

Minimum Wage

Basic Salary

DEFINITION

The lowest wage paid to employees for the simplest jobs under normal conditions.

The wage used as a basis for various salary calculations, including salary scales and allowances.

PURPOSE

To ensure a minimum standard of living for employees and their families

To serve as a basis for calculating salaries, allowances, and other regimes for officials, public employees, and civil servants

LEGAL REFERENCE

Clause 1, Article 91, Labor Code 2019
Decree 74/2024/NĐ-CP

Various legal documents, including Decree No. 73/2024/ND-CP and relevant laws on officials and public employees

EFFECTIVE DATE



From July 1, 2024

MONTHLY RATES (VND)

- Region I: 4,960,000 - Region III: 3,860,000
- Region II: 4,410,000 - Region IV: 3,450,000

2,340,000

HOURLY RATES (VND)

- Region I: 23,800 - Region III: 18,600
- Region II: 21,200 - Region IV: 16,600

Not applicable

SCOPE OF APPLICATION

- Employees under labor contracts
- Employers, including enterprises, organizations, and individuals

- Officials and public employees at various levels
- Individuals under labor contracts in administrative and public service units

SCOPE OF APPLICATION

- Ensuring minimum living standards
- Compliance with economic and social development conditions

- Salary calculations
- Allowances
- Various salary regimes for state and public employees