

Client Alert

January 2013

Vietnam - Employment Law

2013 increased minimum regional salary scale

Since January 1st 2013, an increased minimum regional salary scale applies to employees in Vietnam pursuant to *Decree 103/2012/ND-CP* issued by the Government on 4 December 2012 ("**Decree 103**").

Initially proposed to be an increase of around 35%, the 2013 increase is now limited to approximately **17.5% of the previous minimum regional salary scale applicable since 5 October 2011**.

The new regional minimum salary of Decree 103 is as follows:

Region	2012 minimum salary	2013 minimum salary
I	VND 2,000,000/month	VND 2,350,000/month
II	VND 1,780,000/month	VND 2,100,000/month
III	VND 1,550,000/month	VND 1,800,000/month
IV	VND 1,400,000/month	VND 1,650,000/month

The minimum salary for trained labourers, including those trained by their employers, remains unchanged and must still be at least 7% higher than the applicable minimum regional salary scale.

The details for each region are set out in the following table.



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Region	Minimum Salary	Provinces and Cities
I	VND 2,350,000/month (approx. USD 112)	<ul style="list-style-type: none"> • Hanoi: inner city and outer city districts of Gia Lam, Dong Anh, Soc Son, Thanh Tri, Tu Liem, Thuong Tin, Hoai Duc, Thach That, Quoc Oai, Thanh Oai, Me Linh, Chuong My and Son Tay township • Hai Phong City: inner city and outer city districts of Thuy Nguyen, An Duong, An Lao and Vinh Bao • HCMC: inner city and outer city districts of Cu Chi, Hoc Mon, Binh Chanh and Nha Be • Dong Nai province: Bien Hoa City and rural districts of Nhon Trach, Long Thanh, Vinh Cuu and Trang Bom • Binh Duong province: Thu Dau Mot and rural districts of Thuan An, Di An, Ben Cat and Tan Uyen • Vung Tau City in Ba Ria-Vung Tau province
II	VND 2,100,000/month (approx. USD 100)	<ul style="list-style-type: none"> • Hanoi: remaining outer city districts • HCMC: remaining outer city districts • Hai Phong City: remaining outer city districts • Hai Duong City • Hung Yen province: Hung Yen City and rural districts of My Hao, Van Lam, Van Giang and Yen My • Vinh Phuc province: Vinh Yen City, Phuc Yen township and the outer city districts of Binh Xuyen and Yen Lac • Bac Ninh province: Bac Ninh City, Tu Son township and the rural districts of Que Vo, Tien Du, Yen Phong and Thuan Thanh • Dong Nai province: Long Khanh township and rural districts of Ding Quan and Xuan Loc • Binh Duong province: rural districts of Phu Giao and Dau Tieng • Ba Ria- Vung Tau province: Ba Ria township and rural district of of Tan Thanh • Long An province: Tan An City and rural districts of Duc Hoa, Ben Luc, Can Duoc and Can Giuoc • Ha Long City, Mong Cai City, Thai Nguyen City, Viet Tri City, Lao Cai City, Ninh Binh City, Hue City, Danang City, Nha Trang City, Cam Ranh township, Da Lat City, Bao Loc City, Phan Thiet City, My Tho City, Can Tho City (inner districts), rural district of Chon Thanh in Binh Phuoc province, Rach Gia City, Long Xuyen City and Ca Mau City
III	VND 1,800,000/month (approx. USD 86)	<ul style="list-style-type: none"> • Cities in remaining provinces • Remaining outer city districts of Dong Nai province, Binh Duong province and Can Tho City • Other specific townships and rural districts
IV	VND 1,650,000/month (approx. USD 79)	<ul style="list-style-type: none"> • All other areas

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