



LE MAI PHUONG

Trainee Lawyer

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 Trainee Lawyer 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 Vietnam. She advises clients on corporate matters, contract, labor, etc.

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 Research
- Compliance Monitoring
- Corporate Matter
- HR Management & Employment

TYPICAL RESEARCH

- **Mapping the Applicable Regulations and Administrative Procedures for Business Ex-Ante Authorizations in Selected Priority Sectors**, requested by World Bank, 2025 - present
- **Developing the “Code of Conduct for Debt Collection” and the “Manual on Out-of-Court Workouts”**, requested by International Finance Corporation (IFC), 2024 - present
- **Evaluation Study on Policy Impact Assessment Reports and Online Public Consultations in Vietnam**, requested by World Bank, 2024
- **Study on “Reviewing Regulations and Assess the Practice of Collecting, Managing, Publishing, and Sharing Business Data and Information by State Agencies”**, requested by USAID Improving Private Sector Competitiveness (USAID IPSC) in coordination with Ministry of Planning and Investment, 2023 - 2024
- **Report on “Current Status of Implementation of Adversarial Principles in Vietnam and the Need for Support of Vietnamese Partners”**, requested by United Nations Development Programme (UNDP), 2023 - 2024
- **Study on “Identification and Prevention of Corruption in the Public Sector that relates to the Private Sector - International Experience and Recommendations for Vietnam”**, requested by United Nations Development Programme (UNDP) and Central Committee for Internal Affairs, 2023 - 2024
- **Study on “Assessment on the Maturity of Licensing Activities in Vietnam”**, requested by World Bank and Administrative Procedures Control Agency (Government Office), 2023
- **Report on “Assessment Index of Administrative Procedure Compliance Cost (APCI)” of 2018, 2019, 2020, 2021 and 2022**, requested by Administrative Procedures Control Agency (Government Office), 2017 - 2023 [\[click here for the Report of 2020, Vietnamese only\]](#)
- **Study on “Crowdfunding for Innovation Promotion - Policy Recommendations”**, requested by Improving Private Sector Competitiveness (IPSC) and National Innovation Center (Ministry of Planning and Investment), 2022 - 2023 [\[click here for the research, Vietnamese only\]](#)
- **Study on “Assessment of Policies to Support SMEs Affected by COVID-19”**, requested by USAID Linkages for Small and Medium Enterprises (USAID LinkSME) and Administrative Procedures Control Agency (Government Office), 2022 - 2023
- **Report on “Formative Evaluation of Family and Juvenile Courts in Vietnam”**, requested by UNICEF in coordination with Supreme People’s Court, 2021 - 2022 [\[click here for the research\]](#)
- **Developing the “Policy Impact Assessment Scrutiny Manual”**, requested by ASEAN Economic Reform Programme of Ministry of Foreign Affairs and Foreign, Commonwealth and Development Office (FCDO) as represented by British Embassy Vietnam, 2021 - 2022 [\[click here for the research, Vietnamese only\]](#)
- **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 Linkages for Small and Medium Enterprises (USAID LinkSME) and Administrative Procedures Control Agency (Government Office), 2020
- **Thematic Report on “Facilitate Non-Cash Payment to Support the Increase of DBI and Business Environment Improvement”**, requested by USAID Linkages for Small and Medium Enterprises (USAID LinkSME), 2020
- **Identifying Good Practices in Court Procedures to Improve Court Integrity - An Empirical Review**, requested by United Nations Development Programme (UNDP), 2019 - 2020 [\[click here for the research, Vietnamese only\]](#)
- **Study on “Systemic Investment Response Mechanism in Vietnam (SIRM)”**, requested by International Finance Corporation (IFC) under World Bank, 2018
- **Study on “Aspiration of Enterprises Towards Courts’ Activities in Enforcing Contracts”**, requested by Governance for Inclusive Growth program of United States Agency for International Development (USAID GIG), 2018

TYPICAL INTERNATIONAL PUBLICATIONS

- *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 [\[click here for the publication\]](#)
- *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 [\[click here for the publication\]](#)

RECENT PRESS ARTICLES

- *Some New Points in the Draft Law on Health Insurance*, NHQuang&Associates Legal Newsletter, No. 09/2024 [\[click here for the article\]](#)
- *Some New Points on the Conditions for Foreign Loans Not Guaranteed by the Government*, NHQuang&Associates Legal Newsletter, No. 07/2024 [\[click here for the article\]](#)
- *Some Notes on the Application of Top-Up Corporate Income Tax under Global Anti-Base Erosion Rules*, NHQuang&Associates Legal Newsletter, No. 12/2023 [\[click here for the article\]](#)
- *Highlights of the Proposal for Amended Special Consumption Tax Law*, NHQuang&Associates Legal Newsletter, No. 04/2023 [\[click here for the article\]](#)
- *Guidelines for Implementation and Application of Electronic Records*, NHQuang&Associates Legal Newsletter, No. 07/2022 [\[click here for the article\]](#)
- *Several Policies to Support Employees and Employers Facing Difficulties due to the COVID-19 Pandemic*, NHQuang&Associates Legal Newsletter, No. 07/2021 [\[click here for the article\]](#)
- *Practical Regulations in Resolution 68 for Employees*, Nhan Dan Newspaper, 2021 [\[click here for the article, Vietnamese only\]](#)
- *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 [\[click here for the article, Vietnamese only\]](#)
- *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 [\[click here for the article, Vietnamese only\]](#)
- *Guiding the Implementation of the Decree on Electronic Invoices When Selling Goods and Providing Services*, NHQuang&Associates Legal Newsletter, No. 11/2019 [\[click here for the article, Vietnamese only\]](#)
- *Advertising on Facebook, Google, YouTube: Enterprises Must Pay Tax on the Contractors' Behalf*, Saigon Times Online, 2019 [\[click here for the article, Vietnamese only\]](#)
- *Obligation to Withhold Personal Income Tax of Institutional Payers When Hiring Employees Being Individuals Doing Business*, NHQuang&Associates Legal Newsletter, No. 07/2019 [\[click here for the article, Vietnamese only\]](#)
- *Vietnamese Start-Ups: Outstanding Legal Issues*, Le Mai Phuong and Le Hai Linh, Science & Development Magazine, 2018 [\[click here for the article, Vietnamese only\]](#)