



## LEGAL UPDATE

### THE REPEAL OF CERTAIN LEGISLATIVE DOCUMENTS ISSUED OR JOINTLY ISSUED BY THE MINISTER OF LABOUR, INVALIDS AND SOCIAL AFFAIRS

#### 1. Background

The Ministry of Labour, Invalids and Social Affairs ("MOLISA") issued Circular No. 15/2024/TT-BLDTBXH on 31 December 2024, repealing 10 legislative documents in the field of labour and wages that are no longer consistent with current regulations ("Circular 15"). Accordingly, Circular 15 fully repeals a total of 14 legislative documents, including 10 documents related to labour and wages and 4 documents related to social evils prevention, which takes effect from 15 February 2025.

#### 2. List of legislative documents repealed under Circular No. 15/2024/TT-BLDTBXH

##### 2.1. Field of labour and wages

- (i) Circular 08/2013/TT-BLDTBXH provides guidance on Decree No. 46/2013/ND-CP, detailing the implementation of certain provisions of the Labour Code on labour disputes.
- (ii) Circular 30/2013/TT-BLDTBXH provides guidance on the implementation of certain provisions of Decree No. 44/2013/ND-CP, which details the implementation of certain provisions of the Labour Code on labour contracts.
- (iii) Circular 19/2014/TT-BLDTBXH provides guidance on the implementation of certain provisions of Decree No. 27/2014/ND-CP, which details the implementation of certain provisions of the Labour Code on domestic workers.
- (iv) Circular 27/2014/TT-BLDTBXH provides guidance on how labour regulatory agencies obtain opinions from workers' representative organizations and employers' representative organizations at the local level in developing labour policies and legislation, as well as on labour relations matters.
- (v) Circular 23/2015/TT-BLDTBXH provides guidance on the implementation of certain provisions on wages under Decree No. 05/2015/ND-CP, which details and

guides the implementation of certain provisions of the Labour Code.

- (vi) Circular 29/2015/TT-BLDTBXH provides guidance on the implementation of certain provisions on collective bargaining, collective labour agreements, and labour dispute resolution under Decree No. 05/2015/ND-CP, which details and guides the implementation of certain provisions of the Labour Code.
- (vii) Circular 35/2016/TT-BLDTBXH provides guidance on policies for employees when transitioning from public service units to joint-stock companies under Decision No. 22/2015/QD-TTg.
- (viii) Circular 17/2018/TT-BLDTBXH on enterprises' self-inspection of labour law compliance.
- (ix) Circular 20/2018/TT-BLDTBXH provides guidance on the coordination mechanism for conducting specialized labour inspections, including occupational safety and hygiene inspections at night and outside regular working hours.
- (x) Decision 01/2006/QD-BLDTBXH dated February 16, 2006, promulgating the regulations on state labour inspection activities under the regional labour inspector responsibility model.

##### 2.2. Field of social evils prevention

- (i) Joint Circular No. 28/2010/TTLT-BLDTBXH-BNV provides guidance on the functions, tasks, powers, organizational structure, and staffing of post-rehabilitation management centers for drug addicts.
- (ii) Joint Circular No. 43/2011/TTLT-BLDTBXH-BYT provides guidance on licensing and management of voluntary drug rehabilitation facilities.
- (iii) Joint Resolution No. 01/2005/NQLT-BLDTBXH-BCA-BVHTTDL-UBTUMTTQVN stipulates and guides the content of activities, classification, and evaluation of



the development of communes, wards, and townships as drug- and prostitution-free communities.

- (iv) Joint Resolution No. 01/2008/NQLT-BLDTBXH-BCA-BVHTTDL-UBTUMTTQVN promulgates "Criteria for classification, scoring, evaluation, and statistical reporting on the development of communes, wards, and townships as drug- and prostitution-free communities.

### 3. Conclusion

This reform enhances legal clarity, reduces administrative burdens, and ensures a more streamlined regulatory framework, fostering a more transparent and efficient labour system. The repeal of outdated regulations eliminates inconsistencies, creating a more predictable legal environment for both employers and employees. To safeguard their rights and obligations, businesses must promptly adjust their policies and practices, while workers should stay informed about the latest legal changes to ensure compliance and protect their interests in labour relations.

### Contact Information

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