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FOREIGN ORGANIZATIONS HIRING IN VIETNAM: WHAT TO DO FROM 15 NOV 2026?

EFFECTIVE 15 NOV 2026

Legal basis: Government Decree 371/2026/NĐ-CP dated 25 September 2026, compared with Decree 152/2020/NĐ-CP

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What must a foreign organization do when it needs to recruit Vietnamese employees?

PREVIOUSLY (DECREE 152/2020/NĐ-CP)	FROM 15 NOVEMBER 2026 (DECREE 371/2026/NĐ-CP)
No obligation to notify recruitment needs and no obligation to publicly post recruitment information.	**Must notify the managing agency or organization in writing and publicly post recruitment information.**
Legal basis: *"…Where there is a need to use Vietnamese employees, foreign organizations and individuals **recruit directly or through an employment service organization, a labor outsourcing enterprise, or an organization competent to recruit and manage Vietnamese employees**…"* (Clause 1, Article 24 of Decree 152/2020/NĐ-CP)	**Legal basis:** *"…When recruiting Vietnamese employees, foreign organizations and individuals **must notify in writing** directly, by postal service, or online via the official email address of the managing agency or organization specified in Article 5 of this Decree, clearly stating the job positions and the number of employees to be recruited. At the same time, foreign organizations and individuals **must publicly post the recruitment information** for Vietnamese employees…"* (Clause 1, Article 6 of Decree 371/2026/NĐ-CP)

Who is the managing agency or organization? It is the agency or organization to which the Ministry of Foreign Affairs has delegated, authorized, assigned tasks, placed orders, or awarded a tender for managing Vietnamese employees (Article 5 of Decree 371/2026/NĐ-CP).

Legal basis: Clause 1, Article 24 of Decree 152/2020/NĐ-CP; Article 5, Clause 1 of Article 6, and Clause 1 of Article 13 of Decree 371/2026/NĐ-CP

Which foreign organizations and individuals are subject to Decree 371/2026/NĐ-CP?

1 **Foreign diplomatic missions and consular offices**
Point a, Clause 2, Article 3 of Decree 371/2026/NĐ-CP

2 **Representative offices of UN-system and intergovernmental international organizations, and regional or sub-regional organizations**
Point a, Clause 2, Article 3 of Decree 371/2026/NĐ-CP

3 **Representative offices of organizations affiliated with a foreign government**
Point b, Clause 2, Article 3 of Decree 371/2026/NĐ-CP

4 **Resident offices of foreign news agencies, press, radio and television organizations**
Point c, Clause 2, Article 3 of Decree 371/2026/NĐ-CP

5 **Foreign non-governmental organizations granted a registration certificate by a competent Vietnamese authority**
Point d, Clause 2, Article 3 of Decree 371/2026/NĐ-CP

6 **Foreigners working at the above organizations who employ Vietnamese workers**
Clause 3, Article 3 of Decree 371/2026/NĐ-CP

Legal basis: Clauses 2 and 3, Article 3 of Decree 371/2026/NĐ-CP

Is it mandatory to post on the National Job Exchange Platform?

PREVIOUSLY (DECREE 152/2020/NĐ-CP)

No provision

Decree 152/2020/NĐ-CP did not provide for any obligation to publicly post recruitment information for Vietnamese employees.

FROM 15 NOVEMBER 2026 (DECREE 371/2026/NĐ-CP)

Posting on the National Job Exchange Platform is not mandatory. The organization may choose one of three channels:

1. **National Job Exchange Platform (www.vieclam.gov.vn)**
2. **Other lawful job portals**
3. **The organization's official website**

Legal basis:

"…foreign organizations and individuals must publicly post recruitment information for Vietnamese employees on the National Job Exchange Platform (address: https://www.vieclam.gov.vn) ***or another lawful job portal or the organization's official website****…"* (Clause 1, Article 6 of Decree 371/2026/NĐ-CP)

Legal basis: Article 24 of Decree 152/2020/NĐ-CP; Clause 1, Article 6 of Decree 371/2026/NĐ-CP

What steps must an organization follow to recruit and manage Vietnamese employees?

STEP 1	STEP 2	STEP 3	STEP 4
Notify and post Notify the managing agency in writing (positions, headcount) and publicly post the job information on one of three channels. *Clause 1, Article 6 of Decree 371/2026/NĐ-CP*	**Recruitment** Recruit directly, or ask the managing agency to select and refer candidates based on the job description provided. *Clauses 2 and 3, Article 6 of Decree 371/2026/NĐ-CP*	**Within 10 working days after signing the labor contract** Notify the employee's name, ID number, position and start date. The employee submits a personal information form and a copy of the contract. *Clauses 1 and 2, Article 7, and Article 8 of Decree 371/2026/NĐ-CP*	**Within 10 working days after terminating the labor contract** Notify the managing agency in writing, stating the reason for termination. *Clause 4, Article 7 of Decree 371/2026/NĐ-CP*

All notices to the managing agency or organization are sent directly, by postal service, or online via that agency or organization's official email.

Legal basis: Articles 5, 6, 7 and 8 of Decree 371/2026/NĐ-CP

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