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## Challenges and opportunities in improving entrepreneurial capacity in Vietnam of the labor export service industry

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### Abstract

The purpose of researching this topic is to apply theory into practice to explain the factors affecting labor export, the role of labor export in job creation, evaluate the implementation of labor export, and the shortcomings, reasons, causes and solutions to improve the efficiency of labor export activities in the context of international economic integration.

**Keywords:** Labor export, Vietnam, economic integration, international cooperation

### Introduction

#### General situation

**Vietnam's economy recovers strongly in the first half of 2022.** After the social distancing period due to the COVID epidemic in the third quarter of 2021, the economy rebounded, growing 5.2% in the fourth quarter of 2021 and 6.4% in the first half of 2022. This recovery achieved mainly due to the solid growth of exports of processed and manufactured industrial products to main export markets such as the United States, the European Union and China. A strong recovery in domestic demand, especially for services, also contributed to growth. The reopening of national borders in March 2022 is bringing a revival to the tourism industry.

**GDP is forecast to grow 7.5% in 2022 and 6.7% in 2023.** The service sector will continue its strong recovery as consumers increase spending to satisfy pent-up demand, and the number of foreign tourists to Vietnam increases sharply in the Fall 2022/Winter 2023 tourist season. Growth in exports of processed and manufactured industrial products is expected to continue to remain steady, although it may decelerate somewhat as the United States, the European Union and China experience slow growth. Inflation is expected to remain at around 4% in 2022 and 2023.

**However, Vietnam's economic outlook faces increased risks.** Domestically, challenges include continued business difficulties in some industries and labor shortages. Rising inflation may affect the recovery of household consumption, which was very strong in the first half of 2022. For the foreign economic sector, the deceleration is more severe than expected by the authorities. Vietnam's most important trading partner is the main risk. Continuing social distancing to control the COVID-19 epidemic in China may cause value chain disruption to last longer and affect Vietnam's export of processed and manufactured industrial goods. Male. Rising geopolitical tensions have increased the level of uncertainty and could cause changes in trade and investment trends, affecting a highly open economy like Vietnam.

#### Urgency

We must soon restore and develop socio-economic activities, this is an urgent requirement of the economy, the community and the people of the country. Therefore, at today's meeting, it is necessary to focus on prioritizing restarting the economy and promoting development, in addition to paying attention to epidemic prevention and control measures.

Emphasizing the need to achieve the dual goals of epidemic prevention and socio-economic development, "how to achieve the necessary growth goals". Citing the IMF's forecast for Vietnam's GDP growth this year (the highest growth in Southeast Asia, reaching about 2.7%), the Prime Minister stated clearly that we must reach higher than this level. "High is very difficult, the planned target is very difficult" but we cannot and must not let growth be low, "If it's too low, it can't be done". Only with growth can we create jobs, eliminate hunger and reduce poverty, and ensure the best social security.

### Target

**Firstly**, identifying the creation and implementation of policies to improve labor productivity is the most important solution in improving the competitiveness and sustainable growth of the Vietnamese economy.

**Second**, research the connotations and operating methods of the 4th Industrial Revolution, clarify the opportunities, challenges, strengths and weaknesses of the economy, and from there have specific implementation solutions. can enter some fields in some localities; Continue to perfect socialist-oriented market economic institutions, unlock resources, create an equitable, open and favorable investment and business environment; Improving the quality of law making associated with improving the effectiveness and efficiency of administration and law enforcement

**Third**, proactively evaluate, analyze and forecast the world and regional situation to be proactive

Appropriate policies and strategies, especially border, sea and island issues, non-traditional security, network security, and rural security; Effectively implement the process of international economic integration, maintain political and social stability; Promote propaganda work to raise people's awareness, especially ethnic minorities, remote areas, border areas, and islands to stay away from exploitation by hostile and sabotage forces. Revolution; Strengthen national defense and security, improve the effectiveness of foreign affairs and international integration; maintain independence, sovereignty, territorial integrity and a peaceful and stable environment for development; enhance the country's prestige and position in the international arena.

**Fourth**, focus on investing in scientific and technical development and applying science and technology to economic development; Invest in officers and workers to study and improve their scientific and technological level; Have policies to encourage research projects and products that apply advanced science and technology; Focus on improving the quality of resources associated with innovation and development, applying modern science and technology, meeting market demand in large quantities, with a reasonable structure of industries and professions, and a mechanism in place. Suitable for attracting and appreciating talented people.

**Fifth**, promote coordination between ministries, branches, between central agencies and localities, between educational and training institutions and businesses...; Promoting the combined strength of the whole country; Proactively carry out information and communication work, create social consensus, and spread the aspiration to build Vietnam

**Sixth**, continue to fundamentally and comprehensively innovate education and training. Pay attention to the quality of education and training. Promote educational quality accreditation and give autonomy to higher education and

vocational institutions; Improve vocational training effectiveness

**Seventh**, it is necessary to create a solid legal corridor on financial designs, make information transparent, and promote links between public and private economic zones, aiming to build a business environment transparent and healthy.

### Theoretical basis

#### Current status of labor export activities in Vietnam

According to statistics, the number of Vietnamese workers working abroad is increasing. Most Vietnamese workers go to traditional markets such as Korea, Taiwan, Japan, Malaysia, Macau and some Middle Eastern countries... (95%); The remainder went to work in some European and American countries.

According to the Department of Overseas Labor Management, to achieve the goal of increasing the number of workers working abroad, the Department will implement a number of key solutions such as promoting propaganda and mobilizing workers to go to important markets. Malaysia point; Expand new markets, high-income markets, encourage the export of skilled labor, technical labor.

Compared to Vietnam's abundant labor source today, completing the target is not difficult. If in recent times, activities related to labor export were carried out seriously and with good management, then surely the number going to work abroad would be much larger than the results achieved. The sad reality today is that Vietnam's labor resources are being greatly wasted. There are many workers who are waiting to go to labor export centers or labor export companies that do not have enough functions and even in "ghost" labor export centers and *companies*. This labor source is mainly farmers who are waiting for an opportunity to change their lives. However, that hope of many people is increasingly being eroded by sophisticated fraud tactics and by accumulating debts due to borrowing to pay deposits to work abroad. And in addition, there are a series of other risks such as: Not being able to export labor after a long period of waiting and not being able to get the deposit back, or if so, it is only a small part.

In fact, the number of fraud cases has not only increased every year, but their developments are also extremely complicated with many more sophisticated tricks. In addition to the illegal labor recruitment of some branch and center staff of some focal enterprises, there are also some enterprises without this function that also do consulting work and collect illegal payments. legal status of workers in the name of sending them to study and work abroad. There are cases where scammers even choose locations near reputable businesses and brands in this field to operate. In addition, they also go through vocational training centers, establish businesses in hidden locations, impersonate officials to recruit students, and send workers to school to gain trust... That's why many people After a long time in school, I paid a large sum of money to a new broker or I was scammed. Currently, sending workers to work abroad is one of the activities that attracts many participants. The immediate benefits of sending people to work make many organizations participate in this activity. But unfortunately they cannot afford it. Although the foreign labor market offers domestic workers the opportunity to work with greater remuneration than domestic workers, it also has many related legal issues. Without a clear understanding of both domestic and foreign regulations, the rights of **Vietnamese workers** will be

difficult to ensure.

According to the provisions of Section c, Clause 2, Article 27 of the Law on Vietnamese Workers working abroad under contracts in 2006, service enterprises have the obligation to "Coordinate with local authorities to publicly announce and provide provide workers with full information about the quantity, selection standards and conditions of the contract to send workers to work abroad". However, through learning from workers who have registered at a number of companies and foreign labor export centers (now returning home because they are not allowed to export labor), we know that, Most of them only go through a referral to companies and labor export centers to register for labor export. Coming to these Companies or Centers, they are also required to submit documents, pay fees and learn the language of the country they will export labor to. But there is one important thing that they do not know which foreign company hires them, because in the contract to send workers to work abroad issued to them by companies and centers, it is not written. Name and number of labor supply contract. This contract is only valid for bank loan procedures. They studied for a long time but did not sign a contract. There are people who have finished learning the language to go to Korea, but have to switch to Taiwanese language classes because the Korea Needs Information Center does not currently have one. At first, companies and centers also announced the time to leave the country to work, but when the deadline came, they announced a change to another time for many different reasons.

Furthermore, even in cases where labor has been exported, the rights and interests of these workers are not fully guaranteed. Many service businesses have not fulfilled their committed obligations after they sent workers to work abroad. In section e, clause 2, Article 27 of the 2006 Law on Vietnamese Workers working abroad under contracts also stipulates that service enterprises must have the following obligations:

"Coordinate with foreign parties to resolve issues that arise when workers die, suffer from labor accidents, mishaps, occupational diseases, and have their lives, health, honor, and dignity harmed, property and resolving disputes related to employees."

But in reality, the phenomenon of Vietnamese workers not being properly protected during the working process is quite common, because when they go abroad they cannot contact the service enterprise that took them there. nor is there any organization abroad to protect them.

After a period of applying the Law on Vietnamese Workers working abroad under contracts in 2006 (effective from July 1, 2007), up to now, the Law has not really brought results as expected. Many provisions in this Law have not been applied or strictly enforced. Besides, the Law also has limitations that need to be amended and supplemented to ensure rights for workers and obligations for businesses labor export business. For example, Article 27 regulates the rights and obligations of service enterprises, it is necessary to add regulations on the time limit for sending workers to export labor from the date the enterprise receives the worker's dossier to require businesses providing labor export services to be responsible for sending labor export workers on time, ensuring benefits for workers.

### **Causes and current situation of labor export**

This situation comes from many reasons. However, some main reasons can be mentioned as follows:

#### **First, workers lack information related to labor export**

Currently, there has not been a favorable mechanism for workers to access information sources on issues related to labor export activities. Therefore, workers often only find out information through acquaintances, people who have returned from working abroad, and in many cases have to ask "stimulators" for bait with a lot of inaccurate information. Lack of information makes workers vulnerable to fraud and unable to consider all the benefits and risks for themselves.

#### **Second, the rapid increase of centers and organizations with labor export functions**

The establishment of centers and organizations with the function of exporting labor has increased rapidly in recent times, making the management of functional agencies face many difficulties. Currently, the whole country has more than 150 enterprises with the function of exporting labor. These enterprises open centers and facilities widely and without strict supervision and inspection from enterprises, causing problems. Violations of the law are increasingly common. In addition, there is a situation where businesses sell labor export permits, making supervision and monitoring even more difficult.

#### **Third, management agencies still appear ineffective**

Localities where labor export service enterprises are located did not grasp the actual situation, so they did not know the activities of these enterprises and labor export centers. When a violation occurs, management agencies will know. But the damage was done, the people of those service businesses moved elsewhere (because most of the headquarters were rented by them). In the end, the workers are still the ones who have to bear the consequences.

#### **Fourth, the legal system on labor export has some shortcomings**

The legal system regulating the content of labor export is still limited, especially in the issue of handling violations. Sanctions appear to lack strength and toughness, making respect for the law weak

#### **Recommendations on labor export**

*Firstly*, for workers, it is necessary to deploy propaganda and dissemination activities to raise awareness of the law, especially the 2006 Law on Vietnamese Workers Working Abroad under Contracts. Should be encouraged. Widely inform the people that when they need to work abroad, workers need to contact directly the Department of Overseas Labor Management and the local Department of Labor, War Invalids and Social Affairs, and the companies. has the function of exporting labor. Once registered to export labor at enterprises that show signs of illegality, workers need to notify the authorities and coordinate with the authorities to handle those violations.

*Second*, for the establishment of labor export organizations, there must be stricter regulations to limit units that do not have sufficient conditions and do not have the right functions. Purifying these units will help limit negative behaviors. Businesses need to publicly and transparently disclose information about conditions, procedures, selection standards, salaries and especially labor export costs for each market; Direct and strictly manage branches and centers operating in accordance with the provisions of law.

*Third*, competent agencies in localities where the

headquarters of labor export service enterprises are located must strengthen inspection and supervision of activities and developments in the labor export situation of these enterprises. . Timely grasp the law implementation situation as well as early detect violations. Properly handle cases showing signs of illegality. In many cases, when violations are about to be discovered, or after collecting money from labor export scams, labor export units move to another area to operate. Therefore, local authorities need to coordinate closely with each other to detect.

*Fourth* , amend and supplement the legal system more fully and strictly, and at the same time promulgate policies and legal documents on preventing and handling violations in labor export activities. with increasingly stronger and more effective sanctions.

*Fifth* , labor export is an activity that requires coordination between countries that have labor export relationships. During this cooperation process, we need to sign international treaties to create convenience for labor export activities, as well as have the most effective mechanisms to protect the rights and interests of workers. Vietnamese workers working abroad.

### **Influence factor**

*Firstly*, increasing competitiveness: Labor export is carried out in fierce competition between labor exporting countries. More and more countries are participating in the field of labor export. Currently and in the immediate future, labor importing countries only want to receive highly skilled workers, adapt to new technology, especially high technology. information, tighten immigration policies that tend to manage immigrant workers through temporary labor contracts and immigrant labor management policies; At the same time, countries also use the International Labor Organization (ILO) and the International Organization for Migration (IOM) to comprehensively resolve the issue of migration and labor immigration, serving the interests of countries. Families, workers and the whole society. Therefore, we need to rely on source characteristics to improve competitiveness.

*Second*, focus on handling well the relationship between supply and demand of labor in the world and regional markets: Economically developed countries have high GDP growth rates, but low population growth rates, leading to shortages. There is a shortage of human resources, there is a need to import labor, while underdeveloped or developing countries need to invest in expanding production, creating more jobs, solving unemployment, and supplementing revenue sources. policies and income for workers, it is necessary to send workers abroad to work. Labor supply and demand of the market depends heavily on the development and economic policies of countries such as income, investment, taxes, interest rates... of the regional and world economy. When labor supply and demand are severely imbalanced due to the need to find domestic jobs being too great but the ability to penetrate and exploit the international labor market is still limited, fierce competition will push up the cost of exploiting the market. The market is too high, directly affecting the rights of workers, we need to improve forecasting capacity. At the same time, closely monitor developments in foreign markets, promptly receive labor receiving contracts, especially markets with high income, safety, and suitable for Vietnamese labor conditions such as: Taiwan, Japan, Korea, Malaysia continue activities to open

new markets such as the United States, Australia, Canada, Czech Republic.

*Third*, continue to improve legal factors: Labor export refers to workers and business organizations engaged in this activity. Labor export is no longer the job of an individual, but involves many people, many labor supply organizations, labor exporting countries, IOM, and ILO... Therefore, export management In addition to having to comply with regulations, policies, forms and rules of economic management, labor migrants must also comply with the regulations on human resource management of both emigration and immigration countries. We need to focus on perfecting the legal system and policies to support labor export in accordance with international practices. Closely monitor the situation of workers working abroad; protect workers' rights and at the same time promptly handle violations of employee discipline that affect the market; Monitor, support and promote this workforce when returning home.

*Fourth*, pay special attention to improving the quality of labor resources: Traditional labor-importing countries are innovating investment and adapting production technology, shifting capital investment to countries with low labor costs. services are low and there is a need to receive foreign workers with high professional and technical qualifications, gradually increasing the proportion of high-skilled workers in the number of immigrant workers. According to ILO statistics, there are more than 60 countries with migration and foreign labor, with a total of nearly 120 million people, of which Asian countries account for more than 50%. Most countries in the world have foreign workers working. ILO estimates that over 200 countries in the world receive foreign workers, but they are mainly concentrated in developed countries, about 1/3 in Asia. Europe, 20% in North America, 15% in Africa, 12% in Arab countries, all of Northeast Asia, East and South Asia, Central and South America account for less than 10%. To compete With the above countries, we must equip workers with knowledge, skills and the right professional attitude.

*Fifth*, properly resolve other factors such as: strengthening management; Minimize labor breaking contracts; Quickly and accurately handle situations that arise in labor relations... contributing to increasing employers' confidence when using Vietnamese workers.

### **Research Methods**

#### **Data sources**

In researching labor export services, accessing and having some complete data to carry out reporting is extremely important. Therefore, in addition to focusing on the theoretical basis, our team also needs to find out appropriate data sources related to our topic. Here are some data sources taken from reputable websites that we I found something like: [https://mof.gov.vn/webcenter/portal/vclvcstc/pages\\_r/l/chi-tiet-tin?dDocName=MOFUCM120532](https://mof.gov.vn/webcenter/portal/vclvcstc/pages_r/l/chi-tiet-tin?dDocName=MOFUCM120532)  
- Statistics from the Ministry of Labor, War Invalids and Social Affairs (MOLISA) (<http://thongke.molisa.gov.vn/>)  
Ministry of Labor, Industry, Trade and Social Affairs ( <http://www.molisa.gov.vn> )

#### **Collection method**

During the research process, collecting data takes a lot of time and costs as well as effort. However, this is an extremely important part, laying the foundation for research and

analysis to proceed smoothly.

### **Secondary data collection method**

Primary data is data that is not yet available, collected for the first time, collected by the researcher himself. In fact, when secondary data does not meet research requirements, or cannot find suitable secondary data, researchers will have to collect primary data. (Source: Wikipedia )

The method of collecting relevant secondary data requires search work, including two interconnected stages:

Step 1: Determine whether the type of data you need is present in the form of secondary data.

Step 2: Locate the exact data you need.

### **Primary data collection method**

#### **Observation method (observation)**

##### **Method content**

Observation is a method of collecting data by controlled recording of events or human behavior. This data collection method is often used in combination with other methods to cross-check the accuracy of the collected data. Can be divided into:

#### **Direct observation and indirect observation**

Direct observation is conducting observations while an event is taking place.

Indirect observation is observing the results or effects of behavior, rather than directly observing the behavior.

Disguised observation and public observation:

Disguised observation means that the subject being studied does not know they are being observed.

Observation tools: people, devices...

#### **Mail interview method (mail interview)**

##### **Method content**

This data collection method is done through sending prepared questionnaires, with stamped envelopes, to the person who wants to investigate by mail. If everything goes well, the investigation subject will answer and return the questionnaire to the investigation agency also by mail.

Applicable when the person we need to ask is difficult to face, because they live too far away, or they live too scattered, or they live in a reserved area that is difficult to access, or they belong to the business world and want to be met through security. Secretary, when the issue to be investigated is difficult and private (for example: family planning, income, spending, etc.);

#### **Telephone interview method**

##### **Method content**

When conducting this data collection method, the investigator will conduct an interview with the subject being investigated by phone according to a pre-prepared questionnaire.

Applicable when the research sample includes many subjects who are businesses, or people with high incomes (because they all have phones); or the research subjects are scattered in many areas, then interviewing by phone has a lower cost than interviewing by mail. It is recommended to use a combination of telephone interviews with other data collection methods to increase the effectiveness of the method.

### **Personal interviews**

### **Method content**

When implementing the data collection method through direct personal interviews, the investigator directly meets the subject being investigated to interview according to a prepared questionnaire.

Applicable when the research phenomenon is complex and needs to collect a lot of data; When you want to poll the audience's opinion through short questions that can be answered quickly.

### **Data analysis method**

#### **Marketing analysis**

Sentiment analysis helps quickly synthesize social network data and make assessments about whether customers like or dislike bank products and services.

Customer segmentation is the act of dividing products into groups with similar characteristics or behaviors. Understanding those customer groups plays an important role in determining needs and wants, thereby creating the foundation for marketing and sales strategies.

Interaction channel analysis helps provide a comprehensive view of the entire customer journey through interaction channels with the bank. This analysis is used to identify trends in the use of interactive channels that lead to purchases/use of services, or to identify underperforming interactive channels.

#### **Risk analysis**

Credit scoring based on alternative data sources can evaluate customer creditworthiness based on non-traditional data sources such as social network data, telecommunications data, utility bills, etc. Especially for customers who do not have a credit relationship with the bank

Collection scoring and loss forecasting are used to predict the collectability of delinquent or written-off accounts.

##### **Income method**

Revenues from credit activities (loan interest, discount interest...)

Revenues from payment and treasury service activities (interest collection on deposits, payment services...)

Other revenues:

Revenue from capital contribution and share purchase

Revenue from trading of securities

Revenue from foreign currency trading of gold, silver and gemstones

Revenue from entrustment and agency operations

Revenue from consulting services

Revenue from insurance business activities

Revenue from other banking services (custody, rental of safes, pawnshops)

Other unusual revenue periods

### **Research Process**

Step 1: Identify and clarify the research problem

Step 2: Research related theories and assessment models

Step 3: Determine the research model

Step 4: Build a measurement scale and questionnaire for the research

Step 5: Investigate, collect and process research

Step 6: Analyze research data

Step 7: Present the research results

Step 8: Conclusions and recommendations, completing the research

## Research results and discussion

### Characteristics of labor export

#### Labor export is an economic activity and also a highly social activity

##### ▪ Labor export is an economic activity at the micro and macro level

It is said that labor export is an economic activity because it brings benefits to both parties involved (supply and demand). At the macro level, the supply side is the labor exporting country, the demand side is the labor importing country. At the micro level, the supply side is the workers, whose representatives are economic organizations doing labor export work (referred to as labor export enterprises), the demand side is the foreign labor employers outside.

No matter from which angle you stand, as the subject of an economic activity, both the supply side and the demand side when participating in labor export activities aim at economic benefits. They always calculate the costs and benefits to decide the most beneficial final action. Therefore, besides countries that simply export or import labor, there are also countries that both export and import labor.

##### ▪ Sociality is expressed in

Although subjects participate in labor export for economic purposes, in the process of labor export, they also create benefits for society such as: creating jobs for a part of people. Labor contributes to stabilizing and improving people's lives, improving social welfare, ensuring political security.

##### ▪ Labor export is a highly competitive activity:

Competition is an inevitable law of the market. In competition, whoever is strong wins, whoever is weak loses. And when labor export operates according to market rules, it is inevitably affected by the rules of competition and is competitive. The competition here takes place between labor exporting countries and between domestic labor exporting enterprises in winning and dominating the labor export market.

Competition helps the quality of exported labor resources to be increasingly improved and brings more benefits to all parties while also eliminating individuals who cannot move in that spiral.

##### ▪ There is no spatial restriction on labor export activities

The richer and more diverse the labor export market with a number of labor exporting countries, the better. It increases foreign currencies, reduces risks in labor export and it also demonstrates the strong competitiveness of that country.

##### ▪ Labor export is essentially the buying and selling of a special type of goods beyond national borders

This is because the commodity here is labor - a commodity that cannot be separated from the seller. There is also a special nature of the buying-selling relationship.

### Current status of competitiveness of labor export in Vietnam

First of all, we see that labor export activities allow our country to promote its comparative advantage in labor and maximize the exploitation of external factors in the process of international economic integration, create jobs for domestic workers, and attract human resources, capital, science and technology and other resources to develop domestic production and increase foreign exchange earnings.

Second, Poverty is always the enemy of any country; One of the causes of poverty is limited and poor human resources, etc. In which, the situation of poor human resources or lack of jobs can be solved by exporting labor, workers will have Higher income, improved life.

Third, labor export contributes to improving the quality of human resources. Promoted labor export

Workers improve their qualifications, and at the same time, after working abroad, their skills also improve significantly.

Fourth, labor export also contributes to transforming the economic and labor structure social movements as required by the process of developing the market economy and the process of international economic integration, enhancing the expansion of international exchanges and forming Vietnamese communities abroad.

### Strengths and weaknesses of Vietnamese labor

In general, employers like Vietnamese workers when they are working hard, dynamic, intelligent, open and skillful and always ready to work overtime, the weaknesses of Vietnamese workers. In fact, most of them are from rural areas and have not been trained or oriented to practice working in an industrialized environment. In addition, foreign language skills are largely recognized by workers from Vietnam. Nam, especially English, is very poor, leading to failure to penetrate foreign markets with high salaries.

Furthermore, Vietnamese workers' certificates or degrees have not yet been recognized internationally, so they can only participate in non-professional jobs and street labor abroad. Ability to learn about laws and regulations. Complying with discipline, reading and complying with labor contracts are also limitations of Vietnamese workers. Many workers do not even know how to read or write and act completely on instinct.

### Difficulties of foreign workers

Limited information before going to labor export, little awareness of migration rights, how to protect and solve problems, little understanding of communication and culture during the process of working abroad in the host country, especially high-end labor recruitment markets such as Singapore, Australia, Europe-America, and Japan.

Language and foreign language problems at work. Training is quite sketchy and workers themselves are not conscious of improving their foreign language before leaving the country. Hard working conditions, of course for unskilled Vietnamese workers with no skills and qualifications, this is normal.

In recent years, many workers have been sent to illegal labor export companies.

High cost of recruitment fees, and workers mainly borrow from relatives or from sources other than banks at much higher interest rates. They do so taking risks with the expectation of working at Going abroad will help them earn much higher salaries than working in Vietnam.

Workers whose contracts have been terminated or have broken their contracts themselves and are working illegally in the receiving country. Recently, human resources companies are facing difficult challenges in Taiwan, Korea and Japan is caused by workers who voluntarily switch to higher-paying jobs and flee to live there illegally. Among the reasons for this are high costs before leaving the country, debt, and more. Illegal workers have much higher income due to avoiding all taxes and insurance, and workers have less opportunity to work abroad again after returning to Vietnam.

Staying illegally will have consequences like what happened to the Korean labor export market or some Taiwanese labor export occupations were stopped accepting workers, or Nhat Ban limited accepting workers. Vietnamese labor export companies in some provinces. Therefore, solutions to prevent workers from violating labor export contracts are currently required to deposit deposits at labor export companies and only be returned when they are fully refunded. Sign a contract and return to Vietnam, however, this amount of money increases your financial burden when leaving the country.

Most returning workers are unable to use the skills and experience gained from abroad after they return. In many cases, workers return to working as assistants at their old jobs before leaving the country.

However, in labor export policy, management agencies are often more concerned with quantitative targets. As a result, it has become an urgent problem when countries import high-quality human resources standards on imported labor.

### Challenge and opportunity

When **exporting labor** to a foreign country, you have the opportunity to learn a lot of knowledge while studying and working in another country. For those with experience, you will be able to improve your skills and perfect your skills in the field of your choice. For those without experience, with a dynamic working environment, you will be more proactive in the learning process to accumulate knowledge and skills.

In addition, you also have the opportunity to increase your income, which can partially support your family. You also enjoy the same benefits as employees currently working at companies in this country.

**Firstly**, low-skilled job opportunities in receiving countries tend to gradually decrease. According to analysis by experts from the International Labor Organization in Asia, the average income of Vietnamese migrant workers is almost the lowest, only higher than Laos, while the average age of foreign migrant workers is almost the lowest. We are lined up quite young. According to forecasts, by 2030, Vietnam's labor aging rate will be much slower than that of China and Thailand, however the rate of low-skilled migrant workers among Vietnamese workers is still quite high. High. Meanwhile, the trend of low-skilled jobs in receiving countries gradually decreased from 40% (of total jobs) in 2006 to 31% in 2010. This shows that increasing training to improve The competitiveness of Vietnamese workers needs special attention in the coming period to capture high-quality job opportunities.

**Second**, Vietnam no longer has the advantage of cheap labor. For Vietnamese workers, working abroad without qualifications also means unsafe working conditions and low wages. Currently, jobs abroad with modest incomes are no longer attractive to them, even for workers in poor districts. Vietnamese service businesses also do not want to continue exploiting unskilled labor supply orders, because they are increasingly inefficient economically.

**Third**, the sense of discipline and law observance of Vietnamese workers is still weak. The general mentality is to target high-income markets, but the standards required by labor-employing countries are also quite high such as Korea and Japan, while the awareness of workers is not high, and foreign language proficiency is not high. and skills are still limited and do not meet the requirements. In particular, the sense of discipline and compliance with the law is still weak. As a result, a large number of people quit their contracts to

reside illegally in some markets, such as Korea, Taiwan..., causing many serious incidents because they did not have the ability to protect themselves. causing difficulties for state management in this field. Furthermore, this negatively affects the image of Vietnamese workers to employers and makes it difficult for our country to send workers to these markets in the future.

**Fourth**, the capacity of Vietnam's service enterprises is still limited. Most service businesses are small-scale, operate fragmented, and do not have strategies and plans to proactively exploit the market.

### Some solutions to develop Vietnamese labor export abroad

It is necessary to strengthen the leadership and direction role of Party committees, authorities, mass organizations, and the Fatherland Front from the province to the grassroots, and consider labor export as a task of all levels, industries and people

Widely propagate through mass media the meaning and importance of labor export; Strengthen propaganda about Vietnam's labor law, Directives and Resolutions of the Party on labor export so that everyone fully understands the rights and obligations when participating in labor export; especially the awareness of workers in complying with labor laws and customs of the country receiving Vietnamese workers to work, so that workers can perform contracts more conveniently and avoid missing contracts copper.

Strengthen training and orientation education

Equip workers working abroad with basic knowledge for the process of working abroad. The target audience for orientation education is the number of workers preparing to leave the country. This is a force consisting of many different components in terms of qualifications, family circumstances, and ability to absorb, so the curriculum needs to be well prepared and practical, close to reality, ensuring quality and effectiveness.

Combine with sectors and organizations at all levels in communes, wards and towns to establish a permanent department responsible for sending workers to work abroad to provide information, advice and answer questions for workers timely work.

Coordinate with labor export companies to organize consultation, discussion, and direct selection at job transaction sessions held monthly at the Provincial Job Introduction Center, to create trust, Close connection with workers, making people pay more attention, contributing to improving propaganda work to send workers to work abroad. Regular information about sending workers to work abroad, recruitment needs in labor export markets on the website [www.vieclambaclieu.vn](http://www.vieclambaclieu.vn).

Select workers to work abroad with economic efficiency as examples to widely propagate among the people.

Publicly announce the labor market, quantity, selection standards, working conditions, and living environment. Notify employees about salaries, wages, benefits, contributions, and expenses before leaving the country so that employees can prepare.

Expand new markets with stable jobs and high income suitable to working and living conditions and qualifications of workers, such as Singapore, Macau, Russian Federation. expanding A partnership system that searches, evaluates and signs labor supply contracts that focus on quality, not quantity.

The Bank for Social Policies, the Bank for Agriculture and Rural Development and commercial banks adjust loan levels for exported workers in the direction of lending enough money to cover labor export costs. dynamic according to the needs of each market.

Expand markets with high, stable income and select reputable labor supply companies and enterprises that are responsible in managing and sending workers to work abroad for a limited period of time.

Enhance the management and administration role of governments at all levels, improve the effectiveness and efficiency of state management of agencies related to the field of labor export in the province in the coming time to achieve set targets and plans.

### Conclusions and recommendations

#### Conclude

Labor export is a popular activity in the world and has high socio-economic implications. This activity will continue to develop in line with world development.

With the advantage of human resources, we can completely develop the country's economy and society through SKLD, considering this as a national strength. Exports have been playing an important role in economic development and addressing social needs. In the current conditions, the national economy is facing many difficulties, many businesses still encounter many difficulties in the fiercely competitive market mechanism, the state budget for investment to create new jobs is still limited. very limited, labor export becomes an effective measure. Increasing labor export, in addition to the goal of creating short-term jobs for a part of workers, improving the lives of workers and their families, also earns an amount of foreign currency for the country. significantly to meet the needs of investment, national construction, and solve the main causes of poverty and social evils arising from lack of capital and lack of jobs.

### Suggestions and recommendations

#### In terms of management organization

Create a favorable legal environment while effectively managing operations encourage labor export through legal policies.

There must be a strategy to bring our country's labor and goods to the labor market abroad and assigned to specialized government agencies to undertake; At the same time, there are also clear regulations on working and living conditions , etc. of workers working abroad.

#### Policy on labor export

Create the most favorable conditions for labor export to develop and expand like home

The country provides financial support for marketing campaigns and exploiting foreign markets.

Research foreign labor markets and provide timely, accurate information to the workforce through local labor management agencies from commune and ward levels onwards.

There are policies to support workers going abroad financially, such as:

Credit program provides loans with low interest rates, partially supporting training costs for workers working abroad.

There must be open policies, avoiding cumbersome procedures to attract investment and foreign currency:

encourage repatriation of foreign currency through government channels. There are plans to employ workers after their labor contracts expire and return home.

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