

	Questions / requirements	Detail	Vietnam	Singapore	Indonesia	Malaysia	Thailand	Comparison off Vietnam to Asia Countries
APPLY ONLINE			No	Yes	No	Yes e-service available	No	Online procedures only available in Singapore and Malaysia.
APPLY MANUALLY			Yes	Yes	Yes	Yes	Yes	
	Single or multiple labor laws on the management of foreigners?	(Does the labor law distinguishes industries, type of companies or job categories and related documents required for work permit?)	Single law, almost same requirements whatever the type of company/job/industry	Multiple	Single Law, but additional process steps for certain industries	Single Law but several types of work permits according to the position and skills: - Employment pass for skilled workers, professionals, and senior management - Temporary employment pass for unskilled and semi-skilled workers - professional visit pass for technical experts	Single labor law	
	Restriction on job category ?		Yes, only Managerial level or highly qualified specialists can obtain a work permit. (i.e.: a foreign nanny can't obtain work permit and can't work)	Yes, depending on the scope and salary level	Yes, foreign nationals cannot hold a HR position.	Yes, foreign national is accepted for all positions	Yes, there are	similar
	Work Permit issued on the national or provincial level?		Provincial level	National	National, subject to company's legal work locations.	National	Provincial level	
	The sponsoring entity must be established in the country of application?		Yes, strictly even if the applicant is assigned to work for a client in Vietnam	Yes	Yes	Yes	Yes	Similar
	Average timeframe to prepare required documents		2 to 3 months	1 day to 1 month	3 weeks to 2 months	1 to 2 months	1 month in advance	Vietnam is one of the slowest in Asia for processing due to the notarization and legalization requirement in country of issuance of degree and police checks
	Lengthen of time to be issued a work permit	(processing time by authorities)	2 weeks	1 month	2-3 months	3 weeks to 1 month	1-15 days	Similar
	Temporary conditional work permit ?	Can the long-term work permit be issued after starting the work in country?	No, there is no conditional temporary Work Permit.	Yes	No	No, approval is required before entering the country for employment purpose but Employment pass is endorsed after arrival.	Yes, applicant can request for an urgent/temporary work permit	Vietnam does not offer this as a solution
	Security Bond to be paid		No	Depends on the classification	No	Yes	No	Similar
	APPLICATION FORMS		Yes	Yes	Yes	Yes	Yes	Similar
	CV		Yes	Yes	Yes	Yes	Yes	Similar
	Photo		Yes	Yes	Yes	Yes	Yes	Similar
	Recruitment Advertisement		Yes (30 days in media)	No	No	No	No	Vietnam has additional requirement
	Labor Contract	Local Hire	Yes	Yes	Yes	Yes	Yes	Similar
		Internal Transferee	No, but assignment letter	Yes	Yes	No, but assignment letter	Yes	
	Qualification	Degree accepted	Yes but must be in related field	Yes	Yes	Yes but not required for Key posts	Yes	Similar
		Work Testimonial accepted	Yes, of 5 years minimum and in related field and outside Vietnam	Yes	No	Yes but not required for Key posts	A recommendation letter from the previous company is required	Similar

D O C U M E N T S R E Q U I R E D	Qualification	Certificate of Artisan accepted	Yes, must be in related field	No	Conditional	Yes, must be in related field	Yes	Similar
		Vocational Training accepted	No	No	Conditional	Yes, must be in related field	Yes	Vietnam has restrictions
		Diploma accepted	No	Yes	Yes	Yes, must be in related field	Yes	Vietnam has restrictions
	Justice Record (Criminal check)		Yes	Yes	Yes	Finger print in Malaysia	Yes	Similar
	Medical Certificate		Yes, from Home or from Vietnam	Yes, Singapore	No	Yes, in Malaysia	Yes in Thailand	Similar
	Notarization, Legalization in country of origin and Translation in local language of documents required		Yes. And for most of country, it must be done in the country of origin	Yes but can be done at Country's Embassy in Singapore	No, It must be translated into English if not already in English.	No. Certified as a true copy by the Malaysian HR representative, and stamped with Malaysian company stamp. Must be translated into English if not already in English	Yes, foreign language is to be translated into English and certified by country's Embassy in Thailand.	Vietnam has restrictions
	Need to justify demand for hiring foreigner over local	Letter of Approval from Ministry to hire Foreign National required prior possible application for work permit in certain position?	Yes	No	Yes	Yes	Yes, it should be 1 foreigner per 4 local hired.	Similar
	Limited duration of labor contract offered / How many years		Yes, 2 years	1 or two years for a specific duration (3 months and above)	6 - 24 months	- Employment pass for skilled workers, professionals, and senior management: minimum 2 year and up to 10 years - Temporary employment pass for unskilled and semi-skilled workers: up to 2 years - Professional Visit Pass: up to around 6 months	Not limited	Vietnam has restrictions considering the lack of local skill and qualification.
	Renewal of Work Permit possible		Yes	Yes, not automatic, can be rejected	Yes	Yes	Yes	Similar
	Length of renewal		2 years	May vary	1 year	Up to 5 years for skilled workers, professionals and senior management	1-2 years	Similar
Number of renewals possible		No extension possible. New work permit possible (no guideline on number of new work permit possible)	Not limited (conditional)	5	Not limited (conditional)	Not limited	Vietnam more restricted than Asia	
Work Permit exemption	In what circumstances a Foreign national is exempted of Work Permit?	Yes, owner/shareholder of the Vietnamese host entity Head of NGOs Others who require approval from other Ministry (Lawyer Head of NGO, Journalists)	Singapore Permanent Residents are exempted	None	Yes, - permanent residents are exempted or - business visitors who attend/conduct training in Malaysia (without earning from Malaysia) for a period of 1 day up to 1 year or -Expert/Volunteer/Artist.	No, all professional that will be working in Thailand are required to have work permit	Similar	
	Is a foreigner de-facto exempted?	No	No	No	No	No	Similar	
Spouses of diplomats are eligible for work permit		No	Letter of consent	Yes	N/A	Yes, if there are host entity to sponsor	More restricted	
Can spouses of diplomats work in country ?		No	Yes	Yes	N/A	Yes	More restricted	
Temporary Residence Card (lengthen of Labor Contract) to stay in country		Yes, same duration as the Work Permit	No	Yes, same duration as the Work Permit	No	Yes, same duration as the Work Permit	Similar	
Can a Foreign National become a Permanent Resident?		Yes but it doesn't exempt him/her of Work Permit	Yes	Yes but it doesn't exempt him/her of Work Permit	Yes and exempt him from work permit	Yes, there are other requirements to be applied	Vietnam is by marriage only which is different from Asia	
Punishment / fine for working without a work permit		Yes, deportation from Vietnam Fine for the host entity	Yes	Yes	Yes	Yes, deportation from Thailand Fine for the host entity	Similar	