

## FOREIGN EMPLOYMENT SURVEY

*Conducted by  
Human Resources Sub-group  
Vietnam Business Forum*

Vietnam Business Forum has conducted a survey with over 83 companies from Foreign Business Associations and Chambers of Commerce in Vietnam responding a set of questions which we believe will be reflective on the trends on employment of Foreign Nationals in Vietnam which are formally employed.

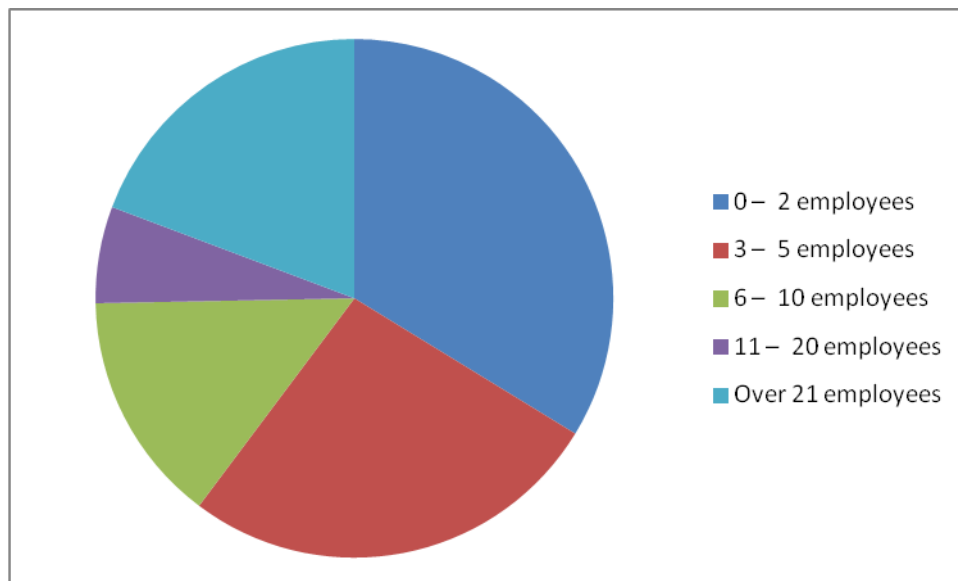
Respondents consisted of Fortune 500 companies in banking, manufacturing, production and FMCGs

### **Summary of survey**

- 50% of companies responding employ up to 5 Foreign Nationals in their company
- Technical expertise and shortage of qualified Vietnamese candidates are the two main reasons for employing foreign nationals in Vietnam
- 62% of Foreign Nationals employed are on the Board of Directors or Heads of Department
- Majority are employed in General Management and technical departments
- 60% are employed in Vietnam for between 3 – 5 years
- 46% have worked for the company for between 3 – 5 years
- 93% of Foreign Nationals employed have over 3 years experience in their role
- 54% of Foreign Nationals have been in their current role for over 3 years
- 93% of Foreign Nationals are employed for longer than 2 years in Vietnam
- 56% Foreign Nationals are employed due to shortage of local candidates for positions or lack of technical skills experience
- 100% of work permits once full submitted to DOLSA take longer than 3 weeks to obtain
- 87% of respondents required work permit for a minimum of 1 – 5 years
- 71% of respondents have Foreign Nationals working in Vietnam for less than 3 months
- 55% of respondents are expecting to hire more than 4 employees in the next 5 years
- 26% of respondents ideally wants that documents need only to be notarized or certified and then authenticated or endorsed by the State Department or Foreign Affairs Office of the Country of Origin
- 13% would ideally like an conditional work permit for 6 months once documentation being obtained

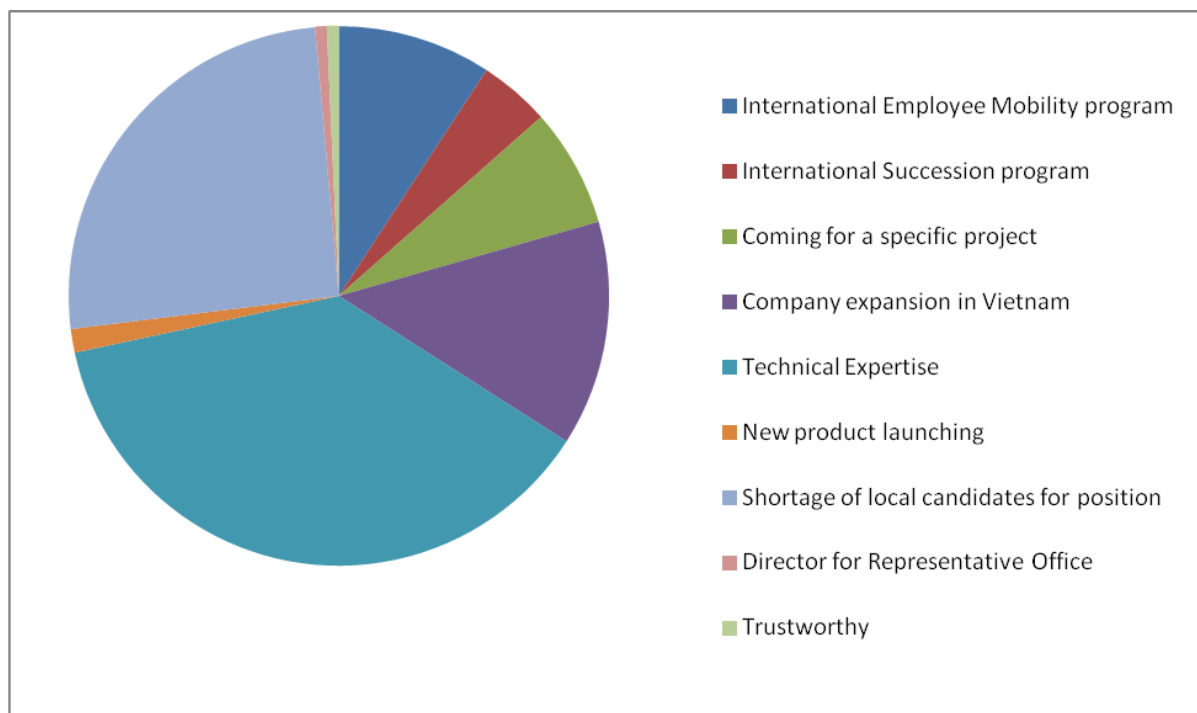
### 1. How many Foreign Nationals employees in your company?

How many Foreign Nationals employees in your company?		
Number of Foreign Employees	%	No of Respond
0 – 2 employees	34%	28
3 – 5 employees	27%	22
6 – 10 employees	14%	12
11 – 20 employees	6%	5
Over 21 employees	19%	16
	<b>100%</b>	<b>83</b>



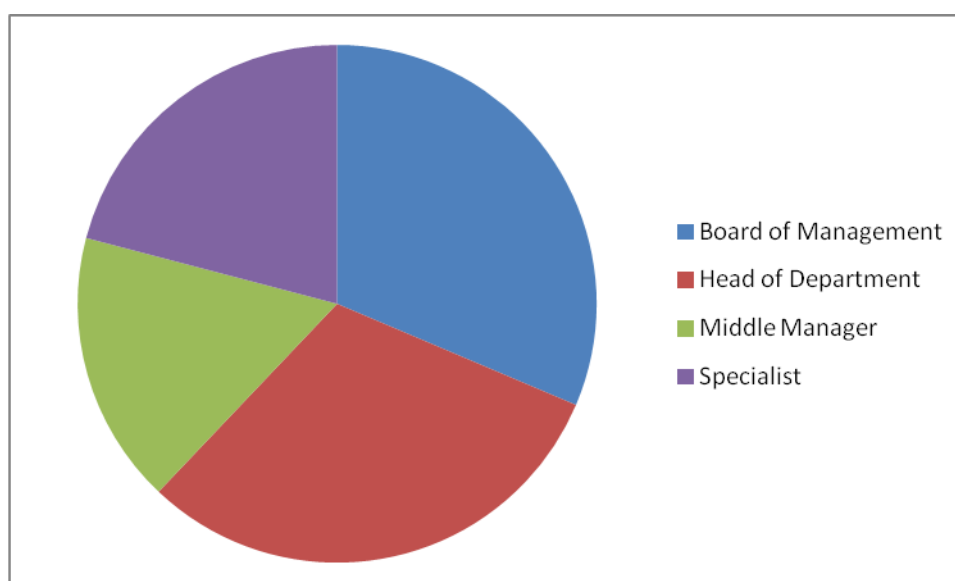
## 2. What are the reasons for hiring Foreign Nationals employees in your company?

Reason	%	No. of Respondents
International Employee Mobility program	9%	13
International Succession program	4%	6
Coming for a specific project	7%	10
Company expansion in Vietnam	13%	19
Technical Expertise	38%	53
New product launching	1%	2
Shortage of local candidates for position	26%	36
Director for Representative Office	1%	1
Trustworthy	1%	1
	<b>100%</b>	<b>141</b>



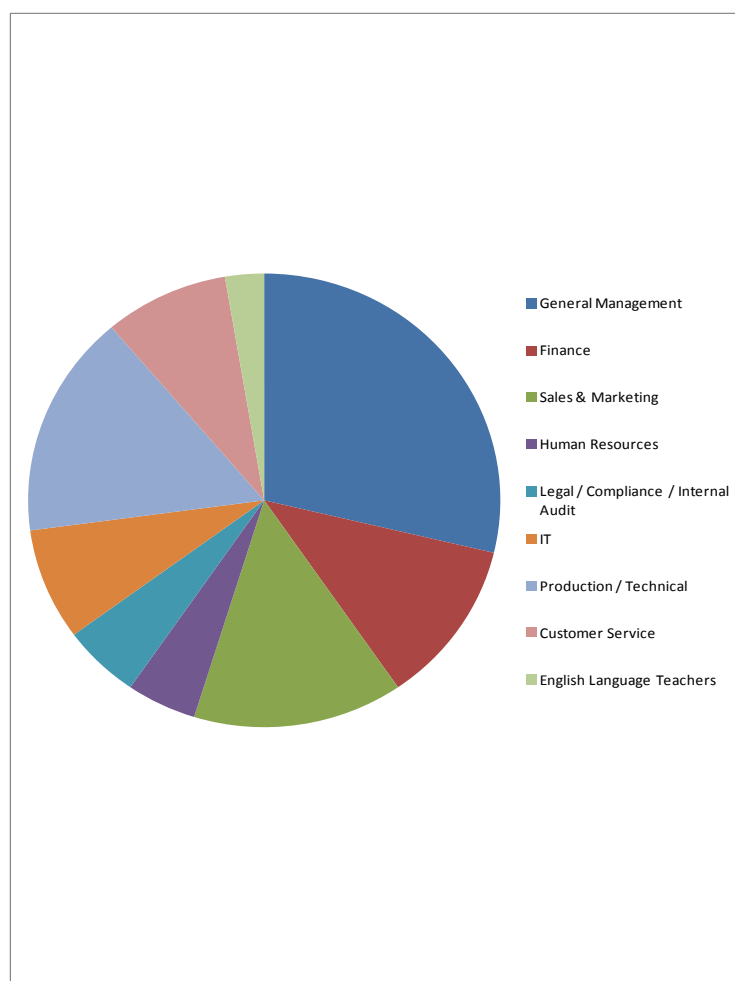
**3. At what company level and department do you employ Foreign Nationals?**

Level	%	No. of Respondents
Board of Management	31%	48
Head of Department	31%	47
Middle Manager	17%	26
Specialist	21%	32
	<b>100%</b>	<b>153</b>



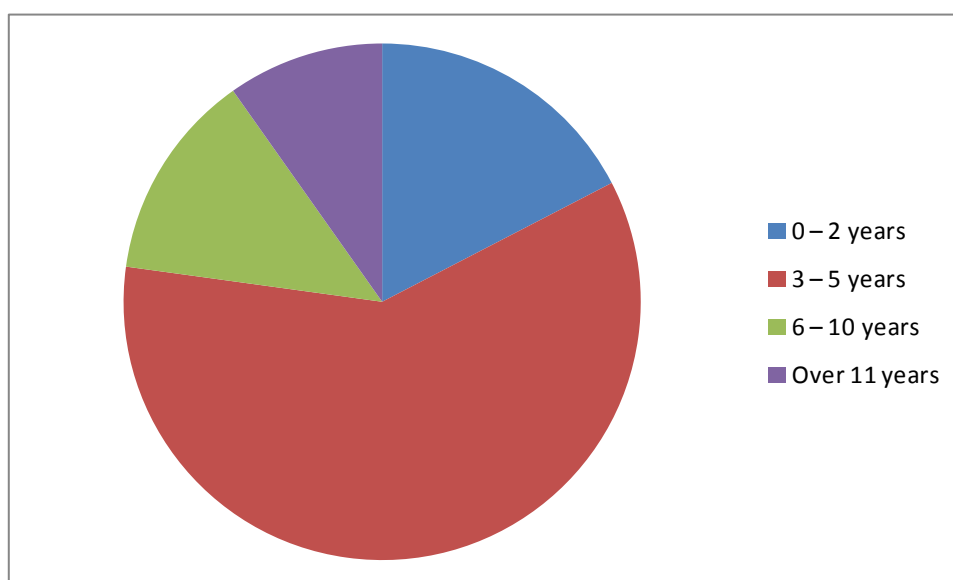
**4. At what company department do you employ Foreign Nationals?**

<b>At what company department do you employ Foreign Nationals?</b>		
<b>Row Labels</b>	<b>%</b>	<b>Count of 4.</b>
General Management	29%	54
Finance	12%	22
Sales & Marketing	14%	27
Human Resources	5%	9
Legal / Compliance / Internal Audit	5%	10
IT	8%	15
Production / Technical	16%	30
Customer Service	9%	16
English Language Teachers	3%	5
	<b>100%</b>	<b>188</b>



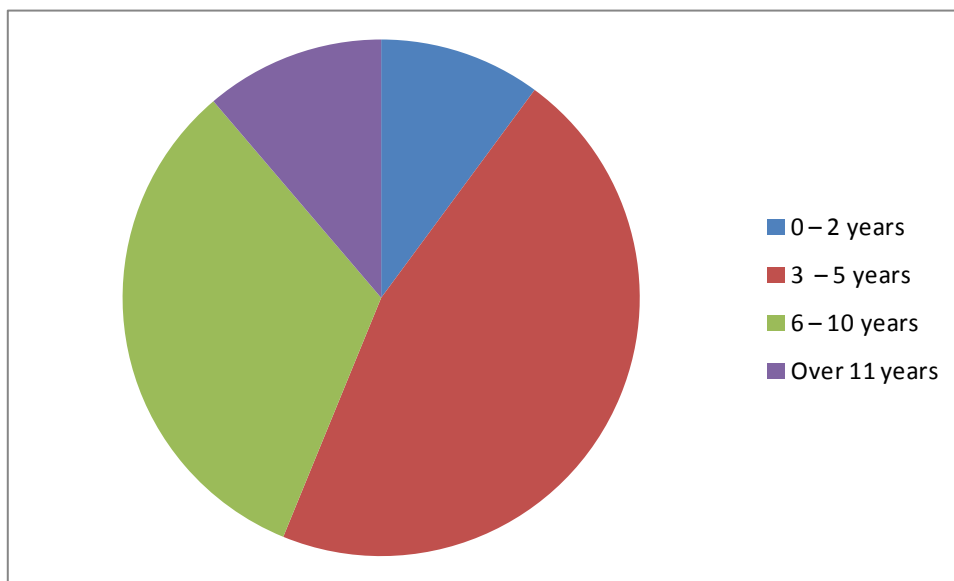
**5. What is the average length of service of Foreign Nationals employees in your company in Vietnam?**

Years	%	No. of respondents
0 – 2 years	17%	16
3 – 5 years	60%	55
6 – 10 years	13%	12
Over 11 years	10%	9
	<b>100%</b>	<b>92</b>



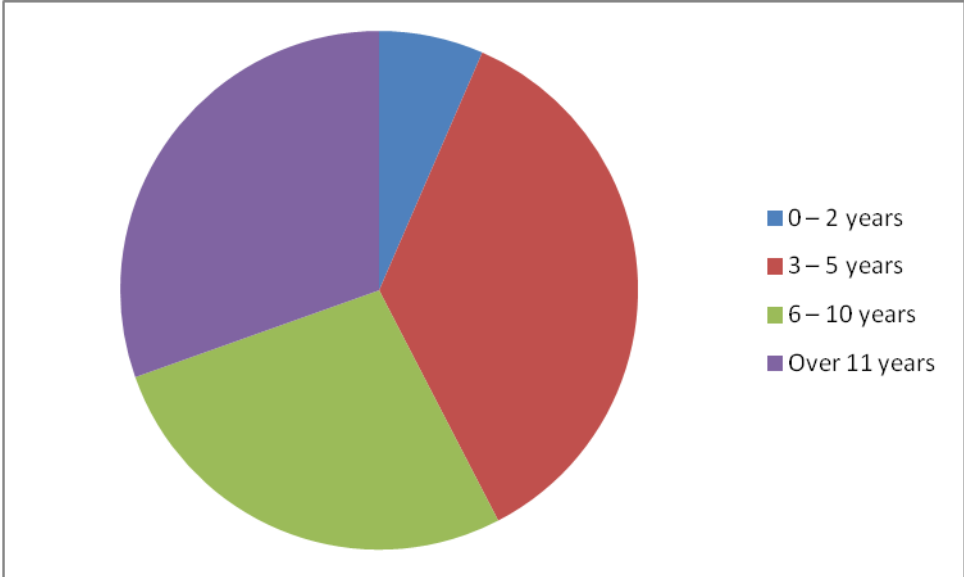
**6. What is the average length of service of Foreign Nationals employees in your company in worldwide?**

Years	%	No. of respondents
0 – 2 years	10%	9
3 – 5 years	46%	41
6 – 10 years	33%	29
Over 11 years	11%	10
	<b>100%</b>	<b>89</b>



**7. What is the average year of experience of Foreign Nationals employees in their current position?**

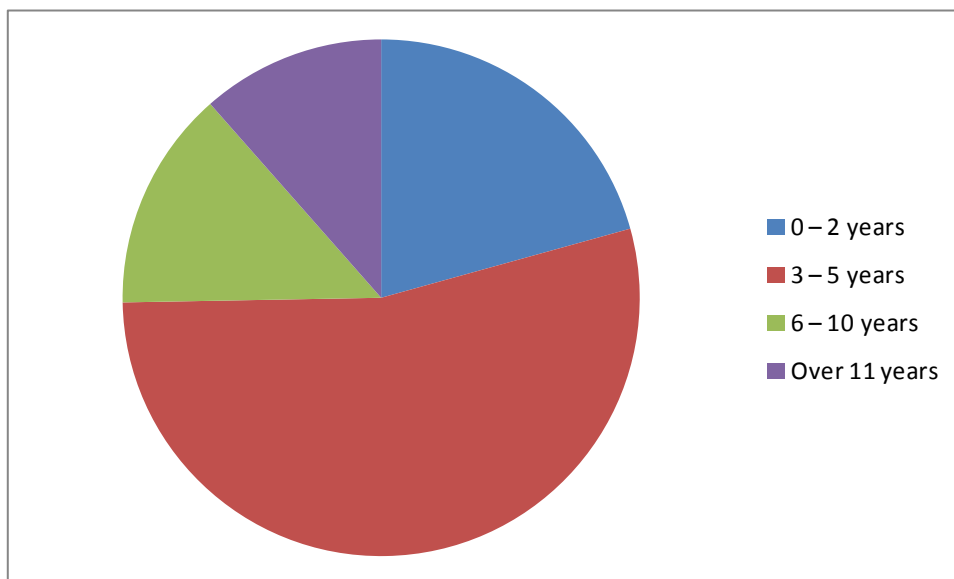
Years	%	No. of respondents
0 – 2 years	7%	6
3 – 5 years	36%	33
6 – 10 years	27%	25
Over 11 years	30%	28
	<b>100%</b>	<b>92</b>





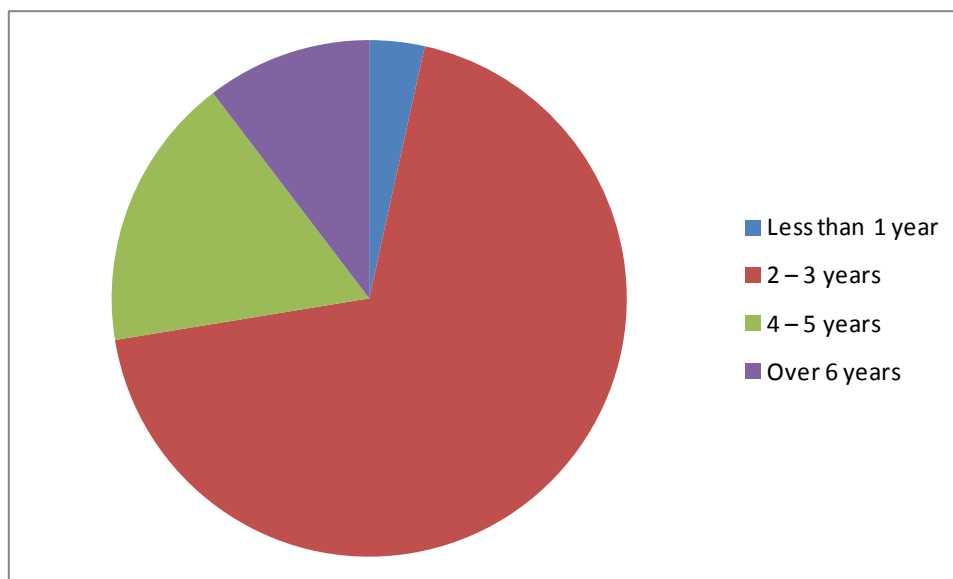
**8. What is the average time in current position of Foreign Nationals employees?**

Years	%	No. of respondents
0 – 2 years	21%	18
3 – 5 years	54%	47
6 – 10 years	14%	12
Over 11 years	11%	10
	<b>100%</b>	<b>87</b>



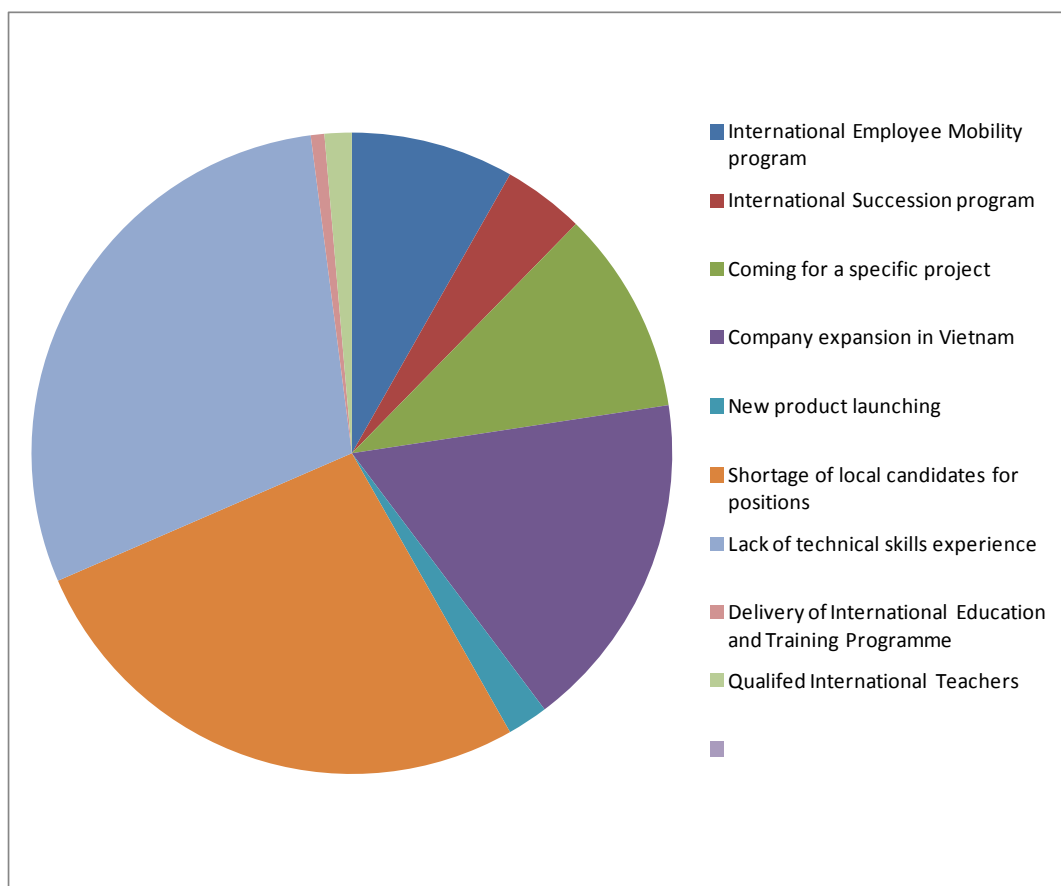
**9. What is the average length of employment for Foreign Nationals employees in your company?**

Years	%	No. of respondents
Less than 1 year	3%	3
2 – 3 years	69%	60
4 – 5 years	17%	15
Over 6 years	10%	9
	<b>100%</b>	<b>87</b>



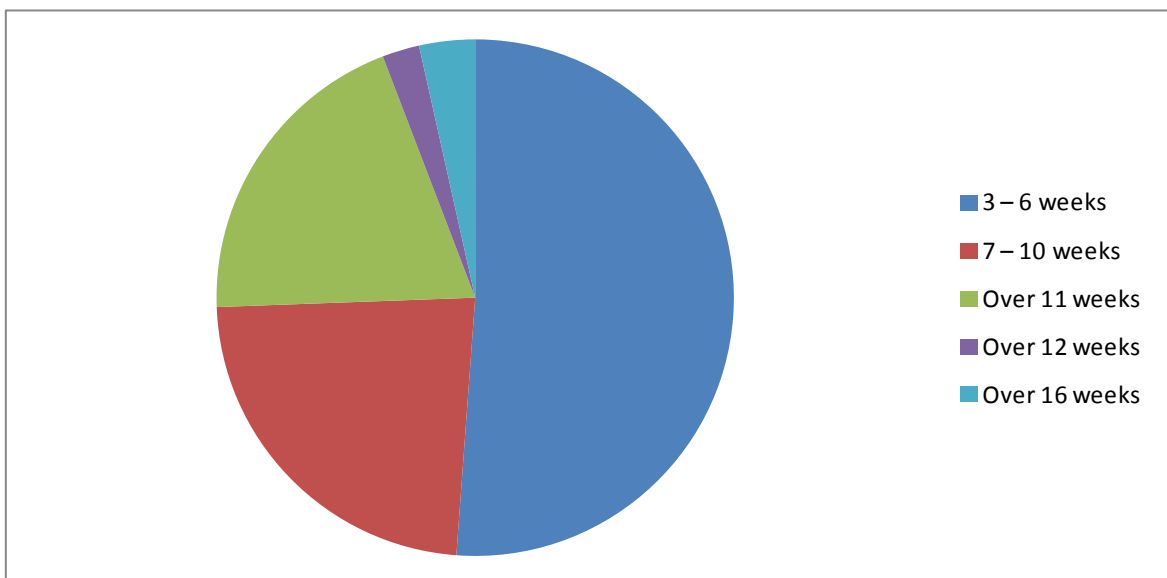
**10. What are the reasons for employing for Foreign Nationals in Vietnam?**

Reason	%	No. of respondents
International Employee Mobility program	8%	12
International Succession program	4%	6
Coming for a specific project	10%	15
Company expansion in Vietnam	17%	25
New product launching	2%	3
Shortage of local candidates for positions	27%	39
Lack of technical skills experience	29%	43
Delivery of International Education and Training Programme	1%	1
Qualified International Teachers	1%	2
	<b>100%</b>	<b>146</b>



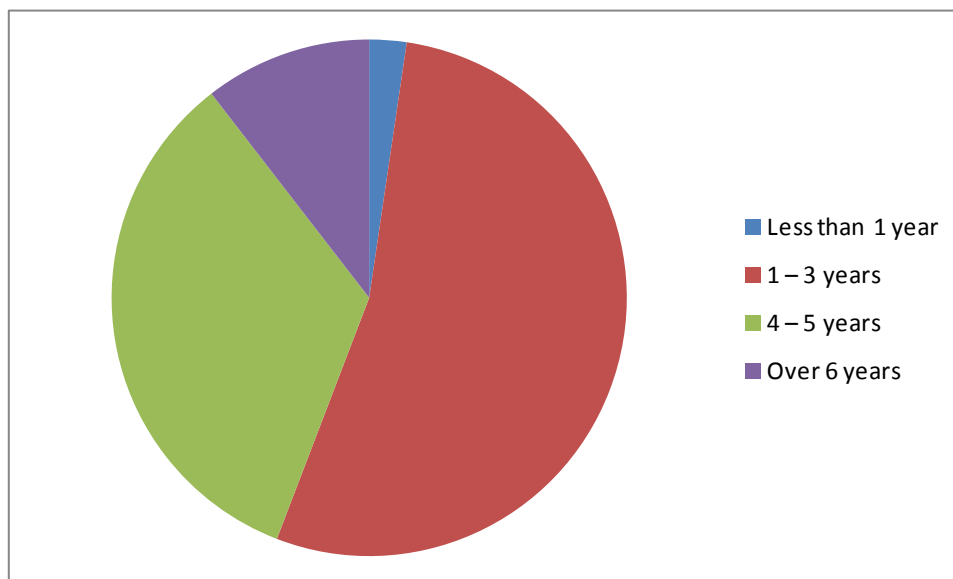
**11. What is average lengthen of time to get a Work Permit for your Foreign Nationals employees once full documentation submitted to DOLISA?**

Weeks	%	No. of respondents
3 – 6 weeks	51%	44
7 – 10 weeks	23%	20
Over 11 weeks	20%	17
Over 12 weeks	2%	2
Over 16 weeks	3%	3
	<b>100%</b>	<b>86</b>



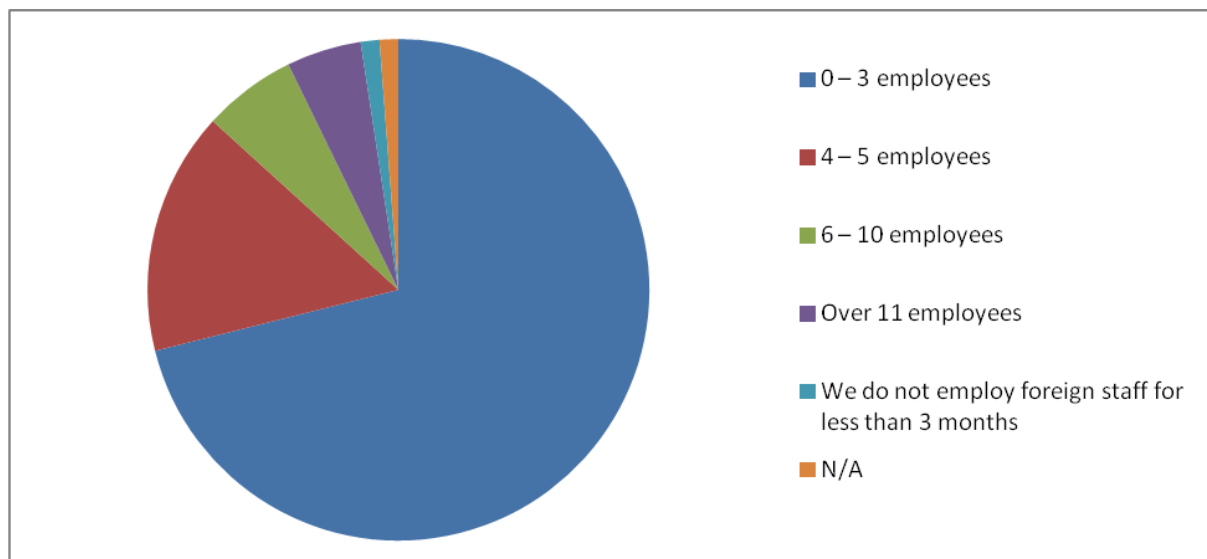
**12. What length of duration of work permit would you like to have in Vietnam for your Foreign Nationals employees?**

Years	%	No. of respondents
Less than 1 year	2%	2
1 – 3 years	53%	46
4 – 5 years	34%	29
Over 6 years	10%	9
	<b>100%</b>	<b>86</b>



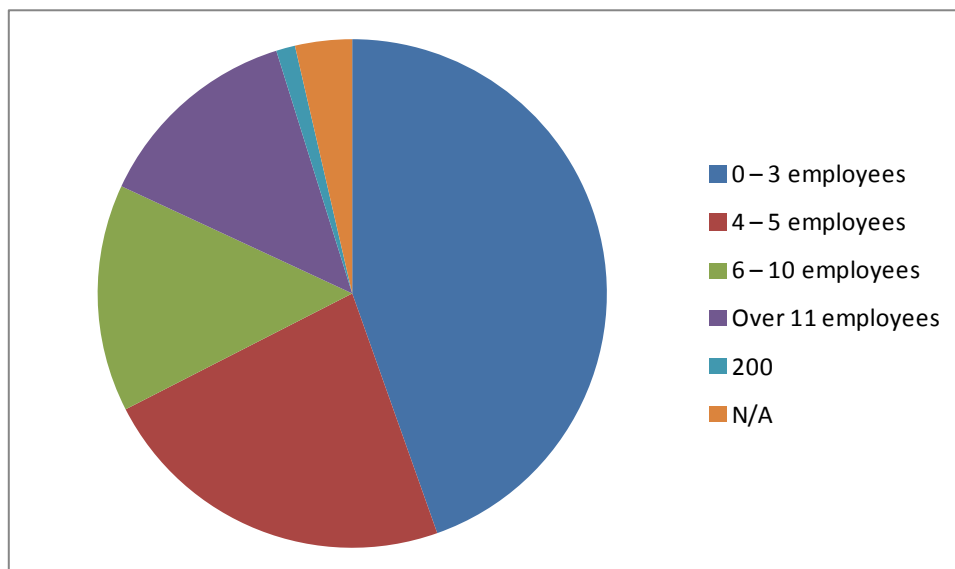
**13. How many Foreign National employees a year do you have coming to Vietnam to perform work less than 3 months**

Employees	%	No. of respondents
0 – 3 employees	71%	59
4 – 5 employees	16%	13
6 – 10 employees	6%	5
Over 11 employees	5%	4
We do not employ foreign staff for less than 3 months	1%	1
N/A	1%	1
	<b>100%</b>	<b>83</b>



**14. How many Foreign Nationals employees you are going to employee in the next 5 years?**

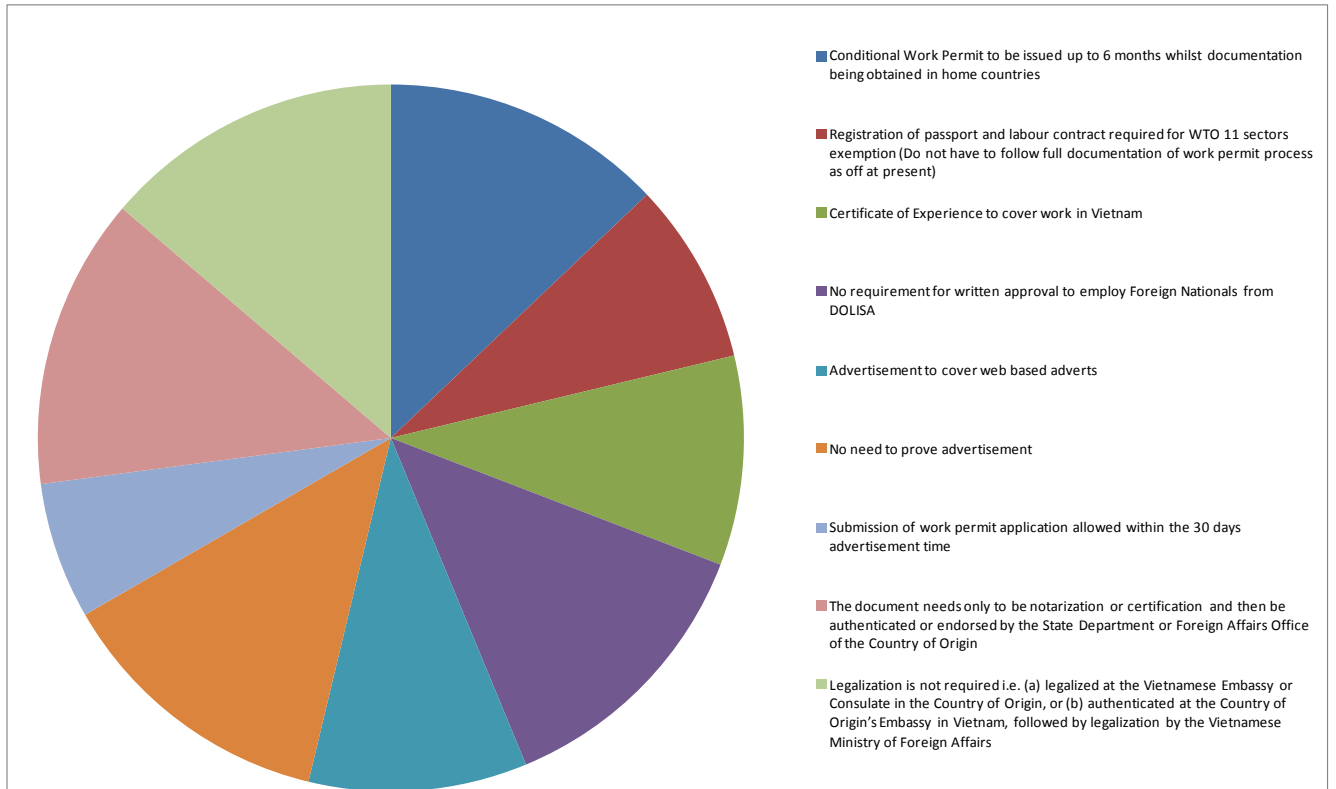
Employees	%	Count of 14.
0 – 3 employees	45%	37
4 – 5 employees	23%	19
6 – 10 employees	14%	12
Over 11 employees	13%	11
200	1%	1
N/A	4%	3
	<b>100%</b>	<b>83</b>



**15. Rate importance on the suggestions below you would like to see improvement in terms of process/ procedures**

<b>Topic</b>	<b>%</b>	<b>Count of 15.</b>
Conditional Work Permit to be issued up to 6 months whilst documentation being obtained in home countries	13%	31
Registration of passport and labor contract required for WTO 11 sectors exemption (Do not have to follow full documentation of work permit process as off at present)	8%	20
Certificate of Experience to cover work in Vietnam	10%	23
No requirement for written approval to employ Foreign Nationals from DOLISA	13%	31
Advertisement to cover web based adverts	10%	24
No need to prove advertisement	13%	31
Submission of work permit application allowed within the 30 days advertisement time	6%	15
The document needs only to be notarization or certification and then be authenticated or endorsed by the State Department or Foreign Affairs Office of the Country of Origin	13%	32
Legalization is not required i.e. (a) legalized at the Vietnamese Embassy or Consulate in the Country of Origin, or (b) authenticated at the Country of Origin's Embassy in Vietnam, followed by legalization by the Vietnamese Ministry of Foreign Affairs	14%	33
	<b>100%</b>	<b>256</b>





**16. How do you recruit your Foreign Nationals into Vietnam?**

Method	%	Count of 16.
Recruited locally in Vietnam	31%	38
Recruited in other country for the role	34%	41
Existing company employee in other country	34%	41
They walk in and ask to help	1%	1
	<b>100%</b>	<b>121</b>

