



LABOUR LAW REPORT CALENDAR

2026



Unit A5.01F – A6.01F, Ground
Floor, Block A – Paris Hoang
Kim Apartment Building – 31
Street No.1, An Khanh Ward,
Ho Chi Minh City



info@phuoc-partner.com



www.phuoc-partner.com



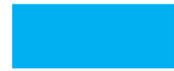
TET & PUBLIC
HOLIDAYS



MONTHLY
REPORT



FIRST 6 MONTH AND
FULL YEAR REPORT



PERIODIC REPORT
IN THE YEAR

MON	TUE	WED	THU	FRI	SAT	SUN
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	



New year's Day

1



Notice on the changes of the employees⁽¹⁷⁾

3



Annual report for 2025 on labour accident situation at the grassroots level⁽¹⁾

10

Annual report for 2025 on occupational health of business establishments⁽²⁾



Annual report for 2025 on labour safety and hygiene⁽³⁾

10



Annual report for 2025 on contribution of unemployment insurance⁽⁵⁾

15



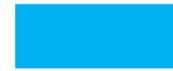
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Notice on the changes of the employees⁽¹⁷⁾

3



Lunar New Year

16-20



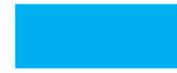
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Notice on the changes of the employees⁽¹⁷⁾

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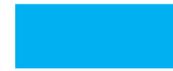
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Notice on the changes
of the employees⁽¹⁷⁾

3



Hung Kings
Commemoration Day

27



Victory Day

30



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International Labour Day

1



Notice on the changes of
the employees⁽¹⁷⁾

3



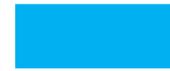
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29	30					

Notice on the changes of the employees⁽¹⁷⁾ **3**

Semi-annual report for 2026 on the use of employees⁽⁷⁾ **5**

Semi-annual report for 2026 on employment services operation⁽⁶⁾ **20**

Semi-annual report for 2026 on the operation of labour outsourcing⁽⁹⁾



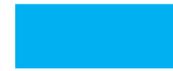
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Notice on the changes of
the employees⁽¹⁷⁾

3

Semi-annual report for 2026
on labour accident situation
at the grassroots level⁽¹⁾

5

Semi-annual report for 2026
on occupational health of
business establishments⁽²⁾



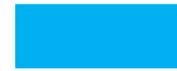
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AUGUST

Notice on the changes of the employees⁽¹⁷⁾

3



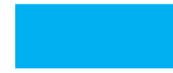
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National Day

2-3



Notice on the changes of the employees⁽¹⁷⁾

3



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Notice on the changes of the employees⁽¹⁷⁾

3

OCTOBER



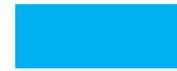
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NOVEMBER

Notice on the changes of the employees⁽¹⁷⁾

3



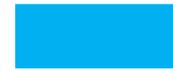
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DECEMBER

Notice on the changes of the employees ⁽¹⁷⁾ **3**

Annual report for 2026 on the use of employees⁽⁷⁾ **5**

Annual report for 2026 on the recruitment and use of Vietnamese employees⁽⁸⁾

Annual report for 2026 on technical inspection operation⁽¹³⁾

Annual report for 2026 on the operation of labour safety and hygiene training⁽¹⁴⁾ **15**

Annual report for 2026 on the result of operating environment observation⁽¹⁵⁾

Annual report for 2026 on sending Vietnamese employees working overseas⁽¹⁶⁾ **20**

Annual report for 2026 on operation of labour outsourcing⁽⁹⁾ **20**

Annual report for 2026 on employment services operation⁽⁶⁾

Annual report for 2026 on technical inspection on occupational safety; labour safety and hygiene training and working environment observation of enterprises⁽¹¹⁾ **31**

Annual report for 2026 on the result of working environment observation⁽¹²⁾

Statutory reporting filing deadlines may be submitted **before** the date stated in the LABOUR LAW REPORT CALENDAR. Some reports are applied to conditional business lines or only required when relevant factors arise. Enterprises should take note to take the initiative to submit those reports appropriately and on-time reports.

1	Report on labour accident situation at the grassroots level	Article 24.1 Decree No. 39/2016/NĐ-CP	The report must be submitted to the Department of Labour, War Invalids and Social Affairs (“DOLISA”) of where the head office is located. However, as the Ministry of Labour, Invalids and Social Affairs (“MOLISA”) has been merged into the Ministry of Home Affairs to form the new Ministry of Home Affairs (“MOHA”), and no transitional regulations have yet been issued, the employer should monitor the latest notices from the Department of Home Affairs (“DOHA”) where the head office is located to ensure proper submission of report.
2	Report on occupational health of business establishments	Article 10 Circular No. 19/2016/TT-BYT and Article 3 Circular No. 19/2025/TT-BYT	The report must be submitted to the Center for Disease Control of provincial cities.
3	Report on labour safety and hygiene	Article 10.2 Circular No. 07/2016/TT-BLĐTBXH	The report must be submitted to the DOLISA and the Department of Health (<i>Direct submission or fax, post, email</i>). However, as the MOLISA has been merged into the Ministry of Home Affairs to form The new MOHA, and no transitional regulations have yet been issued, the employer should monitor the latest notices from the DOHA where the head office is located to ensure proper submission of report.
4	Report and statistics on occupational disease prevention and control **	Article 37.2 Law on Occupational Safety and Hygiene No. 84/2015/QH13	The report must be submitted to the Department of Health (<i>See more in the noted section</i>).
5	Report on contribution of unemployment insurance ***	Article 32.7 Decree No. 28/2015/NĐ-CP	The report must be submitted to the DOLISA. However, as the MOLISA has been merged into the Ministry of Home Affairs to form the new MOHA, and no transitional regulations have yet been issued, the employer should monitor the latest notices from the DOHA where the head office is located to ensure proper submission of report (<i>See more in the noted section</i>).
6	Report on employment services operation ***	Article 31.6 Decree 23/2021/NĐ-CP	The report must be submitted to the DOLISA of where the head office is located (<i>Applicable to enterprises operating employment services</i>). However, as the MOLISA has been merged into the Ministry of Home Affairs to form the new MOHA, and no transitional regulations have yet been issued, the employer should monitor the latest notices from the DOHA where the head office is located to ensure proper submission of report (<i>See more in the noted section</i>).
7	Report on the use of employees	Article 71 Decree 129/2025/NĐ-CP and Article 49 Decree 10/2024/NĐ-CP	The report must be submitted to the DOHA and the hi-tech zone management board on the National Public Service Portal or submitted by paper if it cannot be submitted on the National Public Service Portal; and notify the regional Social Insurance agency, where head office, branch, representative office are located; and inform the management board of the industrial zones, economic zones for following up (<i>if the employees working in the industrial zones, economic zones</i>).
8	Report on the recruitment and use of Vietnamese employees	Article 26.3.b, Article 22.1.b Decree No. 152/2020/NĐ-CP	The report must be submitted to the Organisations competent to recruit and manage Vietnamese employees (<i>Applicable to foreign organisations and individuals in Vietnam that employ Vietnamese employees</i>).
9	Report on the operation of labour outsourcing	Article 31.2 Decree No. 145/2020/NĐ-CP	The report must be submitted to the President of the People’s Committee of the province, the DOLISA where the head office is located., and the management board of the industrial zones, economic zones, high-tech zones where the head office is located. In case the enterprise has an operation in other provinces, the report shall be submitted to the DOLISA of those provinces (<i>Applicable to enterprises operating labour outsourcing services</i>). However, as the MOLISA has been merged into the Ministry of Home Affairs to form the new MOHA, and no transitional regulations have yet been issued, the employer should monitor the latest notices from the DOHA where the head office is located and in other provinces with employer’s operation to ensure proper submission of report.
10	Report on the results of training, retraining and improvement of vocational qualifications and skills **	Article 60.2 of Labour Code No. 10/2012/QH13	the report must be submitted to the DOLISA. However, as the MOLISA has been merged into the Ministry of Home Affairs to form the new MOHA, and no transitional regulations have yet been issued, the employer should monitor the latest notices from the DOHA where the head office is located to ensure proper submission of report (<i>See more in the notes section below</i>).
11	Report on technical inspection on occupational safety; labour safety and hygiene training and working environment observation of enterprises	Article 45.3a. Decree 44/2016/NĐ-CP	The report must be submitted to the DOLISA (<i>Applicable to production and business establishments</i>). However, as the MOLISA has been merged into the Ministry of Home Affairs to form the new MOHA, and no transitional regulations have yet been issued, the employer should monitor the latest notices from the DOHA where the head office is located to ensure proper submission of report.
12	Report on the result of working environment observation	Article 45.3b Decree 44/2016/NĐ-CP	The report must be submitted to the Department of Health (<i>Applicable to production and business establishments</i>).
13	Report on technical inspection operation	Article 44.2 Decree 44/2016/NĐ-CP amended by Article 1.21 of Decree 140/2018/NĐ-CP	The report must be submitted to the MOLISA and the DOLISA where the head office is located and where it has an operation, the competent agencies issuing certificates of eligibility for inspection activities, and at the same time send an email to the MOLISA at antoanlaodong@molisa.gov.vn (<i>Applicable to technical inspecting organisation of occupational safety</i>). However, as the MOLISA has been merged into the Ministry of Home Affairs to form the new MOHA, and no transitional regulations have yet been issued, the employer should monitor the latest notices from the DOHA where the head office is located to ensure proper submission of report.
14	Report on the operation of labour safety and hygiene training	Article 44.3 Decree 44/2016/NĐ-CP amended by Article 1.25 of Decree 140/2018/NĐ-CP	The report must be submitted to the MOLISA and the DOLISA, and at the same time send an email to the MOLISA at antoanlaodong@molisa.gov.vn (<i>Applicable to the enterprise providing labour safety and hygiene training services</i>). However, as the MOLISA has been merged into the Ministry of Home Affairs to form the new MOHA, and no transitional regulations have yet been issued, the employer should monitor the latest notices from the DOHA where the head office is located to ensure proper submission of report.
15	Report on the result of operating environment observation	Article 44.4 Decree 44/2016/NĐ-CP	the report must be submitted to the Ministry of Health or the Department of Health, and at the same time send an email to the Ministry of Health at baocaoytld@moh.gov.vn (<i>Applicable to the working environment observation organisation</i>).
16	Report on sending Vietnamese employees working overseas	Article 15.1 Circular 21/2021/TT-BLĐTBXH	The report must be submitted to the Department of Overseas Labour (MOHA); (<i>Applicable to Vietnamese service enterprise, organisations, and individuals making offshore investment, business units sending Vietnamese workers to work abroad and enterprises sending workers to train and improve vocational qualifications and skills abroad</i>).
17	Notice on the changes of the employees ***	Article 16.2 Circular No. 28/2015/TT-BLĐTBXH	The notice must be sent to the Employment Service Center where the head office of the employer is located (<i>See more in the noted section</i>).

**Of notes At the time of the release of the LABOUR LAW REPORT CALENDAR, there is no new detailed guidance on the time of submission for this report.

*** Of notes As of 01 January 2025, the Law on Employment 2025 will come into effect, and the existing implementing regulations on the submission for this report will cease to be valid. However, at the time of drafting the LABOUR LAW REPORT CALENDAR, the competent state authority has not yet issued replacement guidance.



PHUOC & PARTNERS
ATTORNEY AT LAW

Contact Us

 +84 (28) 3622 3522

 info@phuoc-partner.com

 <https://phuoc-partner.com/>

 Unit A5.01F – A6.01F, Ground Floor, Block
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