

Circular No. 21/1999/TT-BLDTBXH dated 11/9/1999 of the MOLISA

**Stipulating the list of occupations, jobs and conditions  
for employing children under 15 years of age**

Pursuant to Article 120 of the Labour Code dated 23 June 1994 of the Government; After receiving suggestions from industries concerned, the Ministry of Labour, Invalids and Social Affairs stipulates the list of occupations, jobs and conditions for employing children under 15 years of age as follows:

**I. List of occupations, jobs allowed to employ  
children under 15 years of age.**

1. Actors and actresses in the fields of dancing, singing, staging (dramatics, classical drama, reformed theatre, puppetry, etc), cinema;
2. Traditional occupations: pottery glazing & painting, shell sawing, lacquer painting;
3. Crafts and fine arts occupations: embroidering, wood carving;
4. Gifted athletes: apparatus work, swimming, athletics (except for hammer throw), table tennis, badminton, basketball, handball, billiards, football, martial arts, shuttlecock kicking, sepaktakraw, chess, Chinese chess.

The list of occupations, jobs allowed for under-15-year olds can be amended and supplemented when required in accordance with socio-economic development.

**Conditions permitted to employ a child  
of under 15 years of age.**

An employer recruiting a child for occupations and jobs as stipulated in Section I of this Circular shall satisfy the conditions as follows:

1. A child who reaches 12 years of age. A child employed for arts performance as stipulated in point 1, section I above shall be 8 years of age. Some specific cases that need to employ children of under 8 years of age shall be decided by the Ministry of Culture-Information.
2. The child's health shall meet conditions required by the job and be certified by a suburban district's medical center or a consulting room of a general hospital;
3. There shall be a commitment and supervision agreement document from the parents or a legal guardian;
4. The child's curriculum vitae certified by the local authority;
5. Working environment shall not affect the physical or mental health of the child and shall not exceed the health standards permitted as stipulated by the current provisions of the Ministry of Health;
6. Working time shall not exceed 4 hours per day or 24 hour per week; the child shall not be allowed to work extra hours or at night;
7. Time for study shall be reserved for the child;

8. There shall be a labour contract. The content of the labour contract shall be in accordance with Circular No. 198/CP dated 31 December 1994 of the Government detailing and guiding the implementation of some articles of the Labour Code on labour contracts; Circular No. 21/LDTBXH-TT dated 12 October 1996 of The Ministry of Labour, Invalids and Social Affairs guiding the implementation of some articles of Decree No. 198/CP of the Government on labour contracts.

### **III. Implementation organization**

**1.** Responsibilities of an employer recruiting a child under 15 years of age:

- a) Setting up a specific book to write the full name, birth date (with a birth certificate), gender, permanent address, education qualification, current occupation, full names of parents or a legal guardian and working conditions applied for the child employee;
- b) Registering with the local Department of Labour, Invalids and Social Affairs on the employment of children under 15 years of age at the enterprise, production and trading establishment (as referred to the form attached);
- c) Providing health checks for the child employee before employing him or her and periodical health checks of at least every 6 months;
- d) Being responsible for occupational safety and health for the child at the workplace;

**2.** Local Departments of Labour, Invalids and Social Affairs shall be responsible in coordinating with other related organizations to propagate this Circular to all enterprises, production and trading establishments in the locality; simultaneously guiding, supervising and inspecting the implementation and collecting information on under-15-year-old employees working in the enterprises in the locality under their administration.

**3.** This Circular comes into effect 15 days after being signed. Any problems that arise during the implementation should be reported to the Ministry of Labour, Invalids and Social Affairs for consideration and solutions.

**MINISTRY OF LABOUR, INVALIDS  
AND SOCIAL AFFAIRS MINISTER**

**Nguyen Thi Hang  
(Signed)**