



Forvis Mazars in Vietnam Alert

Thought catalysts

Lump-sum social insurance refund for expats in Vietnam

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Foreword

One often overlooked yet potentially significant benefit for foreign employees working in Vietnam is the Lump sum Social Insurance refund. Despite its substantial financial value, this entitlement is frequently missed due to limited awareness and procedural complexity. With the right understanding and timely planning, expatriates may be able to recover a meaningful portion of their social insurance contributions - making this an important consideration in overall assignment.



Lump-sum social insurance refund for expats

1. Overview

Under Vietnam's Social Insurance framework, Expats working in Vietnam who meet the prescribed conditions are required to participate in the compulsory social insurance scheme. Contributions are made through a combination of monthly employee deductions and employer contributions and are allocated to the following funds:

- Retirement & survivorship fund
- Sickness & maternity fund
- Occupational accident & disease fund

In certain circumstances, Expats may be entitled to receive a one-off lump-sum payout of contributions made to the Retirement & Survivorship Fund. This benefit is commonly referred to as a Lump-Sum Social Insurance Refund.

3. How much can be claimed?

The Lump-sum Social Insurance benefit is generally calculated based on the total contribution period and the average contributable salary, calculated as follows:

$$\text{Entitled amount} = 02 \times \text{Average contributable salary} \times \text{Number of years of contribution}$$

Where the total contribution period is less than one year, the refundable amount equals the actual contributions made, capped at two times the average contributable salary.

2. Who may be eligible?

Under the Law on Social Insurance 2024, foreign employees may be entitled to a Lump-Sum Social Insurance Refund if they fall into one of the following categories:

- Have reached retirement age but do not qualify for a pension in Vietnam
- Are pension eligible under the regulations but no longer reside in Vietnam
- Suffer from serious illnesses or significant work capacity reduction as prescribed by law
- Have terminated employment, or whose work permit or professional/practicing license has expired and is not renewed



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4. What documents are required?

While requirements may vary in practice, the following documents are typically required to support a Lump-sum Social Insurance Refund claim:

- (1) Social Insurance Book
- (2) The Application Form
- (3) Passport
- (4) Work permit
- (5) Visa
- (6) Temporary Residence Card

Depending on the specific circumstances of each case, the Social Insurance Authority may request additional supporting documentation.

5. Claim process & expected timeline

Applicants are required to attend the Social Insurance Department to complete the claim submission. Once all required documents are submitted and eligibility is confirmed, processing typically takes 7–10 working days. However, timelines may vary depending on administrative procedures and the specific circumstances of each case.

How we can help?

Our professionals provide comprehensive, end-to-end advisory services for lump-sum Social Insurance refund claims. From initial eligibility review to application submission and authority liaison, we help ensure compliance, documentation accuracy, and a streamlined process - allowing you to focus confidently on your next chapter.

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