



# Mazars in Vietnam Newsletter

Tax/ Legal Updates

[Official Letter No. 862/BHXH-TST guiding on certain contents of the Social Insurance Agreement \(the Agreement\) between Vietnam and South Korea.](#)

*April, 2024*

**mazars**

## Contents

### **Official Letter No. 862/BHXH-TST guiding on certain contents of the Social Insurance Agreement (the Agreement) between Vietnam and South Korea.**

On March 29, 2024, Vietnam Social Insurance issued Official Letter No. 862/BHXH-TST guiding certain the implementation the Social Insurance (SI) Agreement between Vietnam and South Korea with the following main contents:

*Vietnamese and South Korean workers are exempted from double contribution of social insurance with the mechanism as follows:*

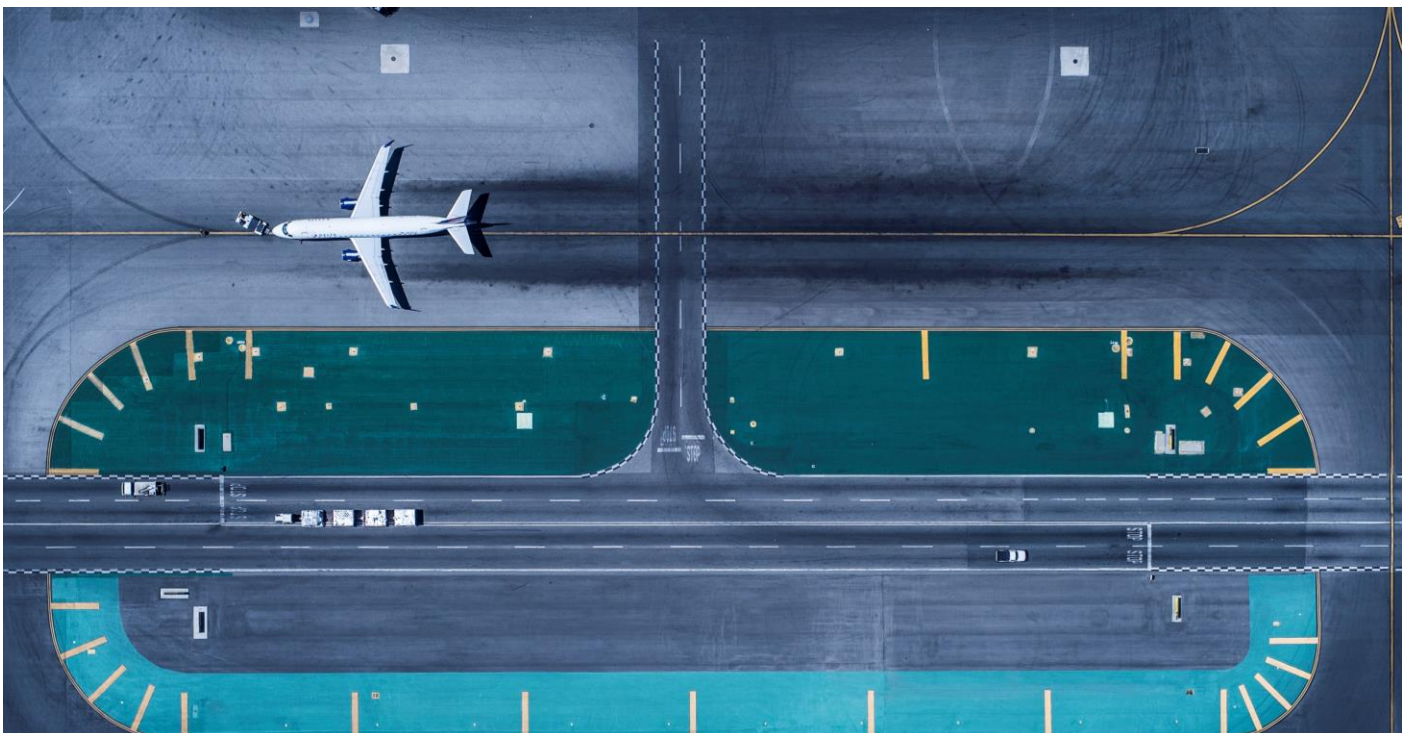
#### **❖ For dispatched workers**

- Only the laws of the first signatory country (the country where the employee was employed before being dispatched) will be effective for the first 60 months. This applies even if the employee is transferred to work at subsidiaries or partners of the employer in the territory of the other signatory country.
- If the duration of the dispatch exceeds 60 months, an additional 36 months will be applied if the employee has a labor contract with the same employer.

#### **❖ For on-site recruited workers**

- Only the laws of the signatory country (the country where the employee is recruited) will be effective.
  - However, except for South Korean citizens recruited by employers in Vietnam and working for those employers in Vietnam, only the laws of South Korea will apply to these employees during their employment, provided that the employee is governed by South Korean laws and the duration of employment does not exceed 60 months.
- ❖ Individuals working at diplomatic missions, consular offices, and state officials of one signatory party sent to work within the territory of the other signatory party, shall be subject to the laws of the first signatory party (the country where the worker was employed before being dispatched for work).

In addition, this Official Letter has specific instructions on the procedures and template of the application, certificate of granting Social Insurance Certificates to Vietnamese workers, Korean workers and the procedures for stop contributing SI for Vietnamese employee work in Korea under labour contract.



# Contacts

## Jean-Marc Deschamps

Senior Advisor

jean-marc.deschamps@mazars.vn

## Huyen Nguyen

Managing Partner

huyen.nguyen@mazars.vn

## Minh Nguyen

Partner

Head of Advisory services

minh.nguyen@mazars.vn

## Da Nguyen

Partner, Tax

Advisory services

da.nguyen@mazars.vn

## Ho Chi Minh City Office

9<sup>th</sup> – 11<sup>th</sup> Floor, Viet Dragon Tower

141 Nguyen Du, District 1

Ho Chi Minh City, Vietnam

Tel: (+84-28) 38 24 14 93

Fax: (+84-28) 38 22 87 99

## Hanoi Office

14<sup>th</sup> Floor, Peakview Tower

36 Hoang Cau, Dong Da District

Hanoi, Vietnam

Tel: (+84-24) 39 36 10 31

Fax: (+84-24) 35 73 97 06

---

*\*This is a guide from Mazars in Vietnam to update the latest developments in tax, accounting and investment environment in Vietnam. The information and analysis or comments herein are of the generic nature and are quoted or interpreted from the regulations. We recommend that the clients contact Mazars Vietnam's advisors for further clarification and professional advice for each particular circumstance.*

Mazars is an internationally integrated partnership, specialising in audit, accountancy, advisory, tax and legal services\*.

Operating in over 100+ countries and territories around the world, we draw on the expertise of more than 50,000 professionals - 33,000+ in Mazars' integrated partnership and 17,000+ via the Mazars North America Alliance - to assist clients of all sizes at every stage in their development.

\*where permitted under applicable country laws.

[www.mazars.vn](http://www.mazars.vn)