mold, roof leakage, flooding, or pollution; 23.2% identified risks relating to structural safety, electrical systems, or fire prevention and firefighting; and 40.6% had to incur debt or reduce essential expenditure.

Third, housing policies for workers have not yet been sufficiently responsive to their actual needs and circumstances: A notable limitation in ensuring the right to housing of workers in industrial parks is that workers' housing policies remain heavily characterized by administrative standardization, lack flexibility in their design, and do not fully reflect the living and working circumstances of this workforce. Of the respondents, 38.0% had never sought information about housing support policies. Among the reasons for not accessing such support, lack of information or unclear procedures accounted for 41.2%, failure to meet eligibility requirements for 24.5%, and insufficient funds for the initial payment for 22.3%.

Fourth, housing affordability for workers has not been ensured on a sustainable basis: In practice, housing affordability for workers in industrial parks has not yet been sustainably ensured, particularly in localities with high concentrations of migrant workers, such as Ho Chi Minh City, Bac Ninh, Dong Nai, and Tay Ninh (the area formerly constituting Long An Province).

Housing costs continue to account for a substantial proportion of workers' income, while wage levels and employment stability remain limited, significantly constraining the substantive enjoyment of the right to accommodation. Within the survey sample, 28.8% of workers spent 30% or more of their income on accommodation, with the highest proportion recorded among respondents in Ho Chi Minh City (35.7%). This comparison is descriptive and does not provide a sufficient basis for establishing a causal relationship.

Fifth, oversight and accountability mechanisms have not kept pace with the multi-actor nature of the process of ensuring the right: There remains a lack of a designated coordinating body, inspection criteria, and mechanisms for public disclosure of results, while workers continue to encounter significant barriers when reporting violations. Only 54.5% of respondents assessed their ability to identify the appropriate channel for reporting concerns and to have those concerns received and addressed as “basically meeting the requirements” or above.

3.2.3. Assessment of the Legal Responsibilities of Relevant Actors in the Mechanism for Ensuring the Right to housing of workers in Industrial Parks

Viewed through the framework of the obligations to respect, protect, and fulfil the right, the current situation demonstrates that the mechanism for ensuring the right to housing of workers involves the participation of the State, local authorities, industrial park infrastructure developers, employing enterprises, trade unions, and workers themselves. However, the degree 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 where the right is not adequately ensured.

Workers participating in the survey identified local authorities and industrial park management boards (43.9%) and the Government, ministries, and central agencies (42.2%) as the actors that should bear primary responsibility, followed by employing enterprises (26.1%).

3.3. CAUSES OF THE ACHIEVEMENTS AND LIMITATIONS

3.3.1. Causes of Achievements

First, a marked shift in the State's awareness of and approach to human rights. *Second*, the gradual improvement of the specialized legal framework governing residence and housing. *Third*, the State's increasingly prominent role in intervening in the structural elements of the housing market. *Fourth*, the shift from a “shelter” approach to a “living environment” approach in workers'

housing policies. *Fifth*, the proactive role of local authorities in several key industrial parks.

3.3.2. Causes of the Limitations in Ensuring the Right to housing of workers in Industrial Parks

First, the development of industrial parks and the development of housing have not been planned and prepared concurrently. Second, mechanisms for quality control and the standardization of workers' housing remain ineffective. Third, the structure of housing products and conditions for access have not adequately reflected the diverse needs and circumstances of workers. Fourth, housing affordability for workers has not been ensured on a sustainable basis. Fifth, oversight and accountability mechanisms remain insufficiently clear. Sixth, there is a lack of a unified database on workers' housing needs, while the legal framework remains affected by overlaps and inconsistencies.

The causes identified by survey respondents are broadly consistent with the above analysis: unstable income and employment (53.6%); high land, housing, and rental prices (46.9%); and shortages of social housing, workers' accommodation facilities, and rental housing meeting the required standards (32.7%).

The identified limitations are therefore attributable to multiple groups of economic, institutional, planning, and implementation-related causes and cannot be effectively addressed through any single policy or legal instrument.

Chapter 4

ORIENTATIONS AND SOLUTIONS FOR ENSURING THE RIGHT TO HOUSING OF WORKERS IN INDUSTRIAL PARKS IN VIETNAM UNDER A HUMAN RIGHTS-BASED APPROACH

4.1. CONTEXT AFFECTING THE ENSURING OF THE RIGHT

First, deepening globalization, shifts in global supply chains, and increasing foreign direct investment (FDI) in Vietnam. *Second*, industrialization and modernization associated with urbanization, which have contributed to large-scale labor migration. *Third*, the gap between the housing needs of workers in industrial parks 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. *Fifth*, major changes in the institutional framework for housing and the organization of local government during the 2024-2026 period, including the 2023 Law on Housing, the 2024 Land Law, Decree No. 100/2024/ND-CP and its amending decrees, Resolution No. 201/2025/QH15, the 2024 Law on Trade Unions, and the two-tier local government model.

4.2. PERSPECTIVES ON ENSURING THE RIGHT TO HOUSING OF WORKERS

First, fully implement the Party's approach to human-rights protection and human-centered development during industrialization and modernization.

Second, ensure workers' right to housing through an HRBA linked to the State's obligations to respect, protect, and fulfil rights. *Third*, integrate the right to housing into the legal framework for sustainable, inclusive, and non-discriminatory industrial and urban development. *Fourth*, link rights protection with oversight, accountability, and workers' effective access as rights-holders. *Fifth*, develop and use reliable data and surveys on worker-housing demand as a foundation for policy formulation, implementation, and monitoring

4.3. SOLUTIONS AND IMPLEMENTATION ROADMAP

The proposed solutions correspond to the six groups of causes identified in Subsection 3.3.2 and are consolidated in a matrix linking causes, solutions, legal bases, responsible actors, and verifiable indicators. For each solution, the dissertation identifies the legal basis, competent authority, required resources, coordination mechanisms, and anticipated impacts, while distinguishing among three categories: solutions that can be implemented immediately; solutions requiring amendments to laws or decrees; and solutions that should first be piloted. The responsible implementing actors are identified in accordance with the two-tier local government model (provincial and commune levels).

4.3.1. Improving the Legal Framework by Clearly Defining the Substantive Content of the Right and Corresponding Obligations

First, the Law on Housing and legislation governing land, investment, construction, planning, industrial parks, residence, and fire prevention and firefighting should be reviewed against a common framework based on the standards of adequate housing. Such review should not merely seek to eliminate procedural inconsistencies but should clearly define minimum criteria concerning legal security of tenure, affordability, habitability, location, accessibility to services, and remedial mechanisms. In the immediate term, the Government and the Ministry of Construction may issue uniform guidance on the concepts of workers' accommodation facilities, social housing for rent, and multi-storey, multi-unit housing developed by individuals for rental purposes, together with the minimum requirements applicable to each form of accommodation. Amendments to laws fall within the competence of the National Assembly. The law should provide additional minimum safeguards for tenants, including written tenancy agreements containing mandatory terms, notice periods for rent increases or termination of tenancies, and principles governing the return of security deposits, and should clearly delineate the respective competences of provincial- and commune-level authorities under the two-tier local government model.

4.3.2. Integrating Workers' Housing into the Conditions for the Establishment, Expansion, and Operation of Industrial Parks

The approval of the establishment of new industrial parks or the expansion of existing industrial parks should be based on projections of labor demand and corresponding plans for housing, transportation, healthcare, education, and

childcare facilities. Pursuant to Article 9(7) of Decree No. 35/2022/ND-CP and Article 202(7) and (8) of the 2024 Land Law, the requirement to formulate a housing plan when establishing or expanding an industrial park may be implemented immediately through the appraisal of relevant dossiers. Requirements for industrial park infrastructure developers to demonstrate their capacity to meet housing needs and to make financial contributions should be introduced through amendments at the decree level, subject to impact assessment and pilot implementation.

4.3.3. Shifting the Focus toward Rental Housing and Diversifying Forms of Housing Provision

Housing policy should shift its focus from homeownership toward ensuring security of tenure through diversified options, including rental rooms meeting prescribed standards, workers' accommodation facilities, small rental apartments, family apartments, lease-purchase housing, and social housing for purchase by those with sufficient capacity to accumulate savings. Under Article 78(2) of the 2023 Law on Housing, persons renting social housing are not required to satisfy the housing and income conditions applicable to purchasers or lease-purchasers. Resolution No. 201/2025/QH15 permits enterprises to rent social housing for allocation to their employees. Among the workers surveyed, 46.5% prioritized an increase in social rental housing near industrial parks. Time-limited demand-side rental assistance may be piloted, conditional upon the existence of a written tenancy agreement and the registration of the rental establishment, with an independent evaluation to be conducted before the scheme is expanded.

4.3.4. Standardizing and Registering Private Rental Accommodation and Supporting Its Upgrading

Private rental accommodation currently constitutes the principal source of accommodation for workers and therefore cannot be addressed solely through prohibitions or inspections conducted only after violations have occurred. 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 be established concerning floor area, emergency exits, electricity, water supply, sanitation, ventilation, tenancy agreements, service charges, and tenant protection. Such standardization should be linked to the 2024 Law on Fire Prevention, Firefighting and Rescue and Decree No. 105/2025/ND-CP, under which provincial-level People's Committees are required to publish, no later than January 1, 2026, a list of establishments that fail to satisfy the applicable requirements, while the establishments concerned must complete remedial measures no later than July 1, 2028. This process should be accompanied by

transitional support mechanisms, including technical guidance, preferential credit for upgrading, and temporary accommodation arrangements for tenants.

4.3.5. Establishing Proportionate Responsibilities for Employing Enterprises

The law should establish obligations proportionate to the size of the workforce and the degree of reliance on migrant workers. Enterprises may discharge their responsibilities by constructing or renting accommodation that meets prescribed standards, providing rental assistance, organizing employee transportation, contributing to relevant funds, entering into contracts with housing providers, or participating in joint housing projects within industrial parks. Rental assistance, employee transportation, and the rental of social housing for workers may be implemented immediately through collective bargaining agreements, with trade unions participating in negotiation and oversight in accordance with the 2024 Law on Trade Unions. Mandatory financial contribution obligations for enterprises should be considered only following impact assessment and pilot implementation. Sectoral collective bargaining agreements or multi-enterprise collective bargaining agreements under the 2019 Labor Code constitute appropriate instruments through which enterprises within industrial parks may share the costs of housing support.

4.3.6. Establishing a Database and a Rights-Based Monitoring Mechanism

The Ministry of Construction should take the lead in establishing a national database on workers' housing, interconnected with data on industrial parks, labor, planning, land, and social infrastructure. At a minimum, the database should contain data on the number of workers, demand by type of accommodation, affordability, housing supply, rental prices, occupancy rates, building quality, and violations that have been addressed. The data should be updated periodically and should include a publicly accessible component for use by workers, investors, and oversight bodies. The establishment of an interconnected database has a legal basis in the 2024 Law on Data. The monitoring indicators should be organized into the three categories of structure-process-outcome indicators, reported annually to provincial-level People's Councils, and made publicly available.

4.3.7. Improving Mechanisms for Receiving Complaints and Feedback, Mediation, Dispute Resolution, and Remedies for Violations of the Right to Accommodation

This solution corresponds to the seventh assessment criterion and the fifth group of causes, given that only 54.5% of respondents assessed their ability to identify the appropriate channel for reporting concerns and to have such concerns received and addressed as “basically meeting the requirements” or above. The proposed measures include: designating the commune-level

People's Committee in localities where industrial parks are located as the focal point for receiving complaints and feedback, subject to prescribed response time limits and confidentiality safeguards for persons reporting violations; prioritizing mediation of low-value accommodation rental disputes in accordance with the 2013 Law on Grassroots Mediation and the 2020 Law on Mediation and Dialogue at Court; introducing provisions prohibiting retaliation against tenants who report violations; and expanding trade union legal advisory services to accommodation-related disputes. Verifiable indicators should include the proportion of complaints and feedback responded to within the prescribed time limits and the proportion of disputes successfully resolved through mediation.

4.3.8. Implementation Roadmap and Allocation of Responsibilities

Short-term period (2026-2027): Complete the review of relevant normative legal documents; issue uniform guidance on forms of accommodation for workers, minimum criteria, and standard tenancy agreements for private rental accommodation; classify rental establishments presenting high risks of fire or explosion in accordance with the remedial roadmap extending to July 1, 2028; conduct surveys of workers' housing needs for each industrial park; and establish commune-level channels for receiving complaints and feedback, together with procedures for mediating accommodation rental disputes. Output indicators: relevant guidance documents issued; lists of rental establishments established; proportion of high-risk establishments inspected; and housing demand survey reports completed for each province with industrial parks.

Medium-term period (2028-2030): Integrate workers' housing plans into provincial housing development programs and plans; amend regulations governing the conditions for the establishment and expansion of industrial parks; pilot models under which industrial park infrastructure developers, enterprises, and trade unions jointly provide rental housing; and operationalize the interconnected database on workers' housing. The 2030 milestone corresponds to the timeframe of the Project on Investment in the Construction of at Least One Million Social Housing Units and Resolution No. 201/2025/QH15.

Long-term period (2031-2035): Incorporate successfully piloted mechanisms into the legal framework; establish a diversified workers' housing system that is data-driven, governed by uniform standards, and subject to comprehensive accountability mechanisms. Output indicators: the proportion of workers whose accommodation costs account for less than 30% of their income; the proportion of workers with a tenancy agreement or another lawful basis for the use of accommodation; average commuting time; and the proportion of complaints and feedback resolved within the prescribed time limits.

CONCLUSION

The right to housing of workers in industrial parks is an issue of profound legal, social, and human rights significance, reflecting a country's level of development and its human-centered 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 linked to human dignity, an adequate standard of living, health, capacity to work, and social inclusion.

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 parks. It demonstrates that workers' right to housing cannot be understood simply as having lawful accommodation but must be approached in light of the substantive content of "adequate housing", encompassing such 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.

Through an analysis of the existing legal framework and the current state of law implementation, the dissertation demonstrates that Vietnam has achieved significant progress in recognizing and progressively institutionalizing the right to housing of workers, particularly through the recognition of the right to lawful accommodation in the 2013 Constitution, together with the enactment of the 2023 Law on Housing, the 2024 Land Law, and relevant legal instruments governing social housing and workers' accommodation facilities. However, the dissertation also identifies continuing structural limitations within this legal framework, including inconsistencies among relevant laws; policy eligibility criteria that do not adequately reflect the characteristics of migrant labor and workers' income levels; a housing supply that remains insufficient to meet substantial demand; and fragmented oversight and accountability mechanisms for ensuring the right to housing that remain insufficiently effective.

Research conducted in localities with high concentrations of industrial parks, including Ho Chi Minh City, Bac Ninh, Dong Nai, and Tay Ninh (the area formerly constituting Long An Province), reveals a significant gap between legal provisions and actual access to accommodation among the workers participating in the survey. Nearly half of the surveyed workers (46.5%) were renting rooms or privately provided accommodation; 28.8% spent 30% or more of their income on accommodation; and many respondents experienced problems relating to electricity, water supply, sanitation, safety risks, and inadequate access to associated social services.

The causes of this situation are multifaceted: the law has not yet fully specified the elements of adequate housing or the responsibilities of relevant

actors; industrial park planning has not been adequately coordinated with housing development; available resources and the structure of housing provision do not adequately correspond to rental demand; and limitations persist in data availability, oversight mechanisms, and the organization of implementation. When assessed against the scientific hypothesis, the first and second propositions are supported by the research findings, while the third proposition is supported at the descriptive level, as the dissertation has not quantified the separate degree of impact attributable to each group of causes. The survey percentages should not be generalized to the entire population of workers in industrial parks.

Based on an analysis of the perspectives of the Communist Party of Vietnam on sustainable development, social development management, and the building of a modern working class, the dissertation affirms the need for a shift in the approach to ensuring workers' right to accommodation, from a "policy support" approach to a "human rights guarantee" approach.

On the basis of the theoretical and practical arguments developed in the dissertation, a comprehensive system of solutions is proposed to improve the mechanism for ensuring the right to housing of workers in industrial parks in Vietnam in a comprehensive, coherent, 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 workers' housing with industrial park planning and sustainable urban development; strengthening the role and obligations of the State in mobilizing and allocating resources; clearly defining the responsibilities of non-State actors; promoting the role of trade unions and enhancing workers' awareness of their right to accommodation; and establishing effective oversight and accountability mechanisms, while improving mechanisms for receiving complaints and feedback, mediation, and remedies for violations.

Notwithstanding the findings and contributions of the dissertation, several limitations remain. The survey employed controlled convenience sampling in four localities over a relatively short period; the criterion requiring a minimum working period of three months (Question S2) was not applied during the screening process because it was inconsistent with Question A7; and 47.9% of respondents selected the same response level for all 14 observed variables. Accordingly, the survey findings are descriptive only of the group of workers participating in the survey and should not be generalized beyond that group. Further in-depth empirical research will be required to assess the practical effectiveness of the proposed policy models.

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

1. Le Nguyen Tinh (2024), “Solutions for Improving Housing Policies for Workers in Industrial Zones in Bac Ninh province”, *State Management Review*, No. 346 (11/2024), pp. 105-108. DOI: 10.59394/qlnn.346.2024.1019.
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.