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Global Immigration alert

April 2026

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Vietnam

New administrative procedures for foreign employees

Executive summary

On 24 March 2026, the Ministry of Home Affairs (MoHA) issued updated guidance on the administrative procedures governing foreign employees working in Vietnam under its regulatory authority.

Key developments

The MoHA introduced new documentation requirements, particularly with respect to evidence supporting a foreign employee's eligibility as a manager, executive director, expert or technical worker in the following scenarios:

- Issuance of a work permit for experts and technical workers who currently hold a valid work permit and intend to work for a different employer in the same job position and work field
- Issuance of a work permit for experts and technical workers whose work permits have already been renewed and who intend to continue working for the same employer in the same job position and work field
- Renewal of a work permit for managers, executive directors, experts and technical workers

Under the updated guidance:

- Experts and technical workers who fall within the above scenarios must resubmit documents proving their qualifications and relevant professional experience as part of the work permit process.
- Managers and executive directors who fall under the third scenario above must resubmit evidence confirming their manager or executive director role, such as the company charter, enterprise registration certificate, appointment letter or other supporting corporate records.

These documents were not required under the previous regulations.

Impact on employers

Employers may stay updated with the latest developments and update their internal processes as required.

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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