

# LEGAL NEWS

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## **Law on Trade Unions:**

### **Highlights of the Trade Union Law 2024**

*On 27 November 2024, the National Assembly passed Law on Trade Unions 2024 replacing Law on Trade Unions 2012. Law on Trade Unions 2024 will take effect on 1 July 2025.*

In comparison with Law on Trade Unions 2012, Law on Trade Unions 2024 has a number of notable new and amended provisions. In particular:



#### **1. Members of Vietnam Trade Unions**

The new Law allows for the first time foreign workers working in Vietnam under employment contracts with a term of 12 months or more to join and participate in trade union activities at grassroots trade unions in Vietnam.

According to the Charter of Vietnam Trade Unions, trade union members have a number of special rights such as:

- (a) To be informed, discuss, propose and vote on the work of the trade union organization; to run for, nominate and elect the leadership body of the trade union organization; to question trade union officials; to propose disciplinary action against trade union officials who commit violations;
- (b) To be visited and assisted by the trade union when they are sick, in difficulty or in distress; to participate in cultural, sports, entertainment and tourism activities organized by the trade union; to be given priority in studying at schools and classes organized by the trade union; to be guided and assisted by the trade union in finding jobs and learning an occupation;
- (c) Being granted with a trade union membership card and enjoying preferential treatment when using services from trade union institutions and other forms of trade union's association and cooperation;
- (d) Being allowed to stop participating in trade union activities upon retirement, receiving assistance from the grassroots trade union in retirement procedures and from the trade union of the locality where the employee resides in difficulties; being allowed to participate in activities of the retirement club and the retirement liaison committee supported by the trade union; etc.

**2. Trade Union Finance**

Inheriting the provisions of Law on Trade Unions 2012, Law on Trade Unions 2024 stipulates that the monthly trade union fee (paid by trade union members) will remain at one percent (1%) of the salary, while the trade union expenditure (paid by the employer) will be maintained at 2% of the salary fund used as the basis for compulsory social insurance contributions for employees of the enterprise. However, Law on Trade Unions 2024 allows exemption, reduction, and suspension of trade union expenditure payments in the following cases:

- (a) Enterprises, cooperatives, and cooperative unions that are dissolved or bankrupt in accordance with the provisions of law will be considered for exemption of the amount of trade union expenditure not yet paid;
- (b) Enterprises, cooperatives, and cooperative unions that are facing difficulties due to economic reasons or force majeure events will be considered for a reduction in the trade union expenditure payment level;
- (c) In the case where an enterprise, cooperative or cooperative union encounters difficulties and has to temporarily suspend production and business activities, leading to the inability to pay trade union expenditure; it shall be considered to temporarily suspend payment of trade union expenditure for a period not exceeding 12 months;



and provides that:

- (a) After the suspension period, the enterprise, cooperative or cooperative union shall continue to pay trade union expenditure and make a supplementary payment of trade union expenditure for the period of suspension. The deadline for the supplementary payment is no later than the last day of the month following the month in which the suspension ends. The amount of the supplementary payment shall be equal to the amount payable for the months of suspension;
- (b) The Government shall agree with the Vietnam General Confederation of Labour on regulations on exemption, reduction and temporary suspension of payment of trade union expenditure; and detail other contents of this Article.

### 3. Organizational structure of Vietnam Trade Union

Developed from the provisions of the Charter of Vietnam Trade Unions, Law on Trade Unions 2024:

- (a) defines “grassroots professional association” as a grassroots organization of Vietnam Trade Union, gathering workers without labour relations, in the same industry, profession or other specific workers, recognized by the direct superior trade union according to the provisions of laws and of the Charter of Vietnam Trade Unions; and
- (b) adds grassroots professional associations to the organizational system of Vietnam Trade Unions, clearly stating that Vietnam Trade Unions are a unified organization including the following 4 levels:
  - (i) Central level is the Vietnam General Confederation of Labour;
  - (ii) Provincial, central sectoral and equivalent trade unions include labour federations of provinces and centrally-run cities (hereinafter referred to as provincial-level labour federations); central sectoral trade unions; economic group trade unions, and general corporation trade unions directly under the Vietnam General Confederation of Labour;
  - (iii) Trade unions directly above the grassroots level include labour federations of districts, counties, towns, provincial cities, and satellite cities in centrally-run cities (hereinafter referred to as district-level labour federations); local sectoral trade unions; economic group trade unions, and general corporation trade unions not falling into the cases specified in Point (ii) above; trade unions of industrial parks, export processing zones, economic zones, and high-tech zones; and other directly above grassroots level trade unions as prescribed in the Charter of Vietnam Trade Unions;
  - (iv) Grassroots level trade unions include grassroots trade unions and grassroots professional associations; and
- (c) affirms that the Vietnam General Confederation of Labour is the sole representative organization of workers on the national level in labour relations.



It should be noted that the organizational structure of the Vietnam General Confederation of Labour mentioned above may not include the organizations of workers and employers mentioned in the new generation of free trade agreements that Vietnam has recently signed,

typically the CPTPP and EVFTA. The common point of these agreements is that Vietnam commits to respect, promote and effectively implement the principles of fundamental rights at work, in accordance with its obligations under the International Labour Organization (ILO) and the ILO Declaration on Fundamental Principles and Rights at Work and subsequent actions. Vietnam has ratified 7/8 relevant ILO fundamental conventions and is expected (should have done so by October 2024) to ratify Convention No. 87 on Freedom of Association and Protection of the Right to Organize.

#### **4. Rights and responsibilities of Trade Unions towards employees in places where there is no organization representing employees at the workplace**

Law on Trade Unions 2024 continues to stipulate that where there is no organization representing employees at the workplace, Trade Unions have the right and responsibility to represent and protect the legitimate and legal rights and interests of employees not only when requested by employees there (*similar to Law on Trade Unions 2012*), but also in the case where the Trade Union discovers that the employer at that place has signs of violating the legitimate and legal rights and interests of employees, except that the organization of dialogue at the workplace and collective bargaining will be implemented in accordance with the labour laws.



#### **5. Guarantees for trade union members, organizations and activities**

Law on Trade Unions 2024:

- (a) clarifies acts of discrimination against employees and trade union officials for the reasons of establishing, joining or participating in trade union activities, including:
  - (i) Requesting to join, not to join or leave the Vietnam Trade Unions in order to be recruited, enter into or extend an employment contract or work contract;
  - (ii) Dismissal, application of disciplinary measure, unilateral termination of an employment contract or work contract; not continuing to enter into or extend an employment contract or work contract; transfer of employees to other jobs;
  - (iii) Discrimination in terms of wages, bonuses, benefits, working hours, other rights and obligations in labour;
  - (iv) Discrimination based on gender, ethnicity, religion, belief and other discrimination in labour;

- (v) Providing false information to undermine the prestige and honour of trade union officials;
  - (vi) Promising or providing material or non-material benefits so that employees or trade union officials do not participate in trade union activities, stop working as trade union officials; or acting against the Trade Union;
  - (vii) Dominating, obstructing or causing difficulties related to work in order to weaken trade union activities;
  - (viii) Other acts as provided for by law.
- (b) strictly prohibits not only the use of economic or other measures that are detrimental to the Trade Union organization as already provided for in Law on Trade Unions 2012 but also the use of mental threats; interfering with or manipulating the process of establishing and operating the Trade Union, weakening or invalidating the implementation of the functions, tasks, rights and responsibilities of the Trade Union; and
- (c) retaining the provisions of Law on Trade Unions 2012 on the case where an employee who is a non-professional trade union official is terminated by the employer with an employment contract or work contract, forced to quit or illegally dismissed, the Trade Union has the responsibility to request the competent State agency to intervene or the legal representative to initiate a labour lawsuit at a Court to protect the legitimate rights and interests of the trade union official; but adding a provision on an exceptional case where **the trade union official refuses**. In addition, the new Law also allows non-professional trade union officials to be supported by the Trade Union to find new jobs in the case where they cannot return to their old jobs, and during the period of job interruption, they will be financially supported by the trade union's financial resources according to the regulations of the Vietnam General Confederation of Labour./.

## **Other sectors:**

### **Finance**

- Resolution No. 01/NQ-CP dated 8 January 2025 of the Government, on the Major tasks and solutions to implement the Socio-economic development plan and the State budget estimates for 2025.
- Decree No. 14/2025/ND-CP dated 24 January 2025, amending a number of articles of Decree No. 24/2016/ND-CP dated 5 April 2016, providing for the State budget management mechanism.
- Decree No. 03/2025/ND-CP dated 1 January 2025, regulating the rearrangement and disposal of public assets being houses and land.
- Decision No. 143/QD-BTC dated 24 January 2025 of Ministry of Finance, on publishing new administrative procedures in the field of public asset management within the scope of management functions of the Ministry of Finance.
- Circular No. 03/2025/TT-BTC dated 22 January 2025 of Minister of Finance, providing guidelines for the financial regime in asset auction activities; regulating the collection, expenditure, management and use of monies gained from sales of auction invitation documents and non-refundable deposits of auction participants according to the provisions of laws on asset auction.

### **Banking**

- Consolidated Document No. 03/VBHN-NHNN dated 7 January 2025 of the State Bank of Vietnam, combining Circulars regulating the credit institutions and foreign bank branches' purchases and sales of deposit certificates and bonds issued domestically by other credit institutions and foreign bank branches.
- Decision No. 09/QD-NHNN dated 3 January 2025 of the State Bank of Vietnam, on organizing the survey on Inflation Expectations for credit institutions and foreign bank branches in the period of 2025-2030.
- Decision No. 08/QD-NHNN dated 3 January 2025 of the State Bank of Vietnam, on organizing the survey on Business Trends for credit institutions and foreign bank branches in the period of 2025-2030.
- Decision No. 07/QD-NHNN dated 3 January 2025 of the State Bank of Vietnam, on promulgating the Monetary and Banking Statistics Survey Program.
- Consolidated Document No. 01/VBHN-NHNN dated 2 January 2025 of the State Bank of Vietnam, combining Circulars providing guidelines for foreign currency transactions among the State Bank of Vietnam and credit institutions licensed to conduct foreign exchange

activities.

## **Audit**

- Decision No. 01/QD-KTNN dated 2 January 2025 of the State Auditor General, promulgating the Regulations on the duties, powers and responsibilities of the Chief Auditor and Deputy Chief Auditor in auditing activities.
- Joint Circular No. 01/2025/TTLT-KTNN-VKSNDTC-BCA-BQP dated 20 January 2025 of the State Audit, Supreme People's Procuracy, Ministry of Public Security and Ministry of National Defense, regulating the coordination between the State Audit, Investigation Agency, and Procuracy in exchanging and transferring information and recommending consideration and prosecution of cases with signs of crime discovered through the auditing activities of the State Audit.

## **Tax**

- Decree No. 13/2025/ND-CP dated 21 January 2025, amending a number of articles of Decree No. 115/2022/ND-CP dated 30 December 2022, promulgating the Preferential Export Tariff and Special Preferential Import Tariff of Vietnam to implement the Comprehensive and Progressive Agreement for Trans-Pacific Partnership for the period of 2022 - 2027, as amended by Decree No. 68/2023/ND-CP dated 7 September 2023.
- Decision No. 32/QD-TCT dated 13 January 2025 of the General Director of the General Department of Taxation, on the Framework program for updating knowledge of tax procedure service practice in 2025.
- Decision No. 01/2025/QD-TTg dated 3 January 2025 of Prime Minister, cancelling the entire Decision No. 78/2010/QD-TTg dated 30 November 2010 of Prime Minister, on the tax-exempt value of imported goods sent via express delivery services.
- Circular No. 06/2025/TT-BTC dated 24 January 2025 of Minister of Finance, amending a number of articles of Circulars regulating fees and charges.

## **Trade**

- Resolution No. 02/NQ-CP dated 8 January 2025 of the Government, on key tasks and solutions to improve the business environment and enhance national competitiveness in 2025.
- Decree No. 01/2025/ND-CP dated 1 January 2025, on amendments to a number of articles of Decree No. 107/2018/ND-CP dated 15 August 2018, on rice export business.
- Decision No. 143/QD-BCT dated 14 January 2025 of Ministry of Industry and Trade, applying official anti-dumping measures on prestressed steel cable products originating from

Malaysia, the Kingdom of Thailand and the People's Republic of China.

- Decision No. 164/QD-BQP dated 14 January 2025 of Ministry of National Defense, publishing the replaced or cancelled administrative procedures in the field of Management of industrial explosives and explosive precursors within the scope of management functions of the Ministry of National Defense.
- Decision No. 33/QD-BKHĐT dated 9 January 2025 of Ministry of Planning and Investment, promulgating the Action Plan of the Ministry of Planning and Investment in 2025 to implement Resolution No. 68/NQ-CP dated 12 May 2020 of the Government, promulgating the Program to reduce and simplify regulations related to business activities in the period of 2020-2025.
- Decision No. 72/QD-BCT dated 7 January 2025 of Ministry of Industry and Trade, publishing the List of legal documents individually or jointly issued by Minister of Industry and Trade that have expired.
- Circular No. 01/2025/TT-BC dated 15 January 2025 of Minister of Industry and Trade, regulating import tariff quotas for salt and poultry eggs.
- Circular No. 01/2025/TT-BTC dated 9 January 2025 of Ministry of Finance, providing for the management, depreciation and amortization of market infrastructure assets.
- Consolidated Document No. 02/VBHN-NHNN dated 2 January 2025 of the State Bank of Vietnam, combining Circulars providing guidelines for foreign exchange management with respect to Vietnam - China border trade activities.

## **Labour**

- Decree No. 02/2025/ND-CP dated 1 January 2025, on amendments to a number of articles of Decree No. 146/2018/ND-CP dated 17 October 2018, detailing and providing guidelines for measures to implement Law on Health Insurance, as amended by Decree No. 75/2023/ND-CP dated 19 October 2023.
- Decision No. 58/QD-BHXH dated 22 January 2025 of Vietnam Social Security, on promulgating the Template of notice of administrative procedure handling result and codes of administrative procedure handling result under the authority of Vietnam Social Security.
- Decision No. 38/QD-BXD dated 17 January 2025 of Ministry of Construction, promulgating the Economic and technical norms of urban green tree services.
- Decision No. 111/QD-BLDTBXH dated 16 January 2025 of Ministry of Labour, War Invalids and Social Affairs, on promulgating the Open Data Catalogue of the Ministry of Labour, War Invalids and Social Affairs.
- Decision No. 69/QD-TTg dated 10 January 2025 of Prime Minister, on electronic connection of medical examination and treatment data, population data, and civil status data to pay

sickness, maternity, and health recovery benefits.

- Decision No. 175/QD-UBND dated 10 January 2025 of People's Committee of Hanoi, on approving the internal process of handling administrative procedures in the field of Foreign workers working in Vietnam within the scope of the State management functions of the Department of Labour, War Invalids and Social Affairs of Hanoi.
- Decision No. 155/QD-UBND dated 10 January 2025 of People's Committee of Hanoi, on promulgating the List of administrative procedures and cancelled administrative procedures in the field of Foreign workers working in Vietnam within the scope of the State functions of the Department of Labour, War Invalids and Social Affairs of Hanoi.
- Decision No. 50/QD-UBND dated 6 January 2025 of People's Committee of Hanoi, on promulgating the List of newly issued administrative procedures in the field of Social protection within the scope of the State functions of the Department of Labour, War Invalids and Social Affairs of Hanoi.
- Circular No. 1/2025/TT-BNV dated 17 January 2025 of Ministry of Home Affairs, providing guidelines for implementation of policies and regimes for cadres, public officials, public servants and employees in implementation of the apparatus organization and arrangement of the political system.
- Consolidated Document No. 156/VBHN-BLDTBXH dated 10 January 2025 of Minister of Labour, War Invalids and Social Affairs, combining Circulars regulating codes and standards for professional titles; pay grades, promotion of professional titles of public servants specializing in vocational education.
- Circular No. 02/2025/TT-BLDTBXH dated 10 January 2025 of Ministry of Labour, War Invalids and Social Affairs, providing for the Statistical reporting of the Labour, War Invalids and Social Affairs sector.
- Circular No. 01/2025/TT-BLDTBXH dated 10 January 2025 of the Ministry of Labour, War Invalids and Social Affairs, providing for the adjustment level of salary and monthly income for which social insurance has been paid.
- Circular No. 01/2025/TT-BYT dated 1 January 2025 of Ministry of Health, detailing and providing guidelines for implementation of a number of articles of Law on Health Insurance.

## Health

- Decree No. 04/2025/ND-CP dated 1 January 2025, on amendments to a number of articles of Decree No. 98/2021/ND-CP dated 8 November 2021, on management of medical devices, as amended by Decree No. 07/2023/ND-CP dated 3 March 2023.
- Decision No. 286/QD-BYT dated 22 January 2025 of Minister of Health, approving the Action plan to implement solutions of public health response to HIV clusters in Vietnam for

the period of 2025-2030.

- Decision No. 275/QD-BYT dated 22 January 2025 of Minister of Health on the Plan to review and evaluate administrative procedures in 2025.
- Decision No. 255/QD-BYT dated 21 January 2025 of Ministry of Health, promulgating the Plan to implement the Ministry of Health's Health Facility Network Planning for the period of 2021 - 2030, with an orientation to 2050.
- Decision No. 242/QD-BYT dated 21 January 2025 of Ministry of Health, promulgating the Plan for implementation of amended Pharmaceutical Law 2024.
- Decision No. 250/QD-UBND dated 17 January 2025 of People's Committee of Ho Chi Minh City, promulgating the List of administrative procedures in the field of Health finance within the scope of management functions of Department of Health of Ho Chi Minh City.
- Decision No. 82/QD-TTg dated 13 January 2025 of Prime Minister, cancelling Decision No.2188/QD-TTg dated 15 November 2016 of Prime Minister, regulating the payment for HIV antiviral medicines purchased centrally at the national level financed by the health insurance fund for medical examination and treatment and support to people using HIV antiviral medicines.
- Decision No. 175/QD-BYT dated 10 January 2025 of Ministry of Health, on promulgating cancelled administrative procedures within the scope of management functions of the Ministry of Health under Circular No. 49/2024/TT-BYT dated 31 December 2024 of Minister of Health, on cancellation of a number of legal documents jointly issued by the Minister of Health.
- Decision No. 160/QD-BYT dated 10 January 2025 of Ministry of Health, on promulgating amended administrative procedures in the field of Health finance under Decree No.02/2025/ND-CP dated 1 January 2025 and Circular No. 01/2025/TT-BYT dated 1 January 2025 of Minister of Health within the scope of management functions of the Ministry of Health.
- Decision No. 113/QD-UBND dated 10 January 2025 of People's Committee of Ho Chi Minh City on promulgating the List of administrative procedures within the scope of management functions of Department of Food Safety of Ho Chi Minh City.
- Decision No. 100/QD-BYT dated 9 January 2025 of Ministry of Health, on promulgating administrative procedures amended by the regulations in Circular No. 45/2024/TT-BYT dated 24 December 2024 of Minister of Health.
- Decision No. 74/QD-BYT dated 7 January 2025 of Ministry of Health, on promulgating amended administrative procedures in the pharmaceutical sector under the management of the Ministry of Health as provided in Circular No. 55/2024/TT-BYT dated 31 December 2024 of Minister of Health, on amending a number of articles on extension of marketing authorizations of medicines and pharmaceutical ingredients under Circular No. 08/2022/TT-

BYT dated 5 September 2022 of Minister of Health, on medicine and medicinal material registration.

- Decision No. 67/QD-UBND dated 7 January 2025 of People's Committee of Ho Chi Minh City, on promulgating the List of administrative procedures within the scope of management functions of Department of Food Safety of Ho Chi Minh City.
- Decision No. 64/QD-BYT dated 7 January 2025 of Ministry of Health, on promulgating the List of legal documents that have partly or wholly expired in the fields under the State management of the Ministry of Health from 1 January to 31 December 2024.
- Decision No. 02/2025/QD-UBND dated 7 January 2025 of People's Committee of Ho Chi Minh City, cancelling Decision No. 14/2014/QD-UBND dated 14 April 2014 of People's Committee of Ho Chi Minh City, on promulgating the Regulation on granting Certificates of satisfaction of conditions for food safety with respect to food and drink business store.
- Decision No. 10/QD-QLD dated 6 January 2025 of Drug Administration of Vietnam, on cancelling the Standard operating procedures in the Quality management system according to ISO 9001:2015 standards applied to the State management activities at the Drug Administration of Vietnam.
- Decision No. 38/QD-BYT dated 3 January 2025 of Ministry of Health, approving the "National action plan on infection control in medical examination and treatment facilities for the period of 2025-2030".
- Consolidated Document No. 03/VBHN-BYT dated 17 January 2025 of Minister of Health, combining Circulars on medicine and medicinal material registration.
- Circular No. 07/2025/TT-BYT dated 17 January 2025 of Ministry of Health, on economic and technical norms for preventive medical services in the fields of occupational health, environmental health and school health at public health facilities.
- Circular No. 06/2025/TT-BYT dated 17 January 2025 of Ministry of Health, on economic and technical norms for preventive medical services in the field of prevention and control of infectious diseases at public health facilities.
- Circular No. 05/2025/TT-BYT dated 17 January 2025 of Ministry of Health, on economic and technical norms for preventive medical services in the field of prevention and control of diseases caused by parasites and insects at public health facilities.
- Circular No. 04/2025/TT-BYT dated 17 January 2025 of Ministry of Health, on economic and technical norms for preventive medical services in the field of nutrition at public health facilities.
- Circular No. 03/2025/TT-BYT dated 13 January 2025 of Ministry of Health, providing for case-by-case forensic examination in the health sector.
- Consolidated Document No. 02/VBHN-BYT dated 9 January 2025 of Minister of Health, combining Circulars on registration of traditional medicines and medicinal plants.

- Circular No. 02/2025/TT-BYT dated 9 January 2025 of Ministry of Health, on codes and standards for professional titles of nurses, midwives, and medical technicians.
- Consolidated Document No. 01/VBHN-BYT dated 2 January 2025 of Ministry of Health, combining Circulars on quality of medicines and medicinal materials.

## **Education**

- Decision No. 280/QD-BGDDT dated 23 January 2025 of Ministry of Education and Training, on publishing the List of expired legal documents in the fields under the State management of the Ministry of Education and Training in 2024.
- Decision No. 227/QD-UBND dated 16 January 2025 of People's Committee of Ho Chi Minh City, on publishing the List of administrative procedures in the field of education and training under the national education system within the scope of management functions of Department of Education and Training of Ho Chi Minh City.
- Decision No. 35/QD-BGDDT dated 6 January 2025 of Ministry of Education and Training, on publishing amended administrative procedures in the field of education and training under the national education system within the scope of management functions of the Ministry of Education and Training.
- Circular No. 02/2025/TT-BGDDT dated 24 January 2025 of Ministry of Education and Training, on Digital competency framework for learners.
- Circular No. 01/2025/TT-BGDDT dated 10 January 2025 of Ministry of Education and Training, promulgating the List of minimum teaching equipment for ethnic minority languages in general education institutions and continuing education centres, and vocational education - continuing education centres.

## **Information - Communications**

- Decision No. 88/QD-BTTTT dated 21 January 2025 of Minister of Information and Communications, promulgating the Code of conduct for child protection in the online environment.
- Decision No. 75/QD-TTg dated 11 January 2025 of Prime Minister, promulgating the Plan for implementing Law on Data.
- Decision No. 16/QD-BKHDT dated 6 January 2025 of Ministry of Planning and Investment, promulgating the Masterplan framework for implementing the Project on documentation and digital transformation in the national statistical system.

## **Culture - Sports - Tourism**

- Decision No. 171/QD-BVHTTDL dated 21 January 2025 of Ministry of Culture, Sports and

Tourism, publishing new internal administrative procedures under the State administrative system in the field of Culture within the scope of management functions of the Ministry of Culture, Sports and Tourism.

- Decision No. 421/QD-UBND dated 21 January 2025 of People's Committee of Hanoi, on approving internal procedures for handling administrative procedures in the field of culture within the scope of the State management functions of Department of Culture and Sports, and district-level People's Committees in Hanoi City.
- Decision No. 102/QD-BVHTTDL dated 15 January 2025 of Ministry of Culture, Sports and Tourism, on publishing the List of legal documents that have expired or ceased to be valid in whole or in part in the fields under the State management of the Ministry of Culture, Sports and Tourism from 1 January to 31 December 2024.
- Decision No. 47/QD-BVHTTDL dated 10 January 2025 of Ministry of Culture, Sports and Tourism, promulgating the Ministry of Culture, Sports and Tourism's Plan to review and evaluate administrative procedures in 2025.
- Decision No. 85/QD-UBND dated 8 January 2025 of People's Committee of Ho Chi Minh City, on publishing the List of administrative procedures in the field of Tourism within the scope of management functions of Department of Tourism of Ho Chi Minh City.

## **Transport**

- Decree No. 12/2025/ND-CP dated 20 January 2025, providing for the management, use and exploitation of inland waterway infrastructure assets.
- Decision No. 324/QD-UBND dated 17 January 2025 of People's Committee of Hanoi, on approving the Internal process of handling new, amended, replaced or cancelled administrative procedures in the Road sector within the State management functions of Department of Transport; and Internal process of handling administrative procedures implemented according to the plan for authorizing to process administrative procedures under the authority of district-level People's Committees in Hanoi City.
- Decision No. 319/QD-UBND dated 17 January 2025 of People's Committee of Hanoi, approving the "Overall project on management of the centralized camera surveillance system in Hanoi".
- Decision No. 140/QD-TTg dated 16 January 2025 of Prime Minister, approving the Detailed planning for the group of seaports, ports, wharves, buoys, water areas, and water regions for the period of 2021 - 2030, with an orientation to 2050.
- Decision No. 37/QD-BGTVT dated 14 January 2025 of Ministry of Transport, on promulgating the List of expired legal documents on transport in the last 6 months of 2024.
- Decision No. 102/QD-UBND dated 9 January 2025 of People's Committee of Ho Chi Minh

City, on promulgating the List of administrative procedures in the road sector within the scope of management functions of Department of Transport of Ho Chi Minh City.

- Decision No. 56/QD-UBND dated 6 January 2025 of People's Committee of Ho Chi Minh City, on publishing the List of administrative procedures in the field of Roads within the scope of management functions of Department of Transport of Ho Chi Minh City.
- Decision No. 12/QD-TTg dated 3 January 2025 of Prime Minister, approving the adjustment of the Road network planning for the period of 2021 - 2030, with an orientation to 2050.
- Circular No. 05/2025/TT-BGTVT dated 23 January 2025 of Ministry of Transport, promulgating the National technical regulations on electrical propulsion systems installed on inland waterways ships.
- Consolidated Document No. 05/VBHN-BGTVT dated 16 January 2025 of Ministry of Transport, combining Circulars providing for the list of products and goods that are likely to cause unsafety under the State management responsibility of the Ministry of Transport.
- Consolidated Document No. 03/VBHN-BGTVT dated 10 January 2025 of Ministry of Transport, combining Circulars providing for the examination, testing, issuance, re-issuance, and conversion of certificates of professional competence and professional certificates of crew members and drivers of inland waterway vehicles.
- Consolidated Document No. 02/VBHN-BGTVT dated 10 January 2025 of Ministry of Transport, combining Circulars regulating the organization and operations of inland waterway port authorities.
- Circular No. 04/2025/TT-BGTVT dated 10 January 2025 of Ministry of Transport, promulgating Economic and technical norms in maritime search and rescue coordination activities.
- Consolidated Document No. 01/VBHN-BGTVT dated 9 January 2025 of Ministry of Transport, combining Circulars providing for the registration of inland waterway vehicles.
- Circular No. 03/2025/TT-BGTVT dated 9 January 2025 of Ministry of Transport, amending a number of articles of Circular No. 19/2021/TT-BGTVT dated 14 September 2021 of Minister of Transport, regulating the organization and operations of Maritime Port Authorities.
- Circular No. 02/2025/TT-BGTVT dated 8 January 2025 of Ministry of Transport, promulgating the National technical regulations on classification and construction of inland waterway ships.
- Circular No. 01/2025/TT-BGTVT dated 6 January 2025 of Ministry of Transport, adding certain contents of the Economic - technical norms for management and maintenance of inland waterways accompanying Circular No. 10/2023/TT-BGTVT dated 22 June 2023 of Minister of Transport.

## Construction

- Decision No. 235/QD-TTg dated 25 January 2025 of Prime Minister, on the Plan for implementing the Law on Fire Prevention and Fighting and Rescue.
- Decision No. 58/QD-BXD dated 22 January 2025 of Minister of Construction, on promulgating the Action program to implement Resolution No. 01/NQ-CP on key tasks and solutions to implement the socio-economic development plan and the State budget estimate for 2025.
- Decision No. 202/QD-TTg dated 21 January 2025 of Prime Minister, approving the master plan of Thu Duc city directly under Ho Chi Minh City up to 2040.
- Decision No. 426/QD-UBND dated 21 January 2025 of People's Committee of Hanoi, approving the plan to simplify administrative procedures within the scope of the State management functions of Department of Planning and Architecture of Hanoi.
- Decision No. 55/QD-BXD dated 20 January 2025 of Ministry of Construction, providing guidelines for the criteria applicable to temporary houses and dilapidated houses.
- Decision No. 42/QD-BXD dated 17 January 2025 of Ministry of Construction, on publishing the List of administrative procedures for receiving and returning results at the One-Stop Shop unit of the Ministry of Construction.
- Decision No. 39/QD-BXD dated 17 January 2025 of Ministry of Construction, promulgating the Economic - technical norms for urban lighting services.
- Decision No. 38/QD-BXD dated 17 January 2025 of Ministry of Construction, promulgating the Economic - technical norms for urban greenery services.
- Decision No. 37/QD-BXD dated 17 January 2025 of Ministry of Construction, promulgating the Economic - technical norms for urban drainage services.
- Decision No. 28/QD-TTg dated 5 January 2025 of Prime Minister, promulgating the Plan to implement the Urban and rural system planning for the period of 2021 - 2030, with an orientation to 2050.
- Decision No. 06/QD-TTg dated 2 January 2025 of Prime Minister, approving the Scheme on building and managing the National planning information system and database.
- Circular No. 01/2025/TT-BXD dated 22 January 2025 of Ministry of Construction, amending a number of articles of Circular No. 13/2021/TT-BXD dated 31 August 2021 of Minister of Construction, providing guidelines for the method of determining technical and economic indicators and measuring construction volume; and Circular No. 11/2021/TT-BXD dated 31 August 2021 of Minister of Construction, providing guidelines for a number of contents on determining and managing construction investment costs as amended by Circular No.14/2023/TT-BXD dated 29 December 2023 of Minister of Construction.

## Natural Resources - Environment

- Decree No. 11/2025/ND-CP dated 15 January 2025, detailing a number of articles of Law on Geology and Minerals on the exploitation of Group IV minerals.
- Decree No. 10/2025/ND-CP dated 11 January 2025, on amendments to a number of articles of Decrees in the field of minerals.
- Consolidated Document No. 01/VBHN-BTNMT dated 10 January 2025 of Ministry of Natural Resources and Environment, combining Decrees providing guidelines for Law on Environmental Protection.
- Decree No. 05/2025/ND-CP dated 6 January 2025, on amendments to a number of articles of Decree No. 08/2022/ND-CP dated 10 January 2022, detailing a number of articles of Law on Environmental Protection.
- Decision No. 236/QD-TTg dated 25 January 2025 of Prime Minister, promulgating the Plan to implement the Master plan for sustainable exploitation and use of coastal resources for the period of 2021 - 2030, with an orientation to 2050.
- Decision No. 232/QD-TTg dated 24 January 2025 of Prime Minister, approving the Scheme on Establishment and development of a carbon market in Vietnam.
- Decision No. 280/QD-BTNMT dated 22 January 2025 of Ministry of Natural Resources and Environment, on promulgating the List of legal documents that have expired or ceased to be effective in whole or in part in the fields under the State management of the Ministry of Natural Resources and Environment in 2024.
- Decision No. 49/QD-TTg dated 8 January 2025 of Prime Minister, approving the National program on the conservation of endangered, precious and rare wildlife species prioritized for protection until 2030, with an orientation to 2050.
- Circular No. 01/2025/TT-BTNMT dated 15 January 2025 of Ministry of Natural Resources and Environment, detailing a number of articles of Law on Geology and Minerals on the exploitation of Group IV minerals.
- Circular No. 02/2025/TT-BKHDT dated 3 January 2025 of Ministry of Planning and Investment, providing for the Set of statistical indicators for sustainable development of Vietnam.
- Circular No. 01/2025/TT-BKHDT dated 2 January 2025 of Ministry of Planning and Investment, providing for the set of national statistical indicators on seas and islands and the set of indicators for assessing strong sea countries.

## Science - Technology

- Resolution No. 03/NQ-CP dated 9 January 2025 of Government, promulgating the Government's Action program to implement Resolution No. 57-NQ/TW dated 22 December

2024 of the Politburo on breakthroughs in science and technology development, innovation and national digital transformation.

- Decision No. 123/QD-BKHHCN dated 24 January 2025 of Ministry of Science and Technology, on publishing the List of legal documents that have wholly or partly expired in the fields under the State management of the Ministry of Science and Technology in 2024.
- Decision No. 80/QD-BKHHCN dated 21 January 2025 of Ministry of Science and Technology, on publishing amended administrative procedures in the fields of science and technology activities within the scope of management functions of the Ministry of Science and Technology.
- Decision No. 45/QD-BKHHCN dated 15 January 2025 of Ministry of Science and Technology, on publishing newly issued administrative procedures in the field of science and technology activities within the scope of management functions of the Ministry of Science and Technology.
- Decision No. 63/QD-UBND dated 7 January 2025 of People's Committee of Ho Chi Minh City, on promulgating the List of administrative procedures in the field of industrial explosives and explosive precursors within the scope of management functions of the Department of Industry and Trade of Ho Chi Minh City.
- Decision No. 03/QD-BCT dated 2 January 2025 of Ministry of Industry and Trade, on publishing amended administrative procedures in the field of industrial explosives and explosive precursors within the scope of management functions of the Ministry of Industry and Trade.

## **Energy**

- Decision No. 72/QD-TTg dated 10 January 2025 of Prime Minister, on the establishment of the Steering Committee for the Construction of Nuclear Power Plants.
- Decision No. 04/QD-BCDDHN dated 10 January 2025 of Steering Committee for the Construction of Nuclear Power Plants on the promulgation of the Regulation on the operation of the Steering Committee for Construction of Nuclear Power Plants.
- Directive No. 01/CT-TTg dated 3 January 2025 of Prime Minister, on proactive solutions to ensure adequate electricity supply for production, business and people's lives during peak periods in 2025 and the period of 2026-2030.

## **Administration - Judiciary**

- Resolution No. 10/NQ-CP dated 13 January 2025 of the Government, promulgating the Government's Action program to implement Regulation No. 178-QD/TW dated 27 June 2024 of the Politburo, on controlling power, preventing and combating corruption and negativity

in law-making work.

- Decree No. 07/2025/ND-CP dated 9 January 2025, on amendments to a number of articles of Decrees in the fields of civil status, nationality and authentication.
- Decision No. 15/2025/QD-UBND dated 25 January 2025 of People's Committee of Ho Chi Minh City, on cancelling Decisions of the People's Committee of Ho Chi Minh City.
- Decision No. 509/QD-UBND dated 24 January 2025 of People's Committee of Hanoi, on promulgating the List of legal documents of People's Council and People's Committee of Hanoi that have wholly or partly expired in 2024.
- Decision No. 193/QD-TTg dated 20 January 2025 of Prime Minister, on assigning the Government Office and Government Inspectorate to receive, classify, and handle complaints, denunciations, reflections, and recommendations containing complaining or denouncing contents sent by individuals and organizations to the Government, Prime Minister, and Deputy Prime Ministers.
- Decision No. 370/QD-BCA-C06 dated 16 January 2025 of Ministry of Public Security, on publishing new or amended administrative procedures in the field of residence registration and management within the scope of the State functions of the Ministry of Public Security.
- Decision No. 226/QD-UBND dated 14 January 2025 of People's Committee of Hanoi, on approving the list of administrative procedures eligible for online public services provision and integrated provision on the National Public Service Portal, and the list of priority administrative procedures for restructuring processes, online public services provision in receiving and handling administrative procedures on the electronic environment of Hanoi City in 2025.
- Decision No. 63/QD-TTg dated 9 January 2025 of Prime Minister, on approving the Plan to simplify internal administrative procedures among the State administrative agencies within the scope of management functions of Ministry of National Defense.
- Decision No. 46/QD-UBND dated 6 January 2025 of People's Committee of Hanoi, on authorizing the publication of the list of administrative procedures, administrative procedures under the authority of the Chairperson of the People's Committee of Hanoi.
- Circular No. 06/2025/TT-BCA dated 16 January 2025 of Minister of Public Security, cancelling legal documents issued by the Minister of Public Security.

### **Agriculture - Forestry - Fisheries**

- Decree No. 9/2025/ND-CP dated 10 January 2025, providing for policies on support to agricultural production to restore production in areas damaged by natural disasters and plant pests.
- Decree No. 8/2025/ND-CP dated 9 January 2025, providing for the management, use and

exploitation of irrigation infrastructure assets.

- Consolidated Document No. 02/VBHN-BNNPTNT dated 6 January 2025 of Ministry of Agriculture and Rural Development, combining Decrees on Forest rangers and Specialized forest protection force.
- Decision No. 491/QD-UBND dated 24 January 2025 of People's Committee of Hanoi, on approving the Internal process of handling administrative procedures in the field of Management of agricultural, forestry and fishery products' quality; Cooperative economy and Rural development under the authority of Department of Agriculture and Rural Development of Hanoi and district-level People's Committees in Hanoi.
- Decision No. 424/QD-UBND dated 21 January 2025 of People's Committee of Hanoi, on approving the internal process of handling new, amended, or replaced administrative procedures in the fields of establishment and operation of cooperative groups, cooperatives, and cooperative unions under the authority of People's Committees of urban or rural districts and towns in Hanoi.
- Decision No. 297/QD-BNN-PC dated 14 January 2025 of Ministry of Agriculture and Rural Development, on recognizing case-by-case forensic experts and case-by-case forensic organizations in the fields of agriculture and rural development.
- Decision No. 271/QD-BNN-CN dated 13 January 2025 of Ministry of Agriculture and Rural Development, on publishing amended administrative procedures in the field of livestock farming within the scope of management function of the Ministry of Agriculture and Rural Development.
- Decision No. 69/QD-UBND dated 7 January 2025 of People's Committee of Ho Chi Minh City, on publishing the List of administrative procedures in the field of Forest protection within the scope of management functions of Department of Agriculture and Rural Development of Ho Chi Minh City.
- Decision No. 68/QD-UBND dated 7 January 2025 of People's Committee of Ho Chi Minh City, on publishing the List of administrative procedures in the field of Forestry within the scope of management functions of Department of Agriculture and Rural Development of Ho Chi Minh City.
- Decision No. 37/QD-UBND dated 5 January 2025 of People's Committee of Hanoi, on approving and cancelling the Internal process of handling administrative procedures in the Forestry sector under the authority of Department of Agriculture and Rural Development of Hanoi, and district-level People's Committees and commune-level People's Committees in Hanoi
- Decision No. 26/QD-UBND dated 5 January 2025 of People's Committee of Hanoi, on publishing the List of cancelled administrative procedures in the Veterinary sector within the scope of the State management of Department of Agriculture and Rural Development of

Hanoi.

- Consolidated Document No. 04/VBHN-BNNPTNT dated 15 January 2025 of Minister of Agriculture and Rural Development, combining Circulars providing guidelines for the content on investment management of forestry works.
- Consolidated Document No. 03/VBHN-BNNPTNT dated 15 January 2025 of Ministry of Agriculture and Rural Development, combining Circular on silvicultural measures.
- Consolidated Document No. 01/VBHN-BNNPTNT dated 2 January 2025 of Ministry of Agriculture and Rural Development, combining Circulars on sustainable forest management.

### **Investment**

- Decision No. 416/QD-UBND dated 21 January 2025 of People's Committee of Hanoi, on authorizing Department of Planning and Investment of Hanoi to handle administrative procedures in the field of planning and investment under the authority of People's Committee of Hanoi.
- Decision No. 15/QD-BKHDT dated 6 January 2025 of Ministry of Planning and Investment, on publishing the List of legal documents that have expired or ceased to be valid in whole or in part in the fields under the State management of the Ministry of Planning and Investment in 2024.
- Decision No. 27/QD-UBND dated 5 January 2025 of People's Committee of Hanoi, on approving the Internal process of handling administrative procedures under the authority of Hanoi Industrial and Export Processing Zones Authority.
- Circular No. 03/2025/TT-BKHDT dated 15 January 2025 of Ministry of Planning and Investment, regulating the statistical reporting of the Planning and Investment sector.

### **Miscellaneous**

- Resolution No. 11/NQ-CP dated 15 January 2025 of the Government, on visa exemption under the Tourism development stimulus program in 2025 for citizens of the Republic of Poland, Czech Republic and Swiss Confederation.
- Decision No. 222/QD-TTg dated 23 January 2025 of Prime Minister, promulgating the National action plan for implementing the circular economy until 2035.
- Decision No. 428/QD-UBND dated 21 January 2025 of Hanoi People's Committee of Hanoi, on approving the internal process of handling newly issued administrative procedures in the field of converting State-owned enterprises established and operating under the Law on State-owned Enterprises into single-member limited liability companies organized and operating in compliance with the Law on Enterprises under the authority of Department of Planning and Investment of Hanoi in Hanoi City.

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