

Some remarkable changes in the family life of workers in Vietnam's industrial zones today

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Abstract: This study analyzes the profound changes in the lives of Vietnamese industrial workers in the context of urbanization, industrialization, and digital technology development. The research highlights that due to prolonged work pressure, low income, and unstable housing conditions, the traditional family model is gradually being replaced by modern family structures such as nuclear families, single-parent families, and cohabitation. These shifts lead to disruptions in intergenerational relationships and negatively impact workers' mental well-being, nutrition, and social interactions. While technology and social media help maintain long-distance communication, they also reduce the quality of face-to-face interactions, weakening family bonds. The study emphasizes the urgent need to recognize these transformations to develop comprehensive support policies from the government, businesses, and communities, thereby improving workers' quality of life and ensuring sustainable social development.

Keywords: transformation, family life, workers, industrial zones, urbanization

1. The importance of recognizing changes in workers' family life

Amidst rapid economic growth, Vietnam has witnessed an industrial zone boom, attracting millions of rural workers to urban areas. This migration not only reshapes the economic landscape but also profoundly transforms workers' family lives—from income and living conditions to daily routines, physical health, and mental well-being. Identifying these changes is crucial not only for effective social policy planning but also for ensuring the country's sustainable development.

Workers' living conditions reflect not only economic growth but also the fairness and sustainability of development. When workers enjoy stable lives, they are more motivated to work and contribute positively to the economy. Conversely, precarious living conditions not only affect individuals but also have negative repercussions for businesses and society as a whole.

Recognizing and studying these shifts in workers' family lives enables policymakers to design appropriate support programs, such as social housing, healthcare, and education for workers' children. For example, developing residential areas near industrial zones can reduce commuting time, improve living standards, and alleviate stress and living costs for workers. These transformations also pose challenges for businesses in improving workplace conditions to retain their workforce. High work intensity, limited family bonding time, and financial pressures often lead to worker exhaustion and decreased motivation.

By understanding these challenges, businesses can implement supportive measures such as improving employee welfare programs, building worker dormitories, or organizing community activities. A notable example is the establishment of daycare centers within industrial zones, allowing workers to focus on their jobs without worrying about their children. A more worker-friendly environment not only enhances employee retention but also boosts productivity.

Recognizing changes in workers' family lives is not only an economic concern but also a crucial factor in social stability. Many worker families face difficulties such as low income, overcrowded housing, and limited access to healthcare and education. Without timely support solutions, these issues can lead to severe consequences, including worker burnout, inadequate childcare, and broader social problems such as domestic violence and crime. Therefore, improving workers' family life is not just the responsibility of the government and businesses—it is a fundamental element in ensuring a fair, stable, and sustainable society.

2. Family structure models in Vietnam

2.1. Traditional and modern family structures

2.1.1. Traditional family structure

The traditional Vietnamese family is a historically and culturally significant social structure that reflects the values, beliefs, and way of life of Vietnamese people across different periods. This model is characterized by an extended family structure, clear gender roles, and strong intergenerational bonds.

In traditional Vietnamese families, households were often large, with multiple generations living under the same roof. This structure, commonly known as “tam đại đồng đường” (three generations) or even “tứ đại đồng đường” (four generations), included grandparents, parents, children, and sometimes even great-grandchildren. Such an arrangement was not only a living space but also a system of economic and emotional support. Family members typically engaged in collective activities such as farming, trading, or handicrafts, forming a self-sustaining economic unit. This system provided stability and financial security for all members.

Gender roles within the traditional Vietnamese family were distinctly defined. Men, particularly the father or grandfather, were considered the family's head, responsible for making important decisions and maintaining social connections outside the home. They were regarded as the “pillar of the family,” tasked with protecting and providing for their relatives. Women, on the other hand, were primarily responsible for household management, child-rearing, and preserving family traditions. This division of labor was not merely a practical arrangement but also a reflection of societal ideology, where men were valued more highly and held greater authority in family and societal decisions. These norms were heavily influenced by Confucian teachings, which emphasized respect for elders and the subordination of women.

Beyond being a residence, the traditional Vietnamese family functioned as an educational and cultural institution. It was where moral values, traditions, and etiquette were passed down through generations. Elderly family members, especially grandparents, played a crucial role in educating younger generations, sharing life experiences, and teaching social norms. Ancestral worship was a central aspect of family life, expressing gratitude and reverence for ancestors. This practice was not just a religious ritual but also a means of strengthening generational ties and reminding descendants of their roots and familial traditions. Strict adherence to ethical principles, respect for elders, and ritualistic customs were instilled from a young age, shaping individuals' character in an informal yet highly effective manner.

In this model, grandparents held the highest status within the family, earning the utmost respect from all members. Parents were responsible for managing daily affairs and raising children, while younger generations, despite their lower rank, played an essential role in maintaining and developing the family. Each generation bore specific responsibilities, from caring for the elderly to educating the young.

The traditional Vietnamese family, with its extended structure and well-defined roles, played a vital role in preserving and transmitting cultural and ethical values. However, as modern society has evolved, this model has gradually shifted toward greater flexibility and equality in family relationships. Factors such as urbanization, industrialization, and advancements in education and technology have significantly altered family structures and member roles, leading to new, more adaptable family models suited to contemporary social dynamics.

2.1.2. Current family structure models

a) The "nuclear family" model

The modern family structure in Vietnam has undergone significant transformations compared to traditional families. These changes stem from urbanization, industrialization, and globalization, along with advancements in education and technology. Today's family model is generally more compact, with more flexible gender roles and a clear generational separation. The modern Vietnamese family is typically smaller in scale, consisting mainly of parents and their children, commonly referred to as the "nuclear family." This marks a significant shift from the traditional multi-generational family structure.

This transition is partly influenced by urbanization and industrialization, as families relocate to cities or industrial zones for better job opportunities. Consequently, families tend to live separately rather than in multi-generational households as before. This model provides family members with more privacy, freedom, and flexibility in managing their personal and professional lives.

In modern families, gender roles are no longer strictly defined as in traditional households. Women today have more opportunities and are encouraged to participate in economic and social activities, even holding leadership positions. Meanwhile, men, in addition to being the primary financial providers, are increasingly involved in household chores and childcare. This shift reflects progress in social awareness regarding gender equality and women's rights. Nowadays, couples tend to share family responsibilities flexibly, based on individual capabilities and specific circumstances, rather than adhering to rigid gender norms.

A striking feature of modern families is the clear generational separation. Elderly parents often live independently or in care facilities rather than with their children and grandchildren, as was customary in the past. Young adults tend to move out for education or work, resulting in a higher degree of independence. While this reduces the caregiving burden within families, it can also lead to feelings of loneliness and weakened intergenerational bonds. This separation is also evident in living spaces, as modern families often have fewer shared spaces, with each member having their own private area.

In this model, parents and children usually live separately once the children reach adulthood. Shared responsibilities between parents and the independence of children are key characteristics. Although they may still reside in the same house, family members generally have greater autonomy in personal decision-making, offering support when needed but without the strict obligations seen in traditional families.

According to the Family Affairs Department, the nuclear family (a two-generation household) is the most prevalent and essential family structure in Vietnam. Regarded as the "backbone" of Vietnamese society, the nuclear family has several advantages. Its members are typically young, dynamic, confident, and ambitious, maintaining close relationships. They often have clear development plans and pursue significant life goals. However, this model also has drawbacks. Economic conditions can be constrained, and members are often preoccupied with work and studies. The increasing issue of "lonely elderly" in recent years is also considered a consequence of this family structure.

Recent statistics indicate a growing trend towards nuclear families in Vietnam, with a gradual reduction in household size, particularly in urban areas. In 2009, the average household size was 3.66 people, with 3.78 in urban areas and 3.84 in rural areas. By 2019, the numbers had decreased to 3.6 people per household (overall), 3.4 in urban areas, and 3.6 in rural areas.

Modern Vietnamese families have adapted to social and economic changes, creating a more flexible and diverse model. This transformation not only reflects progress in individual rights and gender equality but also presents new challenges regarding family cohesion and mutual support. Adapting to the modern family model requires mutual understanding and respect, as well as the ability to balance individual and collective responsibilities.

b) Some new family types

In the context of significant socio-economic changes, the family structure model is also undergoing notable transformations. While the traditional multi-generational family once dominated, today, the diversity of family

models has become more apparent due to urbanization, labor migration, technological advances, and changes in attitudes toward marriage and family.

A single-parent family appears when either the father or mother raises the children alone due to divorce, separation, widowhood, or the decision to be a single parent. This trend is increasingly common in urban areas. The characteristic of this model is that the caregiver faces significant economic and emotional pressures. Children in single-parent families may face psychological and educational challenges if they lack social support. In some cases, single parents may receive help from extended family or the community to ensure a stable life for their children.

A childfree family is a model where couples decide not to have children, often for personal, financial, career, or lifestyle reasons. This model is becoming more popular in developed countries and is on the rise in Vietnam. The advantages of this model include financial freedom, less pressure from raising children, and a focus on career and personal interests. However, its drawbacks include the risk of loneliness in old age and societal pressure due to the lack of children.

A skipped-generation family is common in families where parents work far away or migrate for labor, leaving their children to be cared for by grandparents. In this model, children receive care from their grandparents but may lack a strong bond with their parents. At the same time, grandparents may face health and financial difficulties when taking on the responsibility of raising children. This model presents many challenges in educating and developing the children's psychology, requiring social policy intervention to ensure the rights of children in such families.

A same-sex family consists of same-sex couples raising children (biological or adopted). Although not fully recognized by the law in Vietnam, this model is becoming more prevalent in modern society. Same-sex families often have flexible responsibility-sharing, independent of traditional gender roles. However, they still face legal barriers and societal prejudices. Many international studies show that children raised in same-sex families do not differ significantly in psychological development from those raised in heterosexual families.

The changes in family structure reflect shifts in society. In the future, some prominent trends may include greater flexibility in family models, more balance between men and women in family responsibilities, and increased support from social policies. The government and businesses can implement programs tailored to each family model, such as housing, insurance, and education for children.

Overall, today's family structure model is no longer simply the traditional family but has expanded into various forms, reflecting changes in lifestyle, economics, and social attitudes. Understanding these models helps policymakers, businesses, and communities develop appropriate solutions that contribute to social stability and development.

2.1.3. Comparison of the family structure model in Vietnam

The family structure in Vietnam has undergone significant changes over time, reflecting the transformation of society, economy, and culture. While the traditional family model once played a dominant role, today, many modern family types have emerged with greater diversity and flexibility. Below is a comparison table between the family structure in Vietnam in the past and present:

Table 1. the family structure in Vietnam in the past and present

CRITERIA	TRADITIONAL VIETNAMESE FAMILY	MODERN VIETNAMESE FAMILY
Structure	Extended family (multi-generational living together)	Primarily nuclear family (parents and children)
Role of generations	Grandparents and parents have significant decision-making power; children must comply	Parents play the main role, children have more say
Position of women	Homemakers, caregivers	Women participate in the workforce, have financial decision-making power

Marriage conception	Marriage arranged, influenced by family and lineage	Freedom to marry, emphasizing love and personal choice
Family size	Large families with many children, multi-generational	Smaller families, typically one or two children
Division of labor	Men as breadwinners, women manage the household	Flexible division, both genders share responsibilities
Education and child-rearing	Children must obey; education follows traditional norms	Emphasis on personal development, flexible education
Family relationships	Strong bonds, influenced by Confucianism, the "three obediences and four virtues"	More open, equal relationships between members
Living environment	Mainly rural, tied to agricultural production	Urbanized, many families live in apartments or houses
Impact of technology	Limited, communication mainly in person	Technology has a strong influence, communication via phones and social media
Impact of labor migration	Rare, families live close together	Parents work far away, children live with grandparents or in daycare
Social welfare and policy	Relies on family and lineage support	Government and businesses provide support through insurance and social benefits

Source: Authors' compilation

The changes in the family structure in Vietnam reflect significant societal shifts, from economic transformations, urbanization, and industrialization to changes in lifestyle and technological advancements. This process has both positive and negative impacts, requiring adjustments in social policies to align with current realities.

Positive aspects

The transition from the traditional family model to the modern family model has contributed to enhancing the autonomy of each family member, especially women and children. In the past, Vietnamese families were heavily influenced by Confucian values, such as the "three obediences and four virtues," where women had to obey their father, husband, and eldest son. However, today, women play a crucial role in the family economy, participate in the workforce, and have greater decision-making power in family matters. According to the UNDP Gender Equality Report (2022), the labor force participation rate of women in Vietnam has reached over 70%, higher than the Southeast Asian average (UNDP, 2022). Additionally, changes in family structure have improved quality of life, reduced economic burdens, and enhanced living conditions. Families today tend to have fewer children, thus offering more opportunities to invest in education, healthcare, and improving each member's quality of life. According to the General Statistics Office of Vietnam, the proportion of households with three or more children has dropped sharply from 40% in the 1980s to below 20% in 2020 (General Statistics Office, 2021). This shift allows modern families to focus more on sustainable development, improving educational quality, and healthcare.

Negative aspects

However, alongside the benefits, these changes also present several challenges. One major issue is the declining intergenerational bonding within families. Traditionally, the extended family, with multiple generations living together, provided mutual support in terms of economy, emotions, and child-rearing. Today, due to urbanization and labor migration, many families are separated, with parents working far away, and children living with grandparents or attending childcare facilities. A study by the Vietnam Academy of Social Sciences (2020) revealed that 30% of children in industrial zones live away from their parents due to work requirements (Vietnam Academy of Social Sciences, 2020). This can affect children's psychological well-being and development, increasing the generation gap within families.

Another issue is the rise of single-parent families. According to statistics from the General Department of Population and Family Planning, the proportion of single-parent families in Vietnam has increased from 6% in

2000 to 11% in 2020, with the majority being women raising children alone (General Department of Population, 2021). This change shows that the concept of marriage is becoming more flexible, but it also brings many challenges in terms of economics, child-rearing, and maintaining psychological balance for these families.

Moreover, the development of technology and communication has also significantly impacted family life. While in the past, family members spent time together through traditional activities like shared meals and face-to-face conversations, today, the widespread use of smartphones and social media has reduced these interactions. A survey by Nielsen Vietnam (2022) showed that 60% of households in urban areas spend more than 4 hours a day using electronic devices, reducing the amount of direct conversation between family members (Nielsen, 2022). This not only affects family bonding but also increases the generational gap.

2.2. Identifying changes in the family life of workers in industrial zones

2.2.1. Some manifestations of changes

In the context of rapid economic development and urbanization in Vietnam, industrial zones have become centers attracting millions of workers from all over the country. This migration not only impacts the economy but also deeply affects the family life of workers. The rapid development of industrial zones in Vietnam has attracted a large number of migrant workers from rural areas to urban areas. This process has not only led to economic changes but also significantly impacted the family life of workers. These changes are reflected in many aspects, including family structure, livelihoods, living habits, and social relationships. According to Bui Thi Phuong Chi (2016), workers migrating from rural areas to industrial zones often face numerous pressures in life. Their marital and family lives are challenged by pressures such as long working hours, low income, and poor living conditions like inadequate facilities and housing. The need to tighten spending has led to the limiting of family needs to a minimum.

According to Hoa Huu Van et al. (2017), family relationships are also affected by the industrial lifestyle, especially the relationship between parents and children, and child-rearing. Therefore, the cohesion among family members in workers' households is facing significant obstacles. Besides the difficulties of income and expenditure, workers' cultural and spiritual needs seem to be insufficiently addressed.

In reality, some changes in the family life of workers in industrial zones in Vietnam today include:

(1) Changes in family structure

One of the most noticeable changes is the shift from the traditional family model to the nuclear family and separated family model. Previously, workers often lived with extended families, where multiple generations were closely connected. However, when migrating to industrial zones, they must live away from their families, in cramped boarding houses or workers' dormitories. According to a study by the Institute of Workers and Trade Unions (2022), up to 70% of workers in major industrial zones in Vietnam live away from their families, and their children often stay in the countryside with their grandparents (Institute of Workers and Trade Unions, 2022). This leads to negative impacts, such as emotional distance between parents and children, affecting the children's development and the family's stability.

In addition, the number of single-parent families among workers is also increasing. Economic pressures, difficult living conditions, and instability in marital life cause many couples to separate or divorce. Statistics from the Vietnam General Confederation of Labor (2021) show that the divorce rate among migrant workers in industrial zones is higher than the national average, accounting for about 30% of the total divorces (Vietnam General Confederation of Labor, 2021).

Some workers even choose not to marry. One of the reasons behind this is the limited opportunities to meet and make friends in the industrial zones. In addition to the pressures of working in shifts, relationships and friendships within the industrial zone also limit workers' marriage opportunities. Moreover, difficult living conditions, inadequate amenities, and low income have changed many workers' perceptions when choosing a life partner.

In practice, the choice of a life partner for workers is quite limited due to the male-to-female ratio in the workplace. Moreover, the impoverished cultural and spiritual life and low living standards also reduce opportunities for workers to choose a spouse. Therefore, women workers face more challenges in finding a partner compared to male workers. For workers' marital and family life in industrial zones, it is already hard for workers to find a partner, but the most challenging situation is for women. Male workers have an easier time because in many companies in industrial zones, the number of women is the majority, with the current gender ratio at 7:3. The average working time for workers is 9 hours per day, but some companies require overtime, working up to 11-12 hours per day. After work, most workers have to rest and recover to prepare for the next working day. Additionally, due to the lack of public recreational spaces and collective entertainment activities, workers have very few opportunities to meet or date. According to results from in-depth interviews and discussions with business management officials, pre-marital cohabitation among workers is quite common. Workers' marital lives in industrial zones face many concerns, with many couples living together without registering marriage, simply choosing to live together voluntarily. This leads to situations where couples live together for a period and then break up without progressing to marriage. The severe consequences, particularly affecting female workers, include single motherhood or the need for abortion, creating a double burden for them. From their relationships in the boarding houses, couples usually get to know each other and then rent a shared room following a temporary living arrangement. The rooms are always full of tenants. Initially, people from the same hometown rent a room together, and after becoming acquainted, couples move out and rent separate rooms. They live together as husband and wife without marriage registration or a formal wedding. Some couples only live together for a few months, while others live together for years before parting ways, continuing their temporary living arrangements.

It can be said that the marital life of a portion of workers in industrial zones is facing many instabilities. The issues in workers' personal lives significantly impact their mental well-being and work efficiency.

(2) Changes in living conditions and daily activities

The living conditions of workers in industrial zones are generally quite difficult. Most migrant workers rent in makeshift boarding houses that lack amenities, with cramped living spaces that negatively affect both their physical and mental health. According to a report by the Ministry of Construction (2023), only about 20% of workers in industrial zones can access social housing or dormitories provided by employers, while the rest have to rent rooms with an average area of 3-5m² per person (Ministry of Construction, 2023).

Additionally, long working hours also impact workers' daily routines. Workers often work in shifts and have little time for their families and themselves. Many studies show that workers tend to have simple, nutritionally inadequate diets due to financial and time constraints. A survey by the National Institute of Nutrition (2022) found that up to 60% of workers in industrial zones do not have a balanced diet, mainly relying on processed food and street food (National Institute of Nutrition, 2022).

(3) Changes in family relationships and mental well-being

Changes in living conditions and daily activities have significantly impacted family relationships. The emotional distance between spouses, parents, and children can lead to family fragmentation, with a lack of sharing and empathy. Children living away from their parents are at high risk of missing out on emotional care, which affects their mental health and education. A study by UNICEF (2021) found that 40% of children with migrant worker parents show signs of psychological instability, such as depression, anxiety, or academic decline (UNICEF, 2021). In addition, work and life pressures cause many workers to experience stress, fatigue, and psychological problems. This situation has led to an increase in social issues such as domestic violence, social evils, alcoholism, and gambling. A study by the Institute of Labor Science and Social Affairs (2022) showed that 25% of workers show signs of depression or anxiety disorders due to work pressure and financial difficulties (Institute of Labor Science and Social Affairs, 2022).

(4) Changes in spending patterns and financial management

The wages of workers in industrial zones are generally low compared to the minimum living standards. According to the General Statistics Office (2023), the average income of workers in industrial zones is about 7-9 million VND per month, while the cost of living in large cities is rising rapidly (General Statistics Office, 2023). This forces workers to tighten their spending, with many sending money back to their hometowns to support their children or assist their families, thereby reducing their own standard of living.

A notable reality is that many workers fall into a cycle of debt due to consumer loans or usury. Due to low and unstable income, many workers have to borrow money to cover living expenses or medical costs. According to a report by the Vietnam General Confederation of Labor (2022), about 35% of workers have taken loans from usurious lenders, leading to serious financial and psychological consequences (Vietnam General Confederation of Labor, 2022).

The changes in the family life of workers in industrial zones reflect a complex and challenging reality. From the shift in family models, difficult living conditions, to the influence of information technology and the issue of elderly loneliness, all these factors contribute to profound changes in workers' lives. Understanding these changes is crucial for developing policies and solutions to support workers, improve their living standards, and ensure sustainable social development. Focusing on the family life of workers is not only a personal issue but also a key factor in building a harmonious and stable society.

2.2.2. Factors affecting changes in the family life of workers

The family life of workers in industrial zones in Vietnam is facing significant changes. The factors influencing these changes are diverse and complex, ranging from working conditions, income, and living environments to support policies. Analyzing these factors will help us better understand the current situation and propose solutions to improve the quality of life for workers and their families.

First, the economic factor plays a crucial role. Migrating to cities in search of better jobs and higher wages is the main motivation for many workers to leave their families in rural areas. However, wages in industrial zones are still low compared to the cost of living in urban areas, making their lives difficult and forcing them to accept living in inadequate conditions.

Second, cultural and social factors also have a significant impact. Changes in perceptions of gender roles and responsibilities within the family have altered how workers manage their family life. Today, female workers not only take on household duties but also actively participate in production work, leading to a more flexible balance of gender roles within the family.

Third, the working environment and conditions in industrial zones are also critical. Workers often work 9 to 12 hours a day, including overtime. This leads to exhaustion, leaving little time for family and personal life. Long working hours also reduce their opportunities to engage in leisure, cultural activities, and family care. High work pressure, coupled with inadequate living conditions, directly affects workers' physical and mental health, subsequently impacting their family life.

Fourth, low income is another crucial factor affecting workers' family life. Wages are insufficient to cover basic living expenses such as housing, food, and education for children. This forces workers to tighten their spending, negatively affecting the quality of life for the entire family. High living costs in industrial zones also represents a significant burden.

Fifth, the predominantly male working environment and busy lifestyle make it difficult for workers to establish and maintain social relationships. Workers' marital life also faces many challenges, with an increasing trend of cohabitation without marriage, separation, and single motherhood. These affected family and social relationships reduce workers' ability to receive support and share in daily life.

Sixth, labor policies and social welfare regulations for workers have not been very effective. The lack of policies supporting healthcare, childcare, and cultural and recreational activities for workers presents a major barrier to their sustainable development. Furthermore, the lack of measures to penalize behaviors such as domestic violence,

child abandonment, and abortion contributes to the increase in social problems within the worker community. Seventh, the level of support from the community and social organizations also greatly affects workers' family life. Support activities from trade unions, non-governmental organizations, and local communities are still limited. If policies supporting workers, such as providing social housing, protecting labor rights, and offering other social welfare benefits, are effectively implemented, they will help improve the living standards of workers and their families.

Additionally, the development of social media allows workers to connect and share experiences, but it can also create pressures and mental stress. The rich media environment, though lacking proper regulation, is also a factor that causes distraction and reduces workers' productivity.

The changes in family life among workers in industrial zones are influenced by many complex factors. Working conditions, income, living environments, social relationships, policies and regulations, community support, and technological impacts all contribute to changing their lives. To improve the quality of life for workers, more effective support policies are needed, along with attention from the community and social organizations, and raising awareness about workers' rights and responsibilities in society.

3. Conclusion

The study on the changes in the family life of workers in industrial zones in Vietnam has highlighted the significant transformations brought about by industrialization and modernization. The research has explored and deeply analyzed various aspects of workers' family life within the context of rapid urbanization and economic development. The study clearly illustrates the changes in family structures, including the rise of new family models such as single-parent families, reconstituted families, and the challenges faced by workers, including difficult living conditions and work pressure.

The study has summarized the changes in workers' family life, particularly the effects of migration, long working hours, and the lack of infrastructure. These factors not only impact the stability and happiness of marital life but also affect family relationships and workers' personal development. Additionally, factors such as changes in the working environment, social policies, and the influence of social media have created diversity in family models and increased complexity in family relationships. New family models, such as single-parent and reconstituted families, reflect adaptation and changes in the way families are organized and maintained, creating both new challenges and opportunities.

The role of women in the family has been elevated as they participate more in the workforce. The sharing of responsibilities between men and women in the family has created a more equitable family environment, improving relationships among family members. However, family relationships also face many pressures from work in industrial zones. Shift work with irregular hours has caused many health issues, which not only affect workers but also negatively impact their family life. Many workers have migrated from rural areas to urban zones to work, bringing about a major change in their living environment. Adapting to urban life presents many cultural, social, and economic challenges for workers' families.

To support and improve the quality of life for workers' families in industrial zones, it is essential to improve working and living conditions. A safe and healthy working environment, along with support services such as housing, education, and healthcare for workers and their families, are important factors. Programs for psychological support, family education, and encouraging family cohesion should be developed. Ensuring that workers and their families enjoy their rights to insurance, reasonable rest periods, and other social services is essential. Furthermore, promoting community development through community activities, clubs, and cultural exchange programs will help workers and their families connect with the local community.

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