

03:19:30 Ireen: good morning.. can the speaker test their audio

03:19:34 Andrea: I cant hear?

03:19:44 Ireen: same here

03:19:58 Chi Do: I can hear well

03:20:14 VA: I cant hear tô

03:20:17 Ireen: now i can hear

03:20:39 nhungnt: I am hearing

03:21:43 VBF Secretariat: Dear all participants, you are encouraged to send us your questions via chatbox. We'll address these questions at the Q&A session at the end of this webinar. Thank you.

03:26:55 Ngoc Nguyen: The regulation of job posting will be applied for both work permit & work permit exemption or only for WP. And with GD position is appointed from HO in oversea, can we need to post this job as the new degree. Please help to clarify 2 points. Thank you.

03:28:11 VBF Secretariat: It's well received with thanks Ngoc Nguyen.

03:28:48 Giang Vu: The job posting is required to be published on MOLISA website or a portal approved by provincial authorities — not just any service center website. Can you confirm this?

03:28:52 Giang Vu: c) Kể từ ngày 01 tháng 01 năm 2024, việc thông báo tuyển dụng người lao động Việt Nam vào các vị trí dự kiến tuyển dụng người lao động nước ngoài được thực hiện trên Cổng thông tin điện tử của Bộ Lao động - Thương binh và Xã hội (Cục Việc làm) hoặc Cổng thông tin điện tử của Trung tâm dịch vụ việc làm do Chủ tịch Ủy ban nhân dân tỉnh, thành phố trực thuộc trung ương quyết định thành lập trong thời gian ít nhất 15 ngày kể từ ngày dự kiến báo cáo giải trình với Bộ Lao động - Thương binh và Xã hội hoặc Sở Lao động - Thương binh và Xã hội nơi người lao động nước ngoài dự kiến làm việc. Nội dung thông báo tuyển dụng bao gồm: vị trí và chức danh công việc, mô tả công việc, số lượng, yêu cầu về trình độ, kinh nghiệm, mức lương, thời gian và địa điểm làm việc. Sau khi không tuyển được người lao động Việt Nam vào các vị trí tuyển dụng người lao động nước ngoài, người sử dụng lao động có trách nhiệm xác định nhu cầu sử dụng người lao động nước ngoài theo quy định tại điểm a khoản 1 Điều này.

03:28:55 TRUONG BICH TRAM: Do we need to prove that we conducted interview/ recorded interview result to prove that we cannot recruit Vietnamese or just need to post job to follow the regulation is enough?

03:30:35 iemv: Job posting is applied for manager/director as intraferee company, isn't it?

03:31:57 Daibiru_Hanh: Regarding the job post before being able to use the foreign workers, when the company rejects local candidates, does the company have to make explanation to the DOLISA?

03:32:44 Haluk Demirtel: Does job posting require for workpermit renewal? if workpermit issued for 2 years, 1st renewal of another 2years was an easy process and doesn't require much paperwork. is there any changes on this?

03:35:05 Linh Tran: For all cases where foreign workers come to Vietnam to work (Article 2 of Decree 15/2023/ND-CP), it is necessary to recruit Vietnamese workers before recruit foreigners? Example Including the case of intra-enterprise migration?

03:35:30 ACSTV HA NOI: This new Decree apply for cases who will get 1st time WP only or renew/ Extend WP also?

03:35:41 Haluk Demirtel: with the new decree, foreigners married to Vietnamese citizen will no longer require foreign labor demand?

03:37:01 Thu AmCham: Does form 2 still apply to those who wish to renew their work permit in companies/organizations?

03:39:02 Trung Khuat-BM: Replying to "The job posting is r..."

Correct - must be in the government platform(s). Cannot be in Vietnamworks, or some private platforms

03:39:18 tunguyen: Reacted to "Correct - must be in..." with

03:39:40 DAIBIRU NGUYEN PHUONG THAO: Reacted to "Correct - must be in..." with

03:39:46 Minh Chau - CUBVN HR: Reacted to "Correct - must be in..." with

03:40:13 Meng Wu: Replying to "The job posting is r..."

Can you instruct source to access into Government platform?

03:40:17 Trung Khuat-BM: Replying to "The regulation of jo..."

As long as the employee needs a prior approval of the position, then the job-post will be required. Thus, t

he job-post may apply to some Work permit exemption cases
03:40:54 Trung Khuat-BM: Replying to "Do we need to prove ..."

Currently no. Only need to post the jobs.

03:41:11 Minh Chau - CUBVN HR: Reacted to "Can you instruct sou..." with

03:42:02 Meng Wu: Technical worker requires both certificate and experience or meet one of two requirements?

03:42:06 habt: the condition of technical worker that "be trained for at least 1 year". Can we show a letter that that this worker was trained at an organization/ company or must be issued by a school?

03:43:06 c6482: Replying to "Do we need to prove ..."

Can you share what is the purpose/why the authorities require such procedure (job posting on governmental platform)?

03:43:47 Trung Khuat-BM: Replying to "Job posting is appli..."

Job post will apply to all cases where a report on foreign labor demand is required - including internal transferees

03:44:12 LienNT10: All documents are still required to be legalized?

03:45:01 Do Thanh Hang: Reacted to "All documents are ..." with

03:45:28 Trung Khuat-BM: Replying to "Regarding the job po..."

Currently not clear. Possibly you may have to explain in the report on foreign labor demand. But may be no need to provide any evidence since if requiring more documents, it would add further burdens to businesses (and we will object this additional requirement)

03:45:33 chau: Anh Trung ơi, trường hợp công ty mẹ cử người sang làm việc theo diện di chuyển nội bộ có cần phải đăng tuyển trên cổng tttđ của Bộ LĐ k

03:45:35 iPhone: Replying to "the condition of tec..."

Alternative still available is 5 years work experience

03:47:44 habt: Replying to "the condition of tec..."

@iPhone only 1 condition of 5 year experience is still can apply? no need certificate

03:47:53 Trung Khuat-BM: Replying to "For all cases where ..."

Job-post will be required if a foreign labor demand is required. There are certain cases where foreign labor demand is not required e.g., Foreign lawyers, or Expats getting married to a local person and living in Vietnam. Here, intra-company transferees will require to apply for foreign labor demand.

03:49:03 Giang Vu: Reacted to "Correct - must be in..." with

03:49:18 Trung Khuat-BM: Replying to "with the new decree,..."

Correct. no need prior approval of position any more

03:49:39 Quyet: Replying to "the condition of tec..."

it requires both training certificate and at least 3-year experience evidence suitable to the job position in Vietnam.

03:49:55 Trung Khuat-BM: Replying to "Does form 2 still ap..."

Likely Form 1 will apply. We need to wait for the implementation of local DOLISAs

03:50:55 Quyet: Replying to "the condition of tec..."

I think that training certificate must be issued by a licensed training school/organization.

03:51:05 Daibiru_Hanh: Replying to "Regarding the job po..."

thank you anh

03:51:20 Trung Khuat-BM: Replying to "The job posting is r..."

Still waiting for MOLISA and local DOLISAs to introduce those portals. This job post requirements does not take effect until 1 Jan 2024. Still have time for them to introduce the lists.

03:51:35 Meng Wu: Reacted to "Still waiting for MO..." with

03:51:44 Nguyen Linh: Reacted to "Still waiting for MO..." with

03:52:11 Ngoc Anh VBF: Replying to "Anh Trung ơi, trường..."

@Trung Khuat-BM

03:52:20 Huyen LT: after this meeting, can I get Video record?

03:53:25 Linh Tran: Reacted to "Job-post will be req..." with

03:53:54 Huyen LT: Replying to "after this meeting, ..."

or slide, Please send to this my email: trang.tt@mail.penta-ocean.co.jp

03:53:57 Huyen LT: Replying to "after this meeting, ..."

Thank you so much

03:54:18 chau: Reacted to "@Trung Khuat-BM" with

03:54:59 Dai Nguyen: Replying to "Anh Trung ơi, trường..."

same question above

03:55:07 Ngoc Anh VBF: Replying to "after this meeting, ..."

Hi c Huyen, the slides will be uploaded to VBF website after the session.

03:55:21 Mai Phuong: According to the law, Is there a limit to the number of time for WP application for each expat?

03:55:52 Huyen: For Banks as "special entity" having 2 operating licenses issued by 2 different authorities (SBV and DPI), we still can apply to Dolisa for WP issuance as no clear guidance. Is it correct?

03:56:05 Trung Khuat-BM: Replying to "Anh Trung ơi, trường..."

Có ah. Điều chuyển nội bộ mà thuộc 11 ngành dịch vụ WTO thì được miễn giấy phép lao động (phải Xin GCN miễn) --> vẫn phải Xin approval cho position nên vẫn cần job post. Còn điều chuyển nội bộ trong ngành khác (ví dụ sản xuất) thì ko được miễn GPLD --> phải Xin GPLD + phải có job post. Tức là job post cần trong mọi trường hợp điều chuyển nội bộ

03:56:45 chau: Replying to "Anh Trung ơi, trường..."

Thanks anh

03:56:50 Trung Khuat-BM: Replying to "For Banks as "specia..."

Not clear under Decree 70. To be safe, those banks/ insurance companies should apply work permit at MOLISA

03:57:28 Lan - VPDD Thai Toray: Replying to "Anh Trung ơi, trường..."

@Trung Khuat-BM anh ơi nội dung job post là công ty tự soạn hay là có mẫu chung nào không ạ?

03:57:52 Trung Khuat-BM: Replying to "According to the law..."

No. The rule is a work permit can be renewed once only. After 4 years, another new work permit should be issued. NO limit to how many years expats can work in Vietnam.

03:58:35 Huyen: Reacted to "Not clear under Decr..." with

03:59:21 Thu Nguyen - SCC Vietnam: What documents will be required if the employee applies for a higher position? Thanks

03:59:22 Laurent-Resident Vietnam: Replying to "the condition of tec..."

The requirements for technical workers are: a) applicant has been trained for at least 1 year (no need direct relevance to the job anymore) and have at least 3 years of experience suitable to the job position that the foreign worker intends to work in Vietnam OR b) obtains at least 5 years' experience in corresponding with the job position that he/she will be appointed in Vietnam.

03:59:39 TRUONG BICH TRAM: Companies are located in Hanoi and HCMC, Associate arrive to work in Hanoi at the beginning (WP is applied in Hanoi) but after 1 year have to move to HCMC => WP will be applied to MOLISA or HCMC DOLISA?

04:00:37 Minh Nguyễn: thank u KPMG

04:00:54 Xilef's iphone: How does this new process affect renewals?

04:01:42 thaovh: Trả lời "Anh Trung ơi, trư..."

@Trung Khuat-BM a ơi vậy trường hợp NLD kết hôn với người Việt được miễn giấy phép lao động thì có cần job post không ạ?

04:02:42 chau: Reacted to " @Trung Khuat-BM anh..." with

04:02:47 Trung Khuat-BM: Replying to "Anh Trung ơi, trường..."

ko can Job post- vi truong hop nay ko can phai Xin chap thuận vị trí

04:02:53 Haluk Demirtel: Foreigners married to Vietnamese citizens, if they chose to be sponsored by the employer, will the duration of the visa/workpermit still remains at 2 years or can be up to 5years?

04:03:30 Trung Khuat-BM: Replying to "Foreigners married t..."

2 years- since it complies with work permit regulations

04:03:50 thaovh: Đã phản ứng với "ko can Job post- v..." bằng

04:04:02 Hang LE_BNPP: Replying to "Anh Trung ơi, trường..."

Đối tượng được miễn gpld có phải post job không ạ?

04:04:04 Quỳnh Phạm: If the expats already got 1 WPEC issued by HCM DOLISA from 2022-2024 but in 2023, he got new assignment to concurrent position in Hanoi. shall we apply a new WPEC in Hanoi for him or not? is there any effect on his current wpec?

04:04:08 TRUONG BICH TRAM: Reacted to "Companies are loca..." with

04:04:18 Thu Nguyen - SCC Vietnam: What documents will be required if the employee applies for a higher position? Thanks

04:04:47 Hanh Hoang: Replying to "Acvording to the law..."

@Trung Khuat-BM work permit thời hạn là 2 năm, ko phải 4 năm phải ko a Trung?

04:04:50 Trung Khuat-BM: Replying to "Anh Trung ơi, trường..."

@Lan - VPDD Thai Toray Job post phải có một số nội dung bắt buộc - công ty có thể tự soạn - ko có mẫu - tương tự như quy định đối với HDLD

04:05:06 Lan - VPDD Thai Toray: Reacted to "@Lan - VPDD Thai Tor..." with

4:05:40 LienNT10: Anh Trung ờ sơ vẫn phải hợp pháp hóa lãnh sự đúng không ạ?

04:07:18 Trung Khuat-BM: Replying to "Anh Trung ơi, Hồ sơ ..."

Tùy tài liệu. về cơ bản thì hồ sơ ban hành từ nước ngoài vẫn phải hợp pháp hóa lãnh sự

04:08:15 Haluk Demirtel: Replying to "Foreigners married t..."

what would be the benefit of applying via employer in this case?

04:08:24 Ha Le: As an educational institution holding licenses granted by DPI and DOET, is it clear in Degree 70 that DoLISA holds the authority to issue work permits?

04:08:29 Quyet: Reacted to "The requirements for..." with

4:08:51 Quyet: Thank you VBF & KPMG

04:09:23 Trung Khuat-BM: Replying to "Foreigners married t..."

better for the gov to manage expats at that employers.

04:09:46 HLBNV: Hi anh Trung, if the foreign labor works remotely from oversea, is it required work permit?

04:09:47 Trung Khuat-BM: Replying to "Foreigners married t..."

Of course - more burdens to employers

04:09:54 Qu hạm: Anh Trung ơi nếu expats có 1 WPEC ở DOLISA HCM cấp rồi nhưng giữa thời gi

an bổ nhiệm của WPEC hiện tại thì dc kiêm nhiệm thêm 1 vị trí nữa tại Hà Nội thì mình phải làm WPEC mới tại Hà Nội cho bạn? Hay là điều chỉnh cái wpec hiện tại ạ

04:09:57 Le Na: Anh Trung ơi, về quy định kể từ 1/1/2024 phải đăng thông báo tuyển dụng NLD VN vào các vị trí dự kiến tuyển dụng NLD nước ngoài trong thời gian ít nhất 15 ngày kể từ ngày dự kiến báo cáo gì ả trình, thì có yêu cầu gì là phải đăng trong bao nhiêu ngày mới biết là không tuyển dụng được không ạ?

04:13:05 Trung Khuat-BM: Replying to "As an educational in..."

Clear - at DOLISA. Some foreign schools have their licenses issued by local DOET only

04:13:46 habt: Reacted to "The requirements for..." with

4:13:48 Ha Le: Reacted to "Clear - at DOLISA. S..." with

04:13:53 iemv: Replying to "Job posting is appli..."

Thank anh Trung. But, please tell me in case transferees have already exemption and need to re-new. So company must post job or not?

04:14:06 Ha Le: Replying to "As an educational in..."

Thank you!

04:15:00 (NK) Nitin Kapoor: Dear all,

As we reflect on our virtual briefing on / / -

To our insightful speakers, Ms. Andrea Godfrey, Mr. Laurent Quistrebert, GMS, and Mr. TRUNG Khuat of the VBF HRWG Steering Committee - your expertise and perspectives on the decree's implications were invaluable. Thank you for making our discussions so impactful.

To all members and participants, your active involvement and insightful questions greatly enriched our session. Such events thrive on collective engagement, and your contributions ensured its success.

Reflecting on our fruitful discussions, I'm filled with gratitude and optimism for the future. Let's continue working collaboratively to harness our shared knowledge for everyone's benefit.

Looking forward to more enriching interactions in the future.

Warm regards,

Nitin

VBF Co-Chair

04:15:30 VNMBOG TRANG: Reacted to "Dear all,

As we refl..." with

04:15:31 Linh Nguyen: Reacted to "Dear all,

As we re..." with

04:15:35 NGUYEN NGOC SUONG: Reacted to "Dear all,

As we refl..." with

04:15:37 Linh Tran: Reacted to "Dear all,

As we refl..." with

04:15:37 NGUYEN NGOC SUONG: Reacted to "Dear all,

As we refl..." with

04:15:46 Phuc Nguyen: Reacted to "Dear all,

As we re..." with

04:15:55 Nguyen Linh: Reacted to "Dear all,

As we refl..." with

04:16:41 Yen Dao: Reacted to "Dear all,

As we refl..." with

04:16:53 Tran Tuong Anh: Reacted to "Dear all,

As we re..." with

04:16:58 Giang Vu: Thanks VBF!

04:17:05 Phuong: Reacted to "Dear all,

As we re..." with

04:17:05 SHM- Vy : Reacted to "Dear all,

As we refl..." with

04:17:11 LienNT10: Thank you VBF & KPMG

04:17:15 Linh Thieu: Reacted to "Dear all,

As we refl..." with

04:17:16 Yen Nhu: Thank you so much

04:17:25 Hien Nguyen: Thank you so much

04:17:35 Tri: Thank you.

04:17:36 Isaac Chang: Thank you

04:17:36 Mai Phuong: Thank you VBF. The update is very useful