



NEWSLETTER

What's New in Decree No.
219/2025/ND-CP on Foreign
Workers in Vietnam



Competent Authority for Issuing Work Permits

Previously, under Clause 1, Article 3 of Decree No. 152/2020/ND-CP (as amended by Decree No. 70/2023/ND-CP), the authority to issue work permits was vested in:

- The **Departments of Labour, Invalids and Social Affairs**, which were responsible for issuing work permits within their respective localities; and
- The **Ministry of Labour, Invalids and Social Affairs**, which was authorized to issue work permits in certain special cases, such as for foreign employees working for international organizations or in high-tech parks



Pursuant to Clause 1, Article 4 of Decree No. 219/2025/ND-CP, the authority to issue, re-issue, extend, and revoke work permits, as well as to issue confirmations of work permit exemption, is vested in the **Provincial People's Committees**

“The Provincial People's Committees shall have the authority to issue, re-issue, extend, and revoke work permits, and to issue confirmations that foreign workers are exempt from work permit requirements, with respect to foreign workers employed by employers whose head office, branch, representative office, or business location is located in the locality where the foreign workers are expected to work.”





Online Issuance of Criminal Record Certificates

Previously

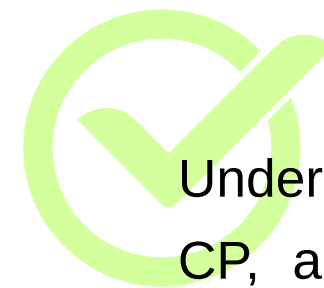
There was no provision allowing the simultaneous processing of work permit applications and the issuance of Criminal Record Certificates under an integrated procedure. These were two separate administrative procedures handled by different authorities, namely the Department of Labour, Invalids and Social Affairs for work permits and the police authorities for Criminal Record Certificates.

New Regulation

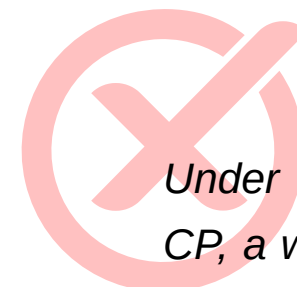
Clause 3, Article 6 of Decree No. 219/2025/ND-CP introduces an integrated procedure that allows applications for work permits and Criminal Record Certificates to be processed simultaneously through the National Public Service Portal.

The integrated process links the National Public Service Portal, the work permit authority under the Provincial People's Committee, and the police authority responsible for issuing Criminal Record Certificates, thereby streamlining the handling of both procedures.

Extension of Work Permits



Under Article 29 of Decree No. 219/2025/ND-CP, a work permit is eligible for **only one extension**, and the extension period must not exceed two years.



Under Clause 1, Article 19 of Decree No. 152/2020/ND-CP, a work permit could be extended for a period of up to two years. However, the Decree did not impose any limitation on the number of extensions.



Work Permit Exemptions

Under Decree No. 152/2020/ND-CP, as amended by Decree No. 70/2023/ND-CP, a total of 14 cases of work permit exemption were stipulated. However, many provisions were still unclear or lacked specific classification.

Article 7 of Decree No. 219/2025/ND-CP provides detailed provisions on 15 cases in which a work permit is not required, including:

- *Foreign investors contributing capital of VND 3 billion or more;*
- *Volunteers under international treaties or agreements;*
- *Foreign nationals working in Vietnam for less than 90 days per year;*
- *Individuals entering Vietnam to implement international agreements;*
- *Lecturers, students, and interns;*
- *Relatives of members of diplomatic missions;...*

Decree No. 219/2025/ND-CP further adds a new category of work permit exemption for foreign nationals working in the fields of *finance, science, technology, innovation, national digital transformation, and other socio-economically prioritized sectors*, provided that such individuals are certified by ministries, ministerial-level agencies, or Provincial People's Committees.



GIẤY XÁC NHẬN
KHÔNG THUỘC DIỆN CẤP GIẤY PHÉP LAO ĐỘNG
Số: 2 [REDACTED] H

1. Họ và tên: [REDACTED]

2. Giới tính: Nam

3. Ngày, tháng, năm sinh: [REDACTED]

4. Quốc tịch: Hàn Quốc

Số hộ chiếu: [REDACTED]

5. Làm việc tại: Công ty TNHH [REDACTED]

Conditions for Issuance of Work Permits to Experts

New Regulations

Pursuant to Clause 3, Article 3 of Decree No. 219/2025/ND-CP, an “expert” is defined as a person who:

- Holds at least a bachelor’s degree (or higher) and has at least two (02) years of relevant working experience; or
- Holds a bachelor’s degree and has at least one (01) year of relevant working experience if employed in specialized fields such as science, technology, innovation, national digital transformation, or other socio-economically prioritized sectors.

Trước đây

Previously, under Clause 3, Article 3 of Decree No. 152/2020/ND-CP, all cases of “experts” were required to have at least three (03) years of relevant working experience.



Working in multiple localities



Pursuant to Clause 5, Article 22 of Decree No. 219/2025/ND-CP, foreign employees who have been issued a work permit are allowed to work in multiple provinces or centrally governed cities.

However, before each assignment in a different province or city, the employer must notify the competent authority in the locality where the foreign employee is expected to work at least three (03) working days in advance.

Decree No. 152/2020/ND-CP did not provide specific regulations on whether foreign employees holding a work permit could work in multiple localities. In practice, however, some local authorities required a new work permit to be issued when a foreign employee worked in a different locality.

Thank You!

Contact us

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