

WAGES

are a monetary amount paid by an employer to a worker under an agreement to perform work, including remuneration that is based on the work or position as well as wage allowances and additional payments.

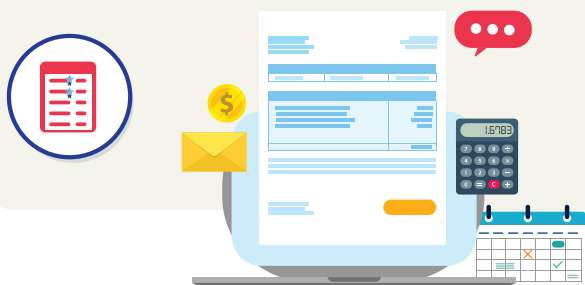


The minimum wage

is the minimum amount of remuneration to be paid to a worker performing the simplest work in normal working conditions in order to ensure the minimum living standard of the worker and their family, in accordance with the socio-economic development conditions.



Wage scales, wage tables and work norms

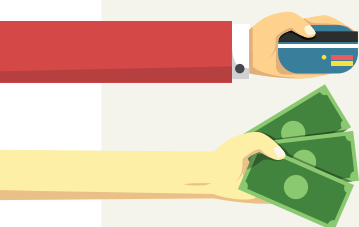


are the basis for the recruitment and employment of workers, for the negotiation of work-based or position-based wages to be specified in the employment contract, and for wage payments to workers.

Employers must consult with workers' representative organizations at the grassroots levels during the development of wage scales, wage tables and work norms, and they must be made publicly available at the workplace prior to implementation.

Forms of wage payment

Wages may be paid in cash or into the worker's personal bank account.



Wages for overtime work and night work

01

Workers who perform overtime work are entitled to the wage payment calculated based on the wage unit for piece work or piece rate or the actual wages for the work that is being done as follows:



On regular days,
equal to at least

150%

On the weekly days off,
equal to at least

200%



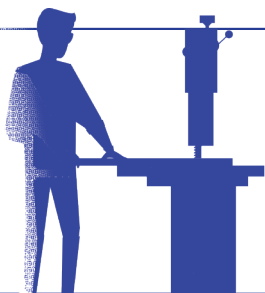
On public holidays, New Year
holidays and paid leave days,
equal to at least

300%

02

Workers who perform work at night are entitled to an additional amount of at least

30%



Workers who perform overtime work at night are paid at rate of 150%, 200% or 300% of the daily wage unit, and additional 30% of the nightly wage unit plus an additional amount of

20% of the daytime wage unit.

Wages during suspension of work

► If due to the fault of the employer, the worker shall be paid the full wage according to the employment contract.

► If due to the fault of the worker, the worker shall not be paid. However, other workers in the same unit who have to suspend their work shall be paid a wage as agreed upon by the two parties, which shall not be lower than the minimum wage.

► If due to an electricity or water supply malfunction that is not due to the fault of the employer or due to force majeure in the event of a natural disaster, fire, dangerous epidemic, sabotage, or relocation upon the request of a competent state authority or due to economic reasons, the wages during the suspension of work shall be agreed upon by the two parties as follows:

Where the suspension of work lasts for **up to 14 working days**, the agreed suspension wage shall not be lower than the minimum wage.

Where the suspension of work lasts for **more than 14 working days**, the wage during the work suspension shall be agreed by the two parties, providing that the wage during the first 14 days of the work suspension must not be lower than the minimum wage.

Wage deductions

An employer may only deduct from a worker's wages to compensate for damage to tools, equipment or assets belonging to the employer in accordance with the regulation on compensation for damage of the Labour Code 2019 not exceeding 30% of the worker's net monthly wage.

Probationary workers, apprentices, interns and dispatched workers

The worker's wage during the probationary period shall be agreed by the two parties but must be at least 85% of the wage for that job.

During the apprenticeship or internship period, if the apprentice or intern directly carries out or participates in work, the employer shall pay them at a rate agreed upon by the two parties.

Dispatched worker recruited by an employer (a labour dispatch enterprise) to work for another employer (the hiring party) has the right to be paid a wage, which is not lower than the wage of a regular employee of the hiring party who has equal qualification and performs the same work or work of equal value.

Bonuses

is a monetary amount, asset or other type of benefit provided by an employer to reward workers based on production or business outcomes or the performance of the workers.



Bureau for Employers' Activities
Vietnam Chamber of Commerce and Industry
 No. 9 Dao Duy Anh Street, Dong Da, Ha Noi, Viet Nam

Tel: +84 24 35 742 022
Fax: +84 24 35 742 020
Website: www.vcci.com.vn
www.beavccvietnam.com.vn

ILO Country Office for Viet Nam

304 Kim Ma Street, Ngoc Khanh, Hanoi, Viet Nam

Tel: +84 24 38 500 100
Email: HANOI@ilo.org

Website: www.ilo.org/hanoi
Facebook: Vietnam.ILO