



---

## **VIETNAM – Intra-Company Transfers Eligible for Work Permit Exemption**

Effective December 22, 2014, intra-company transferees to Vietnam may qualify for an exemption to the normal work permit requirements. This exemption is limited to individuals working for entities in eleven targeted service sectors including the communication, construction, engineering, financial, health, and transportation industries. In addition to meeting the targeted industry requirement, the transferee must hold a position in a managerial capacity or a position requiring specialized knowledge and have been employed by the related foreign entity for at least one year.

Companies can request an exemption from the provincial Department of Labor, Invalids, and Social Affairs (DeLISA). However, applicants should be prepared for extended adjudication times while the DeLISA finalizes and implements its new procedures and requirements based on these exemptions. Given the anticipated delays with the roll out of the exemption implementation process, employers may consider continuing to obtain normal work permits for their transfers until the exemption process becomes consistent and predictable.

As always, Foster will continue to monitor global immigration regulations and procedures and will provide future updates via our firm's website at [www.fosterglobal.com](http://www.fosterglobal.com).