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# Global Immigration alert

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## Vietnam

### Vietnam proposes changes to Decree 219 on foreign workers

#### Executive summary

The Ministry of Home Affairs recently issued a Draft Decree amending Decree 219 on foreign employees in Vietnam and is seeking public feedback. The proposed changes aim to address practical implementation challenges, increase flexibility in short-term work arrangements and simplify administrative procedures.

#### Key developments

Key proposed changes include increased flexibility for short-term work arrangements, currently limited to 90 days per year across one or more employers, as well as recognition of foreign-issued health certificates and simplified documentation requirements. The draft also introduces provisions for reissuing work permits following changes in an applicant's work location and extends application submission timelines.

Additionally, the scope of work permit exemptions is expanded, while certain requirements are reduced or removed, such as lowering experience criteria for executives and eliminating specific approvals. The Draft further promotes digitalization through standardized online submission via the National Public Service Portal.

#### Impact on employers

The amendments are expected to ease compliance burdens and improve the regulatory framework for employers managing foreign labor. Businesses should closely monitor developments to ensure timely compliance once the new rules are implemented.

#### Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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