

Vietnam News Brief

An update on foreign labour in Vietnam

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EMPLOYMENT OF FOREIGN LABOUR

The Ministry of Labour, Invalids and Social Affairs has recently urged the local Departments of Labour, Invalids and Social Affairs to increase their review and inspections in relation to recruitment of foreign workers, the granting and extension of work permits, especially of foreign workers involved in projects of foreign contractors.

Some of the key areas that the authorities have been focusing on recently include:

- Ensuring foreigners have valid work permits.
- Enforcement of the requirement for foreign employees to obtain work permits prior to their arrival in Vietnam.
- The need to advertise positions for which foreigners are hired in local newspapers.
- Reviewing work permit renewal applications and considering the efforts made to train Vietnamese replacements for the positions.
- The new requirement for foreigner contractors to submit an employment plan to the provincial authorities regarding recruitment of foreign employees.
- Coordination with Ministry of Public Security to penalise non-compliance by e.g., refusing visa renewals or extension of residency cards.

We would be pleased to discuss further with you the implications of Decree 46 on Foreigners working in Vietnam and the work permit requirements applicable to your foreign employees.