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Legal News

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LABOUR LAW

Remarkable new points of the Labour Code 2019

On 20 November 2019, the National Assembly Legislature XIV passed the Labour Code No. 45/2019/QH14 (the "Labour Code 2019"), providing for labour standards; rights, obligations and responsibilities of employees, employers, labourers' representative organizations at grassroots level, employers' representative organizations in labour relations and others directly linked to labour relations; the State management of labour. The new Labour Code will take effect on 1 January 2021 and replace the current Labour Code No. 10/2012/QH13 passed by the National Assembly's Legislature XIII on 18 June 2012 (the "Labour Code 2012").

The most notable new provisions of the Labour Code 2019 compared to the Labour Code 2012 are summarised as follows:

1. No longer seasonal labour contracts:

The Labour Code 2019 has a change in types of labour contract and specifically removes types of seasonal or specific job labour contracts of less than 12-month term.

Labour Code 2012	Labour Code 2019
<p>Article 22. Types of labour contract 1. A labour contract must be entered into in one of the following types: a) <i>Indefinite term labour contract</i> is a contract in which the two parties do neither fix its term nor the time of its termination; b) <i>Definite term labour contract</i>; is a contract in which the two parties fix the term and the time of its termination, which ranges from the full 12 months to 36 months; c) A seasonal or specific job labour contract of less than 12-month duration.</p>	<p>Article 20. Types of labour contract 1. A labour contract must be entered into in either of the following types: a) Indefinite term labour contract is a contract in which the two parties do neither fix its term nor the time of its termination; b) Definite term labour contract is a contract in which the two parties fix the term and the time of its termination which does not exceed 36 months from its effective date.</p>

2. Oral labour contracts must be entered for less than 1 month only

Labour Code 2012	Labour Code 2019
Oral labour contracts may be applicable to temporary jobs of less than 03-month term.	Oral labour contracts applicable to contracts of less than 01-month term, except for a number of cases in which a written contract is required as provided in Articles 18.2, 145.1.a, and 162.1 of the Labour Code 2019.

3. The retirement age increased to 62 for men and 60 for women

As from 1 January 2021, the retirement age for employees will be as follows:

- For those working in normal conditions, as from 2021 the retirement age for male is full 60 years and 3 months and for female is full 55 years and 4 months (the current Labour Code fixes the retirement age at full 60 years old for male labourers and full 55 years old for female labourers);
- Thereafter, there will be an increase of 3 months for male labourers and 4 months for female labourers each year; by 2028, men will retire at the age of 62 and in 2035, women will retire when they reach 60 years of age.

Labour Code 2012	Labour Code 2019
<p>Article 187. Retirement age</p> <p>1. An employee who satisfies the requirement for period of payment of social insurance prescribed by law is entitled to pension benefits at sixty (60) years of age in the case of a male, and fifty-five (55) years of age in the case of a female.</p> <p>2. An employee whose ability to work is reduced; who performs extremely heavy, toxic or dangerous work; who works in mountainous, remote and distant areas, border areas or on islands as stipulated in the list by the Government is entitled to retire at an age lower than that prescribed in clause 1 of this article.</p> <p>3. Employees with high technical expertise and employees working</p>	<p>Article 169. Retirement age</p> <p>1. An employee who satisfies the requirement for period for which social insurance contributions prescribed by law is entitled to pension benefits on reaching the retirement age.</p> <p>2. The retirement age for employees in normal working conditions will be adjusted in accordance with a roadmap for male employees who reach a full sixty-two (62) years of age in year 2028 and for female employees who reach a full sixty (60) years of age in year 2035. As from 2021, the retirement age of a worker in normal labour conditions will be a full sixty (60) years plus three (3) months for a male, and a full fifty-five (55) years plus four (4) months for a</p>

<p>as managers and employees in a number of other special cases may retire at an older age but not more than five (5) years later than the age prescribed in clause 1 of this article.</p>	<p>female; and thereafter, for each year of age it will increase by three (3) months for men and by four (4) months for women.</p> <p>3. An employee whose ability to work is reduced; who performs particularly heavy, toxic or dangerous work/jobs; who performs heavy, toxic or dangerous work/jobs; or who works in areas where the socio-economic conditions are particularly difficult may retire at an earlier age but no earlier than five (5) years than the age prescribed in clause 2 above as at the time of retirement, unless otherwise provided by the law.</p> <p>4. Employees with professional qualifications or high technical expertise and employees in a number of other special cases may retire at an older age but not more than five (5) years later than the age prescribed in clause 2 of this article as at the time of retirement, unless otherwise provided by the law.</p>
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4. National Day holidays increased to 2 days

As from 2021, there will be 2 days off on the National Day.

Labour Code 2012	Labour Code 2019
<p>Article 115. Festivals [public holidays] and New Year</p> <p>1. An employee is entitled to have fully paid leave on the following public holidays and New Year:</p> <p>a) Western New Year: one day (the first day of January of each calendar year);</p> <p>b) Lunar New Year Holiday: five</p>	<p>Article 112. Festivals [public holidays] and New Year</p> <p>1. An employee is entitled to have fully paid days off on the following public holidays and New Year:</p> <p>a) Western New Year: one day (the first day of January of each calendar year);</p>

<p>days;</p> <p>c) Victory Day: one day (the thirtieth day of April of each calendar year);</p> <p>d) International Labour Day: one day (the first day of May of each calendar year);</p> <p>e) National Day: one (1) days (the second day of September of each calendar year);</p> <p>f) Hung Kings Commemoration Day: one day (the tenth day of March of each Lunar year).</p>	<p>b) Lunar New Year Holiday: five days;</p> <p>c) Victory Day: one day (the thirtieth day of April of each calendar year);</p> <p>d) International Labour Day: one day (the first day of May of each calendar year);</p> <p>e) National Day: two (2) days (the second day of September of each calendar year plus the immediately preceding or immediately following day);</p> <p>f) Hung Kings Commemoration Day: one day (the tenth day of March of each Lunar year).</p>
The total is 10 days off	The total is 11 days off

5. More cases of personal paid leave of absence

Labour Code 2012	Labour Code 2019
<p>Article 116. Personal leave of absence and unpaid leave</p> <p>1. An employee is entitled to fully paid leave of absence for personal reasons in the following circumstances:</p> <p>a) Marriage: three (3) days;</p> <p>b) Marriage of his or her child: one (1) day;</p> <p>c) Death of a natural or in-law parent, spouse, or child: three (3) days.</p>	<p>Article 115. Personal leave of absence and unpaid leave</p> <p>1. An employee is entitled to fully paid leave of absence for personal reasons and must notify the employer in the following circumstances:</p> <p>a) Marriage: three (3) days;</p> <p>b) Marriage of a natural or adopted child: one (1) day;</p> <p>c) Death of a natural, adoptive or in-law parent; a spouse, or a biological or adopted child: three (3) days.</p>

Thus, compared to the current regulations, the new Labour Code has added cases of adoptive parents or in-law adoptive parents, the employee also have 3 days off.

At the same time, the Labour Code 2019 also clearly stipulates in case of marriage of a "biological child" or "adopted child", the employee is entitled to one day off; in case of death of a "biological child" or "adopted child", the

employee is entitled to a 3-day leave of absence (the Labour Code 2012 currently stipulates that the employee shall take leave of one day in case of marriage of a "child", and shall take 3-day leave of absence in case of death of a "child").

6. **Unilateral termination of the labour contracts without prior notice in certain circumstances**

Article 35 of the Labour Code 2019 gives employees the right to unilaterally terminate a labour contract without cause, but only 30 days' prior notice with a definite term contract and 45 days with an indefinite contract shall be required.

Even in some circumstances, the employee may unilaterally terminate the contract without prior notice, such as:

- The employee is not assigned to the correct job or workplace or the working conditions agreed are not maintained, except in the case prescribed;
- The employee is not paid in full or on time the wages due, except in the case prescribed;
- The employee is abused, beaten, or subject to abusive/defamatory words or acts, or to acts adversely affecting the health, dignity and honour of the employee committed by the employer; or is subject to labour coercion;
- The employee is sexually harassed in the workplace;
- A female employee is pregnant and must rest as prescribed;
- The employee has reached the retirement age, unless the parties have some other agreement;
- The employer has provided untruthful information which adversely affected implementation of the labour contract.

And at the same time, the employee is also entitled to request the employer to provide at the employer's expenses copies of documents related to his/her employment upon termination of the labour contract, etc.

7. **Possible authorization to receive salary**

According to Article 94. *Wage payment principles* of the Labour Code 2019: "Employers must pay the wage in full and on time and directly to the employee. If an employee is unable to receive his or her wage directly, then the employer may pay the same to another person duly authorized by such employee".

This content was not previously included in the Labour Code 2012. It is reasonable to allow workers to authorize others to receive wages, especially in case of sickness or accident, where they cannot directly receive wages, etc.

8. Prohibited forcing employees to use their salary to buy the company’s goods and services

It is also stipulated in Article 94. *Wage payment principles* of the Labour Code 2019:

“2. Employers must not restrict or interfere with the right of employees to decide how to spend their wages and must not use force or coerce employees to spend their wages on purchasing goods sold or using services provided by the employer or by an entity designated by the employer.”

9. If the wage is paid via bank, the employer must pay account opening fee

Labour Code 2012	Labour Code 2019
<p>Article 94. Method of payment of wages</p> <p>1. The employer has the right to select the method of payment of wages based on time or products [produced] or work completed. The selected method of payment of wages must be maintained for a fixed period of time, and if it is changed, the employer must provide the employees with advance notice of at least ten (10) days.</p> <p>2. Wages may be paid in cash or via the personal account of an employee opened at a bank. In case of bank transfer, the employer must agree with the employee on service fees for opening and maintaining the bank account.</p>	<p>Article 96. Method of payment of wages</p> <p>1. The employer and the employee shall reach agreement on the method of payment of wages based on time or products [produced] or work completed.</p> <p>2. Wages may be paid in cash or via the personal account of an employee opened at a bank. In the case of payment via a personal account of the employee opened at a bank, the employer must pay the service fees for opening the bank account and for bank transfer.</p>

10. No direct intervention by the State in enterprises' wages

Article 93 of the Labour Code 2019 stipulates that enterprises can determine wage scales, payrolls and labour norms on the basis of negotiation and agreement with employees.

Salary paid to employees is the amount of money to perform the job, including the salary by job or title, salary allowances, and other additional payments. The

salary by job or title must not be lower than the regional minimum wage set forth by the Government.

11. "Rewarded" not only with money

The Labour Code 2019 provides for a "Bonus" instead of a "Monetary bonus" like the old Code. Accordingly, the concept of rewarding employees has also been expanded, be it money or property or in other forms based on the results of production and business, the degree of completion of the employee's work.

Labour Code 2012	Labour Code 2019
<p>Article 103. Monetary bonus 1. <i>Monetary bonus</i> means a sum of money which the employer rewards an employee based on annual production and business results and the level at which the employee has completed his or her work.</p>	<p>Article 104. Bonus 1. <i>Bonus</i> means a sum of money or assets or other forms which the employer rewards an employee based on production and business results [and] the level at which the employee has completed his or her work.</p>

12. When paying salaries, enterprises must provide salary details to employees

In order to make the wages transparent for employees, the Labour Code 2019 requires in Article 95. *Payment of wages*:

“3. On each occasion of payment of wages, the employer must provide details of wage payment to the employee clearly indicating wage payment, overtime payments, night work payments, and description and amount of money withheld or deducted (if any)”.

(The current Labour Code 2012 only stipulates in Article 101. *Wage deduction* that:

“2. Employees have the right to be informed of the reason why any deduction is made from their wages.”)

13. Monthly overtime increased to 40 hours

Regarding normal working hours, the new Labour Code remains unchanged that "no more than 8 hours in a day and 48 hours in a week".

The only difference in overtime prescribed in the two Labour Code is as follows:

The number of overtime hours per month increases to 40 hours instead of 30 hours and overtime cases of up to 300 hours/year are specifically provided, including: Manufacturing, processing and exporting textile and garment

products, leather, shoes, electricity, electronics, processing of agricultural, forestry, salt and aquatic products; Producing, supplying electricity, telecommunications, oil refining; water supply and drainage; etc.

14. Periodic dialogue at the workplace

Instead of the 3-month periodic dialogue arrangement according to the current Labour Code 2012, Article 63.1 of the Labour Code 2019 has increased the frequency of periodical dialogues at the workplace to 1 year/time; and at the same time, has added a number of cases where employers have to hold dialogues such as due to economic reasons, many workers are at risk of losing their jobs and have to quit their jobs; when building the wage scale, payroll, labour norms, etc.

15. Allowed multiple executions of a definite term labour contract with the elderly

Usually, the elderly are those who have many years of working with a lot of experience, especially the jobs that require high qualifications. Therefore, in order to promote the value of the elderly, Article 149 of the Labour Code 2019 allows employers to agree to enter into definite-term labour contracts with the elderly for multiple times instead of extending the term of labour contract or concluding a new labour contract as under current regulations.

16. Recognition of electronic labour contract

Based on the actual practice, with the development of science and technology, the execution of labour contracts is not merely in writing, words or acts. Therefore, Article 14 of the Labour Code 2019 has further recognized the form of executing labour contracts through electronic means with the same value as a written labour contract.

In addition, where the two parties agree to a different name but if it includes any content showing the paid work, wages and the management, administration and supervision of one party, it is still considered as a labour contract.

17. Regarding probationary labour contracts

- Allowing the probation agreement to be written in the labour contract;
- Adding the probationary period for enterprise manager in accordance with the Law on Enterprises, the Law on Management and Use of State Capital Invested in Business and Production at Enterprises;

Labour Code 2012	Labour Code 2019
<p>Article 26 Probation</p> <p>1. Employer and employee may reach agreement on a period of probation and the rights and obligations of the two parties within that period. If agreement is reached for period of probation, the parties may sign a probationary contract. The contents of a probationary contract shall comprise the contents prescribed in sub-clauses (a), (b), (c), (d), (dd), (g) and (h) of article 23.1 of this Code.</p> <p>2. An employee working pursuant to a seasonal labour contract is not subject to a period of probation.</p> <p>Article 27. Probationary period</p> <p>A probationary period shall depend on the nature and complexity of the work, but there may be only one probation per job, and probation must meet the following conditions:</p> <ol style="list-style-type: none"> 1. The probationary period must not exceed sixty (60) days for working in a position requiring college or higher level of qualification or technical expertise; 2. The probationary period must not exceed thirty (30) days for working in a position requiring intermediate level of professional qualification or technical expertise or for technical workers and professional staff. 3. The probationary period must not exceed six (6) days for other jobs. 	<p>Article 24 Probation</p> <ol style="list-style-type: none"> 1. Employer and employee may reach agreement on probation stipulated in a labour contract or by entering into a probationary contract. 2. The basic contents of a probationary contract shall include the probationary term and the items/contents prescribed in sub-clauses (a), (b), (c), (dd), (g) and (h) of article 21.1 of this Code. 3. A period of probation is not applicable to an employee who enters into a labour contract of less than one (1) month term. <p>Article 25 Probationary period</p> <p>A probationary period as agreed by the two parties shall depend on the nature and complexity of the work, but there may be only one probation per job, and probation must meet the following conditions:</p> <ol style="list-style-type: none"> 1. The probationary period is no longer than one hundred and eighty (180) days in the case of the job being enterprise manager pursuant to the <i>Law on Enterprises</i>, and the <i>Law on Management and Use of State Capital Invested in Production and Business in Enterprises</i>; 2. The probationary period is no longer than sixty (60) days for working in a position requiring college or higher level of professional qualification or technical expertise; 3. The probationary period is no longer than thirty (30) days for

	<p>working in an industry or trade requiring intermediate level of professional qualification or technical expertise or a technician or professional staff;</p> <p>4. The probationary period must not exceed six (6) working days for other jobs.</p>
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INTELLECTUAL PROPERTY LAW

Temporary IP provisions in Vietnam after the entry into force of the EU-Vietnam Free Trade Agreement (EVFTA)

The EVFTA was ratified by the European Council and the National Assembly of Vietnam on 30 March 2020 and 8 June 2020, respectively. Accordingly, the agreement has officially come into effect in both territories as from 1 August 2020.

One of the most important topics under the EVFTA is intellectual property, which occupies a separate chapter, Chapter 12, in the EVFTA. Basically, the current Vietnam's IP legislation is considered to be quite compatible with the EVFTA, except for some commitments that need to be enhanced in exchange for benefits in other sectors. In accordance with Resolution No. 102/2020/QH14 (“Resolution 102”) dated 8 June 2020 of the Vietnamese National Assembly for ratifying the EVFTA, starting from the effective date, i.e., 1 August 2020, some commitments are applied directly devoid of any changes to the current IP Law (under Annex 2 of Resolution 102), while there are some interim provisions (under Annex 3 of Resolution 102) that are applicable until Vietnam IP Law is amended which is anticipated in 2022.

Hereunder are the aforesaid IP provisions that are regulated in Resolution 102.

Geographical indication

Resolution 102 (Annex 2, Item 12) states that as from 1 August 2020, the protection of the geographical indications referred to in Part A of Annex 12-A as regards a list of EU geographical indications shall be provided as the same as that of geographical indications for wines and spirits prescribed in Vietnam IP Law.

In addition, as stated in Resolution 102 (Annex 2, Item 13), the protection of the geographical indications "Asiago", "Fontina" and "Gorgonzola" (for cheeses) and “Feta” (for cheeses made from sheep's milk or made from sheep and goat's milk) shall not prevent the use of any of these indications in the territory of Vietnam by any persons, including their successors, who made actual commercial use in good faith of those indications prior to 1 January 2017. Furthermore, those that made actual commercial use in good faith of, in the territory of Vietnam, the geographical indication “Champagne”, or its translation, transliteration, or transcription (for “wines”) may keep using this indication during a transitional period of 10 years from the date of entry into force of EVFTA.

Trademark

Under the current Vietnam IP Law (Art. 95.1), validity of a registered trademark shall be terminated in the following cases: (i) the owner fails to pay renewal fees; (ii) the

owner has declared a disclaimer of the rights conferred by the registered trademark; (iii) the owner no longer exists or has no longer engaged in business without a lawful successor; (iv) the registered trademark has not been used by its owner or his/her licensee without reasonable grounds for 5 consecutive years, except in the case where the use is commenced or resumed at least 3 months prior to the date of the request for termination; (v) the owner of a collective mark fails to supervise or ineffectively supervises the implementation of the rules on using the collective mark; (vi) the owner of a certification mark violates the rules on using the certification mark or fails to supervise or ineffectively supervises the implementation of such rules.

The EVFTA (Art. 12.22) requires that any use of a registered trademark by its proprietor or with his consent in respect of the goods or services for which it is registered that is liable to mislead the public, particularly as to the nature, quality or geographical origin of those goods or services, shall make the trademark liable to termination or, alternatively, be prohibited by the relevant domestic law.

To comply with the above requirement, Resolution 102 (Annex 3, Item 1) states that as from 1 August 2020 until Vietnam IP Law is amended, the protection of a registered trademark in Vietnam shall additionally be terminated if the use of that trademark for registered goods or services by its proprietor or another person with his consent is liable to mislead the public as to the nature, quality or geographical origin of those goods or services. The request for termination based on such a ground can be filed at any time during the registered trademark's valid term.

Patent

The current Vietnam IP Law and Regulations do not have any provision for compensating the patent owner for the reduction of the effective patent term due to any delay of State authorities.

The EVFTA (Art. 12.40) requires an adequate and effective mechanism to compensate the patent owner for the reduction in the effective patent life resulting from unreasonable delays in the granting of the first marketing authorization. An unreasonable delay includes at least a delay of more than two years in the first response to the applicant following the date of filing of the application for marketing authorization. Any delays that occur in the granting of a marketing authorization due to periods attributable to the applicant or any period that is out of control of the marketing authorization authority need not be included in the determination of such delay.

With respect to this issue, Resolution 102 (Annex 3, Item 3) stipulates that as from 1 August 2020 until Vietnam IP Law is amended, the following temporary provisions are applied in Vietnam:

1. *In carrying out procedures for maintaining the validity of a patent, the patent owner is not required to pay a given fee for the period of delay in granting of the first marketing authorization in Vietnam with regard to pharmaceuticals produced under such patent.*
2. *The marketing authorization procedure of pharmaceuticals is considered delayed if after 24 months following the date of filing of the application for marketing authorization, the competent authority does not give the first response to the applicant without justifiable reasons. The delay commences from the day after 24 months following the date of filing of the application for marketing authorization to the day on which the competent authority gives the first response.*
3. *Where the patent owner paid a certain fee for the use of patent during the delay period, the paid fee shall be deducted from the fee of subsequent effective patent period or refunded.*
4. *In order to claim the benefit provided in paragraph 1, within 12 months following the granting of a market authorization, the patent owner shall submit the industrial property right authority a document, issued by the marketing authorization authority, confirming such delay in the marketing authorization procedure.*

Industrial design

In accordance with the current Vietnam IP Law (Art. 4.13), industrial design means the appearance of a product expressed in shapes, lines, colours or any combination thereof.

Under the EVFTA (Art. 12.35), a design applied to or incorporated in a product which constitutes a component part of a complex product shall only be considered to be new and original: (i) if the component part, once it has been incorporated into the complex product, remains visible during normal use of the latter; and (ii) to the extent that those visible features of the component part fulfil in themselves the requirements as to novelty and originality; wherein the term "visible" means visible to the end user, excluding maintenance, servicing or repair work.

In this regard, Resolution 102 (Annex 3, Item 2) stipulates that as from 1 August 2020 until Vietnam IP Law is amended, the following temporary definition is applied in Vietnam:

Industrial design means the appearance of the whole product or a component part which is incorporated into the whole product. The appearance is defined as shapes, lines, colours or combination thereof and visible during the normal use of the product.

This new definition is clearer compared with the previous one. However, there is no change in regulations regarding the registration of industrial design in Vietnam for now./.

Other Sectors:**Finance - Banking**

- Decree No. 80/2020/ND-CP dated 8 July 2020, on management and use of non-refundable aid being not official development assistance by foreign agencies, organizations and individuals for Vietnam.
- Circular No. 72/2020/TT-BTC dated 31 July 2020 of the Minister of Finance, cancelling Circular No. 84/2017/TT-BTC, providing guidelines for Decree No.68/2016/ND-CP.
- Circular No. 70/2020/TT-BTC dated 17 July 2020 of the Ministry of Finance, on extending the effective term of Circular No. 14/2020/TT-BTC, amending Circular No. 127/2018/TT-BTC, providing for service charge rates in the field of securities applied at the Stock Exchange and Vietnam Securities Depository to support organizations and individuals affected by Covid-19 pandemic.
- Circular No. 69/2020/TT-BTC dated 15 July 2020 of the Minister of Finance, providing for dossiers, order of and procedures for settlement of debts under Resolution No. 94/2019/QH14.

Audit

- Circular No. 67/2020/TT-BTC dated 10 July 2020 of the Minister of Finance, on the model Regulation on internal audit applicable to the State agencies and public non-business professional units.
- Circular No. 66/2020/TT-BTC of 10 July 2020 of the Minister of Finance promulgating the Model Regulation on internal audit applicable to enterprises.

Trade

- Resolution No. 110/NQ-CP dated 23 July 2020 of the Government, approving the 1st Protocol to amend the ASEAN Trade in Goods Agreement (ATIGA).
- Decision No. 1949/QD-BCT dated 24 July 2020 of the Minister of Industry and Trade, on correction of Circular No. 11/2020/TT-BCT, providing for the rules of origin of goods in the Free Trade Agreement between Vietnam and the European Union.
- Decision No. 1047/QD-TTg dated 17 July 2020 of the Prime Minister, approving the Plan of implementation of the Agreement on mutual assistance in the customs

domain between Vietnam and the United States of America;

- Decision No. 1032/QD-BTC dated 10 July 2020 of the Ministry of Finance, publishing new administrative procedures in the customs domain falling within the scope of management functions of the Ministry of Finance.

Labour

- Decree No. 88/2020/ND-CP dated 28 July 2020, providing guidelines for the Law on Occupational Safety and Hygiene regarding compulsory labour accident and occupational disease insurance.
- Decision No. 895/QD-LDTBXH dated 30 July 2020 of the Ministry of Labour, War Invalids and Social Affairs, publishing National Occupational Skills Standards.
- Decision No. 893/QD-BHXH dated 10 July 2020 of Vietnam Social Insurance, promulgating the Regulation on administration, operation, exploitation and use of centralized data compilation and analysis system of the Social Insurance branch
- Decision No. 2450/QD-UBND dated 7 July 2020 of the People's Committee of Ho Chi Minh City, publishing the List of administrative procedures within the scope of management functions of the Department of Labour, War Invalids and Social Affairs of Ho Chi Minh City.

Health

- Decision No. 3248/QD-BYT dated 22 July 2020 of the Minister of Health, publishing cancelled administrative procedures in the field of pharmaceuticals falling within the scope of management functions of the Ministry of Health.
- Decision No. 3133/QD-BYT dated 17 July 2020 of the Minister of Health, on Document "Guidance on medical care and support for sexually abused people".
- Decision No. 3130/QD-BYT dated 17 July 2020 of the Minister of Health, on the professional document "Guidelines for diagnosis and treatment of prostate cancer".
- Decision No. 3129/QD-BYT dated 17 July 2020 of the Minister of Health, on the professional document "Guidelines for diagnosis and treatment of Hepatocellular carcinoma (HCC)";
- Decision No. 3128/QD-BYT dated 17 July 2020 of the Minister of Health, on the professional document "Guidelines for diagnosis and treatment of breast cancer".

- Decision No. 3127/QD-BYT dated 17 July 2020 of the Minister of Health, on the professional document "Guidelines for diagnosis and treatment of stomach cancer".
- Decision No. 3088/QD-BYT dated 16 July 2020 of the Minister of Health, on the Criteria for Safe Hospital to prevent and combat COVID-19 pandemic and other acute respiratory infections.
- Decision No. 3087/QD-BYT dated 16 July 2020 of the Minister of Health, on the professional document "Guidelines for diagnosis and treatment of pre-diabetes".
- Decision No. 2957/QD-BYT dated 10 July 2020 of the Minister of Health, providing guidelines for diagnosis and treatment of diphtheria.
- Decision No. 956/QD-TTg dated 6 July 2020 of the Prime Minister, on establishment of the National Medical Council.
- Circular No. 14/2020/TT-BYT dated 10 July 2020 of the Minister of Health, on contents of bidding for procurement of medical equipment at public health facilities.
- Circular No. 64/2020/TT-BTC dated 8 July 2020 of the Minister of Finance, providing for collection rates and payment of charges in the health sector.

Education

- Decree No. 84/2020/ND-CP dated 17 July 2020, providing guidelines for the Law on Education.
- Circular No. 20/2020/TT-BGDĐT dated 27 July 2020 of the Ministry of Education and Training, providing for working conditions for lecturers of higher education institutions.

Transport

- Decree No. 86/2020/ND-CP dated 23 July 2020, amending Decree No.171/2016/ND-CP, on registration and deregistration of purchases, sales and constructions of seagoing vessels.
- Resolution No. 109/NQ-CP dated 23 July 2020 of the Government, approving the "Agreement on irregular air transport between Vietnam and the Swiss Federal Council".
- Decision No. 1448/QD-BGTVT dated 27 July 2020 of the Minister of Transport, publishing amended administrative procedures in the field of land road falling

within the scope of management functions of the Ministry of Transport.

- Decision No. 969/QD-TTg dated 7 July 2020 of the Prime Minister, on the List of the State secrets in the field of Transport.
- Decision No. 1303/QD-BGTVT dated 6 July 2020 of the Minister of Transport, providing for the functions, duties, powers and organizational structure of the Registry Sub-department of the Vietnam Register Department
- Circular No. 15/2020/TT-BGTVT dated 22 July 2020 of the Ministry of Transport, providing for operations of toll plaza.

Construction

- Decree No. 85/2020/ND-CP dated 17 July 2020, providing guidelines for the Law on Architecture.
- Resolution No. 108/NQ-CP dated 17 July 2020 of the Government, on Tasks and solutions to overcome difficulties and obstacles in the process of implementing Decree No. 68/2019/ND-CP, on management of construction investment costs.
- Decision No. 912/QD-BXD dated 9 July 2020 of the Ministry of Construction, approving the plan to simplify administrative procedures within the scope of the State management functions of the Ministry of Construction.
- Circular No. 02/2020/TT-BXD dated 20 July 2020 of the Minister of Construction, amending 4 Circulars related to management of construction investment costs.

Natural Resource - Environment

- Resolution No. 979/2020/UBTVQH14 dated 27 July 2020 of the National Assembly's Standing Committee, amending Sub-section 2, Section I of the Environmental Protection Tariff specified in Clause 1, Article 1 of Resolution No.579/2018/UBTVQH14 on Environmental Protection Tariff.
- Decision No. 1610/QD-BTNMT dated 22 July 2020 of the Ministry of Natural Resources and Environment, on the internal process of implementing administrative procedures in the field of water resources.
- Decision No. 1605/QD-BTNMT dated 21 July 2020 of the Minister of Natural Resources and Environment, on the internal process of interconnecting settlement of administrative procedures in the field of environmental monitoring.
- Decision No. 1055/QD-TTg dated 20 July 2020 of the Prime Minister, on the National plan of climate change adaptation for the period of 2021-2030, with an

orientation to 2050.

- Decision No. 1444/QD-BTNMT dated 1 July 2020 of the Ministry of Natural Resources and Environment, publishing the List of legal documents, which have entirely or partly expired, in the fields under the State management of the Ministry of Natural Resources and Environment in the first 6 months of 2020.
- Circular No. 17/2020/TT-BCT dated 17 July 2020 of the Minister of Industry and Trade, providing for preservation and cancellation of oil and gas wells.

Energy

- Circular No. 18/2020/TT-BCT dated 17 July 2020 of the Ministry of Industry and Trade, regulating project development and model contract for power purchase applicable to solar power projects.
- Circular No. 16/2020/TT-BCT dated 7 July 2020 of the Minister of Industry and Trade, on amendments to Circular No. 44/2015/TT-BCT, regulating project development, Avoidable cost tariff and Model contract for power purchase applicable to biomass power projects.

Information - Communications

- Decision No. 1246/QD-BTTTT dated 24 July 2020 of the Minister of Information and Communications, promulgating a Set of Criteria on the functions, technical features of online meeting software system (Version 1.0).
- Decision No. 20/2020/QD-TTg dated 22 July 2020 of the Prime Minister, on electronic identification codes of agencies and organizations for connection and data sharing with ministries, branches and localities.
- Decision No. 1168/QD-BTTTT dated 10 July 2020 of the Ministry of Information and Communications, on the temporary process for testing information technology products and services, which are not yet available in the market, to be applied to the Ministry of Information and Communications's units.
- Circular No. 16/2020/TT-BTTTT dated 17 July 2020 of the Ministry of Information and Communications, on the National technical regulation on lightning protection for telecommunication stations and peripheral telecommunications cable networks.
- Circular No. 15/2020/TT-BTTTT dated 9 July 2020 of the Minister of Information and Communications, promulgating the "National technical regulation on lithium

batteries for portable devices".

- Circular No. 14/2020/TT-BTTTT dated 8 July 2020 of the Minister of Information and Communications, on amendments to Circular No. 08/2016/TT-BTTTT, providing guidelines for implementation of the public-use telecommunications service provision program until 2020
- Circular No. 13/2020/TT-BTTTT dated 3 July 2020 of the Minister of Information and Communications, on determination of software production activities to meet the process.

Administration - Judiciary

- Decree No. 82/2020/ND-CP dated 15 July 2020, providing for sanctioning of administrative violations in the field of judicial assistance; judicial administration; marriage and family; civil judgement enforcement; and bankruptcy of enterprises and cooperatives.
- Decision No. 264/QD-VKSTC dated 21 July 2020 of the Supreme People's Procuracy, on the Provisional Process of Examination of and supervision over sound recording or audio-visual recording by the investigating authority; sound recording or audio-visual recording when interrogating the accused, taking testimonies in the stages of criminal proceedings commencement, investigation and prosecution.
- Decision No. 2543/QD-UBND dated 15 July 2020 of the People's Committee of Ho Chi Minh City, approving the internal process of handling administrative procedures under the jurisdiction of the People's Committee of the districts in Ho Chi Minh City.
- Decision No. 249/QD-VKSTC dated 9 July 2020 of the Head of the Supreme People's Procuracy, providing for the process of reception of citizens in the People's Procuracy branch.
- Decision No. 970/QD-TTg dated 7 July 2020 of the Prime Minister, on the List of the State secrets of the People's Courts.
- Decision No. 960/QD-TTg dated 7 July 2020 of the Prime Minister, on the list of the State secrets in the Home affairs field.
- Circular No. 03/2020/TT-BNV dated 21 July 2020 of the Minister of Home Affairs, detailing the competence, order, procedures and measures to protect the working positions of whistle-blowers being cadres, and public officials and

servants.

- Circular No. 02/2020/TT-BNV dated 14 July 2020 of the Minister of Home Affairs, on amendments to Circular No. 09/2014/TT-BNV, providing guidelines for management of archives practice certificates and archiving service operations.

Immigration

- Decree No. 87/2020/ND-CP dated 28 July 2020, providing for the online civil status database and online civil status registration.
- Decree No. 77/2020/ND-CP dated 1 July 2020, providing for management and use of information in the National Database on Immigration; online public services for issuing, managing and controlling passports of Vietnamese citizens; immigration control by automatic control gates.
- Decree No. 76/2020/ND-CP dated 1 July 2020, providing guidelines for subjects, order, procedures and competence to grant, revoke and invalidate laissez-passers.
- Decree No. 75/2020/ND-CP dated 1 July 2020, providing guidelines for the Law on Entry, Exit, Transit, and Residence of Foreigners in Vietnam as amended.
- Circular No. 74/2020/TT-BCA dated 1 July 2020 of the Minister of Public Security, providing for entry and exit control of Vietnamese citizens at border gates.

Agriculture - Forestry - Fishery

- Decree No. 83/2020/ND-CP dated 15 July 2020, on amendments to Decree 156/2018/ND-CP, providing guidelines for the Law on Forestry.
- Decision No. 2624/QD-BNN-PC dated 10 July 2020 of the Minister of Agriculture and Rural Development, publishing the list of valid legal documents in the fields under the State management of the Ministry Agriculture and Rural Development until the end of 31 May 2020.
- Decision No. 2538/QD-BNN-VP dated 6 July 2020 of the Minister of Agriculture and Rural Development, on the List of administrative procedures in the field of Agriculture and Rural Development.
- Circular No. 09/2020/TT-BNNPTNT dated 24 July 2020 of the Ministry of Agriculture and Rural Development, providing for determination and confirmation of natural disasters and epidemics in implementing policies to support agricultural insurance.

Miscellaneous

- Decree No. 81/2020/ND-CP dated 9 July 2020, on amendments to Decree No.163/2018/ND-CP, providing for issuance of corporate bonds.
- Decision No. 1163/QD-TTg dated 31 July 2020 of the Prime Minister, on approving the Task of planning for the Mekong River Delta region during the period of 2021-2030, with an orientation to 2050.
- Decision No. 1129/QD-TTg dated 27 July 2020 of the Prime Minister, approving the Project on development of night economy in Vietnam.
- Decision No. 2032/QD-BVHTTDL dated 16 July 2020 of the Ministry of Culture, Sports and Tourism, promulgating the Plan of implementation of Decree No.45/2020/ND-CP, carrying out administrative procedures on the electronic environment.
- Circular No. 65/2020/TT-BTC dated 9 July 2020 of the Minister of Finance, on amendments to Circular No. 302/2016/TT-BTC, providing guidelines for license tax.

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