



LABOUR LAW REPORT CALENDAR

Attorneys at Law

2022

Phuoc & Partners Law Firm

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LABOUR LAW REPORT CALENDAR

[All Quarters](#) / [Quarter One](#) / [Quarter Two](#) / [Quarter Three](#) / [Quarter Four](#) / [Legal Basis](#)

Legend

● **HOLIDAYS**

(If it falls on weekly days off, employees will be entitled to make up the next day off)

● **MONTHLY
REPORT**

● **PERIODIC REPORT
IN THE YEAR**

January

MON	TUE	WED	THU	FRI	SAT	SUN
		New year's Day			1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February

MON	TUE	WED	THU	FRI	SAT	SUN
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						
Lunar New Year: 31/01/2022 – 04/02/2022						

March

MON	TUE	WED	THU	FRI	SAT	SUN
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April

MON	TUE	WED	THU	FRI	SAT	SUN
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	
Commemoration Day: 10/04 Victory Day: 30/04						

May

MON	TUE	WED	THU	FRI	SAT	SUN
		International Labour Day				1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June

MON	TUE	WED	THU	FRI	SAT	SUN
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

July

MON	TUE	WED	THU	FRI	SAT	SUN
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

August

MON	TUE	WED	THU	FRI	SAT	SUN
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

September

MON	TUE	WED	THU	FRI	SAT	SUN
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
National Day Option 1: 01/09/2022 – 02/09/2022; or Option 2: 02/09/2022 – 03/09/2022.						

October

MON	TUE	WED	THU	FRI	SAT	SUN
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

November

MON	TUE	WED	THU	FRI	SAT	SUN
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				


December


MON	TUE	WED	THU	FRI	SAT	SUN
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

A Business Approach to
Legal Service

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LABOUR LAW REPORT CALENDAR

[All Quarters](#) / [Quarter One](#) / [Quarter Two](#) / [Quarter Three](#) / [Quarter Four](#) / [Legal Basis](#)

Legend

- **HOLIDAYS**
(If it falls on weekly days off, employees will be entitled to make up the next day off)
- **MONTHLY REPORT**
- **PERIODIC REPORT IN THE YEAR**

January

MON TUE WED THU FRI SAT SUN

			New year's Day		1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February

MON TUE WED THU FRI SAT SUN

	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

Lunar New Year: 31/01/2022 – 04/02/2022

March

MON TUE WED THU FRI SAT SUN

	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

☐ Notice on the changes of the employees.⁽¹⁹⁾ **03 Jan**

☐ Annual report for 2021 on assignment and management of foreign employees.⁽¹⁸⁾ **05 Jan**

☐ Annual report for 2021 on labour accident situation of business establishment.⁽¹⁾ **10 Jan**

☐ Annual report for 2021 on occupational health of business establishment.⁽²⁾

☐ Annual report for 2021 on labour safety and hygiene of business establishment.⁽³⁾

☐ Annual report for 2021 on contribution of unemployment insurance.⁽⁵⁾ **15 Jan**

☐ List of employees working overseas and List of employees returning home or having their contracts terminated and shall be submitted to the DOLISA.⁽¹⁷⁾ **20 Jan**

☐ Notice on the changes of the employees.⁽¹⁹⁾ **03 Feb**

☐ List of employees working overseas and List of employees returning home or having their contracts terminated and shall be submitted to the DOLISA.⁽¹⁷⁾ **20 Feb**

☐ Notice on the changes of the employees.⁽¹⁹⁾ **03 Mar**

☐ List of employees working overseas and List of employees returning home or having their contracts terminated and shall be submitted to the DOLISA.⁽¹⁷⁾ **20 Mar**

LABOUR LAW REPORT CALENDAR

All Quarters / Quarter One / **Quarter Two** / Quarter Three / Quarter Four / Legal Basis

Legend

- **HOLIDAYS**
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- **MONTHLY REPORT**
- **PERIODIC REPORT IN THE YEAR**

April

MON	TUE	WED	THU	FRI	SAT	SUN
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Commemoration Day: 10/04
Victory Day: 30/04

May

MON	TUE	WED	THU	FRI	SAT	SUN
						1
						International Labour Day
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June

MON	TUE	WED	THU	FRI	SAT	SUN
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			



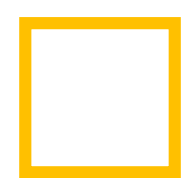
Notice on the changes of the employees.⁽¹⁹⁾

03
Apr



List of employees working overseas and List of employees returning home or having their contracts terminated and shall be submitted to the DOLISA.⁽¹⁷⁾

20
Apr



Notice on the changes of the employees.⁽¹⁹⁾

03
May



List of employees working overseas and List of employees returning home or having their contracts terminated and shall be submitted to the DOLISA.⁽¹⁷⁾

20
May



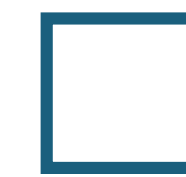
Notice on the changes of the employees.⁽¹⁹⁾

03
Jun



Semi - annual report for 2022 on the recruitment and assignment of Vietnamese employees.⁽²⁾

05
Jun



Semi – annual report for 2022 on employment service operation.⁽⁶⁾

15
Jun



List of employees working overseas and List of employees returning home or having their contracts terminated and shall be submitted to the DOLISA.⁽¹⁷⁾

20
Jun



Semi – annual report for 2022 on outsourced jobs.⁽⁶⁾



Semi – annual report for 2022 on number of selected local employees working overseas.⁽¹⁵⁾

A Business Approach to
Legal Service



LABOUR LAW REPORT
CALENDAR

All Quarters / Quarter One / Quarter Two / **Quarter Three** / Quarter Four / Legal Basis

Legend

HOLIDAYS
(If it falls on weekly days off, employees will be entitled to make up the next day off)

MONTHLY REPORT

PERIODIC REPORT IN THE YEAR

July						
MON	TUE	WED	THU	FRI	SAT	SUN
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

August						
MON	TUE	WED	THU	FRI	SAT	SUN
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

September						
MON	TUE	WED	THU	FRI	SAT	SUN
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

National Day
Option 1: 01/09/2022 – 02/09/2022; or
Option 2: 02/09/2022 – 03/09/2022.

- Notice on the changes of the employees.⁽¹⁹⁾

03 Jul
- Semi – annual report for 2022 on labour accident situation at business establishment.⁽¹⁾

05 Jul
- Semi – annual report for 2022 on occupational health business establishment.⁽²⁾
- Semi – annual report for 2022 on, assignment and management of foreign employees.⁽¹⁸⁾
- List of employees working overseas and List of employees returning home or having their contracts terminated and shall be submitted to the DOLISA.⁽¹⁷⁾

20 Jul

- Notice on the changes of the employees.⁽¹⁹⁾

03 Aug
- List of employees working overseas and List of employees returning home or having their contracts terminated and shall be submitted to the DOLISA.⁽¹⁷⁾

20 Aug

- Notice on the changes of the employees.⁽¹⁹⁾

03 Sep
- List of employees working overseas and List of employees returning home or having their contracts terminated and shall be submitted to the DOLISA.⁽¹⁷⁾

20 Sep

LABOUR LAW REPORT
CALENDAR

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Legend

HOLIDAYS
(If it falls on weekly days off, employees will be entitled to make up the next day off)

MONTHLY REPORT

PERIODIC REPORT IN THE YEAR

October						
MON	TUE	WED	THU	FRI	SAT	SUN
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

November						
MON	TUE	WED	THU	FRI	SAT	SUN
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

December						
MON	TUE	WED	THU	FRI	SAT	SUN
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

- Notice on the changes of the employees.⁽¹⁹⁾

03
Oct
- List of employees working overseas and List of employees returning home or having their contracts terminated and shall be submitted to the DOLISA.⁽¹⁷⁾

20
Oct

- Notice on the changes of the employees.⁽¹⁹⁾

03
Nov
- List of employees working overseas and List of employees returning home or having their contracts terminated and shall be submitted to the DOLISA.⁽¹⁷⁾

20
Nov

- Notice on the changes of the employees.⁽¹⁹⁾

03
Dec
- Annual report for 2022 on recruitment, assignment and management of foreign employees.⁽²⁾

05
Dec
- Annual report for 2022 on the recruitment and assignment of Vietnamese employees.⁽⁸⁾

15
Dec
- Annual report for 2022 on employment service operation.⁽⁶⁾
- Annual report on technical inspection on occupational safety.⁽¹²⁾
- Annual report on the result of labour safety and hygiene training service.⁽¹³⁾
- Annual report on the result of working environment observation.⁽¹⁴⁾
- List of employees working overseas and List of employees returning home or having their contracts terminated and shall be submitted to the DOLISA.⁽¹⁷⁾

20
Dec
- Annual report for 2022 on outsourced jobs.⁽⁹⁾
- Annual report for 2022 on number of selected local employees working overseas.⁽¹⁵⁾
- Annual report on provision of labour overseas and enclosed with financial statements on workforce overseas.⁽¹⁶⁾
- Annual report on technical inspection on occupational safety; labour safety and hygiene training and working environment observation of enterprises.⁽¹¹⁾

31
Dec

Legend ● **HOLIDAYS** (If it falls on weekly days off, employees will be entitled to make up the next day off) ● **MONTHLY REPORT** ● **PERIODIC REPORT IN THE YEAR**

Legal Basis

Statutory reporting filing deadlines may be submitted before the date stated in the LABOUR LAW REPORT CALENDAR, and some reports have the applicable enterprises. Enterprises should take note to take the initiative to submit those reports appropriate and on-time reports.

1. **Article 24.1** Decree No. 39/2016/NĐ-CP, the report must be submitted to *the Department of Labour, War Invalids and Social Affairs (“DOLISA”)*.
2. **Article 10** Circular No. 19/2016/TT-BYT, the report must be submitted to *the Medical facilities of districts/provincial cities*.
3. **Article 10.2** Circular No. 07/2016/TT-BLĐTBXH, the report must be submitted to *the DOLISA and the Department of Health*.
4. **Article 37.2** Law on Occupational Safety and Hygiene No. 84/2015/QH13, the report must be submitted to *the DOLISA*.
5. **Article 32.7** Decree No. 28/2015/NĐ-CP, the report must be submitted to *the DOLISA*.
6. **Article 6.2** Circular No. 07/2015/TT-BLĐTBXH, the report must be submitted to *the DOLISA*, (applicable to employment service enterprise).
7. **Article 4.2** Decree No. 145/2020/NĐ-CP, the report must be submitted to *the DOLISA through the National Public Service Portal or submitted by paper if it cannot be submitted through the National Public Service Portal; and notify the district-level Social Insurance agency, where head office, branch, representative office is located*.
8. **Article 26.3.b, Article 22.1.b** Decree No. 152/2020/NĐ-CP, the report must be submitted to *the Organizations competent to recruit and manage Vietnamese employees (Applicable to foreign organizations and individuals in Vietnam that employ Vietnamese employees)*.
9. **Article 31.2** Decree No. 145/2020/NĐ-CP, the report must be submitted to *the the President of the People’s Committees of provinces, DOLISA where head office is located. In case the enterprises have the operation in other provincial-level areas, the report shall be submitted to the DOLISA of that provincial-level areas (applicable to enterprises labour outsourcing services)*.
10. **Article 60.2** of Labour Code No. 10/2012/QH13, the report must be submitted to *the provincial-level state management agency of labour in its annual report on labour. (see more in the noted section)*
11. **Article 45.3** Decree 44/2016/NĐ-CP, the report must be submitted to *the DOLISA and the Department of Health* (applicable to business and production establishment).
12. **Article 44.2** Decree 44/2016/NĐ-CP, the report must be submitted to *the Ministry of Labour, War Invalids and Social Affairs (“MOLISA”) and the DOLISA, competent agencies issuing certificates of eligibility for inspection activities, and at the same time send an email to the MOLISA at antoanlaodong@molisa.gov.vn* (applicable to technical inspecting organization of occupational safety).
13. **Article 44.3** Decree 44/2016/NĐ-CP, the report must be submitted to *the MOLISA and the DOLISA, and at the same time send an email to the MOLISA at antoanlaodong@molisa.gov.vn* (applicable to enterprise providing labour safety and hygiene training service).
14. **Article 44.4** Decree 44/2016/NĐ-CP, the report must be submitted to *the Ministry of Health or the Department of Health, and at the same time send an email to the Ministry of Health at baocaoytd@moh.gov.vn* (applicable to working environment observation organization).
15. **Section VI.1.c** Circular No 21/2007/TT-BLĐTBXH, the report must be submitted to *the Overseas Labour Management Department and the DOLISA where enterprises recruit employees*, (applicable to service enterprise providing workforce overseas) .
16. **Section VI.1.b, VI.2b and VI.3.b** Circular No. 21/2007/TT-BLĐTBXH, the report must be submitted and enclosed with financial statements on workforce overseas to the Department of Foreign Labour under *the MOLISA*, (applicable to service enterprise and non-profit state organizations providing workforce overseas and applicable more to enterprises winning or receiving contracts, and organization or individuals making offshore investment).
17. **Section VI.1.a, VI.2b** Circular No. 21/2007/TT-BLĐTBXH, the report must be submitted to *the MOLISA*, (applicable to service enterprise and non-profit state organizations providing workforce overseas).
18. **Article 5.3** Decree 11/2016/NĐ-CP, the report must be submitted to *the DOLISA*, (applicable to investors whose contractors sign labour contracts with foreign employees).
19. **Article 16.2** Circular No. 28/2015/TT-BLĐTBXH, the notice must be sent to *the Employment Service Center*.

Of notes

At the time of the release of the LABOUR LAW REPORT CALENDAR, there is no new detailed guidance on the time of submission for the below reports and statistics:

1. **Article 37.2** Law on Occupational Safety and Hygiene No. 84/2015/QH13 there are regulations that annually, employers must report and statistics on occupational disease prevention and control to provincial-level state management agencies for synthesis and report to the Ministry of Health; and
2. **Article 60.2** of Labour Code No. 10/2012/QH13 there are regulations that annually, employers shall notify the results of training, retraining and improvement of vocational qualifications and skills to the specialized labor agency of the provincial-level People's Committee.