

LE MAI PHUONG

Legal Consultant

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EDUCATION WORK EXPERIENCE

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

06/2017 - present: Legal Consultant
NHQuang&Associates

03/2016 - 09/2016: Intern
BMVN International LLC

AREA OF PRACTICE

Policy Research & Advocacy
Corporate Matter
Tax
Insurance
HR Management & Employment
Corporate Matter
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 tax, insurance, corporate and labor-related matters, contract, policy research, and advocacy.

LANGUAGE RESEARCH

Vietnamese
English

- **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**

ARTICLE & WRITING

- *Highlights of the Draft Decree on Personal Data Protection, NHQuang&Associates Legal Newsletter, No. 2/2021*
 - *Opinions on personal data collection, exploitation, and use*

- > 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 Assessment of Resolution 02/NQ-CP implementation from perspective of private sector to**

- in current context of Vietnam,*
National Assembly Library –
Information, 2021
- *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 on extending the deadline for paying tax and land rent in the context of COVID-19 pandemic,*
NHQuang&Associates Legal Newsletter, No. 5/2020
 - *Extension of tax payment, exemption of late payment interest due to the COVID-19 pandemic,*
NHQuang&Associates Legal Newsletter, No. 4/2020
 - *Guidance for mortgage registration of land use rights and assets attached to land,*
NHQuang&Associates Legal Newsletter, No. 2/2020
 - *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*
- › **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”
 - **Thematic Report on Facilitate Non-cash Payment to Support the Increase of DBI and Business Environment Improvement (USAID LinkSME), 2020**
 - › 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
 - **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**

- 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. 7/2019
 - *More cases eligible to use foreign exchange in Vietnamese territory,* NHQuang&Associates Legal Newsletter, No. 6/2019
 - *Guiding personal income tax payment for individuals doing business that earn incomes from abroad,* NHQuang&Associates Legal Newsletter, No. 4/2019
 - *Vietnamese Start-ups: Outstanding legal issues,* Science & Development Magazine, 2018
 - *Highlights of Draft Law on Tax Administration,* Enternews, 2018
 - *Answering 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. 8/2018
- › Undertake the desk research on codes of conduct of procurators under Vietnamese laws and international practices
 - › Develop Chapters related to codes of conduct of procurators 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 trusteeship of credit institutions, and sham investments, trust and “interest-sharing” investments
 - › 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 time management in case settlement and judgement delivery and publication
 - › 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**

- *Substantial changes in salary and social insurance,*
NHQuang&Associates Legal Newsletter, No. 7/2018
 - *Draft Law on Property Tax,*
NHQuang&Associates Legal Newsletter, No. 6/2018
 - *Changes to regulations related to administrative sanctions in accounting,*
NHQuang&Associates Legal Newsletter, No. 4/2018
- › 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 information publicizing at Courts; (ii) the practice of the Court's support in alternative dispute resolutions
 - › 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 associations, federations of associations, and science and technology organizations 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 models 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 construction (2017), and practicing licenses and certificates (2017-2020)
 - › 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 economy.
- **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.