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Global Immigration alert

May 2026

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Vietnam

New administrative procedures for foreign employees

Executive summary

On 13 May 2026, the Ministry of Home Affairs (MoHA) in Vietnam issued updated guidance on the administrative procedures governing foreign employees working in the country under its regulatory authority.

Background

On 24 March 2026, 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.

Following the updated documentation requirements:

- Experts and technical workers who fall within the above scenarios were required to 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 were required to resubmit evidence confirming their manager or executive director role, such as the company charter, enterprise registration certificate, appointment letter or other supporting corporate records.

Key developments

On 13 May 2026, the MoHA withdrew all the additional documentation requirements introduced on 24 March 2026 for experts, technical workers, managers and executive directors. Under the new decision, the documentation requirements have been reverted to the standard provisions, which vary depending on each specific case.

Impact on employers

Employers may stay updated with the latest developments, update their internal processes and inform their impacted employees accordingly.

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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