



LAC DUY & ASSOCIATES

# NEWSLETTER

JUNE 2026

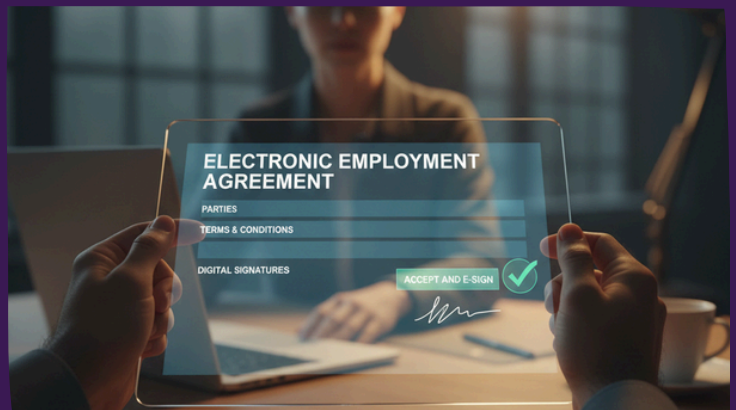
**CIRCULAR NO. 08/2026/TT-BNV: GUIDELINES ON THE MANAGEMENT AND USE OF ELECTRONIC EMPLOYMENT CONTRACTS EFFECTIVE FROM 1 JULY, 2026**



**SEVERAL NEWLY AMENDED, SUPPLEMENTED REGULATIONS ON THE DECENTRALIZATION, REDUCTION, AND SIMPLIFICATION OF ADMINISTRATIVE PROCEDURES IN SECTORS UNDER THE MANAGEMENT OF THE MINISTRY OF INDUSTRY AND TRADE, UNDER CIRCULAR NO. 26/2026/TT-BCT**



**DECISION 583/QĐ-BNV: KEY POINTS ENTERPRISES REGARDING THE ELECTRONIC EMPLOYMENT CONTRACT PLATFORM**



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Dear Clients,

**Lac Duy & Associates would like to send you the legal newsletter of June 2026 with some notable updates and articles as follows:**

- Circular No. 08/2026/TT-BNV: Guidelines on the management and use of electronic employment contracts effective from 1 July 2026
- Decision 583/QĐ-BNV: Key points enterprises regarding the electronic employment contract platform
- Several newly amended, supplemented regulations on the decentralization, reduction, and simplification of administrative procedures in sectors under the management of the ministry of industry and trade, under Circular No. 26/2026/TT-BCT
- Legal updates in June 2026





### CIRCULAR NO. 08/2026/TT-BNV: GUIDELINES ON THE MANAGEMENT AND USE OF ELECTRONIC EMPLOYMENT CONTRACTS EFFECTIVE FROM 1 JULY 2026

On 15 May 2026, the Ministry of Home Affairs issued Circular No. 08/2026/TT-BNV (“**Circular 08**”), providing detailed regulations and guidance on the implementation of a number of provisions of Decree No. 337/2025/ND-CP dated 24 December 2025 of the Government on electronic employment contracts (“**Decree 337**”). Effective from 01 July 2026, Circular 08



introduces notable provisions concerning electronic employment contract identification codes (“**IDs**”) and the use of the Electronic Employment Contract Platform (“**Platform**”), with a view to further improving the framework governing the management and use of electronic employment contracts (“**EECs**”) and enhancing labour administration efficiency in line with digital transformation objectives. Notable provisions of Circular 08 include the following:

#### 1. The principles for the issuance of IDs and ID structure

An ID is a unique sequence assigned by the Platform to each EEC (including those converted from a paper-based employment contract) (*Article 3.5 of Decree 337*). Pursuant to Article 5 of Circular 08, IDs are automatically generated and assigned by the Platform’s algorithm. Each ID consists of one alphabetical character followed by twelve numerical digits, structured as follows:

- The alphabetical character may be A, B or C: A is used for EECs entered into on or after 1 July 2026 through eContracts that satisfy the requirements in Article 6 of Decree 337; B is used for EECs converted from paper-based

employment contracts; and C is used for EECs entered into before 1 July 2026.

- The twelve numerical digits are structured as follows: the first two digits represent the last two digits of the year in which the ID is assigned by the Platform, while the remaining ten digits are a randomly generated numerical sequence.

Pursuant to Article 4 of Circular 08, IDs are assigned in accordance with the following four (04) principles:

- Each EEC submitted to the Platform shall be assigned a unique ID, which shall not be assigned to any other EEC.

- An ID is assigned only once and remains unchanged even if the EEC is amended, supplemented, suspended, or terminated. Any appendix, notice of suspension, or notice of termination relating to the EEC shall be assigned the same ID as the relevant EEC.

- State authorities shall use the ID as the management code for digital records relating to EECs. The assignment of an ID does not alter the date of execution, the contents, or the effective date of the EEC.

- The ID shall be linked to the display codes or the search codes (based on administrative unit codes, employee identification numbers, and employers' tax identification numbers) generated by the Platform to facilitate data access and retrieval. However, such codes shall not replace the ID.

## 2. ID assignment process

Pursuant to Article 6 of Circular 08, an ID shall be assigned in accordance with the following process:



**Step 1:** The eContract service provider submits the EEC to the Platform:

(a) For EECs entered into on or after 1 July 2026 through an eContract system and meeting the requirements set out in Article 6 of Decree 337, the eContract service provider shall, within 24 hours from the time the last party signs the EEC, submit the EEC and the following information to the Platform:

- The EEC, its appendices, and other relevant electronic documents that fully satisfy the requirements and procedures for the execution, amendment, supplementation, suspension, and termination of EECs as prescribed in Articles 6 and 9 of Decree 337.

- Information on the essential contents of the contract as required under labour laws.

- Information relating to the EEC transaction log, including access records, operation history, transaction event chains, data messages, authentication timestamps, and other technical data (metadata) generated during the creation, execution, amendment, supplementation, suspension, termination, and storage of the EEC.

(b) For EECs converted from paper-based employment contracts, the eContract service provider shall submit to the Platform: (i) the EEC; (ii) information on the essential contents of the contract as required under labour laws; and (iii)





holder's VNeID account is suspended, the corresponding Platform access account will also be suspended (*Article 8.1(b) of Circular 08*).

It can be seen that, instead of requiring users to create and manage separate accounts, Circular 08 adopts the use of existing VNeID accounts for access to the Platform. This approach facilitates the registration process, enhances the reliability of identity verification, and ensures the consistency and accuracy of information relating to parties entering into EECs.

#### **4. Reporting obligations of Employers, eContract Service Providers, Departments of Home Affairs, and Management boards of industrial parks, economic zones and export processing zone**

Pursuant to Article 19 of Circular 08, the reporting obligations of the relevant parties are as follows:

(i) eContract Service Providers are required to:

- Submit quarterly reports and ad hoc reports on their operational activities upon request by the Ministry of Home Affairs.

- Submit reports on the results of technical audits of their data message certification services (together with a certified copy of the valid technical audit certificate) to the Ministry of Home Affairs within one (01) year from the date on which the access account is granted, or whenever the previously submitted certificate expires.

(ii) Employers are required to report changes in their workforce through the Platform.

(iii) Departments of Home Affairs and the Management boards of industrial parks, economic zones, and export processing zones are responsible for reporting on the labour situation within their respective jurisdictions and submitting other reports as required by the Ministry of Home Affairs.



### DECISION 583/QĐ-BNV: KEY POINTS ENTERPRISES REGARDING THE ELECTRONIC EMPLOYMENT CONTRACT PLATFORM



On 27 May 2026, the Ministry of Home Affairs issued Decision No. 583/QĐ-BNV promulgating the Regulations on the scope, operations, services, functions, and features of the Electronic Employment Contract Platform. This is considered an important step toward implementing Decree No. 337/2025/ND-CP on electronic employment contracts.

The Electronic Employment Contract Platform (“EEC”) is established to create a unified information system serving the conclusion, management, storage, and utilization of electronic employment contract data nationwide. This article highlights several notable features of the EEC Platform as follows:

#### 1. Each EEC will be assigned a unique identification number (ID)

One of the Platform’s key functions is to assign a unique identification number (ID) to each EEC nationwide. The ID is defined as a unique numerical sequence issued by the EEC Platform simultaneously to each EEC and to EEC converted from paper-based labour contracts that satisfy the prescribed conditions.

The issuance of an ID aims to facilitate centralized management and ensure consistency in labour management nationwide; enhance the traceability and verification of contracts; and enable employers, employees, and competent state authorities to search, access, download, share, and verify EEC information within their authorized scope.

#### 2. Verification process prior to the issuance of an ID for EEC

According to Section III, Part 2, before issuing an ID, the **Platform** receives data synchronized from eContract Providers and **conducts information verification**. Such verification includes: (i) verification of digital signatures, (ii) verification of timestamps attached to digital signatures, (iii) verification of data message authentication information, and (iv) cross-checking of relevant technical data generated

during the process of concluding EEC. Each valid EEC shall be assigned a unique ID that is not duplicated with any other EEC and shall be used throughout the lifecycle management of the EEC. This ID remains **unchanged** throughout the contract lifecycle, including in cases where appendices are added, amendments are made, the contract is suspended, or the contract is terminated.

### 3. Scope of Information Usage by Certain Stakeholders

#### 3.1 For State Management Authorities:

No.	User	Scope of use
1	Ministry of Home Affairs	Exercise state management over EEC transactions nationwide. Receive, manage, store, and utilize EEC data nationwide; monitor labour utilization; compile data for direction, administration, and policy-making purposes in the fields of labour, wages, and social insurance.
2	Vietnam General Confederation of Labour	Access and use EEC data within its authority and perform operational functions on the Platform's components.
3	Department of Home Affairs	Access, monitor, and compile Electronic Employment Contract data within its locality; receive, review, approve, and consolidate reports on labour utilization submitted by employers in accordance with Decree No. 145/2020/ND-CP dated 24 December 2020 of the Government and other reports required by law in the fields of labour, wages, and social insurance.
4	Management Boards of Industrial Parks, Economic Zones, and Export Processing Zones	Monitor and compile reports on labour utilization by employers under their management; verify, consolidate, and submit reports to the Department of Home Affairs in accordance with operational procedures; perform other reporting obligations as required by law in the fields of labour, wages, and social insurance.



**3.2 For Employers:** Manage, search, view details of, download, and share information relating to the employer's EEC; perform periodic and ad hoc reporting as required.

**3.3 For Employees:** Search, view details of, download, and share information relating to their own EEC.

**3.4 For eContract Providers:** Connect and synchronize EEC data; report on the provision of EEC conclusion services on the Platform in accordance with applicable regulations.

**3.5 For relevant information systems and databases:** Connect and share data within the scope approved by competent authorities; serve reconciliation, verification, statistical analysis, reporting, and utilization of relevant data.





### SEVERAL NEWLY AMENDED, SUPPLEMENTED REGULATIONS ON THE DECENTRALIZATION, REDUCTION, AND SIMPLIFICATION OF ADMINISTRATIVE PROCEDURES IN SECTORS UNDER THE MANAGEMENT OF THE MINISTRY OF INDUSTRY AND TRADE, UNDER CIRCULAR NO. 26/2026/TT-BCT



The Ministry of Industry and Trade (the “**MoIT**”) has recently issued the Circular 26/2026/TT-BCT dated 20 May 2026, amending and supplementing several regulations on decentralization, reduction, and simplification of administrative procedures in areas under its management (the “**Circular 26**”). Accordingly, this Circular governs 08 sectors, including: Industrial explosives and explosive precursors; minerals; tobacco manufacturing and trading; petroleum trading; e-commerce; import and export; chemicals; and transport of dangerous goods.

Circular 26 consists of 9 chapters, 28 articles, and an attached appendix containing new forms that replace the corresponding forms in relevant legal documents. Notable highlights of this document include:

#### **1. Promoting the decentralization of state management authority to the Provincial People’s Committee**

##### ***Industrial explosives and explosive precursors sector***

According to Article 1.1 of Circular 26, notable changes regarding the authority to issue, reissue, and issue to adjust the license and certification for the management and use of industrial explosives and explosive precursors are as follows:

- The Provincial People’s Committee (“**PPC**”)

officially replaces the Department of Industry and Trade as the highest management at the local level, while also being granted additional important powers that previously belonged to the Departments under the Ministry. Specifically, PPC has the power to grant: Industrial explosives trading license, industrial explosives import and export license, industrial explosives use licenses for local enterprises, and certificates of eligibility for explosive precursor manufacturing.

- The Industrial Safety Techniques and Environment Agency focuses on large-scaled technical activities such as: *(i) Directly deciding*



*on the issuance of blasting service licenses with a scope covering a single province, nationwide, or extending to the continental shelf, (ii) Issuing certificates of eligibility for industrial explosives production and industrial explosive use licenses for highly specific projects such as research and testing, oil and gas exploration and production, and Group I mineral activities.*

- The Chemical Agency has narrowed its scope to concentrate entirely its expertise on specialized chemicals (explosive precursors), handing over the finished products segment (industrial explosives) to local authorities, which includes: (i) *Directly issuing explosive precursor trading licenses;* (ii) *Issuing explosive precursor import and export licenses.*

### ***Tobacco manufacturing and trading sector***

Pursuant to clauses 5, 8 Article 6 of Circular 26, the reporting regimes for enterprises operating in this sector stipulate as follows:

- The MoIT and PPC, where the enterprise's head office is located are the agencies receiving the report for importing, using the new machinery, equipment for manufacturing exports, or replacing the old ones.<sup>1</sup>

- The MoIT is the agency receiving the 6-month periodic reports from the tobacco product suppliers (manufacturing merchants).<sup>2</sup>

- Furthermore, the PPC holds exclusive authority in receiving and responding to enterprises relevant to the process of issuing/amending the raw material processing licenses, as well as approvals for raw material import and non-commercial import.<sup>3</sup>

### **Import and export sector**

Regarding most ordinary goods, the PPC has the authority to issue a license for transiting goods from China, Laos, and Cambodia through Vietnamese territory.<sup>4</sup> Notably, MoIT remains the competent authority in case the transiting goods are industrial explosion materials.<sup>5</sup> This agency also has the power to issue the Certificate of Origin (C/O) UAE-VN form in the scope of the Vietnam - UAE Comprehensive Economic Partnership Agreement. Notably, the Agency of Foreign Trade remains the competent authority in case the transiting goods are industrial explosion materials.<sup>6</sup>

### **Chemicals sector**

<sup>1</sup> Point d clause 5 Article 6 Circular 26

<sup>2</sup> Point đ clause 5 Article 6 Circular 26

<sup>3</sup> Point c Clause 8 Article 6 Circular 26

<sup>4</sup> Clause 1, 2 Article 14, clause 1 Article 15, 16 Circular 26

<sup>5</sup> Clause 2 Article 14 Circular 26

<sup>6</sup> Article 20 Circular 26



The PPC where the organization's head office or chemical storage facility is located is delegated the authority to receive application dossiers, conduct appraisals, and issue, reissue, and amend Certificates of Eligibility for Chemical Storage Service Operations. This applies to storage facilities required to develop a Chemical Incident Prevention and Response plan appraised by MoIT.

### *Transport of dangerous goods sector*

Under Article 25, the PPC where the enterprise's or individual's head office or branch is located issues permits for all classes of the dangerous goods (Classes 5, 8 as regulated in Article 4.1 of Decree 161/2024/NĐ-CP and classes 1, 2, 3, 4, 9 as regulated in Article 44.4(b, e) of Decree 105/2025/NĐ-CP). Concurrently, this article also supplements the authority to "amend" licenses for the aforementioned classes of goods.

## **2. Optimizing and shortening the administrative procedure processing time**

### *Minerals Sector*

The newly amended regulations have significantly reduced the time required to complete administrative procedures related to the safety work in underground mineral mining. Specifically, the maximum time required to inspect and issue the Certificate of Technical Safety Training has been almost halved, from 17 to **just 09 working days**.

Other related processes, such as reissuance, revocation of certificates, or conducting the Safety Technique appraisal, are also expedited, which only takes **02 to 06 working days** for completion.<sup>7</sup>

### *Chemicals sector*

When an organization conducts manufacturing, trading, or storage activities in a different locality from its head office, it takes **08 working days** (a reduction of 2 days) for the PPC in that institutional location to inspect the real conditions and provide a written opinion. After receiving the opinion, the PPC that initially received the dossier has an additional 03 working days to review, appraise, and issue the License.

## **3. Streamlining the dossier components and abolishing unnecessary provisions.**

In general, Circular 26 streamlines documentation by abolishing dozens of appendices that are no longer suitable for the tobacco sector that were issued with Circular 57/2018/TT-BCT and Circular 43/2023/TT-BCT, concurrently replacing those with the new simplified forms. Several articles on periodic reports in the E-commerce sector, as well as the petroleum trading sector, have been abolished to reduce the administrative burden for enterprises.

Furthermore, there are some specific changes in

<sup>7</sup> Article 4, 5 Circular 26



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# NEWSLETTER

JUNE 2026

the following sectors:

- (i) Abolish the standard forms for application, amendment, supplement, and re-issuance of licenses regarding tobacco product trading licenses (pursuant to Articles 6.9, 6.10 of Circular 26);
- (ii) Abolish the obligation to report business status periodically every 06 (six) months for traders engaged in the distribution, wholesale, and retail of tobacco products (pursuant to Article 6.9 of Circular 26);
- (iii) Abolish the regulations on the responsibility for issuing, re-issuing, amending, and supplementing retail licenses for tobacco products by the Commune-level People's Committee, wholesale licenses for tobacco products by the Department of Industry and Trade, and distribution licenses for tobacco products by the PPC (pursuant to Article 6.8.(c) and Article 6.9 of Circular 26).

### LEGAL UPDATES IN JUNE 2026

NO.	EFFECTIVE DATE	NAME
<b>COMMERCIAL</b>		
1.	May 29, 2026	Circular 26/2026/TT-BCT amending regulations on decentralization, reduction and simplification of administrative procedures in fields under the management of the Ministry of Industry and Trade issued by the Minister of Industry and Trade
2.	July 01, 2026	Circular 31/2026/TT-BCT regulating the traceability of products and goods under the management of the Ministry of Industry and Trade issued by the Minister of Industry and Trade
<b>BANK CURRENCY</b>		
1.	June 20, 2026	Circular 07/2026/TT-NHNN amending Circular 17/2016/TT-NHNN regulating currency brokerage activities of commercial banks and foreign bank branches issued by the Governor of the State Bank of Vietnam
<b>LABOUR – SALARY</b>		
1.	June 30, 2026	Circular 09/2026/TT-BNV amending Circular 21/2021/TT-BLDTBXH guiding the Law on Vietnamese workers working abroad under contracts issued by the Minister of Home Affairs
2.	July 01, 2026	Decision 644/QD-BNV on the announcement of newly issued administrative procedures related to the electronic labour contract platform within the scope of state management functions of the Ministry of Home Affairs
3.	July 01, 2026	Decision 645/QD-BNV on the announcement of new administrative procedures promulgated in Decree No. 318/2025/ND-CP detailing a number of articles of the Employment Law on labour registration and labour market information system in the field of employment within



the scope of state management functions of the Ministry of Home Affairs issued by the Minister of Home Affairs

### TAXES – FEES

- |    |               |   |
|----|---------------|---|
| 1. | June 20, 2026 | Decree 144/2026/ND-CP amending Decree 181/2025/ND-CP guiding the Law on Value Added Tax amended by Decree 359/2025/ND-CP issued by the Government |
|----|---------------|---|

### INFORMATION TECHNOLOGY

- |    |               |  |
|----|---------------|--|
| 1. | June 05, 2026 | Decision 30/2026/QD-UBND on the Regulation on management, connection and sharing of digital data of Ho Chi Minh City |
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### ADMINISTRATIVE PROCEDURES

- |    |               |   |
|----|---------------|---|
| 1. | July 01, 2026 | Resolution 66.18/2026/NQ-CP on decentralization, reduction and simplification of administrative procedures and business conditions issued by the Government |
| 2. | July 01, 2026 | Resolution 66.17/2026/NQ-CP on reducing and amending conditional business lines issued by the Government  |