

**MINISTRY OF LABOUR,  
INVALIDS AND SOCIAL  
AFFAIRS (MOLISA)**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

**DEPARTMENT  
OF EMPLOYMENT**

No. 1099/CVL-QLLĐ guiding the  
issuance of work permits for foreign  
workers

*Hanoi, October 17, 2024*

To: Department of Labor, War Invalids and Social Affairs of Hung Yen province

Responding to the Department's Official Letter No. 5882/SLDTBXH-LDVL dated 04/10/2024 on the entry in the abstract, the Department of Employment has the following opinions:

According to the provisions of Points a and b, Clause 1, Article 2 of the Government's Decree No. 152/2020/ND-CP dated December 30, 2020 regulating foreign workers working in Vietnam and recruiting and managing Vietnamese workers working for foreign organizations and individuals in Vietnam, the employer only chooses the form of work labor contracts or intra-corporate transfer.

In case the employer of the foreign employees works in the form of intra-corporate transfer, he or she is not allowed to sign a labor contract and pay salaries. Therefore, it is recommended that the Department inspect and guide Takane Electronic (Vietnam) Co., Ltd. to comply with the above regulations.

The above is the opinion of the Department of Employment for you to implement./.

**Recipient:**

- Ditto;
- Director (to b/c);
- Save: VT, PMU.

**DIRECTOR OF THE  
DEPARTMENT DEPUTY DIRECTOR**  
(signed, sealed)

**Nguyen Thi Quyen**