

ELECTRONIC LABOR CONTRACT IN VIETNAM

UPDATE

WEF 1 JULY 2026



📍 Trang An - Ninh Binh, Vietnam 📷 N2NC

INTRODUCTION OF ELECTRONIC LABOR CONTRACT (e-LC)



Labor Code 2019
Decree 337/2025/ND-CP
Circular 08/2026/TT-BNV



- Introduce concept “**electronic labor contract**” [a.k.a e-LC or eContract]
- Centralizing digital data under **National Electronic Labor Contract Platform** [NELC Platform]
- Introduce concept “**unique e-LC ID**” throughout e-LC lifecycle



Decree 337/2025 | 1 Jan 2026
Circular 08/2026 | 1 Jul 2026

Equal Legal Validity



The electronic labor contract (e-LC) holds the exact same legal weight as a traditional paper contract.

Centralized Platform



All e-LC data is centrally managed and synchronized through the NELC Platform

ID-Driven Engagement



Granting contract ID, e-LC executed by Corporation ID (Employers) and Personal VNeID (Employees) to ensure legal accountability

THE CENTRAL PLATFORM

- The NELC Platform is Vietnam's centralized, state-managed digital gateway for all electronic labor contracts.
- To connect to it, e-contract service providers must register with the Ministry of Home Affairs by proving their technical capacity to host, update, and scale the system under cybersecurity compliance. They are also required to undertake report of e-LC systems.
- The NELC platform is scheduled to go live by July 1, 2026

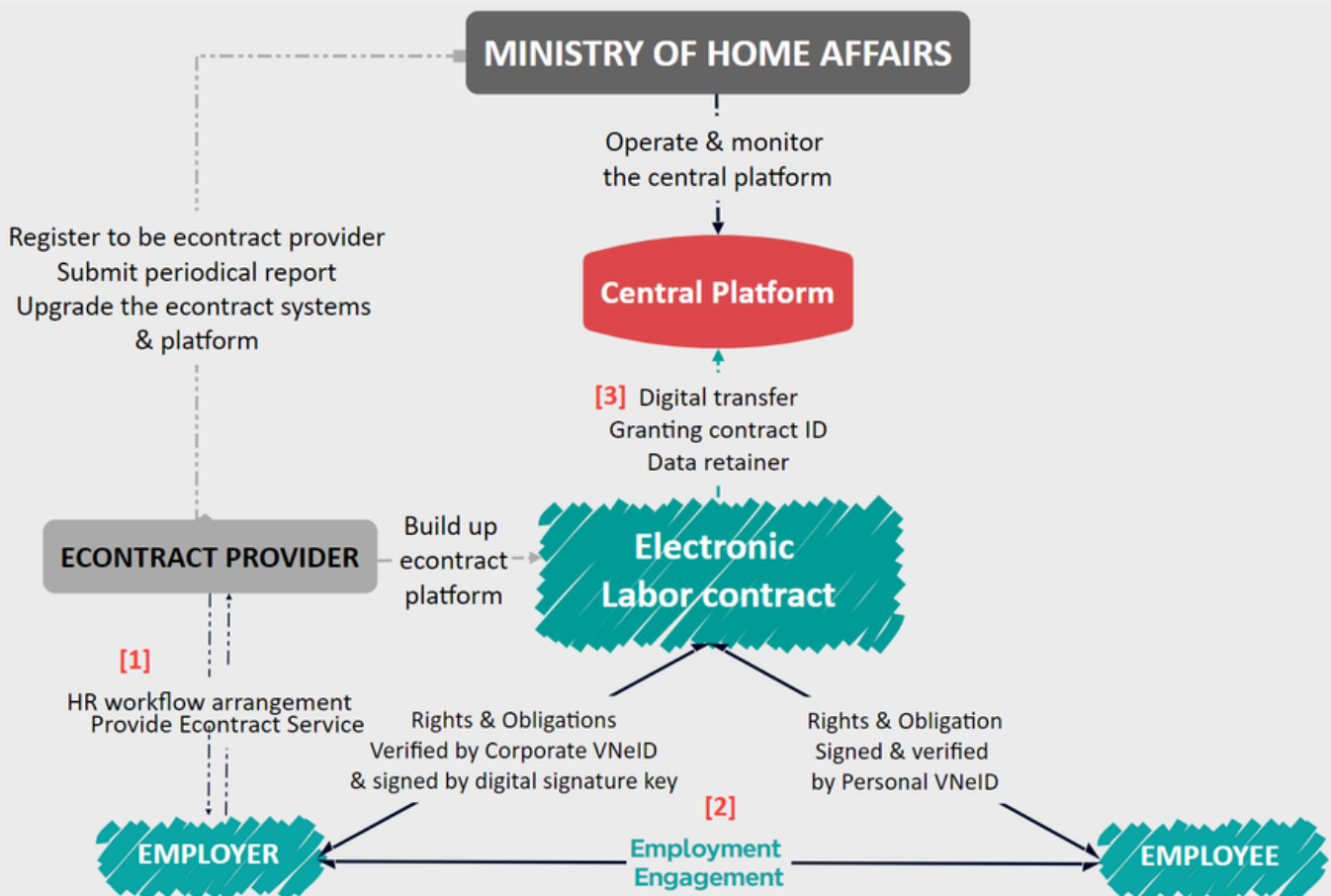
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UNIQUE CONTRACT ID

- **13-character ID** is generated automatically by NELC Platform
- The 13-character ID consists of a **tracking letter (showing contract origin)** followed by a 12-digit sequence.
- The contract ID acts as a permanent tracking code for the entire lifecycle of the employment relationship

- [A] New e-contracts signed on/after July 1, 2026
- [B] Paper contracts converted & digitized into the e-LC systems
- [C] Legacy e-contracts signed before July 1, 2026

WORKFLOW OF E-CONTRACT ENGAGEMENT



[1] E-LC Service Provision & HR arrangement

- The e-contract Provider coordinates HR workflow arrangements and directly delivers e-contract services to the Employer.
- This involves creating custom e-LCs tailored to company needs while strictly maintaining all mandatory standard contract clauses.

[2] Employment Engagement, Verification & Signing

- The Employer and Employee establish an employment relationship by defining mutual rights and obligations via an Electronic Labor Contract
- To execute the agreement, both parties authenticate their identities and sign using their respective corporate and personal VNeID accounts.

[3] Digital Transfer and Data Retention

- Once executed, the Electronic Labor Contract undergoes a digital transfer to the government's Central Platform.
- Once transferred, the Central Platform issues a unique contract ID and securely stores the contract data.

Adopting e-LCs and using the NELC platform is completely optional. The Vietnamese government actively encourages the shift to digital, but companies retain full freedom of choice when the system goes live in July 2026.

Moving ahead, the NELC platform will become Vietnam's largest workforce database, automating employment compliance and eliminating manual, periodic labor usage reports.

