

Compulsory Insurance in Vietnam

ACRONYMS

- **CI:** Compulsory insurance
- **SI:** Social insurance
- **HI:** Health insurance
- **VSI:** Voluntary social insurance
- **UI:** Unemployment insurance
- **SB:** Sickness benefits
- **MB:** Maternity benefits
- **WA&ODB:** Work accident and occupational disease benefits
- **RB:** Retirement benefits
- **DB:** Death benefits

THE MAXIMUM SI SALARY

2.340.000 x 20 times = 46.800.000 (VND)

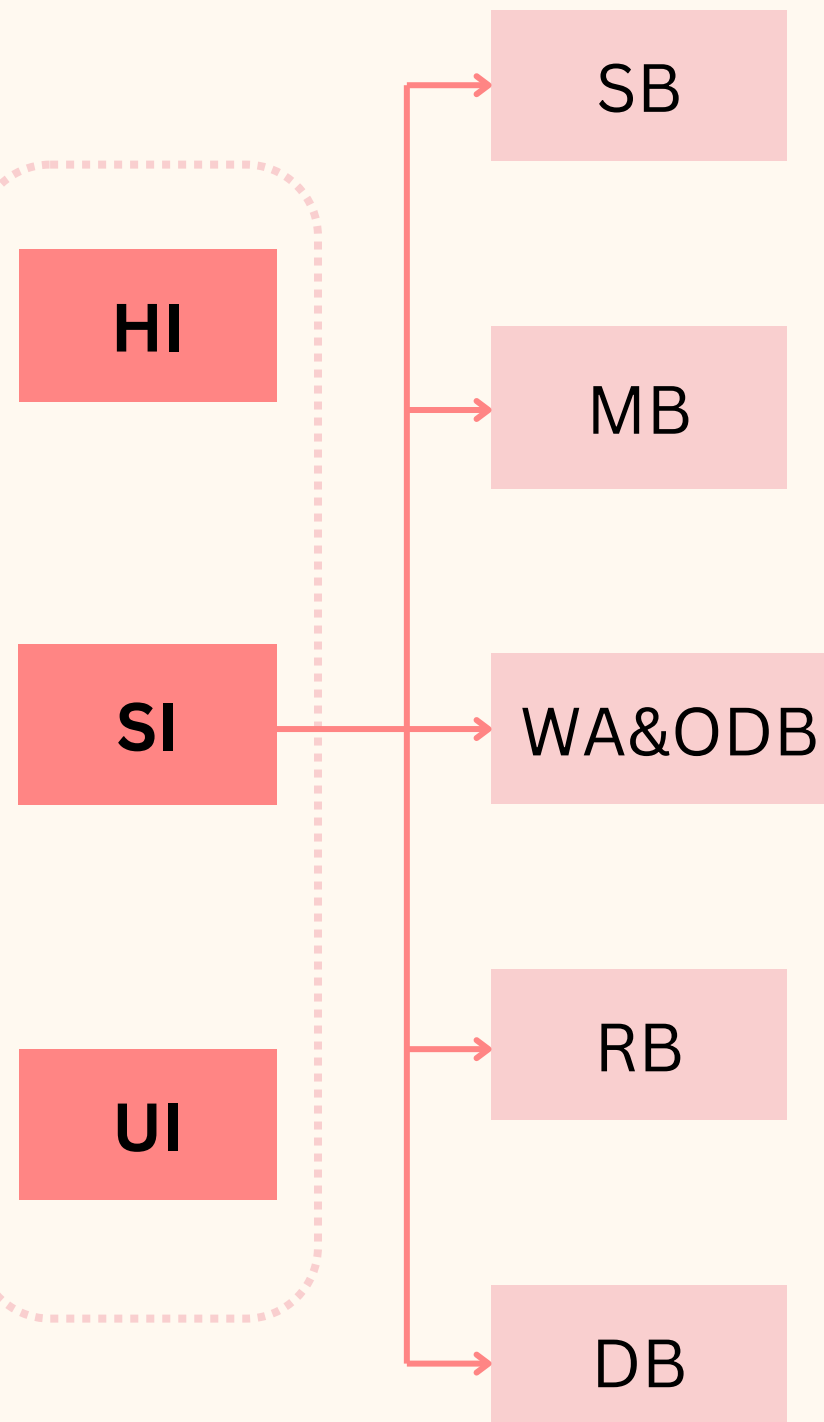
*Basic salary from July 1st, 2024: 2.340.000 VND

- **CI:** Both employers and employees must contribute, **compulsory**, basic benefits.
- **VSI:** Self-contributed, **optional**, flexible benefits.
- This summary only covers **CI**.

CI CONTRIBUTION RATES

Employer					Employee				
SI			HI	UI	SI			HI	UI
RB + DB	SB + MB	WA& ODB			RB + DB	SB + MB	WA& ODB		
14%	3%	0,5%	3%	1%	8%	-	-	1,5%	1%
21,5%					10,5%				
TOTAL = 32%									

CI



TRADE UNION

Type	Responsibility	Contribution rate	Maximum contribution
Union Trade Expense	Employer	2% of the salary fund as basis for SI contribution	2% of the maximum salary fund for SI contribution
Union Trade Fee	Employee	1% of the total salary to pay Social Insurance	10% of basic salary

BENEFITS OF EACH SI POLICY

POLICY	MAIN BENEFITS
HI	Subsidized medical examination, treatment, childbirth, and healthcare.
SI	MB: Maternity allowance, maternity leave, and healthcare for mother, father, and child.
	SB: Sickness allowance, sick leave, and rehabilitation.
	WA&ODB: Compensation, treatment, and rehabilitation.
	RB + DB: Retirement pension and death benefit.
UI	Unemployment allowance and job search assistance.

- Labor Code No. 45/2019/QH14
- Law on Health Insurance No. 46/2014/QH13
- Law on Social Insurance No. 58/2014/QH13
- Decree No. 73/2024/NĐ-CP
- Notice No. 4767/TB-BHXH

VĂN BẢN CĂN CỨ PHÁP LÝ