

Vietnam's first e-Labour Contract Platform: what it means for you

From 1 July 2026, Vietnam's first national e-Labour Contract Platform (the **Platform**) will go live, marking a major step in the Government's plan to digitise labour administration. The Platform will enable companies to create, sign, store and manage labour contracts electronically, and also allow the state to manage all e-labour contracts at a centralised level.¹

While e-labour contracts have long been legally permissible in principle, Vietnam previously lacked a comprehensive legal and technical framework to support their use. This gap limited their adoption and created uncertainty for companies. Before the introduction of the Platform under Decree 337/2025/ND-CP, there was no standard approach for electronic signing, authentication, contract storage or verification of e-labour contracts, making the process challenging for both businesses and state authorities. It is important to note that the new regulations do not eliminate or replace paper-based contracts; they simply encourage the broader use of e-labour contracts in Vietnam.

This *Insight* provides a brief overview of the Platform, and what companies should know if they are considering transitioning from paper-based contracts to e-labour contracts in 2026.

What is the Platform?

The Platform is a centralised system managed by Vietnam's Ministry of Home Affairs. It is accessible to employees, employers and service providers operating e-contract systems connected to the Platform.

E-labour contracts will be created and managed through the following process:

- **Selection of e-contract system:** The employee and employer agree on the system used to create and sign the contract electronically.

- **Signing:** The contract is digitally signed with a time stamp and takes effect when the last party signs, unless agreed otherwise.
- **Certification:** The e-contract system certifies the data message and finalises the contract.
- **Transmission:** The system transmits the contract to the Platform within 24 hours, for a unique contract ID to be assigned.
- **Storage and management:** The Platform stores contract data, logs and metadata, and provides query, reporting and data-sharing services.
- **Access and use:** Employees and companies may access the Platform through their accounts for verification, administrative procedures and lawful data sharing.
- **Lifecycle management:** Amendments, suspensions and terminations follow the same electronic process and remain linked under the same contract ID, to ensure integrity and traceability by the parties.

Paper-based or e-labour contracts

- **Companies may keep using paper-based labour contracts if it remains their preferred approach**, as this conventional format continues to be recognised under Vietnam's Labour Code. Alternatively, they may choose to transition to e-labour contracts, which are now fully recognised and regulated.
- **For companies considering the electronic format**, the transition would reduce the volume of paperwork, streamline HR record-keeping, and allow contract data to be validated and readily accessible on the Platform for regulatory inspections or reporting. This makes it particularly beneficial for major corporates with a large workforce (eg those operating in manufacturing, retail and consumer goods, banking, telecommunications, agriculture, or logistics/transportation).

However, it is important to understand that all contract data will be uploaded to the Platform and the entire contract lifecycle will be managed electronically on it. Once paper-based contracts are converted electronically and uploaded onto the Platform, the process is one way,

¹ According to a report published by Vietnamnet.vn, approximately 17,230 employers in Vietnam are currently utilising electronic contract solutions offered by roughly 21 service providers, including major vendors such as Viettel, VNPT, FPT and EFY. These systems generate an estimated 2.5 million contracts each month, with the volume increasing at an annual rate of approximately 100%.

given current regulations do not provide a mechanism to withdraw or delete uploaded contracts.

It also remains unclear whether companies may apply a hybrid approach—using electronic contracts for some employees and paper-based contracts for others—or must adopt a single format consistently until further guidance is issued after the Platform becomes operational.

- **Companies that already had e-labour contracts before 2026** can continue as they are until those contracts expire, even if they do not fully meet new requirements. Once the contracts lapse, however, employers must transition to the new framework and manage all electronic labour contracts through the Platform.

Multinational companies using offshore or group centralised e-contracting systems may face additional challenges, as it is not yet clear how such systems will integrate with the Platform on a cross-border basis. They may need to evaluate whether to retain their existing electronic contracting processes, or adopt a local e-contract system that can connect with the Platform, or even revert to paper-based arrangements in Vietnam.

Data collection and access rights

The Platform collects and stores all contract information, including employers' labour use data and full transaction logs. This covers employees' personal details, and employment terms such as remuneration and benefits.

The Ministry of Home Affairs and authorised government bodies may access and use the data within their official powers. Employers and employees may view their own data, and can access another person's information only with prior consent.

Access may occur through: (i) built-in data services such as queries, reports or verification; (ii) connected databases such as the national ID system; or (iii) formal written requests to the Ministry of Home Affairs, which must respond within seven working days.

Conversion to e-labour contracts

Paper-based contracts remain valid after the Platform is launched. However, any company seeking to amend, supplement, suspend or terminate a paper-based contract electronically must first convert it into an e-labour contract. Once converted, the contract must be uploaded to the Platform and assigned a unique contract ID. All subsequent lifecycle actions must reference this ID.

What's next

While companies may continue with paper-based contracts, those considering a transition to electronic formats should carefully assess the operational, data-governance and compliance implications—particularly the irreversible nature of uploading converted contracts and the uncertainties around hybrid implementation models. As the regulatory framework continues to evolve, companies should monitor forthcoming guidance from the authorities and begin preparing internally for potential process changes.

If you would like to discuss the above developments, please contact the Allens team.

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