DEDICA
—DEDICATED LAWYERS—

2027 CHECKLIST: 20 ITEMS ENTERPRISES MUST REVIEW WHEN THE REGIONAL MINIMUM WAGE INCREASES

EFFECTIVE FROM 1 JANUARY 2027

Basis: Decree 399/2026/ND-CP, replacing Decree 293/2025/ND-CP

For enterprises and foreign-invested enterprises

www.dedica-law.com · david@dedica-law.com · 039 969 0012

DEDICA
—DEDICATED LAWYERS—

MINIMUM WAGE FROM 1 JANUARY 2027

The monthly minimum wage rises by VND 310,000 to VND 390,000 depending on the re

REGION I	REGION II	REGION III	REGION IV
From 1 Jan 2027	From 1 Jan 2027	From 1 Jan 2027	From 1 Jan 2027
5,700,000	**5,080,000**	**4,450,000**	**4,040,000**
VND/month	VND/month	VND/month	VND/month
27,400	**24,400**	**21,400**	**19,400**
VND/hour	VND/hour	VND/hour	VND/hour
+VND 390,000 (+7.3%)	**+VND 350,000 (+7.4%)**	**+VND 310,000 (+7.5%)**	**+VND 340,000 (+9.2%)**
Year 2026: 5,310,000 VND/month	**Year 2026:** 4,730,000 VND/month	**Year 2026:** 4,140,000 VND/month	**Year 2026:** 3,700,000 VND/month
25,500 VND/hour	22,700 VND/hour	20,000 VND/hour	17,800 VND/hour

LEGAL BASIS: Article 3.1 of Decree 399/2026/ND-CP (effective from 1 January 2027); Article 3.1 of Decree 293/2025/ND-CP (applicable in 2026). Increase rates calculated by DEDICA, rounded to one decimal place.

DEDICA
—DEDICATED LAWYERS—

LEGAL RISKS

Paying below the minimum wage: an enterprise may be fined up to VND 150 million

PAYING BELOW THE MINIMUM WAGE

VND 40–60 million: violation involving 1 to 10 employees

VND 60–100 million: 11 to 50 employees

VND 100–150 million: 51 employees or more

Obligation to pay the outstanding wages in full plus interest on the underpaid amount.

(Articles 23.3 and 23.5.a)

PAY SCALE AND PAYROLL TABLE

VND 10–20 million if the enterprise:

(i) fails to establish a pay scale and payroll table;

(ii) fails to consult the grassroots employee representative organisation where such an organisation exists;

(iii) fails to publish it openly at the workplace before implementation.

(Articles 23.1.a, b and c)

WAGES USED AS THE INSURANCE CONTRIBUTION BASE

Registering a wage lower than required as the base for compulsory social insurance and unemployment insurance contributions constitutes contribution evasion.

The enterprise is fined a percentage of the evaded amount, must pay the contributions in full and pay an additional 0.03% per day on the evaded amount.

(Articles 44.2.a, 44.3.b; Articles 46.2.a, 46.4.b)

LEGAL BASIS: Articles 7.1, 23, 44 and 46 of Decree 283/2026/ND-CP. The fines stated above are those applicable to enterprises.

DEDICA
—DEDICATED LAWYERS—

PART 1 · DETERMINING THE CORRECT APPLICABLE LEVEL

Head offices and branches apply the minimum wage of the locality where they operate

1. HEAD OFFICE

An enterprise applies the minimum wage of the region in which the locality of its operation falls. Check the locality against the Appendix issued with Decree 399/2026/ND-CP; do not reuse the 2026 Appendix.
(Articles 3.2 and 3.3.a)

2. BRANCHES AND AFFILIATED UNITS

Where an enterprise has units or branches operating in localities with different minimum wage levels, each unit or branch applies the level of the locality where it operates.
(Article 3.3.b)

3. INDUSTRIAL PARKS AND SPECIAL ZONES

An enterprise operating in an industrial park, export processing zone, hi-tech park, concentrated digital technology zone, special economic zone, free trade zone or hi-tech agriculture zone that spans localities with different levels applies the highest level. The last three types of zone are newly added compared with 2026.
(Article 3.3.c)

4. LOCALITIES RENAMED, DIVIDED OR NEWLY ESTABLISHED

A locality that is renamed or divided temporarily applies the level applicable before the renaming or division. A locality established from one or more localities with different levels applies the highest level. Both cases apply until the Government issues new regulations.
(Articles 3.3.d and 3.3.dd)

LEGAL BASIS: Article 3 of Decree 399/2026/ND-CP and the attached Appendix listing localities.

5. Check the localities moved up a region in 7 provinces and cities

Province / City	Localities moved up a region from 1 January 2027
Ho Chi Minh City	**Region II to Region I:** wards of Bà Rịa, Long Hương, Tam Long; communes of Bình Khánh, An Thới Đông, Cần Giờ, Thạnh An, Kim Long, Châu Đức, Ngãi Giao, Nghĩa Thành, Long Hải, Long Điền and the special zone of Côn Đảo. **Region III to Region II:** the remaining communes and wards.
Dong Nai	**Region II to Region I:** ward of Bình Phước; communes of Cẩm Mỹ, Định Quán, Tân Phú, Thuận Lợi. **Region III to Region II:** ward of Phước Long, commune of Tân Khai.
Hai Phong	**Region II to Region I:** communes of Thanh Hà, Hà Tây, Hà Bắc, Hà Nam, Hà Đông, Ninh Giang, Vĩnh Lại, Khúc Thừa Dụ, Tân An, Hồng Châu, Thanh Miện, Bắc Thanh Miện, Nam Thanh Miện, Hải Hưng. **Region III to Region II:** the remaining communes, wards and special zones.
Quang Ninh	**Region II to Region I:** wards of Mông Dương, Quang Hanh, Cẩm Phả, Cửa Ông and commune of Hải Hòa. **Region III to Region II:** communes of Tiên Yên, Đầm Hà, Quảng Hà, Đường Hoa, Quảng Đức, Cái Chiên and the special zone of Vân Đồn. **Region IV to Region III:** the remaining localities.
Da Nang	**Region III to Region II:** wards of Điện Bàn, Điện Bàn Đông, An Thắng, Điện Bàn Bắc; communes of Điện Bàn Tây, Gò Nổi.
Gia Lai	**Region III to Region II:** wards of Quy Nhơn, Quy Nhơn Đông, Quy Nhơn Tây, Quy Nhơn Nam, Quy Nhơn Bắc, Pleiku. **Region IV to Region III:** wards of Bình Định, An Nhơn, An Nhơn Đông, An Nhơn Nam, An Nhơn Bắc, Bồng Sơn, Hoài Nhơn, Hoài Nhơn Đông, Hoài Nhơn Tây, Hoài Nhơn Nam, Hoài Nhơn Bắc, Tam Quan.
Hung Yen	**Region IV to Region III:** the remaining communes and wards (other than the existing Region II and Region III localities).

LEGAL BASIS: Appendix to Decree 399/2026/ND-CP, compared with the Appendix to Decree 293/2025/ND-CP. Table compiled by DEDICA; see the Appendix for the full list.

DEDICA
—DEDICATED LAWYERS—

PART 2 · REVIEWING WAGES AND INTERNAL DOCUMENTS

The job-based wage must not be lower than the minimum wage, whatever the payment form

6. MONTHLY WAGE

For an employee who works the full normal working time in the month and completes the agreed labour quota or work, the wage for the job or title must not be lower than the monthly minimum wage.

This level does not include wage allowances or other supplementary amounts.

(Articles 90.1 and 90.2 of the Labour Code; Article 4.1 of Decree 399)

7. HOURLY WAGE

For an employee who works one hour and completes the agreed labour quota or work, the wage for the job or title must not be lower than the hourly minimum wage.

(Article 4.2 of Decree 399)

8. WEEKLY, DAILY, PIECE-RATE AND LUMP-SUM WAGES

Convert to a monthly or hourly basis for comparison with the minimum wage:

Monthly: weekly wage × 52 ÷ 12; or daily wage × number of normal working days in the month; or piece-rate or lump-sum wage earned during the normal working time of the month.

Hourly: weekly or daily wage divided by the number of normal working hours in the week or day.

(Article 4.3 of Decree 399)

LEGAL BASIS: Article 90 of Labour Code 45/2019/QH14; Article 4 of Decree 399/2026/ND-CP (Decree 399).

PART 2 · REVIEWING WAGES AND INTERNAL DOCUMENTS

Review contracts, collective agreements and internal rules without cutting existing be

No.	Action required	Basis
9	Review the wage provisions in labour contracts and amend or supplement them to match the new minimum wage.	Art. 5.3, Decree 399
10	Review the collective labour agreement and amend or supplement it accordingly.	Art. 5.3, Decree 399
11	Review the enterprise's wage-related rules and regulations (wage regulations, bonus regulations) and amend or supplement them accordingly.	Art. 5.3, Decree 399
12	Do not abolish or reduce wage benefits for overtime work or night work, in-kind allowances or other benefits provided for by labour law.	Art. 5.3, Decree 399
13	Continue to honour agreements more favourable to employees that have already been committed to, unless the parties agree otherwise. For example: paying at least 7% above the minimum wage for jobs requiring vocational training or education; paying at least 5% (for heavy, hazardous or dangerous work) or 7% (for particularly heavy, hazardous or dangerous work) above the rate for work of equivalent complexity under normal working conditions.	Art. 5.3, Decree 399

LEGAL BASIS: Article 5.3 of Decree 399/2026/ND-CP (Decree 399).

DEDICA
—DEDICATED LAWYERS—

PART 2 · REVIEWING WAGES AND INTERNAL DOCUMENTS

Pay scale and payroll table: review, consult, publish openly

14. REVIEW THE PAY SCALE AND PAYROLL TABLE

The pay scale and payroll table form the basis for agreeing the wage stated in the labour contract and for paying wages. Review them so that wages by job or title are not lower than the new minimum wage.

(Articles 93.1 and 90.2 of the Labour Code)

15. CONSULTATION

Where a grassroots employee representative organisation exists, the enterprise must consult that organisation when establishing the pay scale and payroll table.

(Article 93.3 of the Labour Code)

16. PUBLIC DISCLOSURE

The pay scale and payroll table must be published openly at the workplace before implementation.

(Article 93.3 of the Labour Code)

Risk: failing to establish a pay scale and payroll table, to consult, or to publish it openly before implementation exposes the enterprise to a fine of VND 10–20 million (Article 23.1 of Decree 283/2026/ND-CP).

LEGAL BASIS: Articles 90 and 93 of Labour Code 45/2019/QH14.

DEDICA
—DEDICATED LAWYERS—

PART 3 · INSURANCE AND AMOUNTS CALCULATED ON THE MINIMUM WAGE

Insurance, work stoppage pay and compensation thresholds change with the new level

17. WAGE BASE FOR COMPULSORY SOCIAL INSURANCE

The contribution wage comprises the wage for the job or title, wage allowances and other supplementary amounts agreed to be paid regularly and stably. When the contractual wage is adjusted, update the contribution wage accordingly. The lowest contribution base is the reference level.

(Articles 31.1.b and 31.1.dd of the Law on Social Insurance; Article 7.1 of Decree 158/2025/ND-CP)

18. CAP ON THE UNEMPLOYMENT INSURANCE CONTRIBUTION WAGE

Capped at 20 times the regional monthly minimum wage at the time of contribution. From 1 January 2027: Region I VND 114,000,000; Region II VND 101,600,000; Region III VND 89,000,000; Region IV VND 80,800,000.

(Article 34.2 of Employment Law 74/2025/QH15)

19. WORK STOPPAGE PAY

Not lower than the minimum wage where: (i) other employees in the same unit must stop work due to the fault of one employee; (ii) work stops because of electricity or water incidents not attributable to the enterprise, natural disaster, fire, dangerous epidemic, hostilities, relocation required by a State authority or economic reasons, applicable to the first 14 working days.

(Articles 99.2 and 99.3 of the Labour Code)

20. COMPENSATION THRESHOLD FOR DAMAGE CAUSED BY NEGLIGENCE

Where an employee negligently causes non-serious damage not exceeding 10 months of the regional minimum wage at the workplace, compensation is capped at 03 months' wages, with monthly deductions of no more than 30% of the actual wage paid after insurance and tax deductions. The Region I threshold from 1 January 2027: VND 57,000,000.

(Articles 129.1 and 102.3 of the Labour Code)

LEGAL BASIS: Law on Social Insurance 41/2024/QH15; Decree 158/2025/ND-CP; Employment Law 74/2025/QH15; Labour Code 45/2019/QH14.

DEDICA
—DEDICATED LAWYERS—

Contact Us

DEDICA's team of lawyers and legal experts is always ready to help. Contact us now for in-depth legal advice and services.

- Corporate & Investment
- Criminal Law
- Retainer Legal Services
- Mergers & Acquisitions (M&A)
- Dispute Resolution
- Trademarks & Copyright

Address

11th Floor, A&T Building, 171 Hai Ba Trung,
Xuan Hoa Ward, Ho Chi Minh City

Phone

+84 39 969 0012

Email

david@dedica-law.com

Website

www.dedica-law.com

Call us now or leave a message for a consultation.