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An Overview of the Job Market for Repatriated International Migrant Workers in Vietnam

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Abstract. An employee is someone who directly participates in the labor process, whether by performing manual labor or mental labor. They are paid according to their own capacity through actual labor and employment conduct. Workers returning to their hometowns after working in nations other than Vietnam's territory. For Vietnamese workers who return home after the process of international migration, they face a lot of difficulties in finding jobs in their homeland, although the state and government have supported workers with many policies and welfare support packages, but it is really difficult for workers to integrate into the community due to many different factors. Returning migrants may experience a variety of needs, requiring programs that address those seeking assistance with unemployment, lack of savings, business development, job search, or psychosocial trauma issues or difficulty reintegrating into their communities. Integrated and targeted programs can support migrant workers to return to their local communities and optimize their contribution to the community and the labor market.

Keywords: Employment, International migration, Labor, Livelihoods, Social services, Vietnam.

1. INTRODUCTION

International migrant labor is a broad notion that includes a variety of target groups, ranging from the number of migrant workers traveling overseas to work or returning to the country, to the flow of migrant workers entering and exiting a country. It includes data on migrant workers returning home after working abroad, as well as demographic characteristics such as (age, gender, employment status, economic activity, occupation and salary) of these indicators. The approach to international migrant workers includes issues of concern such as the treatment of migrant workers, how workers migrate and why they migrate, as well as the occupational safety and health status of migrant workers. Faced with this reality, many households consider bringing children of working age to migrate to countries in the region such as Taiwan, South Korea, Japan, Australia, etc. is an activity to create sustainable livelihoods. The source of money from the children of families to promote socio-economic development also poses many challenges. After the expiration of the contract, this group of workers has to face unemployment, lack of jobs or inability to adapt to the local job market. Over the past few decades, the number of workers looking for work abroad has been increasing. If well facilitated, returning migrants are a valuable resource for socio-economic development through remittances from abroad, skills and experience accumulated during their time working in the destination country, knowledge of multiculturalism and different workplaces. However, the management of the return and reintegration of migrant workers is still showing loopholes and this limits the potential positive effects of migration, especially as the number of migrant workers is increasing significantly. According to estimates, the number of Vietnamese workers working abroad is more than 560,000 people at the end of 2021. Not only do they miss out on development opportunities, but ineffective management of workers' return can expose them to health and safety risks, and they can be forced to pay high brokerage fees and services, or fail to recover their deposits/deposits and be owed wages. especially for the group of self-employed or undocumented migrant workers, or the group of legal migrants who must return before the contract period. Upon return, migrants face unemployment, debt, social alienation, family conflicts, and migrant-related health conditions, including psychological and physical problems. The majority of Vietnamese migrants return to unskilled labor, jobs that they did before migration and are not related to the skills and knowledge they acquired while working abroad. The reason is that returning workers cannot apply their skills and working styles abroad to working conditions in Vietnam or to start a business. In addition, the majority of workers come from rural areas, and therefore they need to learn business models that are suitable for the countryside, as well as ways to solve difficulties when doing business in this environment. Unfavorable conditions of return are factors that affect the migrant's decisions to continue to work in the destination country by staying beyond the contract or by rotating migration. Rotational migration can bring many benefits, but it can cause financial and human resources to be prioritized for remigration instead of being invested in Vietnam when workers return. After more than 10 years of implementing the National Target Program on building a new countryside, the issue of employment for rural workers in the district is still quite inadequate. For the group of international migrant workers returning to the locality, although they have access to modern working processes, it is difficult for most of these workers to find suitable jobs when they return. Vietnam's goal is not only to increase the number of workers working abroad but also to improve the quality of labor. At the same time, supporting poor and disadvantaged workers to work abroad to improve their economic situation. In the above tasks, improving the quality of labor is the top priority. This not only helps to improve the income of employees going to export but also creates brand reputation for Vietnamese workers. However, there is a problem that is of little concern to agencies and departments, that is, when they

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return, these workers, although qualified, find it difficult to adapt to local working conditions. This reality requires specific policies, allocating financial resources to invest in facilities for schools and vocational education institutions; supports for employees to study and improve their professional and technical qualifications, vocational skills, and foreign languages; support enterprises to exploit the labor market after returning, cooperate with partners to improve the quality of labor resources. These are important contents that need to be concretized by the role of social workers, including supporting international migrant youth to find jobs suitable to their own abilities after returning. On the basis of analyzing and synthesizing research documents and policies to support international migrant workers in a number of countries in the region and around the world, the author selects new points and appropriate aspects for Vietnamese authorities to supplement and apply in the coming time. (Tran et al., 2024) (Jung Thapa et al., 2020) (Xu & Jin, 2024) (Hossein, 2021) (Sen et al., 2023)

2. METHODOLOGY

In scientific research activities, a literature review study will be interpreted in the following aspects: (Huu, 2021)

- Present a theory and the studies that test this theory has been carried out,
- Presenting a problem and solutions to solve the problem have been proposed and tested by studies
- Synthesize and analyze one or more methods applied to research or solve a particular problem,
- Summarize the commonalities between the studies that have been conducted,
- Stating the need for further research
- Summarizing knowledge about an issue of interest



Figure 1: Overall methodology in research.
Source: Le Thai Ha, Fulbright University Vietnam (2021).

The resources reviewed in this article include:

- Identify topics of interest
- Define document overview objectives
- Determination of document selection criteria and exclusion criteria
- Collect relevant documents from various sources, including: scientific journals, research reports published in journals, databases, doctoral dissertations, the internet.
- Read the summary of the collected materials, read the overview to get the main idea
- Select materials that are suitable for the research content of the thesis. The materials have been carefully selected, arranging these documents according to the main topic, method, nature, level, etc.
- Read the selected documents in detail and record the relevant contents and add to the original opinions and views of the thematic author. In the process of writing, the author adheres to the set goals and makes his own comments and comments on the information collected from the documents.

Labour migration continues to be popular in the ASEAN region. It is estimated that there are currently 20.2

million migrants from ASEAN countries, nearly 6.9 million of whom have migrated to other countries in the region. With the dominance of the temporary migration cycle, most ASEAN migrant workers will return to their countries of origin when their contracts end. While stakeholders focus on the early stages of the migration cycle, such as developing effective migration laws and policies, pre-departure training, and research on working conditions while abroad, less attention has been paid to the repatriation and reintegration of migrant workers. Therefore, the repatriation and reintegration of migrant workers has been described as an 'unwritten chapter in migration history'. Reintegration programs should be comprehensively addressed before, during, and after migration. The overview chosen in this paper must reflect the diverse needs of returning migrants who require comprehensive and gender-sensitive services, focusing on economic, social and psychosocial needs. Returning migrants may experience a variety of needs, requiring programs that address those seeking assistance with unemployment, lack of savings, business development, job search, or psychosocial trauma issues or difficulty reintegrating into their communities. Integrated and targeted programs can support migrant workers to return to their local communities and optimize their contributions to their communities and labor markets. The importance of migrant repatriation and reintegration programmes is highlighted in global standards and conventions, including Recommendation No. 86 of the International Labour Organization (ILO) (Migration to Work) to ILO Convention No. 97 and the International Convention on the Protection of the Rights of All Migrant Workers and members of their family. Regional frameworks, including the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (Cebu Declaration, 2007) and the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers (2017) also highlight the need for policies and programs to support the reintegration of returning migrants. (Soinbala et al., 2022) (Sari & Sjamsuddin, 2021)

3. RESULTS AND FINDINGS

Repatriation (return migration): is an all-encompassing term that can be applied to a variety of situations. In general, the term refers to the return of migrant workers from the country of origin to the country of origin. According to the Statistics Bureau of the United Nations Department of Economic and Social Affairs, returning migrants are "people who return to the country of their nationality after having migrated internationally (whether short-term or long-term) in another country and intend to stay in their country for at least one year" Although this definition defines the home country have citizenship, but some argue that it is better to use the country of birth as a criterion to identify returning migrants because otherwise, those who have been naturalized in the destination country may be excluded (Dumont and Spielvogel, 2008). Migrants can also move to one or more third countries before returning to their country of origin. The 2018 ILO Guidelines on Migration Statistics states: "Returning international migrant workers are defined as all persons currently residing in that country, who were previously international migrant workers in one or more other countries.... The minimum period of attachment for a person to be considered an international migrant worker to return [is] relatively short, such as 6 months" (ILO, 2018b, p. 15) (Sunitha & Saravanan, 2022a)

Repatriation (voluntary return): Voluntary repatriation literally means making the decision to repatriate according to a person's free or independent will. It can be described as a freely chosen repatriation. However, the term "voluntary repatriation" has been used by destination countries and some international organizations in misleading ways (Webber, 2011). The European Council on Refugees and Exiles (ECRE, 2003) has pointed out that voluntary repatriation can only be carried out by those who have a legal basis to stay in the host country. The Handbook of the United Nations High Commissioner for Refugees (UNHCR) on voluntary repatriation (cited in OHCHR, 2018) states that in order for repatriation to be voluntary, refugees must have the legal right to remain in their host country, must not be detained, and their rights must be respected. According to the UN Special Rapporteur on the Human Rights of Migrants: "Reintegration is only possible if the repatriation is truly voluntary, informed, not coerced and sufficient and valid alternatives are considered to legalize the duration of stay or grant citizenship, and when repatriation is not the only way to escape exploitation and abuse in the destination country (Musli et al., 2023a)

Expulsion: "The act of returning an individual, against their will, to the country of origin, transit or to a third country agreeing to receive the person, is usually carried out on the basis of an administrative or judicial act or decision" (IOM, 2019, p. 75). Target countries often deport workers who are denied illegal status when they do not return voluntarily.

Voluntary repatriation and reintegration assistance: Assisted repatriation refers to when a migrant is provided with some assistance during repatriation and reintegration. IOM has been operating Assisted Voluntary Repatriation and Reintegration (AVRR) programmes for more than 40 years now, mainly for rejected asylum seekers and those with illegal status. IOM defines AVRR programs as "[administrative, logistical or financial support], including reintegration assistance, for migrants who are unable or unwilling to remain in their host or transit countries and decide to return to their country of origin" (IOM, 2019, pp. 10–11). AVRR programs mainly support repatriation from Europe (Newland and Salant, 2018). Some have raised concerns about the voluntary nature of these programs (Webber, 2011; United Nations, 2013)

Reintegration: There is no universally agreed definition of the concept of reintegration. The European University Institute's Migration of Return and Development Platform (which conducts analytical and empirical studies on return and reintegration in different regions) defines reintegration as: "The process by which returnees

participate in social life, the culture, economy and politics of the country of origin" (Cassarino, 2014b, p. 184). Unlike return migration, reintegration is a multidimensional concept that is not easy to measure. It can be observed at many levels: individual, family, community, economy, and society as a whole. UNHCR's 2004 Handbook on Repatriation and Reintegration Activities states that "the 'final state' of reintegration is the full enjoyment of political, civil, economic, social and cultural rights" (UNHCR, 2004, p. 39). Effective reintegration means the successful reintegration of workers back to their families, communities, economies and societies. From the point of view of the country of origin, effective repatriation means that their migrant workers return safely and dignified after achieving their migration goals abroad. Effective return and reintegration may require the following:

- Countries of origin cooperate with destination countries to ensure the safe and dignified repatriation of their citizens.
- Labor attachés and consular missions in the host country will advise and facilitate the safe and dignified repatriation of migrant workers.
- The employer shall create conditions for the migrant worker to return home upon the expiration of the labor contract in accordance with the provisions of the labor contract and the law of the receiving country.
- The country of origin and the home community provide full reception services for returning migrant workers.
- Returning migrant workers must register with the central and local authorities upon their return to access support services and contribute their skills and resources to the community and society as needed.

Sustainable return and reintegration: The concept of sustainable return has become popular in policy and practice. It can be literally understood as a situation where migrant workers stay in their country of origin for a long time without attempting to re-migrate. However, the question remains whether the complete absence of cross-border mobility can be used as an indicator of a sustainable return and reintegration. The concept of sustainable repatriation would be misleading if it implied the end of the migration cycle. As the UN Special Rapporteur on the Human Rights of Migrants stated: "In the context of a well-managed migration policy, repatriation can be a step in the migration cycle, but not necessarily the end of the process." (Lokhande & Gundimeda, 2021)

IOM brings the issue of migration back into a new definition of repatriation and sustainable reintegration. "Reintegration can be considered sustainable when repatriates achieve a level of economic autonomy, social stability in their communities, and psychosocial health that allows them to cope with (re)migration dynamics. After achieving sustainable reintegration, returnees can make subsequent migration decisions that are a matter of choice, rather than necessity" (IOM, 2017, p. 3). Koser and Kuschminder (2015, p.8) define sustainable return as follows: "The individual has reintegrated into the economic, social and cultural processes of the country of origin and feels that he or she is in a safe and secure environment upon return". This definition is essentially the same as the one proposed by Cassarino (2014b). This definition attempts to combine both objective and subjective criteria by incorporating the migrant's own sense of safety and security upon return (OHCHR, 2018). Kuschminder (2017) adds: "sustainable return is achieved through: economic reintegration, in which the individual can sustain his or her livelihood and not fall into economic vulnerability; social and cultural reintegration, in which returnees are actively integrated into the receiving society, for example at the local community level; and political-security reintegration, in which returnees feel they have access to safety and justice upon their return" Kuschminder (2017, p. 5).

Circular migration: This refers to temporary movements of a repetitive nature – formal or informal – across borders, usually for work, involving the same migrants (Wickramasekara, 2011). By definition, all circular migrations are temporary migrations. Therefore, circular migration means repeated migration, and it also overlaps with the concept of return migration, since return is part of circular migration. Circular migration is common in internal migration in ASEAN countries, where people migrate for seasonal agricultural work

3.1. Returning Migrant Workers and Their Implications for the Reintegration Process

There are different types of repatriation of migrant workers to their country of origin (Battistella, 2018; Cassarino, 2014a; Cerase, 1974; King, 2000; Dumont and Spielvogel, 2008; Wickramasekara, 2003), as detailed below.

- Infrequent returns (e.g. members of a migrant community, defined as a community of people who have settled in other countries)
- The seasonal return (of migrant workers to work seasonally);
- The return of temporary workers at the end of the labor contract;
- The return of permanent residents who have now settled in other countries.

The timing of repatriation is important for many reasons. If migrants return with additional qualifications and skills, work experience, accumulated resources and social capital (networks and links with people in their host country), their contribution to their home country will be greater and reintegration will be easier. A person returning from a short period of time abroad may not be able to integrate well or benefit the home country in the

form of diverse forms of capital (human, financial, and social). Migrants return for a variety of reasons, including: the successful completion of their migration goals or objectives; retire; unsuccessful and poorly integrated in destination countries; family reasons; rejected asylum applications; and deportation, among other reasons. During the temporary migration cycle that prevails in Asian and Middle Eastern countries, migrant workers must return to their country of origin when the contract ends. A long-term migrant may decide to return for retirement either because the conditions in the country of origin or destination have changed or because they have achieved their migration goals. (Nguyen Thi Ngoc, 2023)

In his enlightening analysis of the wave of Italian migration returning from the United States, Cerase (1974) listed four types of reasons for the return of migrants: (1) failure; (2) conservative; (3) retirement; and (4) innovation. The last group – the return of innovation – is the one most relevant to the development of the home country. This analysis influenced later studies, and some of his ideas are still valid. Surveys in several ASEAN countries have highlighted the reasons for the repatriation of migrants (Bernas, 2016; Harkins, Lindgren and Suravoranon, 2017; Hatsukano, 2019). The most common reasons cited by employees are homesickness and family circumstances. According to a survey by Harkins, Lindgren and Suravoranon (2017), less than six percent of returnees surveyed said they had saved enough money. Forced repatriation due to deportation is also infrequent, accounting for only two to four percent (Harkins, Lindgren, and Suravoranon, 2017). The most common reasons for Myanmar workers surveyed in Thailand to report expiring visas/work permits, being deported, not having valid documents, visiting family and friends, and family wanting them to return home (IOM, 2018) (Wanner et al., 2021a)

The circumstances in which repatriation migration takes place are critical to the reintegration of migrants into their country of origin (Cassarino, 2014b; King, 2000; Wickramasekara, 2011). Cassarino (2014b) defines this as "preparation for return" based on two factors: the will to return and the willingness to return. According to the UN Special Rapporteur on the Human Rights of Migrants, "effective reintegration programmes depend largely on the voluntary nature of return and can ultimately contribute to a reduction in remigration rates" (United Nations, 2018). 1. With returns of free choice, returning migrants have more freedom in reintegration planning Surveys in several ASEAN countries have highlighted the reasons for migrants returning home (Bernas, 2016; Harkins, Lindgren and Suravoranon, 2017; Hatsukano, 2019). The most common reasons cited by employees are homesickness and family circumstances. According to a survey by Harkins, Lindgren and Suravoranon (2017), less than six percent of returnees surveyed said they had saved enough money. Forced repatriation due to deportation is also infrequent, accounting for only two to four percent (Harkins, Lindgren, and Suravoranon, 2017). The most common reasons for Myanmar workers surveyed in Thailand reported expiring visas/work permits, being deported, not having valid documents, visiting family and friends, and family wanting them to return home (IOM, 2018).

3.2. Classification of Returning Migrant Workers and Their Basis for Supporting Sustainable Job Creation

On the basis of empirical investigations in several countries, Cassarino (2014) emphasizes the correlation between repatriation motivation, repatriation preparation, and types of migration cycles. Three types of migration cycles have been identified: complete migration cycles; incomplete migration cycle; and the migration cycle is disrupted. The reasons for each type have also been identified. Repatriation preparations are highest for complete migration and lowest for interrupted migration.

Table 1: The relationship between the level of preparation for return and the three types of migration cycles.

Complete migration cycle	Incomplete migration cycle	Disruption of migration cycles
▪ People have migrated in a normal and fair employment situation with minimal costs and debt, and have been well informed. ▪ To run a business or return to work in the country of origin ▪ Termination of employment contract/completion of training/study ▪ Achieving a migration goal (for example, achieving a savings goal or completing a course of study) ▪ The situation in the country of migration has improved	▪ Debt piled up when making a migration journey along with low wages at the destination ▪ Job uncertainty in the destination country ▪ Family and personal issues ▪ Adverse social and cultural environment/racism and facing discrimination abroad ▪ Migration goals are not achieved (e.g., expected income is not achieved; education is not completed).	▪ Failure to renew residence permit in destination country ▪ Expulsion/readmission/removal ▪ Administrative/financial barriers ▪ Job loss/ Other serious problems. ▪ Constraints/pressures from family/forced marriage ▪ Crisis: natural disasters; armed conflict
High level of preparation for return	Low level of preparation for return	No preparation to return

Source: Reintegration and development, CRIS Analytical Study Cassarino (ed.. 2014).

Free will and willingness to repatriate are the main prerequisites that contribute to better preparation for repatriation. What Cassarino (2014) overlooks is that the preparation for repatriation is also related to the

conditions before departure. People who migrate in a fair migration situation have more chances of completing the migration cycle than others. People who incur high migration costs and debt before departure are more likely to fall into forced labor and will find it difficult to save enough and achieve a high level of repatriation preparation Table 1.

In some countries of ASEAN origin, migration policy focuses on overseas employment expansion and remittances, with insufficient attention paid to repatriation and reintegration (ESCAP Secretariat, 1986; Rashid and Ashraf, 2018). In addition, attention to repatriation and reintegration may only focus on trafficked victims. Return and reintegration are particularly relevant during the temporary migration cycle when the worker has a short-term contract and temporarily returns to the country of origin. According to the ASEAN Migration Statistics Database, net migration from Indonesia was negative in 2015 and 2016, with more migrant workers returning to Indonesia than leaving. In 2017, 261,820 Indonesian workers went abroad to work, while 250,390 workers returned.5 Since the number of returning migrants is significant, they need to be prioritized in policies and programs to overcome the many obstacles that returnees face upon their return (Bachtiar and Prasetyo, 2017; Harkins, Lindgren and Suravoranon, 2017; ILO, 2018a). In the absence of a comprehensive service framework, returning migrant workers face many challenges that affect their ability to reintegrate into host communities, cope with psychosocial trauma, and seek sustainable livelihood opportunities (Rashid and Ashraf, 2018). This is a loss for migrant workers, their communities, and society as a whole. (Yang et al., 2022a) (Yang et al., 2022a)

ASEAN migration documents have drawn attention to the repatriation and reintegration commitments of countries of origin and ASEAN as a whole, as outlined in Table 1. The focus is on the responsibility of the countries of origin. The 4th AFML issued a series of specific recommendations on repatriation and reintegration, which are reproduced in Appendix I of this report along with recommendations made by other AFML meetings (Yadav & Priya, 2021).

Table 2: Policies of Asean countries in supporting international migrant workers.

• Establish policies and procedures to facilitate the migration aspects of workers, including recruitment, preparation for deployment abroad, and protection of migrant workers while abroad as well as repatriation and reintegration into countries of origin.
• Establish and implement human resource development programs and reintegration programs for migrant workers in their country of origin.
• Countries with migrant workers will develop a comprehensive reintegration program for migrant workers and their families as well as an employment program for migrant workers, taking into account the skills they acquire abroad.
• Countries with migrant workers will ensure the right of repatriated migrant workers to form associations, participate in the formulation of policies and programs affecting migrant workers, and access services for repatriated migrant workers and their family members in accordance with the law, national regulations and policies.

Source: ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ASEAN, 2007).

3.3. Demand of Returning Migrant Workers

Repatriates can have a variety of characteristics and needs. Some migrants are compulsory returnees, such as workers with illegal status who are deported from the countries of arrival. There are also victims of fraud, human trafficking, abuse, and exploitation who are unable to accomplish their migration goals and may need special assistance to integrate. Surveys have shown that unemployment, low wages, lack of savings, and psychosocial problems are common problems that many migrant workers face when returning home (Harkins, Lindgren, and Suravoranon, 2017). At the same time, skilled returnees and migrants may primarily need information about government economic and social policies and investment opportunities. (Landry et al., 2021a)

To address the different needs of repatriated migrant workers, the Indonesian Government's Reintegration Program for Repatriated Migrant Workers aims to improve the skills and capacities of three groups: (1) repatriated workers who have successfully completed the contract term; (2) the repatriated employee fails to successfully complete the contract term; and (3) families of both groups (Trisiana, 2019). The National Reintegration Center for Overseas Filipino Workers (OFWs) in the Philippines has special programs for undocumented repatriated workers, disadvantaged OFWs, and migrant workers (Martin, 2019). Viet Nam has issued specific support policies for workers in poor districts who have returned from working abroad (DOLAB and IOM, nd). (Landry et al., 2021a)

3.4. Development Potential of Returning Migrant Workers

Repatriation migration is one of the main pillars of the migration-development relationship, along with remittances and the participation of migrant communities. Therefore, countries of origin should promote the beneficial impact of returning migrants on the development of their home countries through appropriate policies (Bachtiar and Prasetyo, 2017; Debanath, 2016; Haase and Honerath, 2016; Wahba, 2015; Wickramasekara, 2003; 2010):

- Returning migrants are a workforce that is ready to work and familiar with the local working environment (BEF, 2015)

- Returning migrants can facilitate the transfer of skills learned abroad for the benefit of the domestic economy. Surveys show that most migrants learn work skills and also bring back social values and social capital through exposure to the environment and workplace abroad.
- Returning migrants can also bring back financial capital in addition to the remittance amount sent
- Repatriation migration is one of the main pillars of the migration-development relationship, along with remittances and the participation of migrant communities.
- Returning migrants can stimulate investment in new businesses. They may be self-employed, although they may be paid workers before migration (Cassarino, 2014b)

The ICRMW calls in Article 67 of cooperation between States as a means to "promote adequate economic conditions for resettlement (of migrants) and facilitate their sustainable social and cultural reintegration in the Country of Origin". The 2030 Agenda for Sustainable Development calls for "emphasizing the right of migrants to return to the countries of their nationality and reminding that countries must ensure that their returnees are duly admitted" Goal 21 of the Global Compact on Safe Migration, orderly and lawfully encouraging states: "to cooperate in facilitating safe and dignified returns and re-entry, as well as sustainable reintegration" (United Nations General Assembly, 2018:6). Annex II further details important references on return and reintegration in international instruments and global frameworks. (Landry et al., 2021a)

4. DISCUSSION

Governments dealing with foreign migrant workers have so far encountered several obstacles in their efforts to encourage sustainable reintegration and repatriation. The primary categories of causes are explained in detail:

Lack of data on returnees and their reintegration patterns: While most countries of origin record outflows of workers, few countries monitor or have the ability to monitor the flow of migrant workers returning or maintain databases on returnees. Destination countries may also consider the publication of eviction and deportation data to be too sensitive. The lack of information makes it difficult to provide targeted services or interventions according to the records of returnees and their geographical distribution. (Khanna, 2020)

Lack of appropriate laws, policies, and institutions related to repatriation and reintegration: With the exception of a handful of countries, there are no clear legal frameworks or policies that support reintegration. This is virtually unchanged from the 1980s when a survey of migrant workers returning to Asia and the Pacific concluded "The governments [of Asia and the Pacific]... have not developed any major policies or programs for the reintegration of returning migrant workers" (ESCAP Secretariat, 1986, p. 136). In 2018, the AFML noted: "The presence of established reintegration programmes in outbound ASEAN countries remains limited" (ILO, 2018a), with the exception of the Philippines. Even for the Philippines, Go (2012, p. 12) concludes that: "For the longest time, Philippine reintegration services have been the weakest component of the Government's overseas employment program." The Regional Guidance on Repatriation and Reintegration of the Korean Work Permit System emphasizes that "laws, implementation orders, or regulations recognizing the repatriation of workers and establishing a supply management system through offices, bureaus, or secretariats with accompanying programs and services" are necessary in the Country of Origin (Ghimire et al., 2023)

The economic situation in the country is stagnant: The economic and social situation in the home country has a great influence on the decision to repatriate. If the structural economic problems, unemployment, poverty and conflict that encourage migration in the first place do not change significantly, there will be little incentive for migrant workers and overseas migrant communities to return, and the domestic labor market may not be able to accommodate migrant workers. The reintegration policies and the process of reintegration of an individual depend greatly on the overall economic, political and social circumstances of the country of origin. Research conducted by IOM on the intention of migrant workers from Cambodia, the Lao People's Democratic Republic and Myanmar in Thailand has demonstrated this (IOM and ARCM, 2013; 2016; 2019). IOM found that Myanmar migrant workers are more eager to return to Myanmar, which is experiencing higher economic growth, while most Cambodian workers and about half of Laotian workers do not want to return to their home countries because of lower job prospects and wages. (Nguyen Duc, 2021) (Musli et al., 2023b)

Inadequate and inefficient employment services: The role of public employment services has declined in most countries, with private employment agencies dominating the recruitment and placement of employment for overseas workers. However, these agencies play almost no role in arranging local employment. There is little assessment of labour market demand or job matching systems for returnees in some countries. (Sunitha & Saravanan, 2022b)

Lack of information about available services and programs: In ASEAN, there is no effective system for disseminating information about reintegration services, investment, and employment options. To be effective, this information needs to be made available in the destination countries through embassies prior to repatriation. Respondents in a survey of repatriated migrants in Cambodia mentioned the need for information on knowledge on how to run a business, investment opportunities, job information on vacancies, and skills training related to local job opportunities (Hatsukano, 2019).

No regulations on skills certification and skills recognition: Most returning workers, including low-level workers, acquire new occupational and social skills while working abroad. However, there is no streamlined

system for certifying the skills of employers in the countries of arrival or the countries of origin upon return. Reintegration is facilitated through the recognition of skills and the integration of skills with the needs of the labour market. Although the ILO developed draft guidelines on the recognition of the skills of returning workers in 2010, there appears to be no follow-up yet (Landry et al., 2021b)

Poor coverage of social protection: Although there has been some progress in the scope of social protection in some countries, migrant workers remain the least protected group in the ASEAN region (Olivier, 2018; 2019). This was indicated in a survey of 1,808 migrant workers in Cambodia, The Lao People's Democratic Republic, Myanmar and Vietnam, found that only 28 percent of migrant workers are entitled to public or private benefits, such as social security, workers' compensation or health insurance, when they return from destination countries of Malaysia and Thailand (Harkins, Lindgren and Suravoranon, 2017).

Lack of coordination and awareness among ministries, sectors and key stakeholders: Repatriation and reintegration responsibilities can be allocated to multiple ministries and agencies in both the destination and departure countries. For example, in Indonesia, the Ministry of Manpower, the Ministry of Social Affairs, the Ministry of Foreign Affairs, the Ministry of Women's Empowerment and Child Protection, and the Indonesian National Agency for the Placement and Protection of Migrant Workers (BNP2TKI) all share responsibility in this regard. In addition, regional and local governments must also play a major role when migrants return to their communities. Such coordination is especially important for returning migrant workers with illegal status. Likewise, it is important to raise awareness of the value of supporting the reintegration of returning migrant workers through capacity building of local labour authorities. For example, in Vietnam, there are currently regulations and policies on reintegration for returning migrant workers, specifically Articles 59 and 60 of the Law on Vietnamese Workers Working Abroad under Contracts. However, implementation has not been done well, in part because local authorities do not prioritise returning migrant workers, who return with capital and knowledge, while there are those who are said to be struggling with more difficult circumstances, such as low-income households. people with disabilities, rural workers, etc. Furthermore, government agencies need to coordinate and work with a wide range of partners including employer and workers' organizations, migrant workers' associations, civil society organizations, community organizations, private recruitment agencies, and the private sector. (Nguyen Duc, 2022) (Wanner et al., 2021b)

Stigma: Returnees may face stigma and discrimination within their own communities and families because of unsuccessful migration experiences, loss of family assets upon return due to debt, and forced return or deportation from the country of destination. Migrant women may be subjected to additional stigma when their migration process may involve sexual work and abuse (Rashid and Ashraf, 2018; Harkins, Lindgren and Suravoranon, 2017; United Nations, 2018; BPRSO, 2019). These migrant workers may need psychosocial counseling and support to address and cope with their experiences.

Resource constraints: Resources are needed to carry out repatriation and reintegration activities, as well as travel and support arrangements at the final destination. Resource constraints As Newland and Salant (2018, p. 11) have observed: "Reintegration requires more long-term support and significantly more resources, and many countries of origin or destination are unable or unwilling to provide this level of support." In certain cases, international development partners may also proceed to finance repatriation and reintegration programs (Yang et al., 2022b)

5. CONCLUSION

The number of workers seeking employment overseas has been rising over the last few decades. If well facilitated, returning migrants are a valuable resource for socio-economic development through remittances from abroad, skills and experience accumulated during their time working in the destination country, knowledge of multiculturalism and different workplaces. However, the management of the return and reintegration of migrant workers is still showing loopholes and this limits the potential positive effects of migration, especially as the number of migrant workers is increasing significantly. Not only do they miss out on development opportunities, but ineffective management of workers' return can expose them to health and safety risks, and they can be forced to pay high brokerage fees and services, or fail to recover their deposits/deposits and be owed wages. especially for the group of self-employed or undocumented migrant workers, or the group of legal migrants who must return before the contract period. Upon return, migrants face unemployment, debt, social alienation, family conflicts, and migrant-related health conditions, including psychological and physical problems. The majority of returning Vietnamese migrants return to unskilled labor, jobs that they did before migration and are not related to the skills and knowledge they acquired while working abroad.6 The reason is that returning workers are unable to apply their skills and working styles abroad to working conditions in Vietnam or to start a business. In addition, the majority of workers come from rural areas, and therefore they need to learn business models that are suitable for the countryside, as well as ways to solve difficulties when doing business in this environment. These are also the bottlenecks that need to be removed to turn the migrant workforce back into a driving force for the current sustainable socio-economic development strategy in Vietnam.

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