

**LE HAI LINH**

**Legal Consultant**

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**EDUCATION      WORK EXPERIENCE**

Bachelor of Law, School of  
Law, Ha Noi National  
University, 2013-2017

12/2017 - present:      Legal Consultant  
NHQuang&Associates  
06/2017 - 11/2017:      Intern  
NHQuang&Associates

**AREAS OF PRACTICE**

Policy Research & Advocacy  
Corporate Matter  
Insurance  
HR Management & Labor  
Infrastructure &  
Public – Private Partnership  
Compliance Monitoring

**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 insurance, contract and labor-related matters, policy research and advocacy.

**LANGUAGE**

Vietnamese  
English

**ARTICLE & WRITING**

- *Chapter on Vietnam - Global Guide: Measures adopted to support distressed businesses through the COVID-19 crisis,* Nguyen Hung Quang and NHQuang’s Research Team,

**RESEARCH**

- **Proposal for a reference list and a check list on social and gender impact assessment in legal document formulation and review of MOLISA, 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 (USAID LinkSME), 2020**

- INSOL International and the World Bank Group, 2020
- *Draft Decree 101: New step forward in non-cash payment*, Enternews Newspaper, 2020
- *Draft Decree guiding the Labor Code 2019 on working time and rest time*, NHQuang&Associates Legal Newsletter, No. 6/2020
- *The policy on extending the deadline for paying tax and land rent in the context of COVID-19 pandemic*, NHQuang&Associates Legal Newsletter, No. 4/2020
  - *Draft Decree on non-cash payments*, NHQuang&Associates Legal Newsletter, No. 3/2020
- *Some comments on the Law on Crop Production 2018*, NHQuang&Associates Legal Newsletter, No. 2/2020
- *Decree providing sanctions against administrative violations in the field of competition*, NHQuang&Associates Legal Newsletter, No. 10/2019
- *Some comments on the Law on Cyber Security 2018*, NHQuang&Associates Legal Newsletter, No. 1/2019
- › Undertake the desk research on Vietnamese laws, practices related to non-cash payment policies in the field of administrative procedure
- › Participate in developing 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 implementation from perspective of private sector to improve business environment and support post-Covid 19 recovery, 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
- › Participate in developing 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 Reports on Legal Knowledge and Legal Needs of Vulnerable Groups, UNDP, 2020**
- › Analyze data from the survey conducted in 3 selected provinces of Viet Nam
- › Participate in developing Reports on “Legal Knowledge and Legal Needs of Vulnerable Groups” and “Capacity Assessment of Legal Communicators and Disseminators”
- **Technical editing of the Survey Report on the Capacity of Legal Communicators and Legal Disseminators, UNDP, 2020**
- › Analyze data from the survey conducted in 3 selected provinces of Viet Nam
- › Participate in developing Reports on “Legal Knowledge and Legal Needs of Vulnerable Groups” and “Capacity Assessment of Legal Communicators and Disseminators”
- **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, UNDP**

- *New decree guiding some contents of the Labor Code,* NHQuang&Associates Legal Newsletter, No. 12/2018
  - *Vietnamese Start-ups: Outstanding legal issues,* Science & Development Magazine, 2018
  - *Proposals on goods trading through the Mercantile Exchange,* NHQuang&Associates Legal Newsletter, No. 5/2018
    - *Changing criteria for determining small and medium-sized enterprises,* NHQuang&Associates Legal Newsletter, No. 4/2018
    - *Tightening the quality of technical safety and environmental protection for imported automobiles,* NHQuang&Associates Legal Newsletter, No. 3/2018
  - *New provisions on logistics service business,* NHQuang&Associates Legal Newsletter, No. 2/2018
- › **in coordination with Center Committee for Internal Affairs, 2020**
  - › Undertake the desk research on codes of conduct of lawyers under Vietnamese laws and international practices
  - › Develop Chapters related to codes of conduct of lawyers and international practices in the report on “Codes of Conduct for Professionals in the Justice Sector to Meet Requirements of Judicial Reform in Viet Nam”
  - **Paper “How trust survives in Viet Nam”, Law School of Melbourne University, Australia, 2019-2020**
    - › Research and summarize legal issues in the field of civil in Vietnam including authorization, guardianship, usufructuary right, surface right
    - › Participate in drafting the Research “Property management relationships and “trusts” in Vietnam”
  - **Report on Good practices in court procedures to improve court integrity, United Nations Development Programme (UNDP), 2019**
    - › Research applicable legislation, recent research papers, working reports on court administrative procedures and new initiatives such as ‘one-stop shop’ for petition lodging, case assignment in the local courts
    - › Identify potential good practices in the courts and gaps
    - › Prepare a desk research report, that include the review on current legislation and research papers
    - › Draft the questionnaire for survey
    - › Cooperate with the Team Leader to conduct the interviews in the selected court
    - › Analyze the survey results to include them in the final report
    - › Involve in developing the final Report
  - **Report on aspiration of enterprises towards courts’ activities in enforcing contracts, Governance for Inclusive Growth Program (GIG), 2018**
    - › Research the current legislation, recent research papers and working reports on the practices of the Court's performance

on contract enforcement from the following aspects: (i) the practice of capability for handling commercial cases of specialized tribunals and specialized judges; (ii) the practice of management and implementation of judicial administrative procedures

- › Identify potential good practices in the courts and gaps
- › Draft the questionnaire for in-depth survey
- › Involve in developing the final Report
- **Report on Fundraising activities of Non-profit Organizations in Viet Nam, 2018**
  - › Research applicable legislation on organizational model of the social enterprise model in terms of organizational structure and internal governance; recruitment and use of employees; issues of tax, accounting, and audit; fundraising activities and procedure of establishment registration
  - › Identify potential strengths and weaknesses of the model and propose recommendations
  - › Involve in developing the final Report
- **Report on Assessment Index of Administrative Procedure Compliance Cost (APCI) 2018, 2019 and 2020, Administrative Procedures Control Agency, Office of Government, 2017-2020**
  - › Conduct legal review on administrative procedures related to starting business
  - › Analyze data from state competent agencies in 63 provinces and cities nationwide
  - › Conduct in-depth survey with enterprises and state agencies on administrative procedures.
  - › Involve in developing the Report on APCI 2018, 2019 and 2020
- **Policy Impact Assessment of the Draft Law on Emulation and Commendation, Central Department of Emulation and Commendation - Ministry of Home Affairs, 2018**
  - › Summarize entanglements in enforcing the Law on Emulation and Commendation.

- › Carry out an impact assessment of policies under facet of administrative procedure.
- **Project of establishing Systemic Investment Response Mechanism in Viet Nam (SIRM), IFC, World Bank, 2018**
- › Undertake in-depth research on mechanism handling investment disputes/grievances in Viet Nam.
- › Collecting information of foreign investors and their grievances.