



LE MAI PHUONG

Legal Consultant
Policy Researcher


CONTACT

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EDUCATION

 **Judicial Academy**

Lawyer Training Program | 2018 - 2019

 **Hanoi Law University**

Bachelor of Law | 2013 - 2017

LANGUAGE

Vietnamese

English

INTRODUCTION

Le Mai Phuong is now acting as a Legal Consultant of NHQuang&Associates. As a team member of the Research Team, she specializes in policy research, Policy Impact Assessment (PIA), administrative procedures reform, and non-governmental organizations' (NGOs) operations in Viet Nam. She advises clients on contract, labor, energy, insurance matters, and compliance monitoring. Mai Phuong is now among the editors of the firm's legal newsletters and has contributed several academic writings published in various newspapers and magazines.

AREA OF PRACTICE

- Policy Consultancy & Advocacy
- Compliance Monitoring
- Human Resource Management & Employment
- Corporate Matter
- Insurance
- Energy

TYPICAL RESEARCH

- **Study on “Review regulations and assess the practice of collecting, managing, publishing, and sharing business data and information by state agencies”,** requested by IPSC and Enterprise Development Agency (Ministry of Planning and Investment), 2023 - 2024
- **Study on “Review, research, and assess the current status of implementation of adversarial principles in judicial proceedings in Viet Nam and identify the needs of Vietnamese partners in improving implementation of adversarial principles”,** requested by UNDP, 2023 - 2024
- **Study on “Legal Support to the Development of Power Generation Projects in Vietnam”,** requested by UNOPS, 2023 - 2024
- **Study on “Identification and prevention of corruption in the public sector that relates to the private sector - International experience and recommendations for Viet Nam”,** requested by UNDP and the Center Committee for Internal Affairs, 2023 - 2024
- **Study on “Assessment on the maturity of licensing activities in Viet Nam”,** supported by World Bank and Administrative Procedures Control Agency (Government Office), 2023
- **Report on Assessment Index of Administrative Procedure Compliance Cost (APCI) 2018, 2019, 2020, 2021 and 2022,** requested by Administrative Procedures Control Agency under the Government Office, 2017 - 2023
- **Study on “Crowdfunding mechanism to facilitate innovation ecosystem and policy implications”,** requested by IPSC & National Innovation Center (Ministry of Planning and Investment), 2022 - 2023
- **Policy impact assessment of the Draft Law on Gender Equality (amendment),** requested by the Ministry of Labour - Invalids and Social Affairs, 2022 - 2023
- **Study on “Assessment of policies to support SMEs affected by COVID-19”,** requested by USAID LinkSME and the Administrative Procedures Control Agency (Government Office), 2022 - 2023
- **Study on “Formative evaluation of the Family and Juvenile Courts (F&JCs) in Viet Nam”,** requested by UNICEF in coordination with the Supreme People’s Court, 2021 - 2022
- **Development of a policy impact assessment scrutiny manual,** requested by ASEAN Economic Reform Programme of the Ministry of Foreign Affairs and the Foreign, Commonwealth and Development Office (FCDO) as represented by the British Embassy Vietnam, 2021 - 2022
- **Study on “Evaluating and proposing solutions to increase co-benefits of the energy transition”,** requested by GIZ Vietnam, 2021 - 2022
- **Study on “Developing guidelines of Code of conducts in justice sector - International experience and recommendations for Viet Nam”,** requested by UNDP in coordination with the Center Committee for Internal Affairs, 2021
- **Feasibility study on the development of a comprehensive strategy to strengthen legal awareness, focusing on improving legal awareness of rights and guaranteeing the exercise of the rights of vulnerable groups,** requested by UNDP, 2021
- **Proposal for a reference list and a check list on social and gender impact assessment in legal document formulation and review of MOLISA,** requested by MOLISA and GIZ, 2020 - 2021
- **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,** requested by USAID LinkSME, 2020

- **Thematic Report on Facilitate Non-cash Payment to Support the Increase of DBI and Business Environment Improvement**, requested by USAID LinkSME, 2020
- **Technical editing of Reports on Legal Knowledge and Legal Needs of Vulnerable Groups**, requested by UNDP, 2020
- **Technical editing of the Survey Report on the Capacity of Legal Communicators and Legal Disseminators**, requested by UNDP, 2020
- **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**, requested by UNDP in coordination with Center Committee for Internal Affairs, 2020
- **Paper “How trust survives in Viet Nam”**, Law School of Melbourne University, Australia, 2019 - 2020
- **Report on Good practices in court procedures to improve court integrity**, requested by UNDP, 2019 - 2020
- **Project of establishing Systemic Investment Response Mechanism in Viet Nam (SIRM)**, requested by IFC under World Bank, 2018
- **Report on aspiration of enterprises towards courts’ activities in enforcing contracts**, requested by USAID - GIG, 2018
- **Report on Fundraising activities of Non-profit Organizations in Viet Nam**, 2018
- **Policy Impact Assessment of the Draft Law on Emulation and Commendation**, requested by Central Department of Emulation and Commendation under Ministry of Home Affairs, 2018

TYPICAL PUBLICATION

- *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

SEVERAL RECENT PRESS ARTICLES

- *Some notes on the application of top-up corporate income tax under Global anti-base erosion rules*, NHQuang&Associates Legal Newsletter, No. 12/2023
- *Some notes on fee collection and payment in secured transaction registration*, NHQuang&Associates Legal Newsletter, No. 10/2023
- *Highlights of the proposal for amended Special Consumption Tax Law*, NHQuang&Associates Legal Newsletter, No. 04/2023
- *Guidelines for implementation and application of electronic records*, NHQuang&Associates Legal Newsletter, No. 07/2022
- *New regulations on compulsory insurance in construction investment*, NHQuang&Associates Legal Newsletter, No. 03/2022
- *Several policies to support employees and employers facing difficulties due to the COVID-19 pandemic*, NHQuang&Associates Legal Newsletter, No. 07/2021
- *Highlights of the Draft Decree on Personal Data Protection*, NHQuang&Associates Legal Newsletter, No. 02/2021
- *Opinions on personal data collection, exploitation, and use in the current context of Vietnam*, Nguyen Hung Quang and Le Mai Phuong, National Assembly Library - Information, 2021
- *Policy on extending the deadline for paying tax and land rent in the context of COVID-19 pandemic*, NHQuang&Associates Legal Newsletter, No. 05/2020

- *Extension of tax payment, exemption of late payment interest due to the COVID-19 pandemic, NHQuang&Associates Legal Newsletter, No. 04/2020*
- *Guidance for mortgage registration of land use rights and assets attached to land, NHQuang&Associates Legal Newsletter, No. 02/2020*
- *Guiding the implementation of the Decree on electronic invoices when selling goods and providing services, NHQuang&Associates Legal Newsletter, No. 11/2019*
- *Advertising on Facebook, Google, YouTube: Enterprises must pay tax on the contractors' behalf, Saigon Times Online, 2019*
- *Obligation to withhold personal income tax of institutional payers when hiring employees being individuals doing business, NHQuang&Associates Legal Newsletter, No. 07/2019*
- *More cases eligible to use foreign exchange in Vietnamese territory, NHQuang&Associates Legal Newsletter, No. 06/2019*
- *Guiding personal income tax payment for individuals doing business that earn incomes from abroad, NHQuang&Associates Legal Newsletter, No. 04/2019*
- *Vietnamese Start-ups: Outstanding legal issues, Le Mai Phuong and Le Hai Linh, Science & Development Magazine, 2018*
- *Highlights of Draft Law on Tax Administration, Enternews, 2018*
- *Answering a few tax problems in Circular 39/2018/TT-BTC, NHQuang&Associates Legal Newsletter, No. 11/2018*
- *Determining taxable incomes subject to corporate income tax in case of leasing premises in dispute, NHQuang&Associates Legal Newsletter, No. 08/2018*
- *Substantial changes in salary and social insurance, NHQuang&Associates Legal Newsletter, No. 07/2018*
- *Draft Law on Property Tax, NHQuang&Associates Legal Newsletter, No. 06/2018*
- *Changes to regulations related to administrative sanctions in accounting, NHQuang&Associates Legal Newsletter, No. 04/2018*

PRACTISING EXPERIENCE

Advising several domestic and foreign enterprises, state-owned corporations, NGOs, and other organizations and individuals on diversified legal issues in different areas, typically on policy research and advocacy, insurance, contract, and labor-related matters.