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NEWSLETTER

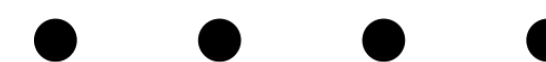
May 2026

1. **Investment Law 2025:** Reduction of Conditional Business Lines and Investment Procedures Simplification
2. **Decree No. 337/2025/ND-CP:** Promoting the Use of Electronic Employment Contracts
3. **Circular No. 09/2026/TT-BNV:** Ceiling Service Fees under Overseas Labor Placement Brokerage Contracts
4. **Precedent No. 82/2025/AL:** Determination of Marital Common Property Formed Prior to Marriage Registration



Investment Law No. 143/2025/QH15

Reduction of Certain Conditional Business and Investment Lines



The amended Investment Law 2025, recently passed by the National Assembly, marks a significant reform in Vietnam's investment and business regulatory framework. One of the most notable changes is the removal of 38 conditional business lines and the revision of regulatory requirements applicable to 20 other business sectors. These reforms are expected to expand the freedom of enterprise, reduce compliance burdens, and streamline administrative procedures for businesses. Examples of business lines that are no longer subject to conditional business requirements include:

- Tax procedure services;
- Customs declaration and customs brokerage services;
- Certain vocational training activities;...

By reducing regulatory barriers and simplifying market-entry requirements, the new law is expected to enhance the business environment, improve investment attractiveness, and promote greater economic competitiveness in Vietnam.



Electronic employment contracts have **the same legal validity** as paper-based written employment contracts (Clause 1, Article 3 of Decree No. 337/2025/ND-CP)



The use of electronic employment contracts is **encouraged** as a replacement for paper-based written employment contracts (Article 4 of Decree No. 337/2025/ND-CP)

Electronic Employment

Decree No. 337/2025/ND-CP



Electronic Contract Signing Process

Decree No. 337/2025/ND-CP



1/

Selecting a
Qualified e-Contract
Provider



2/

Verification of
the Identities of the
Contracting Parties



3/

Drafting
Digital Signing
Timestamping



4/

The e-Contract service
provider performs
data message
authentication.



5/

Submitting the contract
to the National
Platform for ID
verification



6/

Sending the contract
to the parties



Precedent No. 82/2025/AL

Determination of marital common property prior to marriage registration



A married couple, one of whom is a foreign national, had already submitted a marriage registration declaration and held a wedding ceremony. One spouse, who is a Vietnamese citizen, entered into a land use right transfer agreement in his/her own name and was granted a Certificate of Land Use Rights prior to the official marriage registration. A dispute arose between the parties over property division upon divorce.

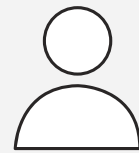


Precedent No. 82/2025/AL

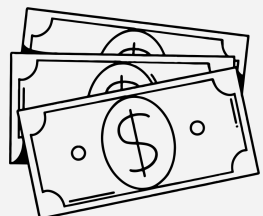
- Ông E alleges that he provided funds to Ms. C for the purchase of the land and claims entitlement to a 50% share of the marital property.
- Ms. C contends that the land parcel is her separate property, acquired prior to her marriage to Mr. E, and that the purchase was financed from her personal funds.
- The seller confirms that the land parcel was transferred to Mr. E and Ms. C as husband and wife.



Evaluation of the timing and the parties' intention to establish a marital relationship



Evaluation of the statements of the transferor (seller)



Evaluation of the origin of funds



Explanation for the absence of one party in the civil transaction (pursuant to Article 9 of the 2003 Land Law on the prohibition of land use rights transfer to foreign individuals)

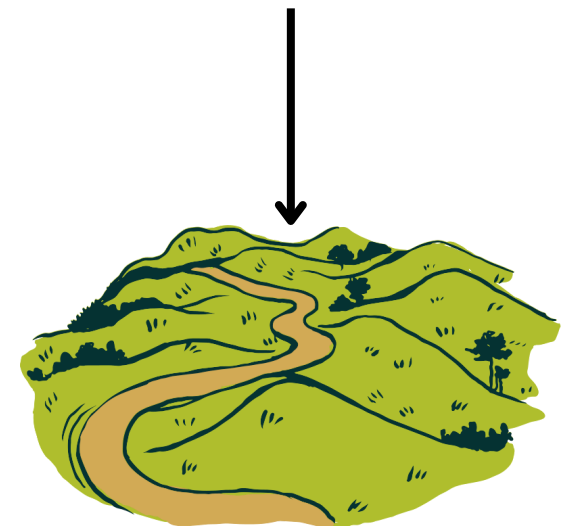


Mr. E – a foreigner

Contributing funds to purchase an asset



Ms. C – a Vietnamese



Ms. C purchased the land and is named on the land use rights certificated



Marriage

Court's Findings

“Although the land use rights transfer agreement dated 09 July 2013 was signed before Mr. E and Ms. Nguyễn Thị Ngọc C officially registered their marriage (on 06 August 2013), the parties had already submitted a marriage registration declaration on 16 April 2013 and held a wedding ceremony in July 2013.

Therefore, there are sufficient grounds to determine that the land parcel No. 58, map sheet No. 335, with an area of 219.3 m², constitutes marital common property of Mr. E and Ms. Nguyễn Thị Ngọc C.”



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Thank you so much

The legal developments in May 2026 reflect an ongoing trend toward administrative reform and the promotion of digital transformation. Please contact our legal advisory team for assistance in assessing the impact of these changes and developing appropriate compliance strategies tailored to your business.



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