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Synopsis of PhD Dissertation

**The integration of Vietnamese women migrants in the EU labour market - The need
for a better legal framework of the EU and Vietnam**

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1. Background of the dissertation

Migration affects women differently than men, making migrant women more vulnerable due to distinct migration patterns, experiences, and challenges. Global studies consistently show that women face heightened risks during migration, including gender-based violence, precarious working conditions, caregiving responsibilities, and restrictive legal and immigration policies. As the proportion of female migrants grows, it is essential to integrate a gender perspective into migration research, policy, and programs. This requires collecting gender-disaggregated data, conducting focused analyses, and crafting policies that address the specific needs of both women and men.

In the European Union (EU), third-country nationals (TCNs) are a critical component of the workforce. While the EU has emphasized the integration of migrant workers into labor markets and society over the past two decades, disparities persist, particularly for female migrant workers. Despite their potential to contribute significantly to socioeconomic development in both host and origin countries, female TCNs face substantial integration challenges. These challenges underscore the importance of adopting a gender-sensitive approach to integration policies and addressing the determinants of the gender gap in labor market integration.

EU initiatives, such as the 2011 Agenda for the Integration of Third-Country Nationals, recognize the complexity of integration, involving both host and origin countries. Many nations have sought to strengthen ties with migrant populations by providing support such as facilitating return migration, offering consular assistance, and encouraging transnational economic and political engagement. Migrants encounter two policy systems: the host country's integration policies and the origin country's migration policies.

At the national level, studies reveal significant inadequacies in integration policies for migrant women. A study by the European Migration Network found that most EU Member States do not prioritize the integration of migrant women, with tailored policies varying widely across countries. Similarly, reports from the European Court of Auditors and the EU Agency for Fundamental Rights highlight the absence of gender-focused approaches in national action plans and integration strategies. These shortcomings hinder the effective

integration of migrant women into labor markets, further entrenching their vulnerability and marginalization.

2. Motivation and objective for the research

Vietnam, a developing country in Southeast Asia, has made labor export an integral component of its socioeconomic development strategy. Over the years, Vietnamese workers have increasingly sought employment abroad, contributing significantly to the country's economy through remittances. Agreements such as the Vietnam-EU Partnership and Cooperation Agreement (PCA) and the European Union-Vietnam Free Trade Agreement (EVFTA) have created new opportunities for Vietnamese workers to pursue economic advancement in Europe. Recently, the number of Vietnamese workers, particularly women, migrating to EU countries has been rising. While working in Europe offers advantages such as higher wages and better working conditions, integration challenges, including cultural and linguistic differences and strict immigration policies, remain substantial.

Most studies on integration focus on the national level of EU Member States, often highlighting deficiencies and disparities in policies for female migrant workers. However, the role of the EU as a supranational entity in shaping migration and integration policies has not been thoroughly examined. Article 47 of the Treaty on European Union establishes the EU's legal personality, granting it the authority to influence Member States' legal systems directly and indirectly. Additionally, Article 79(4) of the Treaty on the Functioning of the European Union (TFEU) empowers the EU to establish common immigration policies to manage migration flows and ensure fair treatment of third-country nationals (TCNs). These provisions underscore the EU's significant role in shaping migration and integration policies.

Vietnam, as the country of origin, also plays a crucial role in shaping the migration and integration experiences of its citizens. Through policies on licensing, monitoring, and supporting migrants, Vietnam can help its workers seize opportunities and address challenges during the integration process. Moreover, Vietnam can enhance cooperation with the EU by entering into more international agreements to protect the rights and interests of Vietnamese migrant workers. International agreements signed by the EU often have binding effects that prevail over national laws, as reflected in Articles 3(2) and 216(1) of the TFEU.

The motivation for this research stems from the desire to establish an optimal legal framework to support the integration process of Vietnamese women migrant workers in the EU. Building on my previous research on the legal protection of Vietnamese migrant workers, I have observed persistent disadvantages faced by Vietnamese women abroad and the limitations of Vietnamese laws in supporting them effectively.

The objectives of this dissertation are:

To analyze and evaluate the EU's current policies and legal framework on migration and integration, particularly those concerning female labor migrants.

To analyze Vietnam's policies and legal framework regarding migration and assess their capacity to support Vietnamese women migrant workers during integration in the EU.

To propose improvements and adjustments to both the EU and Vietnam's legal frameworks to create an optimal supportive environment for the integration of Vietnamese women migrant workers in the EU.

As no similar study has been conducted on this specific topic in Vietnam, this research aims to provide valuable insights to inform policymaking and guide the implementation of more effective measures to support and protect Vietnamese women migrant workers during their migration and integration journeys.

3. Scope of the research

This study focuses on a specific demographic group: Vietnamese women workers migrating through labor export as regulated by the Law on Vietnamese Guest Workers 2020. In this dissertation, the term "Vietnamese women migrant workers" or "Vietnamese female migrant workers" refers exclusively to this specific group of migrant workers.

The decision to focus on this demographic group stems from several considerations. Migration is a complex and multifaceted phenomenon, encompassing legal migrant workers, irregular migrants, refugees, asylum seekers, and their families. This research defines its scope to focus on legal women migrant workers due to the challenges in collecting data on

irregular migrants and the distinct characteristics of other groups, such as refugees and asylum seekers. These groups differ in migration purposes, employment opportunities, and duration of stay, necessitating separate and dedicated studies beyond the scope of this dissertation.

The EU manages migration through various directives tailored to specific purposes, such as studying, working, or seeking asylum. Legal migration falls under the Legal Migration Directives, while other forms are governed by the Directives of the Common European Asylum System. By concentrating on legal women migrant workers, this research ensures a precise and in-depth analysis of integration challenges.

Additionally, this study excludes women migrants relocating for family reunification purposes, focusing instead on those intending to participate in the labor market. It also excludes Vietnamese women migrants with significant advantages in integration, such as high qualifications or strong financial potential. However, this focus does not completely exclude other groups, as migration patterns often overlap. For instance, individuals may study abroad and later remain in the host country for employment or combine migration for employment with family reunification.

While integration occurs at the member state level, this dissertation focuses on EU-level policies due to practical constraints. Studying policies across all 27 member states would require more time and resources than feasible for a doctoral dissertation. Furthermore, as Vietnamese women migrant workers can work in any EU country, selecting a few countries for case studies may not provide significant value.

The research examines EU policy documents and laws related to the integration of Vietnamese female labor migrants. To trace the development of the EU's perspectives on the role of origin countries and the focus on female migrant workers, the study reviews policy documents from 1999 to 2019. This period spans the establishment of the EU's common integration framework to the start of this dissertation. The analysis then extends to current EU policies and secondary legislation, particularly directives relevant to the selected demographic group.

The dissertation also examines Vietnam's current policy and legal framework. Integration for Vietnamese migrant workers in other countries is a relatively new concept, and Vietnamese laws are often gender-neutral or gender-blind, applying equally to male and female migrant workers in a general sense. Provisions conducive to the integration of Vietnamese female labor migrants may be scattered across various legal documents. Consequently, this research considers not only migration laws but also a range of related policy documents and laws.

4. Research questions

Question 1: What potential challenges may Vietnamese women migrant workers encounter during the integration process in the EU?

The integration process for Vietnamese female migrant workers in the EU is likely to be impeded by a variety of challenges across different domains. Factors such as cultural differences, economic disparities, and legal complexities may present significant obstacles to their successful integration. As the number of Vietnamese women migrating to the EU has only recently increased, data and research are still limited. However, studies on the barriers faced by female migrant workers in general in the EU can be utilized and combined with the specific characteristics of Vietnamese female workers to identify potential challenges in their integration process. Findings from this research question can help pinpoint potential challenges more specifically in the integration process. This is an important aspect in determining the direction for research and proposing specific policy measures to address these issues.

Question 2: At the EU level, to what extent can the legal framework and integration policies support Vietnamese women migrant workers in addressing the challenges they may encounter?

After identifying the challenges that Vietnamese women migrant workers face, it's crucial to first assess the current EU legal framework and integration policies regarding migrant women. As a collective entity representing 27 member states and possessing legal competence in the field of migration and integration, EU's common policies in this area have a certain impact on the integration process of female labour migrants. This involves

scrutinizing relevant directives, regulations, and policies enacted by the EU, particularly those aimed at promoting gender equality, combating discrimination, and facilitating the integration of migrants. Findings from this research question can help determine the extent to which EU policies can support Vietnamese women migrant workers as well as identify legal gaps that need to be addressed.

Question 3: To what extent can Vietnam's legal framework and policies support Vietnamese women migrant workers in addressing the challenges they may encounter in the integration process in the EU?

As the country of origin, the extent to which Vietnam's laws can influence the integration process of Vietnamese female labour migrants in the EU also needs to be examined and analyzed. This involves examining laws, regulations, and government policies governing various aspects of migration, such as recruitment, employment, social protection, and integration support measures. Firstly, it's essential to assess the nature and scope of Vietnam's migration policies, focusing on whether they prioritize the facilitation of migrant workers' integration abroad. This entails examining whether Vietnam's policies include provisions for pre-departure orientation, language and cultural training, access to social services, and support networks for migrant workers intending to work in the EU. Moreover, analyzing the enforcement mechanisms and implementation of migration-related laws and policies in Vietnam is crucial. This includes evaluating the effectiveness of regulatory bodies and government agencies responsible for overseeing migration processes and ensuring compliance with labour standards and migrant rights. Findings from this research question can help raise awareness of the effectiveness of Vietnam's legal framework and policies in supporting the integration of migrant workers, particularly Vietnamese women, into EU societies. By critically examining existing policies and implementation mechanisms, this analysis can contribute to identifying gaps and opportunities for enhancing support for migrant workers' integration in the EU.

5. Research methodology

This dissertation presents a policy and legal approach to enhance the integration of Vietnamese women migrant workers in the EU. The utilization of qualitative research is

highlighted as a significant milestone in the evolution of migration studies in recent decades. It examines the intricate, multifaceted aspects of migration dynamics and seeks to grasp the perspectives of various social actors and immigrant communities, particularly those marginalized from mainstream societal and political participation and representation. Although not all migrants are vulnerable, qualitative research plays a crucial role in uncovering the lived experiences of marginalized migrant populations, informing policymakers and stakeholders about the causes and consequences of their vulnerabilities, and advocating for action to effect change. Therefore, this empirical study is designed to utilize qualitative methods for data collection, interpretation, and drawing conclusions.

Based on the research questions and hypotheses, this dissertation employed the Qualitative Document Analysis (QDA) method as the main method. QDA is a research approach used for rigorously and systematically analyzing the contents of written documents. In political science research, this method facilitates impartial and consistent analysis of written policies. A series of EU-level policy documents and Vietnam's legal policies related to the integration of female migrant workers was selected and analyzed. These documents serve as primary sources and are chosen based on the scope of the dissertation as previously defined. All of these documents are available online and accessible to the public. Furthermore, they are available in English as well as multiple other languages.

For the first research question about integration challenges for Vietnamese women migrant workers in the EU, the Secondary Data Analysis method was used. Instead of collecting new data, I analyzed existing datasets, surveys, and reports that include information relevant to the research question. It is important to affirm that this study did not employ field research methods such as observation, interviews, or surveys, as I believed that they may not provide sufficient in-depth insights into the research questions. The population studied for this dissertation comprises Vietnamese women migrating to work in the EU, regulated by The Law on Vietnamese Guest Workers 2020. While conducting methods such as surveys with migrants is crucial in migration research, practical constraints such as time, resources, access, and the reliability of responses necessitate an alternative approach. In qualitative research, data are typically gathered through three primary methods, either used individually or in combination: direct observation, in-depth interviews, and analysis of documents.

However, in this dissertation, only the method of document analysis is employed for data collection. Document analysis is often integrated with other qualitative research methods as a form of triangulation, which involves the use of multiple methodologies to study the same phenomenon. Qualitative researchers are expected to draw upon various sources of evidence, seeking convergence and support through the utilization of different data sources and methods. By triangulating data, researchers aim to create a cohesive body of evidence that enhances the credibility of their findings. By examining information gathered from different methods, researchers can validate findings across multiple data sets, thereby mitigating the potential biases inherent in any single study. Triangulation provides researchers with a defense against the claim that a study's conclusions are solely a result of one method, one source, or one researcher's perspective. Therefore, to ensure validity through triangulation of data sources, a variety of secondary sources was collected for use, including reports, statistical data, policy documents, opinions, commentary from reputable organizations, peer-reviewed journals and statistical databases from government agencies and organizations. This approach ensures the reliability, comprehensiveness, and accessibility of the required data.

The collected data need to be analyzed to assess the perspectives and levels of support from both the EU and Vietnam regarding the integration of female migrant workers. Therefore, among the various analytical methods, the Content Analysis method was chosen to systematically analyze the legal and policy documents of the EU and Vietnam. Content analysis is a document analysis strategy used to identify specific words or concepts within texts or sets of texts. Researchers quantify and analyze the presence, meanings, and relationships of these words and concepts, allowing them to make inferences about the messages within the texts, the writer(s), the audience, and even the culture and time period to which they belong. The documents were analyzed in the context of the integration of Vietnamese female migrant workers in the EU, and then assessed as having "Limited Support," "Partial Support," or "Comprehensive Support." The rating assigned to each document depend on the extent to which they address or support the resolution of challenges faced by Vietnamese women migrant workers in integrating into the EU.

In addition, to elucidate the theoretical framework regarding migrant women and justify the focus on this demographic, this study adopts a multifaceted approach. It incorporates

intersectional feminist theory to comprehend how various factors such as gender, ethnicity, class, and migration status intersect and influence the experiences of migrant women. Furthermore, it integrates human rights frameworks to emphasize the specific vulnerabilities and violations of rights encountered by migrant women. By amalgamating these perspectives, the study aims to offer a comprehensive understanding of the distinct challenges and requirements of migrant women, advocating for more inclusive and gender-sensitive policies and interventions. Moreover, a historical approach is employed to elucidate the evolution of perspectives regarding the role of the country of origin in integration. The historical approach to legal research aids in unraveling legal issues rooted in the past, offering insights into the development and evolution of legal frameworks over time.

6. Presentation of the dissertation

The dissertation was divided into seven chapters. The opening chapter included: the background of the research; the motivation and objective for the research; the scope of the research; research questions and hypotheses; methodology; limitations of the dissertation; and structure of the research.

Chapter II of the dissertation clarified key issues regarding integration theory, emphasizing the dimensions of integration and the role of the sending country in the integration process.

Chapter III addressed theories regarding women in migration, highlighting differences between men and women in migration. It specifically focused on the vulnerability of female migrants to explain why the dissertation centered on female migrant labor.

Chapter IV examined the context of Vietnamese female migrant labor and the EU context. It analyzed common challenges female migrant labor faces in the EU market and explored the unique characteristics of Vietnamese female migrant labor. The primary objective of this chapter was to identify underlying challenges that may hinder the integration of Vietnamese female labor in the EU.

Chapter V consisted of analyses of EU policies and legal frameworks related to the integration of female labor. First, it investigated the development of EU policies on the

integration of female migrant labor from 1999 to 2019. Then, based on the challenges identified in Chapter IV, it analyzed and evaluated current laws and policies to assess the extent to which these legal documents support Vietnamese female migrant labor.

Chapter VI analyzed Vietnam's immigration laws and policies in the role of a sending country, aiming to clarify their roles and significance in the integration of Vietnamese female labor in the EU.

The final chapter, Chapter VII, provided a summary and conclusion of the entire dissertation based on the research questions posed. It then proposed some potential solutions for improvement.

7. Main research findings

Findings for Research question 1:

Data and evidence from the EU demonstrated that female migrant workers face greater difficulties in accessing employment than any other demographic group, whether under normal conditions or in exceptional circumstances such as a pandemic. Considering the migration context, social context in Vietnam, and the characteristics of Vietnamese female migrant workers, it can be concluded that these workers, with disadvantages in education, language skills, professional skills, legal knowledge, and cultural understanding, face numerous challenges in integrating into the EU labour market.

The primary challenges identified are:

- Discrimination and Gender Stereotypes
- Language and Cultural Differences
- Recognition of Qualifications and Skills
- Family and Childcare Responsibilities
- Access to the Labor Market After Family Reunification

Two key issues needed to be thoroughly examined after identifying the challenges that Vietnamese female workers may face in the process of integration in the EU. First, it must

be emphasized that Vietnamese female workers are not only currently facing difficulties but are also likely to continue encountering many obstacles in the future if appropriate support measures are not implemented. These challenges stem from various complex factors, including social, economic, cultural, and legal conditions, which significantly impact their ability to integrate. Therefore, legal and policy measures should not only provide formal equality but also focus on actively and effectively supporting those who are more vulnerable. True equality requires recognizing and addressing the specific challenges that Vietnamese female migrant workers face, and implementing targeted measures to address these issues effectively.

Second, the factors affecting the integration process are shaped not only by the EU context but also by the migrants' backgrounds in Vietnam. This highlights that integration is influenced by both host and home country conditions, underscoring the importance of collaborative efforts. Both the EU and Vietnam bear responsibility in establishing supportive policies and legal frameworks to ensure a smooth and sustainable integration process for Vietnamese women migrant workers.

Findings for Research question 2:

The findings indicated that the EU legal framework only partially supports their integration, primarily due to (1) insufficient focus on female migrant workers and (2) limited legislative competence.

First, throughout the history of the development and evolution of perspectives on the integration of migrant workers, as well as the legal framework in this field, it is clear that EU laws and policies have been predominantly gender-neutral. Although there has been significant progress in perspectives, from acknowledging gender equality to specifically focusing on women migrants, this is still not sufficient. Perspectives on female migrant workers have only recently been developed, making it difficult to find a focus on this demographic group in many documents within the EU's migration legal framework. The Action Plan on Integration and Inclusion 2021-2027 appears to be the only document that acknowledges the disadvantages faced by female migrant workers and highlights the need for targeted policies.

Second, a long-standing and acknowledged issue is that the EU lacks legislative competence in the field of integration. Generally, the European Union shares competence in developing a common immigration policy. Article 79(4) of the TFEU refers to the establishment of measures to encourage and support Member States' actions to promote the integration of legally residing TCNs within their territories. Therefore, only supportive measures can be applied, and harmonization of laws and regulations is explicitly excluded. The Union also cannot use Article 352 TFEU as a legal basis, as Article 352(3) again excludes the harmonization of Member States' laws or regulations. The EU's capacity to act is limited to support and coordination. Thus, the mentioned objectives and planned initiatives can only serve as recommendations for Member States. Consequently, a truly common integration policy in the European Union does not yet exist, as the integration of immigrants remains a national competence of the Member States. For Vietnamese female migrant workers specifically, while good recommendations to address challenges and support integration may exist, their implementation and effectiveness are not guaranteed due to these limitations. Therefore, despite the EU's efforts, the practical impact on the integration of Vietnamese female migrant workers largely depends on the willingness and capacity of individual Member States to adopt and enforce these recommendations.

Findings for Research question 3:

Key policies reviewed include those on citizenship, remittances, labor training, migration support networks, and relevant bilateral agreements. The findings indicate that, while Vietnam's policies provide a foundational support framework, they require substantial improvement to effectively assist Vietnamese female migrant workers in EU integration.

The related policies seem to have the potential to support some issues related to integration. The flexible citizenship regime, as well as policies that encourage remittances, may create conditions for workers to live and work with confidence while maintaining their ties to their homeland. However, regarding the challenges faced by Vietnamese female workers in the EU, as discussed in this dissertation, Vietnam's current legal framework is unlikely to help address any challenges. Specifically, as the country of origin, Vietnam's role in pre-departure language and cultural training is significant, but the labour training policies are ineffective.

Moreover, with almost no bilateral agreements on labour with EU countries, issues such as recognition of qualifications or creating support networks for workers are very difficult to achieve.

Vietnam's legal framework, while providing some foundational support, falls short in addressing the specific integration challenges Vietnamese female migrant workers encounter in the EU. Strengthening labor training, enhancing pre-departure preparation, and negotiating bilateral agreements with EU nations are crucial steps to better support these workers' integration and safeguard their rights and well-being.

8. Proposals

Based on research findings, the following proposals are presented for the EU:

- Discrimination and gender prejudice are complex and challenging issues because laws and policies cannot compel an individual or a group to change their mindset. Societal attitudes towards gender equality are not shaped primarily by origin or educational background but by the prevailing values within the society. Therefore, completely eradicating discrimination and prejudice is nearly impossible. Instead, the EU should implement policies that promote the integration of female migrant workers who are often victims of discrimination and gender prejudice, such as domestic workers, ensuring they are not rendered invisible in protective policies.

- Policies aimed at enhancing or encouraging participation in language and cultural training for female workers appear ineffective, as participation often depends on their voluntary will and is hindered by objective conditions such as family caregiving responsibilities. Therefore, to achieve effectiveness in this matter, the EU should adopt more robust measures. For instance, Article 79(2)(a) of the TFEU allows the EU, acting in accordance with the ordinary legislative procedure, to establish certain conditions and standards for entry and residence. The EU can use this authority to impose specific standards regarding language proficiency and general cultural knowledge. Although this measure might reduce the number of migrant workers entering the EU in the short term, it could, in the long run, increase the rate of successful integration of migrant workers.

- The EU should establish a specific mechanism to swiftly recognize the qualifications and skills of migrant workers to avoid the waste of expertise and unequal skill levels among member states. For example, Germany can recruit skilled nursing professionals from Vietnam because it is the only country that facilitates the recognition of nursing qualifications obtained in Vietnam while other EU countries, despite potentially having similar needs in this field, lack appropriate policies.

- The EU should implement a specific policy to support migrant women who have young children or are pregnant. This policy should include measures to alleviate the burdens of family care and pregnancy for migrant women, such as ensuring maternity leave benefits, access to maternal healthcare services, and providing subsidies and access to childcare services.

- The EU should review and seriously reconsider the regulation requiring a one-year waiting period to access the labour market as stipulated in the FRD.

- Additionally, the EU should consider the role of trade unions in supporting the integration of migrant workers. The European Trade Union Confederation (ETUC) pointed out in its resolution that the inclusion of migrants requires improvements in EU trade unions. In Europe, the principle of organizing trade unions is based on industry unions, meaning that workers are organized in unions related to their field of work or related to their skills and education. Company-based unions, such as those in Asian countries, are rare. This type of union organization creates relationships among employees both vertically and horizontally and is considered to be very robust. A widespread network of trade unions, including both company-based and community-based unions, can serve as a model for addressing the concerns of migrant workers. These unions act as critical bridges, addressing even the smallest issues faced by migrant workers. With their deep understanding of their members, they can identify the needs and challenges that migrant workers face and provide direct support to address them. Moreover, these unions serve as important links between migrant workers and national and industry-specific unions. With a thorough understanding of the unique circumstances migrant workers encounter, these unions can offer practical solutions

that inform policy-making and legislative activities aimed at protecting migrant workers' rights.

Based on research findings, the following proposals are presented for Vietnam:

- Firstly, it is imperative that Vietnam conducts in-depth research and supplements the concept and specific provisions of 'integration' in legal documents pertaining to the field of labour migration. Such efforts will serve to protect and recognize the rights and obligations of migrant workers related to their integration, as successful integration plays a critical role in the process of labour migration. Moreover, the recognition of this concept will enable Vietnam to set targets for the development and implementation of policies that are directly relevant to the process of migrant worker integration.

- Secondly, to fill the gaps in migration data in Vietnam, the Ministry of Labour, Invalids and Social Affairs, in collaboration with other ministries, should establish a unified database. This database should categorize data by gender, destination, and occupation.

- Thirdly, it is imperative to establish policies that focus on foreign language training for Vietnamese migrant workers. This is particularly critical since workers who relocate to different EU member states may encounter language barriers that extend beyond the official language of the host country. Proficiency in English, in particular, would confer significant advantages, enabling them to quickly acclimate to their work and lifestyle. Therefore, incorporating language training programs within the overall framework of labour policies is crucial to equip Vietnamese migrant workers with the necessary language skills that are essential for their successful integration and participation in the host country's social, economic, and cultural fabric.

- Fourthly, it is imperative for Vietnam to formulate policies that focus on the development of labour quality standards aligned with the international standards in order to enhance the overall quality of the Vietnamese migrant workers. Labour quality is a vital aspect of the integration process of migrant workers as it directly influences their competitiveness in the labour market. This is particularly critical for female migrant workers, especially those who are ethnic minorities and those from rural areas, who often face

additional barriers and discrimination. Therefore, enhancing labour quality standards and ensuring they comply with international standards can result in significant gains in the overall quality of Vietnamese migrant workers. This will also improve the prospects for female migrant workers, enabling better integration and economic contributions from this vulnerable group.

- Fifthly, Vietnamese female migrant workers often lack information and access to reliable support when encountering problems abroad, so it is important for Vietnam to establish more migrant support agencies in destination countries where Vietnamese migrant workers are employed. These support agencies could provide a range of services to migrant workers, including assistance with finding employment, housing, healthcare, and legal services. They could also help to connect workers with other members of the Vietnamese migrant community and provide language and cultural training to help them adapt to their new environment. To establish these agencies, Vietnam could work with its diplomatic missions in destination countries to identify areas where support is needed and establish partnerships with local organizations and government agencies to provide services to migrant workers.

- Finally, achieving a common and effective legal framework in both the EU and Vietnam will take considerable time. The EU's need to cooperate with other countries in managing migration flows has steadily increased in recent years, placing migration at the forefront of the EU's foreign relations agenda with key origin and transit countries. However, a comprehensive agreement between the EU and Vietnam specifically on migration is not easily attainable in the short term. Therefore, in the near future, to support the integration process of Vietnamese women migrant workers, it is imperative for Vietnam to reinforce its efforts in establishing more bilateral agreements and other collaborative arrangements with the EU Member States. These agreements can cover a range of issues related to the employment and integration of Vietnamese workers, including labour standards and regulations, workplace safety, recognition of qualifications and skills, access to social services, and the protection of migrant workers' rights. Additionally, when negotiating agreements, the principles of gender equality and non-discrimination based on gender must be ensured. By establishing clear guidelines and regulations for the treatment of Vietnamese

migrant workers, these agreements can help ensure that workers are treated fairly and have access to the support and services they need to integrate into their new communities. To strengthen the signing of these agreements, Vietnam could work with its diplomatic missions in EU countries to identify areas where cooperation is needed and engage in negotiations with host governments to develop formal agreements. Vietnam could also work with EU institutions and member states to promote greater awareness and understanding of the issues faced by Vietnamese migrant workers and to advocate for policies that protect their rights and well-being.

9. The list of publications on the subject of the dissertation

Luu T. A. (2022). COVID-19 : Public Health and Restrictions on the Free Movement of People in the European Union. In: Ristivojević Branislav (eds.) Harmonisation of Serbian and Hungarian Law with the European Union Law, Novi Sad: Újvidéki Jogtudományi Kar, Kiadói Központ, pp 437-448.

Luu T. A. (2022). Labour Shortage in Hungary: Legal Framework, Opportunities & Challenges for Vietnamese Migrant Workers. FORUM: PUBLICATIONES DOCTORANDORUM JURIDICORUM Vol. 12, pp. 21-31.

Luu T. A. (2022). The Role of Trade Unions in the Protection of Migrant Workers in the EU. Rev. Fac. Drept Oradea. pp. 193-203.

Luu T. A. (2023). AN ANALYSIS OF THE NEW BLUE CARD DIRECTIVE: IMPLICATIONS FOR THE INTEGRATION OF HIGHLY QUALIFIED MIGRANT WORKERS IN THE EU POST-COVID-19. Text, context, and subtext in law - International conference of doctoral students in Law 15th Edition, Universul Juridic Publishing, Bucuresti.

Luu T. A. (2023). Bình Luận Những Điểm Mới Của Chỉ Thị Thẻ Xanh Eu Năm 2021 Và Vai Trò Trong Việc Trao Quyền Cho Người Lao Động Di Trú Có Trình Độ Cao Ở Liên Minh Châu Âu [Discussions on new points of the European Union (EU) Blue Card Directive and its role in empowering highly qualified migrant workers in the EU]. Legal Professions Review (In Vietnamese: Tạp chí Nghề luật, ISSN: 1859-3631), pp. 85-90.

Luu T. A. (2023). Vietnam's policies and the role of the country of origin in the integration process of migrant workers in the EU. *South East Asia Research*, 31(4), pp. 359-376.