

NGUYEN THUY DUONG

Senior Associate

Researcher

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EDUCATION WORK POSITION

LLB: Hanoi Law University, 2008-2012 10/2019 - present: Senior Associate
NHQuang&Associates

04/2016 - 09/2019: Associate
NHQuang&Associates

AREA OF PRACTICE

Policy Consultancy & Advocacy 2013 - 03/2016: Legal Consultant
Compliance Monitoring NHQuang&Associates

Insurance 2012 - 2013: Project Manager
Human Resource Management & Center for Support Development of
Employment Education and Culture (E&C)

Corporate Matter 2011 - 2012: Project Coordinator
Merger & Acquisition Institute on Policies, Law and Development
Insolvency (PLD Vietnam)

Infrastructure & Public Private
Partnership

Environment **PRACTISING EXPERIENCE**

Internet & New Media Advising several domestic and foreign enterprises, state-
Education & Training owned corporations, NGOs and other organizations and
individuals on diversified legal issues in different areas,
typically on insurance, contract and labor-related matters and
compliance monitoring.

MEMBERSHIP

Ha Noi Bar Association

LANGUAGE RESEARCH EXPERIENCE

Vietnamese
English

- **Feasibility study on the development of a comprehensive strategy to strengthen legal awareness, focusing on improving legal awareness on rights and guaranteeing the**

INTERNATIONAL EXPERIENCE

- *Training for Trainers (TOT) on Feminist Legal Theory & Practice in Asia Pacific Regional*, Chiang Mai, Thailand, 2013
 - *Asia Pacific Regional Feminist Legal Theory & Practice Training*, Dhaka, Bangladesh, 2012
 - *Mali Youth Summit by UNAIDS*, Bamako, Mali, 2011

ARTICLE & WRITING

- *Chapter on Property Management Relationships and 'Trusts' in Vietnam*, Nguyen Hung Quang and Nguyen Thuy Duong, *Asia-Pacific Trusts Law: Theory and Practice in Context* (co-edited by Associate Professor Ying Khai Liew and Professor Matthew Harding), Hart Publishing, 2021
- *Chapter 22 - Contract Interpretation and Unfair Terms in Vietnamese Contract Law*, Nguyen Hung Quang and Nguyen Thuy Duong, *Studies in the Contracts of Law - Volume III Contents of*

exercise of the rights of vulnerable groups, supported by UNDP, 2021

- › Study and analyze political and socio-economic context, policies on socio-economic development and legal and justice reform that are the foundation for the development of the strategy.
- › Review and synthesize analyses on current situation on legal awareness and understanding of citizens in general and the vulnerable group in particular; legal basis, and legal provisions on providing legal information to citizens, particularly the vulnerable groups; current situation of providing legal information to the people and vulnerable groups.
- › Propose possible interventions aiming at strengthening legal awareness and legal understanding of citizens.

Proposal for a reference list and a check list on social and gender impact assessment in legal document formulation and review of MOLISA, supported by MOLISA and GIZ, 2020 - 2021

- › Develop a Reference list of issues on SIA/GIA in the draft policies or legal document proposals of MOLISA.
- › Develop a Checklist for MOLISA to review the SIA/GIA in draft policies or legal documents of other agencies/ministries.

Thematic Report on Facilitate Non-cash Payment to Support the Increase of DBI and Business Environment Improvement, supported by USAID LinkSME, 2020

- › Undertake the research on Vietnamese laws, World Bank DBI report and some international practices relating to non-cash payment policies.
- › Develop the thematic report on "Facilitate Non-cash Payment to Support the Increase of DBI and Business Environment Improvement".

Thematic Report on Assessment of Resolution 02/NQ-CP

- Contracts and Unfair Terms (co-edited by Professor Mindy Chen and Professor Stefan Voganauer), Oxford University Press, 2020
- *Chapter on Vietnam - Global Guide: Measures adopted to support distressed businesses through the COVID-19 crisis*, Nguyen Hung Quang and NHQuang's Research Team, INSOL International and the World Bank Group, 2020
 - *Policy response in Technology Revolution 4.0: From the perspective of cryptocurrencies*, Tia Sang Magazine (Ministry of Science and Technology), 2018
 - *Legal support for startups: Good policy but not easy to implement*, Tia Sang Magazine, 2018
 - *Ba Huan case from a multidimensional prism*, Nguyen Thuy Duong and Vu Thi Dieu Thao, Tia Sang Magazine, 2018
 - *Uber Grab blind man and elephant*, Tia Sang Magazine, 2017
- implementation from perspective of private sector to improve business environment and support post-Covid 19 recovery, supported by USAID LinkSME, 2020**
 - › Undertake the research on issues faced by enterprises, particularly in the period of post-Covid to select key general issues or problems faced by key sectors to do further analysis and propose recommendation for policy reforms.
 - › Develop the thematic report on "Assessment of Resolution 02/NQ-CP implementation from perspective of private sector to improve business environment and support post-Covid 19 recovery".
- **Technical editing of the Survey Report on the Capacity of Legal Communicators and Legal Disseminators, supported by UNDP, 2020**
 - › Analyze data from the survey conducted in 6 provinces of Viet Nam.
 - › Analyze reports and data provided by Department of Legal Dissemination and Education - Ministry of Justice related to the operation of Legal Communicators and Legal Disseminators.
 - › Make recommendations on improving quality and performance of Legal Communicators and Legal Disseminators.
 - › Review and edit the Report on the Capacity of Legal Communicators and Disseminators.
- **Technical editing of the Survey Report on Legal Awareness and Legal Needs of Vulnerable Groups, supported by UNDP, 2020**
 - › Analyze data from the survey conducted in 6 provinces of Viet Nam.
 - › Make recommendations on improving the legal awareness and legal needs of vulnerable groups.
 - › Review and edit the Report on Legal Awareness and Legal Needs of Vulnerable Groups.

- *Are transgenders recognized only by surgery?*, Tia sang Magazine, 2016
- *Uber and the nudge for changes*, Nguyen Hung Quang and Nguyen Thuy Duong, VietNamNet, 2014
- *Handbook for Social enterprises & Handbook for Investment in Social enterprises*, NHQuang&Associates, 2014
- *Policy Analysis for Remote Ethnic Minorities*, Carmen Gonzalez and Nguyen Thuy Duong, 2013
- *TPP and Risk of hard-to-reach drug*, Labor Newspaper, 2013
- *Implementing the laws on anti-discrimination against HIV affected employees in Vietnam*, Dr. Nguyen Hien Phuong and Nguyen Thuy Duong, Jurisprudence Journal, 2013
- *Institutional and Policy Analysis for Socially Marginalized Populations*, Carmen Gonzalez and Nguyen Thuy Duong, 2012
- **Research to provide recommendations to develop justice code of conduct for professionals in the justice sector to meet requirements of judicial reform in Viet Nam, supported by UNDP in coordination with Center Committee for Internal Affairs, 2020**
 - › Conduct desk research on policies on and legal framework of the codes of conduct in the justice sector in Viet Nam and status of implementation, with reference to international standards on codes of conduct in the justice sector and best practices from other countries.
 - › Propose solutions to improve the codes of conduct in Viet Nam and recommendations on the codes of conduct to meet requirements of judicial reform in Vietnam and international standards.
 - › Develop the Report “Orientation on improving the codes of ethics and conduct for professionals in the justice system to meet requirements of judicial reform in Viet Nam”.
- **Identifying good practices in court procedures to improve court integrity - An empirical review, supported by UNDP, 2019-2020**
 - › Review the applicable legislation and latest researches, reports on court administration related to commercial dispute settlement procedures and court structure.
 - › Conduct in-depth survey in provincial people’s courts and district-level people’s courts in 6 provinces; analyze good practices, impact analysis and lessons learnt from practical administrative mechanisms in selected courts.
 - › Develop the Report “Good practices in court procedures to improve court integrity”.
- **Report on Assessment Index of Administrative Procedure Compliance Cost (APCI) 2018, 2019 and 2020, Administrative Procedures Control Agency, supported by Government Office, 2017 - 2020**
 - › Conduct legal review of administrative procedures, which

- *Learn about your rights — Training manual on Law and HIV, UNAIDS, 2011*
 - › enterprises have to implement, related to starting a business, conditions for business, tax, etc.
 - › Conduct survey and gather data from enterprises in 63 provinces and cities nationwide about time and cost that above objects have to pay for implementing administrative procedures.
 - › Develop the Reports on APCI 2018, 2019 and 2020.
- **Policy Impact Assessment of the Draft Law on Emulation and Commendation supported by Central Department of Emulation and Commendation, supported by Ministry of Home Affairs, 2018**
 - › Summarize entanglements in enforcing the Law on Emulation and Commendation.
 - › Propose and build up policies need to be amended for the Law on Emulation and Commendation.
 - › Carry out an impact assessment of policies under facets of economy and administrative procedure.
 - › Propose the most appropriate option of each policy.
- **Project of establishing Systemic Investment Response Mechanism in Vietnam (SIRM), supported by IFC - World Bank, 2018**
 - › Undertake in-depth research on mechanism handling investment disputes/grievances in Vietnam.
 - › Map out the procedure of handling investors' grievances under Vietnamese legal system.
- **Policy Impact Assessment of the Draft Law on Property Registration, supported by USAID and collaborated with National Registration Agency for Secured Transactions, Ministry of Justice, 2017**
 - › Assess potential impacts (under facets of economy, gender, administrative procedure and legislation) of drafted policies of the property registration law initiative.
 - › Develop the Technical Report "Policy analysis on improving legislations of property registration".

- **Ethical Code and Professional Standards of Insolvency Administrators, supported by IFC - World Bank, 2017**
 - › Review relevant documents to familiarize with the current practice and regulatory framework as well as international practice for insolvency administrators.
 - › Draft the Code of Conduct for insolvency administrators based on international best practices adapted for the Vietnam context.

- **Impact Assessment of revisions and new provisions of the Draft of the revised Labor Code (5 policy issues), supported by GIG Program (USAID), 2017**
 - › Conduct the policy impact assessment of some amended and supplemented contents in the Labor Code. The 5 policy issues include: change of overtime working hours; change of regulations on salary scale and employment norm; extension of the right to unilateral termination of contracts; change of the way to determine minimum wage; change of regulation on probation contracts.

- **Legal review on Fundraising of non-governmental organizations in Vietnam, supported by Save the Children in Vietnam, 2016**

- **The Draft Law on Access to Information from child rights perspective, supported by UNICEF, 2015**

- **Regulatory Impact Assessment on the draft of Law on Administrative Decisions, supported by Ministry of Justice and GIG Program (USAID), 2015**

- **Regulatory Impact Assessment for Law on Marine and Island Natural Resources and Environment, assessing the impacts of administrative procedures under the requirement of the Ministry of Natural Resources and Environment, 2014**

- **Transparency Assessment in some management areas in Ninh Thuan province, supported by Towards Transparency Vietnam, 2014**
- **Assessment of one-year Implementation of Circular 70/2011/TT-BCA and the Regulations on Coordination between Vietnam Bar Federation and the Supreme People's Procuracy, supported by JPP and VBF, 2013**