



PwC Legal Newsbrief

New and streamlined work permit rules introduced

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At a glance

The Government's Decree 219/2025/ND-CP issued on 7 August makes changes to the work permit regulations. Decree 219 came into effect on the day of its issuance.

Notable points in Decree 219 include:

01 Streamlined application process

Decree 219 merges the approval of foreign labour usage and the work permit application into a single step, hopefully reducing the administrative burden on companies. While posting of the job vacancy is still a required step, employers now have flexibility on where to post this, with the minimum notification period shortened from 15 to 5 days.

Online submission of non-criminal record application is introduced, with labour authorities required to coordinate electronically with the relevant police authorities for processing.



02 New timelines

WP and work permit exemption confirmation (EC) applications must be filed between 10 and 60 days before a foreigner's working date start (this timeline was not required previously). WP/EC renewals require submission 45 to 10 days (rather than 45 to 5 days as previously) prior to expiry.

Processing times are 10 working days for WP (excluding 5 days for vacancy posting), totaling about three weeks to complete WP issuance, and 5 working days for EC.

WP exemptions now apply to foreigners working less than 90 days per calendar year with unlimited entries (previously limited to 30 days per entry and no more than 3 entries per year). In such cases, an EC is not required; however, the employer must notify the relevant authority at least 3 days before the expected work commencement.

Notable points in Decree 219 include:

03 Revised eligibility criteria

“Technical workers” now require 3 years of relevant experience (down from 5). If he/she has one year of relevant training, the experience requirement is reduced to 2 years.

“Experts” must hold a university degree and have at least 2 years’ experience (previously 3 years; and for those with 5 years’ experience, university degree was not required). Only 1 year of experience (with a university degree) is required for experts working in priority sectors (such as finance, science, technology, innovation, national digital transformation, and other socio-economic priority sectors).

Conversely, “executives” must now have at least 3 years of relevant experience, a stricter requirement than before.

04 Health Certificate

Health certificates issued abroad will only be accepted if Vietnam has a mutual recognition agreement with the issuing country, likely requiring some foreign workers to still undergo medical checkups in Vietnam.

05 Authority

Previously, MOLISA or DOLISA had authority to issue, reissue, extend, withdraw WPs/ECs. Now, under Decree 219, provincial People’s Committees are authorised to manage these tasks, and they may delegate the tasks to other provincial authorities (e.g. Departments of Home Affairs).

For employees working across multiple provinces (for one employer), the People’s Committee in the employer’s headquarter province has the authority to issue, reissue, extend, and withdraw WPs/ECs.

Employers must send notification to other provinces’ authorities at least 3 days before work commencement in those provinces.



Contact us

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