



▶ Viet Nam

Minimum Wage System

Minimum Wage is set by a government decree, based on consensual results through tripartite negotiations by the National Wage Council.

Minimum wage is usually updated annually. Last adjustment took place in July 2024.

The **uprating mechanism** does not include a formula or an indexation method.



Needs of workers and their families

The rules of the minimum wage system refer to the **needs of workers and their families**, and there are mechanisms in place to consider a rate that covers these needs.

Economic factors

The Labour Code establishes that minimum wages shall be adjusted according to **economic factors** such as the correlation between minimum and market wages, the CPI, economic growth, labour supply and demand, employment, labour productivity and the ability of enterprises to pay.

The system has **enforcement mechanisms** such as Labour Inspection and fines.

Legislation:

Labour Code, 2019



▶ Setting

Existence of a MW Committee	Yes, the National Wage Council (NWC).
Composition and Governance	17 members: five representatives of MOLISA; five representatives of the General Confederation of Labour; five representatives of central employers organizations; and two independent experts.
Procedure	The NWC holds annual negotiations to propose to the Government the plan for adjustments to region-based minimum wages. The Government then determines and promulgates minimum wages for each region.

The system uses **multiple rates**, but **excludes some workers**, i.e. public officials and workers without an official contract.

▶ Scope

Specific rates	Categories
	4 different regional minimum wages, according to the development level: Region I (highest), Region IV (lowest).

▶ Coverage

Worker category	Extent of coverage
	Domestic workers are covered by the national minimum wage.
	Agricultural workers are covered by the national minimum wage.
	Piece-rate workers are covered by the national minimum wage.
	Home-based workers are covered by the national minimum wage.