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LUU TUAN ANH*

Labour Shortage in Hungary: Legal Framework, Opportunities & Challenges for Vietnamese Migrant Workers

1. Introduction

Labour shortage is a common problem in Central Europe and it is often implied as a shortage of skilled and highly educated labour force.¹ More and more workers from Central and Eastern European countries are migrating to work in Western European countries such as Austria, Germany, the United Kingdom or Ireland.² Influenced by that migration trend, the Hungarian economy is also characterized by a labour shortage.³ The demand for labour in basic occupations is relatively high, however, Hungarian workers tend to move abroad to do such jobs.⁴

This is a problem that appeared before the Covid pandemic, data for the period 2007-2017 shows that labour shortages in Hungarian enterprises exceed the EU average in all three sectors: industry, construction and services.⁵ Labour has been a pressing need for many years, with only 24% of enterprises in Hungary considering labour as a constraint on production in 2014, this number has increased to 59% in 2019.⁶ After the Covid pandemic, with the recovery of the economy, Hungary faced an unprecedented shortage of labour

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¹ NIKOLETTA JABLONCZAY: *Recent Challenges in Hungary: Economic Inequalities and Labour Shortage from the Perspective of Labour Unionists*. University of Vienna Working Papers, 2020. DOI: 10.25365/phaidra.225

² EVA GORGENYI-HEGYES – MARIA FEKETE-FARKAS: *Internal CSR as a strategic management tool in reduction of labour shortages*. Polish Journal of Management Studies, 2019. pp. 167–181.

³ MÁRTON CZIRFUSZ: *COVID-19 crisis management and the changing situation of workers in Hungarian manufacturing*. 2021. Available at <http://www.regscience.hu:8080/jspui/bitstream/11155/2585/1/czirusz-employment-2021.pdf> (accessed: 6 September 2022).

⁴ KLÁRA FÓTI – TIBOR TAKÁCS: *Key features of intra-EU labour mobility and its impact from a sending country perspective: Addressing the consequences in Hungary*. Society and Economy, 2020. pp. 208–228.

⁵ JÁNOS KÖLLŐ – ZSANNA NYÍRÓ – ISTVÁN JÁNOS TÓTH: *Trends in Basic Shortage Indicators*. 2018. Available at <http://real.mtak.hu/108618/1/13.pdf> (accessed: 6 September 2022).

⁶ ASTROV, VASILY, et al.: *How do economies in EU-CEE cope with labour shortages?*. wiiw Research Report, 2021. Available at <https://www.econstor.eu/handle/10419/240652> (accessed: 7 September 2022).

force. In the first quarter of 2022, 87000 jobs were left unfulfilled and the private sector is reported to require an additional 60000 workers.⁷

Recruiting workers from other countries in the EU or from third countries is considered one of the most frequent solutions to deal with labour shortages in Central and Eastern European countries.⁸ Industry representatives believe that the labour shortage can be solved if Hungary can attract about 200-300 thousand foreign workers.⁹ Foreign workers can contribute to replacing at least a portion of Hungarian workers who have left the country.¹⁰ However, attracting migrant workers, especially highly skilled workers, is a global competition and it requires policy reform at both levels of the EU and Member states.¹¹

The article is divided into 3 main parts: the first part deals with Hungary's legal framework on migrant workers, the second part deals with the legal framework in the relationship between Vietnam-EU and Vietnam-Hungary and the third part analyzes the challenges and opportunities for Vietnamese migrant workers to contribute to solve the labour shortage in Hungary.

II. Hungary's legal framework

Recently, Hungary has experienced a different immigration trend than before. In the 1990s and 2000s, immigrants to Hungary were mainly from Romania, Slovakia, Ukraine and Serbia, but recently, the percentage of immigrants who are non-European third-country nationals have increased and Asia in particular doubled between 2010 and 2019.¹² The Hungarian government expressed its intention to add more permissions to foreign workers in any sector that is experiencing labour shortages.¹³ However, managing employment-related migration is an economic, social and political challenge for EU Member States, including Hungary.¹⁴

1. Migration strategy

The principles of Hungary's migration policy are enshrined in the Migration Strategy adopted by the government in 2013.¹⁵ This can be considered as an overall policy

⁷ Available at <https://hungarytoday.hu/hungary-workforce-shortage-jobs/> (accessed: 7 September 2022).

⁸ ASTROV 2021, p. 14.

⁹ JOZSEF POOR, et al. *Initial findings for labour markets in the Czech Republic, Hungary, Poland and Slovakia*. Central European Journal of Labour Law and Personnel Management, 2020. pp. 47–60.

¹⁰ FÓTI – TAKÁCS 2020, pp. 208–228.

¹¹ FACCHINI, GIOVANNI – LODIGIANI, ELISABETTA: *Attracting skilled immigrants: An overview of recent policy developments in advanced countries*. National Institute Economic Review, 2014. pp. R3-R21.

¹² MÁRTON BISZTRAI, et al. *Perpetual Temporariness*. 2020. Available at <https://library.fes.de/pdf-files/bueros/budapest/17065.pdf> (accessed: 7 September 2022).

¹³ FÓTI – TAKÁCS 2020, pp. 208–228.

¹⁴ IMOLA CSEH PAPP – SVITLANA BILAN – KRISZTINA DAJNOKI: *Globalization of the labour market—Circular migration in Hungary*. Journal of International Studies, 2018. pp. 182–200.

¹⁵ The Migration Strategy and the seven-year strategic document related to Asylum and Migration Fund established by the European Union for the years 2014-20. Available at [http://belugyalapok.hu/alapok/sites/default/files/Migration %20Strategy%20Hungary.pdf](http://belugyalapok.hu/alapok/sites/default/files/Migration%20Strategy%20Hungary.pdf) (accessed: 7 September 2022).

document on migration and integration policy in order to build a consistent integration strategy and harmonize relevant laws. The Migration Strategy outlines Hungary's roadmap of action and tools to achieve its goals in the areas of reception, residency, integration, protection and return policy. The strategy document mainly emphasizes the rights and obligations of migrants in Hungary. It focuses on providing support, legal aid and representation services at all stages of the asylum process, with a particular focus on vulnerable people.

The Migration Strategy states that it is necessary to take advantage of the economic development opportunities of migration more effectively by welcoming third-country migrants to contribute to economic development. While it is important to ensure the protection of the Hungarian workforce, nevertheless, given the needs of the Hungarian economy and labour market, especially the stronger migration of Hungarian workers in some sectors, it is imperative to receive more migrant workers.¹⁶

2. Entry and Residence

The EU has developed a legal framework for immigration policy through many directives on various issues such as family reunification, long-term residency, seasonal workers, etc. Member States make the rules according to their legal and administrative traditions, using the options available in the Directive.¹⁷

The provisions for third-country citizenship in Hungary are mainly enshrined in Act II of 2007 on the Admission and Residence of Third-Country Nationals. This act regulates the basic terms of entry, residence, permits related to long-term or short-term residence or permanent residence, and the justifications for the restriction or denial of related rights.

The Hungarian legal system classifies citizens of other countries coming to Hungary into two groups: citizens of the European Economic Area and citizens of third countries. While nationals from the first group of countries including the European Union, Norway, Iceland, Liechtenstein and Switzerland only need to apply to be able to work in Hungary without a work permit since January 2009, citizens of third countries can only work in Hungary with a permit and have limited mobility and residence rights compared to citizens of the first group.¹⁸

Regarding residence, Generally, applications for a residence permit can be filed outside of Hungary. The application also includes an application for an entry visa, third country nationals can enter Hungary with a visa after the application is issued and after that, they can go to the immigration authority to get the residence permit.

¹⁶ Ibid.

¹⁷ EU legislation on Legal Migration – ILO. Available at https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/presentation/wcms_744426.pdf (accessed: 8 September 2022).

¹⁸ CSEH PAPP – BILAN – DAJNOKI 2018, pp. 182–200.

3. *Integration and anti-discrimination*

Successful integration is essential for all, which is the key to effective and comprehensive migration management approaches.¹⁹ Integration into the labour market and integration into society are two inseparable elements of the integration process for migrant workers, and one of the biggest barriers to integration is the negative thinking and attitudes expressed through discrimination.²⁰ However, Hungary does not have an independent integration law or integration program for newcomers.²¹

The provisions for anti-discrimination are documented in Act CXXV. on equal treatment and promotion of equal opportunities. The Act identifies a number of areas where discrimination is likely to occur, such as employment, housing, social security and health care, it anticipates situations where discrimination may occur, and declares states that the state has an obligation to promote equality and combat discrimination.²² However, this is a law that has been enacted a long time ago (December 22, 2003) and underwent only 2 minor revisions in 2006 and 2017.

In addition, the Equal Treatment Authority of Hungary, established in 2005, is an independent and autonomous administrative body, one of the most effective in the fight against discrimination, was abolished by the Hungarian Parliament in January 2021.²³

Although the arrival of migrant workers is necessary, as indicated in the Migration Strategy, however, Hungarian policies are in direct conflict with EU directives and core values of the European Union. Fidesz, Hungary's ruling party led by Viktor Orban, openly stands against migration. The European Parliament declared that the Hungarian government violated core EU principles including dignity, freedom, democracy, equality, the rule of law and respect for human rights.²⁴

III. *EU-Vietnam's legal framework*

1. *PCA*

The Vietnam - EU Partnership and Cooperation Agreement (PCA) signed on June 27, 2012 is an important milestone marking the transformation of the Vietnam - EU relationship to a new level. The Vietnam - EU PCA Agreement creates a new legal framework and expands

¹⁹ IOM and Migrant Integration. Available at <https://www.iom.int/files/live/sites/iom/files/What-We-Do/docs/IOM-DMM-Factsheet-LHD-Migrant-Integration.pdf> (accessed: 10 September 2022).

²⁰ PÉTER MIKLÓS KÖMÍVES – KRISZTINA DAJNOKI: *Labour market integration issues related to migrants arriving to Hungary*. Annals of the University of Oradea Economic Science, 2016. pp. 363–373.

²¹ Available at https://ec.europa.eu/migrant-integration/country-governance/governance-migrant-integration-hungary_en (accessed: 8 September 2022).

²² Act CXXV. of 22 December 2003 on equal treatment and promotion of equal opportunities. Available at https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=en&p_isn=68657&p_country=HUN&p_count=937 (accessed: 8 September 2022).

²³ European Commission, Directorate-General for Justice and Consumers, Hermína Balogh, L., *Country report, gender equality: how are EU rules transposed into national law?: Hungary 2021*, Publications Office, 2021, <https://data.europa.eu/doi/10.2838/248112> (accessed: 9 September 2022).

²⁴ ROBINSON, FRANCESCA P. *What does it mean to belong? An analysis of migrant integration policies in Germany, Spain, and Hungary*. 2020. PhD Thesis.

the cooperation relationship between Vietnam and the EU. The PCA Agreement not only regulates bilateral relations between Vietnam and the EU in areas such as development cooperation, economy-trade, education-training, science-technology, agriculture, health, etc. tourism... but also includes cooperation at regional and international forums, cooperation to deal with global challenges such as climate change, environment, natural disasters, energy security, counter-proliferation gas of mass destruction, terrorism and organized crime. The PCA Agreement also creates an important premise for the two sides to enter the negotiation of a Free Trade Agreement (FTA) and creates favorable conditions for Vietnam to continue to expand and deepen its partnership with all EU member states.

Compared with the cooperation agreement signed in May 1996 between the European Community and Vietnam, the PCA has significantly expanded the scope of cooperation between Vietnam and the EU, some new fields have been added such as energy, good governance and migration, as well as two areas that Vietnam is interested in are human rights and labour.²⁵

Regarding cooperation in Labour, Employment and Social Affairs, Article 50 of the PCA makes an important contribution to creating a legal framework for cooperation and labour exchange between Vietnam and EU countries, as follows:

- The Parties agree to strengthen cooperation in the field of labour, employment and social issues.
- The Parties reaffirm the importance of decent work and its promotion as an important factor for sustainable development and poverty alleviation.
- The Parties reaffirm their commitment to respect, promote and implement internationally recognized labour standards, as set forth in the International Labor Organization (ILO) Conventions.
- The Parties shall ensure that nationals of the other Party lawfully employed in the territory of the host country shall not be subjected to discrimination in relation to nationality in matters such as working conditions, remuneration, dismissal, etc., compared to the conditions for nationals of other third countries.
- Forms of cooperation may include programs, specific projects.²⁶

2. EVFTA

The EU-Vietnam Free Trade Agreement (EVFTA) is a free trade agreement between Vietnam and the 27 EU member states. On June 26, 2018, the EVFTA was split into two agreements, one is the Trade Agreement (EVFTA), and the other is the Investment Protection Agreement (EVIPA). The two Agreements were signed on June 30, 2019, agreed

²⁵ EU-Vietnam Partnership and Cooperation Agreement – At a Glance. Available at [https://www.europarl.europa.eu/thinktank/en/document/EPRS_ATA\(2015\)572810](https://www.europarl.europa.eu/thinktank/en/document/EPRS_ATA(2015)572810) (accessed: 9 September 2022).

²⁶ The Viet Nam – EU Partnership and Cooperation Agreement.

by the European Commission and the European Council, and ratified by the Vietnamese parliament in the same 2020. EVFTA has officially taken effect from August 1, 2020.

The EVFTA does not have regulations directly related to migrant workers, but it does have commitments to respect, promote and effectively implement basic principles and rights at work, indirectly contributing to improving labour quality and strengthening labour cooperation relations between Vietnam and EU countries.²⁷

3. Vietnam-Hungary relation

The two countries have had a long tradition of cooperation since the establishment of diplomatic relations on February 3, 1950. Hungary gave Vietnam support in the cause of national liberation and national reunification, and in the current period of renewal and international integration, the two countries have always given each other close cooperation.²⁸

Hungary is Vietnam's first comprehensive partner in Central and Eastern Europe and actively supports Vietnam at multilateral forums as well as in relations with the European Union, Hungary is the first country to ratify the EVFTA as well as the EVIPA. Vietnam is considered to have the most prominent relationship in economic relations between Hungary and ASEAN as it is strengthened by the “traditional” relationship, based on the former “socialist partnership”.²⁹

Vietnam and Hungary have signed a number of bilateral agreements in many areas, but none of them directly related to the issue of migrant workers. Recently, the relationship between Vietnam and Hungary has been developing actively since the two sides upgraded their relationship to a Comprehensive Partnership in 2018.³⁰

4. Vietnam's legal framework

Even before the COVID-19 pandemic, the Vietnamese Government annually has policies to increase labour migration right from the provincial and district levels in order to limit unemployment and reduce poverty. In 20 provinces, residents of designated 'poor districts' can apply for subsidies to enable them to migrate abroad to work.³¹ The Vietnamese government puts labour quality on the top, and the orientation in the coming

²⁷ Summary of Vietnam-EU Free Trade Agreement (EVFTA). Available at: <https://wtocenter.vn/chuyen-de/12781-summary-of-vietnam-eu-free-trade-agreement-evfta> (accessed: 11 September 2022).

²⁸ Available at <https://dangcongsan.vn/thoi-su/lam-sau-sac-hon-nua-hop-tac-song-phuong-viet-nam-hungary-616236.html> (accessed: 11 September 2022).

²⁹ LÁSZLÓ KOZÁR – GYÖRGY IVÁN NESZMÉLYI: *Economic relations between Hungary and the ASEAN region: Highlighting a special business opportunity in Vietnam*. Polgári Szemle. Gazdasági és társadalmi folyóirat. 2018. pp. 255–269.

³⁰ Available at <https://quochoi.vn/uybandoingoi/tintuc/Pages/tin-hoat-dong.aspx?ItemID=436> (accessed: 12 September 2022).

³¹ ILO TRIANGLE in ASEAN Quarterly Briefing Note: Viet Nam (January – June 2022).

time is that besides traditional markets, Vietnam gives priority to send workers to work in safe, high-income markets, ensuring good welfare for workers.³²

The Law on Contract-Based Vietnamese Overseas Workers 69/2020/QH14 in 2020 was approved by the XIV National Assembly, 10th Session on November 13, 2020 (Law No. 69/2020/QH14). The new law consists of 8 chapters and 74 articles and will officially take effect from January 1, 2022. This is the overarching framework governing international labour migration in Viet Nam and it was built upon previous Vietnamese legislation to improve protection for Vietnamese migrant workers. Some notable new points are issues related to brokerage commissions, discrimination and forced labour, pre-departure orientation training...³³

Five sub-law documents to support The Law on Contract-Based Vietnamese Overseas Workers were also signed in December 2021 and entered into force in January 2022. These documents stipulate the Overseas Employment Support Fund; sanction administrative violations on labour, social insurance; detailed regulations on the implementation of the Law; database system on Vietnamese labour; detailing a number of articles of the Law.

IV. Opportunities and challenges for Hungary and Vietnamese migrant workers in addressing labour shortage

Vietnam is a developing country in South-East Asia and Labour export is a very important part of Vietnam's socio-economic development strategy. From 2006 up to now, there have been more than 1 million Vietnamese workers working abroad.³⁴ Recently, about 150,000 workers go abroad to work each year and this workforce send back home about 2.5 billion USD per year.³⁵ Through the Vietnam - EU Partnership and Cooperation Agreement (PCA) and European Union - Vietnam Free Trade Agreement (EVFTA), Europe is becoming an ideal destination, a promised land for Vietnamese workers.³⁶ However, compared to the traditional destinations of Vietnamese migrant workers such as Taiwan, Korea, Japan, etc., Europe is considered a new market with many advantages but also many challenges in integration for migrant workers.

1. Opportunities for Hungary and Vietnamese migrant workers

Besides the common policy framework between Vietnam - EU as well as Vietnam - Hungary, Vietnamese migrant workers also have direct favorable conditions to work in

³² Available at <https://baochinhphu.vn/xuat-khau-lao-dong-khoi-sac-102220623155536468.htm> (accessed: 8 September 2022).

³³ Available at https://www.ilo.org/hanoi/Informationresources/Publicinformation/Pressreleases/WCMS_764704/lang-en/index.htm (accessed: 12 September 2022).

³⁴ Available at <http://www.molisa.gov.vn/Pages/tintuc/chitiet.aspx?tintucID=219367> (accessed: 12 September 2022).

³⁵ Available at <https://dangcong-san.vn/xa-hoi/lao-dong-xuat-khau-cua-viet-nam-dang-o-dau-so-voi-cac-nuoc-538257.html> (accessed: 12 September 2022).

³⁶ Available at <https://nld.com.vn/cong-doan/sang-chau-au-thi-truong-nao-tot-nhat-trong-nam-moi-2021021523582439.htm> (accessed: 12 September 2022).

Hungary. Especially, in the context of labour shortage in Hungary, there will be many job opportunities for Vietnamese workers in the coming time.

Vietnamese migrant workers are considered hard-working, smart, and disciplined, especially female workers,³⁷ these are qualities that employers appreciate wherever they are. By June 2022, Vietnam Ministry of Labour - Invalids and Social Affairs has licensed 16 Vietnamese enterprises to organize sending workers to work in Hungary, with more than 2,174 employees in agriculture and processing industries. food, electronics, construction, industrial manufacturing, welder, chef. At the same time, Hungary has agreed to quickly grant foreign work visas to 9 countries, of which Vietnam is the leading country on the list.³⁸

Four occupations in which Hungary is in great demand for labour (Automobile industry; nursing; hotel and restaurant services; construction) are currently being trained by Vietnamese Technical and Vocational Education and Training institutions under the transfer program from Germany, students will be awarded 2 degrees of from Vietnam and Germany. In 2022, the two governments are promoting to sign a cooperation agreement (MOU) on labour export.³⁹

2. Challenges for Hungary and Vietnamese migrant workers

Wages

The causes of labour migration are complex, depending on the individual reasons, however, many people believe that Hungary's low wages played an important role in the migration out of Hungary of the labour force.⁴⁰ Hungary's wages have lagged behind regional wages over the past 15 years, as well as those of the rest of the CEE countries.⁴¹

The average real and nominal wages in the CEE region are much lower than those in Western Europe and all Visegrad countries (Czech Republic, Hungary, Poland and Slovakia) are in the second half of the average net salary list. Hungary's average net salary was lower than 650 Euros in 2018, just higher than Romania and Bulgaria.⁴²

This low level of wages can lead to two consequences that make it difficult for Hungary to recruit workers to address the labour shortage, not only workers from Vietnam but also workers from many other countries. Firstly, low wages can make it difficult for Hungary to compete with other markets, especially when it comes to attracting highly skilled workers, Vietnamese workers working in Hungary usually have an average salary

³⁷ TRẦN, ANGIE NGOC – CRINIS, VICKI: *Migrant labor and state power: Vietnamese workers in Malaysia and Vietnam*. Journal of Vietnamese Studies, 2018. pp. 27–73.

³⁸ Available at <https://nld.com.vn/cong-don/hungary-uu-tien-cap-nhanh-visa-cho-lao-dong-viet-nam-20220608184745682.htm> (accessed: 12 September 2022).

³⁹ Available at <http://www.molisa.gov.vn/Pages/tintuc/chitiet.aspx?tintucID=231271> (accessed: 12 September 2022).

⁴⁰ Available at <https://www.eurofound.europa.eu/fr/publications/article/2017/hungary-short-term-solutions-to-the-issue-of-labour-shortages> (accessed: 14 September 2022).

⁴¹ POOR et al. 2020, pp. 47–60.

⁴² GORGENYI-HEGYES – FEKETE-FARKAS 2019, pp. 167–181.

of 800\$ to \$1000,⁴³ this salary is not competitive compared to traditional Vietnamese markets such as Korea and Japan, taking into account both geographical factors and cultural and lifestyle similarities. Secondly, low wages may make it difficult for Hungary to retain migrant workers for a long time to ensure a stable and sustainable workforce. Many Vietnamese migrant workers may see Hungary as just a temporary stopover, working for short periods of time and looking to move to Western countries with higher wages. In the past, the flow of labour to Hungary was mainly from Serbia and Ukraine, mainly due to better working conditions, however, in some cases, they only see Hungary as a temporary solution to find jobs in countries located to the west of Hungary such as Germany and Austria.⁴⁴

Integration and discrimination

Anti-migration discourse in the local and international media has adversely affected Hungary's reputation. It weakens Hungary's position in terms of competition in the labour market.⁴⁵ And indeed, it is not a made-up story, Hungary not only does not have an integration law for migrants but also has an immigration law that is controversial and strongly criticized by the EU.⁴⁶

The anti-migration stance is not limited to the government, but Hungarian citizens also hold similar views due to government influence, however, Hungarians discriminate against migrants from non-EU countries but give priority to migrants from other European countries, especially neighboring countries like Serbia.⁴⁷

The above factors may raise concerns of Vietnamese workers about the living environment, health care conditions as well as the ability to integrate into society even before coming to Hungary, or that can cause problems in the process of living and working in Hungary. The lack of social integration and even isolation reinforces the feeling among non-EU workers that Hungary is just a stopover from which they can reach the wealthier countries of Europe.⁴⁸

V. Conclusion

In summary, the bilateral agreements between Vietnam - EU, Vietnam - Hungary as well as the legal system and policies of Vietnam have created a favorable legal framework for Vietnamese migrant workers to work in Vietnam. Hungary also has a basic legal framework

⁴³ Available at <https://laodongeu.vn/nhung-loi-the-cuc-hap-dan-khien-nguoi-viet-muon-di-xuat-khau-lao-dong-hungary/> (accessed: 15 September 2022).

⁴⁴ CSEH PAPP – BILAN – DAJNOKI 2018, pp. 182–200.

⁴⁵ MÁRTON BISZTRAI: et al. *Perpetual Temporariness*. 2020. Available at <https://library.fes.de/pdf-files/bueros/budapest/17065.pdf> (accessed: 7 September 2022).

⁴⁶ Available at <https://www.bbc.com/news/world-europe-59748173> (accessed: 15 September 2022).

⁴⁷ European Commission, Directorate-General for Justice and Consumers, Hermína Balogh, L., *Country report, gender equality: how are EU rules transposed into national law?: Hungary 2021*, Publications Office, 2021, <https://data.europa.eu/doi/10.2838/248112> (accessed: 9 September 2022).

⁴⁸ MARTON BISZTRAI, et al. *Perpetual Temporariness*. 2020. Available at <https://library.fes.de/pdf-files/bueros/budapest/17065.pdf> (accessed: 7 September 2022).

governing the process of migrant workers entering, living and working in Hungary. However, this legal framework is incomplete, not really interested in enhancing and protecting the rights and interests of migrant workers. Therefore, in the context that Hungary is always considered a xenophobic and anti-immigrant country, Hungary should make adjustments in policies and laws to suit the characteristics of the new labour flow and be able to attract and retain workers from many other countries, specifically as follows:

- Hungary needs a more suitable wage policy. A competitive salary will help Hungary attract workers not only from Vietnam but also from many other countries, at the same time it also contributes to keeping the domestic workforce from migrating to Western European countries where wages are higher.
- Hungary needs a law and more policies on integration for migrant workers. Integration into the labour market and integration into society are two inseparable factors. Only when workers are guaranteed in terms of housing, health care, education, participation in social life, etc., can they easily integrate into the labour market. Conversely, workers can refuse the opportunity to come to Hungary to work because of certain concerns or flee during work if they are isolated, difficulty accessing services because of language barrier, or they are not protected from discrimination.
- Hungary and Vietnam need to quickly sign the MoU in the field of migrant workers to create more favorable conditions for Vietnamese migrant workers to work in Hungary.

Evidence from some countries in East Asia and Southeast Asia with aging populations and labour shortages such as Japan, Singapore,⁴⁹ and South Korea⁵⁰ all show that migrant workers not only help solve the problem of labour shortages but also contribute significantly to economic growth and social development. Along with encouraging the recruitment of migrant workers, the above countries have appropriate policies to attract and retain workers, especially skilled workers. In the context that the relationship between Vietnam and Hungary is increasingly close and the two countries are strengthening cooperation in the field of labour, Vietnam's surplus young labour force may be the key to Hungary's labour shortage problem.

⁴⁹ WALMSLEY, TERRIE – AGUIAR, ANGEL – AHMED, SYUD AMER: *Labour migration and economic growth in East and South-East Asia*. The World Economy, 2017. pp. 116–139.

⁵⁰ KIM, GYUCHAN: *Migration transition in South Korea: Features and factors*. OMNES: The journal of multicultural society, 2017. pp. 1–32.

ANH TUAN LUU

MUNKAERŐHIÁNY MAGYARORSZÁGON: JOGSZABÁLYI
KERETEK, LEHETŐSÉGEK ÉS KIHÍVÁSOK A VIETNÁMI
MIGRÁNS MUNKAVÁLLALÓK SZÁMÁRA

(Összefoglalás)

A COVID-19 pandémiát követő időszak gazdaság fellendülést eredményezett, ami a magyar munkaerőpiacon munkaerő hiányt idézett elő. Erre a lényeges problémára az egyik lehetséges megoldást az EU-n kívüli harmadik országból – mint például Vietnám – származó migráns munkavállalók jelenthetik. Ennek jogi alapját teremtette meg az EU és Vietnám között – évekkel korábban – létrejött kölcsönös kereskedelmi megállapodás, valamint a Vietnam és Magyarország között fennálló kölcsönös együttműködési megállapodás. A cikk áttekintést nyújt az EU, Vietnám és Magyarország közötti relációban a migráns munkavállalók jogi helyzetét érintő megállapodások kereteiről és fontosabb tartalmi elemeiről. Ugyancsak elemzi a Magyarországon kialakult munkaerőhiányból eredő lehetőségeket és megoldandó problémákat a potenciális vietnámi migráns munkavállalók számára.