

# Preliminary Comparison between Decree 152/2020/ND-CP (Old) and Decree 219/2025/ND-CP (New)

With the aim of facilitating agencies, organizations, and enterprises in the recruitment of foreign workers possessing high levels of technical expertise and professional experience, thereby contributing to the promotion of investment cooperation and the advancement of science, technology, and innovation, the Government of Vietnam promulgated Decree No. 219/2025/ND-CP ("Decree 219") on August 7, 2025, regulating the employment of foreign workers in Vietnam.

Decree 219 takes effect on the same day of promulgation and supersedes relevant provisions contained in Decree No. 152/2020/ND-CP and Decree No. 70/2023/ND-CP.

No. & Subject of Comparison	Decree No. 152/2020/ND-CP (Previous Regulations)	Decree No. 219/2025/ND-CP (New Regulations)
<b>1. Extension of Work Permits</b>	Article 19 of Decree 152 permitted extensions of work permits for a duration not exceeding two (02) years, without limitation on the number of extensions.	Article 29 of Decree 219 stipulates that a work permit may be extended only once, for a duration not exceeding two (02) years.

No. & Subject of Comparison	Decree No. 152/2020/ND-CP (Previous Regulations)	Decree No. 219/2025/ND-CP (New Regulations)
<b>2. Foreign Workers Employed for Less Than 90 Days per Year</b>	Article 7(8) of Decree 152 exempted foreign workers from work permits if their employment did not exceed thirty (30) days per occasion and did not exceed ninety (90) days in a calendar year; however, no clear obligation for prior notification was imposed.	Article 7(13)(a) in conjunction with Article 9(4) of Decree 219 provides that foreign workers employed for less than ninety (90) days in a calendar year are exempted from work permits. Employers, nevertheless, are required to notify the competent authority in writing at least three (03) working days in advance.
<b>3. Categories of Foreign Workers Exempted from Work Permits</b>	Article 7 of Decree 152 enumerated fourteen (14) categories of foreign workers exempted from work permits.	Article 7 of Decree 219 expands this to fifteen (15) categories, including foreign workers engaged in finance, science, technology, innovation, national digital transformation, and other socio-economic priority sectors as confirmed by ministries, ministerial-level agencies, or provincial-level People's Committees.
<b>4. Notification Requirements in Cases Exempt from Confirmation of Exemption</b>	Under Decree 152, employers were required to report to the Ministry of Labour, Invalids and Social Affairs (MOLISA) or the provincial Departments of Labour, Invalids and Social Affairs (DOLISA) in cases exempt from confirmation procedures.	Article 9(4) of Decree 219 stipulates that for specific cases (as provided in the Labour Code and Article 7 of the Decree), employers are not required to obtain confirmation of exemption but must notify the competent authority at least three (03) working days prior to the foreign worker's commencement of employment, providing essential details such as full name, date of birth,

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		nationality, passport number, name of employer, workplace, and duration of employment.
<b>5. Procedures for Issuance of Work Permits</b>	<p>Decree 152 prescribed a three-step procedure:</p> <ul style="list-style-type: none"> <li>(i) employers must advertise job vacancies for Vietnamese workers at the Employment Service Center for a minimum period of fifteen (15) days;</li> <li>(ii) Employers must submit a justification of demand for foreign workers (processing time: ten (10) days); and</li> <li>(iii) Submission of application for work permit (processing time: five (05) days).</li> </ul>	<p>Decree 219 streamlines the procedure to two steps in most cases:</p> <ul style="list-style-type: none"> <li>(i) employers must advertise job vacancies for at least five (05) days through lawful channels; and</li> <li>(ii) employers may simultaneously submit the justification of demand and the application for a work permit, which shall be processed within ten (10) days.</li> </ul> <p>Recruitment advertisements are only required in three cases: execution of employment contracts, participation in bidding packages/projects in Vietnam, and employment with foreign diplomatic missions or organizations in Vietnam.</p>
<b>6. Validity of Work Permits Across Multiple Provinces</b>	Decree 152 did not explicitly regulate the validity of work permits across multiple provinces, leading certain localities to require re-issuance when foreign workers relocated.	Article 22(5) of Decree 219 expressly permits foreign workers holding valid work permits to work in multiple provinces or centrally administered cities. However, employers must

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		notify the competent authority at least three (03) working days in advance prior to each relocation.
<b>7. Conditions for the Position of Executive Director</b>	Required the holder of this position to be the head directly managing the entity, enterprise, or organization, without specifying any requirement for years of managerial experience.	Decree 219 introduces an additional requirement: the individual must <b>possess at least three (03) years of managerial experience in the relevant sector.</b>
<b>8. Conditions for the Position of Expert</b>	Decree 152 required <b>a university degree (or equivalent) together with documentary proof of at least three (03) years of relevant professional experience.</b>	Decree 219 requires <b>a university degree or higher, with a minimum of two (02) years of relevant experience for general experts,</b>  And only one (01) year of relevant experience for experts in specific sectors such as science, technology, and innovation.
<b>9. Conditions for the Position of Technical Worker</b>	Decree 152 required: (i) at least one (01) year of training in a technical or other discipline and at least three (03) years of work experience in the trained field; OR (ii) at least five (05) years of relevant work experience.	Decree 219 requires: (i) at least one (01) year of training and at least two (02) years of relevant work experience; OR (ii) at least three (03) years of relevant work experience.
<b>10. Re-issuance of Work Permits and Exemption Certificates</b>	Decree 152 did not provide separate procedures for re-issuance. In cases of loss, damage, or change of information, a new application had to be submitted under the general rules.	Decree 219 introduces specific provisions on re-issuance of work permits and exemption certificates.

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<b>11. Renewal of Exemption Certificates</b>	Decree 152 did not regulate the renewal of exemption certificates; upon expiry, a new application had to be submitted.	Decree 219 introduces procedures for renewal of exemption certificates, allowing employers and foreign workers to apply for renewal if conditions are satisfied.
<b>12. Dossier Requirements for Exemption Certificates</b>	Decree 152 did not require submission of a photograph in many cases; documents varied depending on the applicant.	Decree 219 requires a 4x6cm photograph in all cases, in addition to other prescribed documents.
<b>13. Concurrent Issuance of Criminal Record Certificates</b>	Decree 152 did not provide for the concurrent issuance of work permits and criminal record certificates.	Article 6(3) of Decree 219 establishes a coordinated procedure whereby applications for work permits and criminal record certificates may be submitted simultaneously through the National Public Service Portal, with results delivered concurrently in electronic form.
<b>14. Deadline for Submission of Work Permit Applications</b>	Decree 152 required submission at least fifteen (15) days prior to the expected commencement of work.	Decree 219 requires submission within sixty (60) days but not less than ten (10) days prior to the expected commencement of work.
<b>15. Deadline for Renewal Applications</b>	Decree 152 required submission between five (05) and forty-five (45) days prior to expiry.	Decree 219 adjusts the timeframe to between ten (10) and forty-five (45) days prior to expiry.

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<b>16. Number of Prescribed Forms</b>	Decree 152 included seventeen (17) prescribed forms for relevant procedures.	Decree 219 reduces this number to four (04) forms.
<b>17. Reporting Obligations on the Use of Foreign Workers</b>	Decree 152 required semi-annual reports (by January 5 and July 5 of each year).	Decree 219 abolishes this periodic reporting obligation.
<b>18. Application of Information Technology in Administrative Procedures</b>	Decree 152 did not contain explicit provisions mandating electronic transactions; the use of online systems depended largely on local practices and guidance.	Decree 219 introduces an entire chapter on electronic transactions, explicitly permitting and encouraging online submission of applications through the National Public Service Portal, with integration of data from criminal record certificates and other management systems, thereby facilitating efficiency, transparency, and faster processing.