

Executive Summary

What's the news

The Vietnamese Government decided not to lengthen the social distancing campaign for almost all the provinces from 00h, 23 April 2020. This decision has widely released restrictions on most important activities of the country including resumption of some immigration procedures as below:

- The immigration authorities are open from 23 April 2020 and expired visas now can be extended, mainly support to extend visa in the form of humanitarian protection for tourists who cannot return home due to Covid-19 outbreak. However, there is no change on the disallowance of the entry visas since the Government announced suspending the arrival of foreigners to Vietnam (from 00h, 22 March 2020).
- The issuance of new work permits to foreign employees from countries and territories affected by the Covid-19 pandemic are still suspended until further notice from the relevant authorities. For work permit renewal (except restricted cases), the latest health check-up certificate to ensure the health status and the original passport to review the applicant's travel history must be presented.



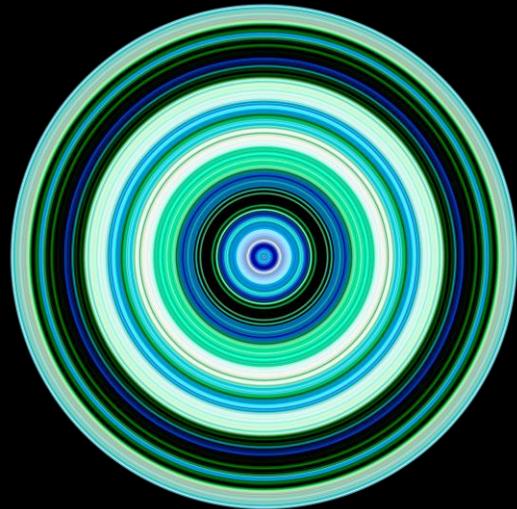
What you should do

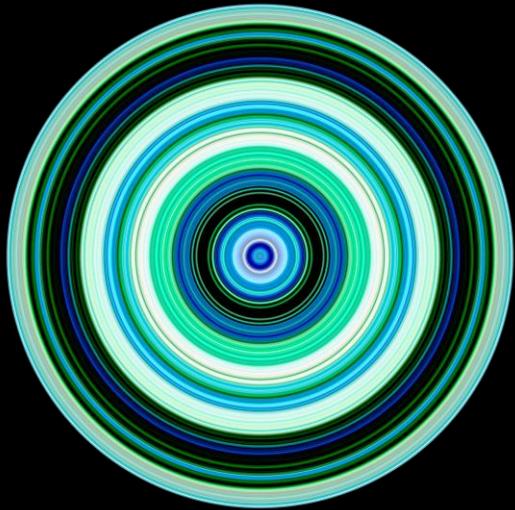
- For foreign employees who are outside of Vietnam, it is advised to keep the arrival date to Vietnam flexible until further notice from the authorities;
- Foreigners with expired visa and work permits must be well-prepared for the additional required documents.



What Deloitte can support

- Continue to review and support with the extension of visa/work permit for those expatriates still working in Vietnam;
- Keeping you updated on the further guidance from the relevant authorities;
- Provide the Frequent Questions and Answers for your reference in the following page.





Frequent Questions and Answers

Questions	Deloitte's Answers
<p>1 If employees suspend work due to Covid-19, will this impact their immigration status and require visa/work permit amendment?</p>	<p>➤ No unless the assignment in Vietnam/the labor contract with the current sponsoring Vietnamese party terminates completely.</p>
<p>2 If the employer reduces the foreign employees' working hours or retrenches the foreign employees due to Covid-19, will this affect the Vietnamese company's sponsorship ability of other foreign employees in future?</p>	<p>➤ No effect.</p>
<p>3 Are any visas or work permit types at risk of cancellation if an employee is not currently in Vietnam due to Covid-19?</p>	<p>➤ Due to Covid-19, the Government of Vietnam provisionally does not allow foreigners to enter Vietnam. In such case, for those who have valid work permits/visas but could not return to Vietnam on time, these will be invalid when their duration expires.</p>
<p>4 Is there any penalty imposed if the visa expires during immigration office closure due to Vietnam's nationwide social distancing period from 1 April 2020 to 22 April 2020?</p>	<p>➤ Those whose visa expires within this period are not considered as overstayed. However, they are required to renew the visa once immigration departments open again on 23 April 2020.</p>
<p>5 What is the expected date Vietnam will be open to the foreigners' arrival?</p>	<p>➤ Due to the complicatedness of Covid-19, it cannot be foreseen when the foreigners will be able to come and work in Vietnam again. However, the Government of Vietnam is drafting a Resolution to build a special immigration procedure for foreigners who are experts, CEO, managers and technicians as well as new work permit issuance.</p>

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