

# EUROCHAM'S 5 KEY MUST-WIN BATTLES FOR 2025



## Part 3: Improving Work Permit Policies for Foreign Workers





# THE CHALLENGE

Currently, work permits for foreign workers in Vietnam bear impractical conditions.

*Standard work permit processing time:*



**1.5 – 2**  
months

*Work permit issue example:*



**25**

years of  
experience  
in Logistics

with



degrees in **Biology**  
instead of Logistics



**~6**

months processing time



# POSITIVE SIGNAL



## **Prime Minister's Directive 22/CĐ-TTg**

*9 March 2025*

- ▶ The directive is a positive step toward reforming work permit policies.
- ▶ The directive assigns the Ministry of Home Affairs to propose measures to improve work permit policies for foreign workers in a more open, business-friendly, and efficient manner.





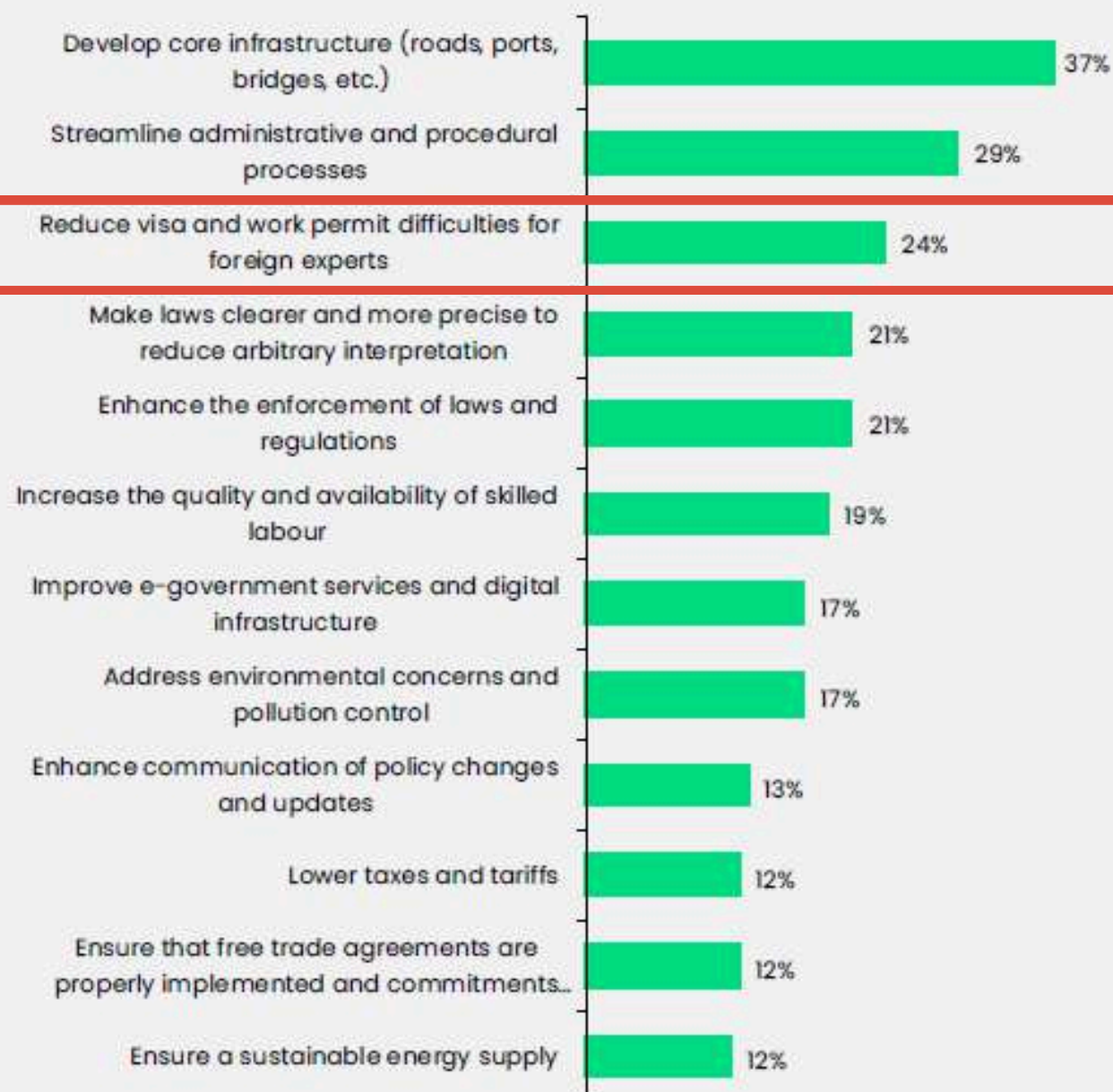
# EUROCHAM'S Q1 2025 BUSINESS CONFIDENCE INDEX (BCI)

**24%** of businesses surveyed identify **reduction of visa and work permit difficulties** for foreign experts as the most important factor to improve Vietnam's ability to attract FDI.

## Enhancements across different areas are essential to more effectively attract foreign direct investment (FDI) and secure business commitment

Enhancing core infrastructure is crucial for boosting Vietnam's attractiveness to FDI. Moreover, there is a significant emphasis on streamlining administrative processes and alleviating the challenges related to visas and work permits for foreign professionals.

### Factors to improve ability to attract FDI



Q: What are the most important factors for Vietnam to improve its ability to attract FDI?

n = 156







## EUROCHAM'S RECOMMENDATIONS

- ▶ **Delegating work permit issuance** to the local Departments of Home Affairs where businesses are headquartered;
- ▶ **Simplifying** the pre-approval process for hiring foreign workers – **dropping requirement** for job postings & approval of labour demand; and
- ▶ Ensuring **uniform implementation** of legal regulations across provinces and cities to **prevent inconsistencies** in interpretation and enforcement.

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