

LIST OF LOCALITIES APPLYING MINIMUM WAGE LEVELS

Source: Decree No. 38/2022/ND-CP

Prescribing minimum wage levels applicable to employees working under labor contracts.

Effect on July 1, 2022.

Minimum wage levels

Region-based monthly and hourly minimum wage levels applicable to employees.

Region	Monthly minimum wage level (VND/month)	Hourly minimum wage level (VND/hour)
Region I	4,680,000	22,500
Region II	4,160,000	20,000
Region III	3,640,000	17,500
Region IV	3,250,000	15,600

Appendix

LIST OF LOCALITIES APPLYING MINIMUM WAGE LEVELS FROM JULY 1, 2022

(To the Government's Decree No. 38/2022/ND-CP of June 12, 2022)

1. Region I, including:

- Urban districts, Gia Lam, Dong Anh, Soc Son, Thanh Tri, Thuong Tin, Hoai Duc, Thach That, Quoc Oai, Thanh Oai, Me Linh and Chuong My rural districts, and Son Tay town, of Hanoi city;
- Ha Long city of Quang Ninh province;
- Urban districts, and Thuy Nguyen, An Duong, An Lao, Vinh Bao, Tien Lang, Cat Hai and Kien Thuy rural districts, of Hai Phong city;
- Urban districts, Thu Duc city, and Cu Chi, Hoc Mon, Binh Chanh and Nha Be rural districts, of Ho Chi Minh City;
- Bien Hoa and Long Khanh cities, and Nhon Trach, Long Thanh, Vinh Cuu, Trang Bom and Xuan Loc rural districts, of Dong Nai province;

- Thu Dau Mot, Thuan An and Di An cities, Ben Cat and Tan Uyen towns, and Bau Bang, Bac Tan Uyen, Dau Tieng and Phu Giao rural districts, of Binh Duong province;
- Vung Tau city and Phu My town of Ba Ria-Vung Tau province.

2. Region II, including:

- The remaining rural districts of Hanoi city;
- The remaining rural districts of Hai Phong city;
- Hai Duong city of Hai Duong province;
- Hung Yen city, My Hao town, and Van Lam, Van Giang and Yen My rural districts, of Hung Yen province;
- Vinh Yen and Phuc Yen cities, and Binh Xuyen and Yen Lac rural districts, of Vinh Phuc province;
- Bac Ninh and Tu Son cities, and Que Vo, Tien Du, Yen Phong, Thuan Thanh, Gia Binh and Luong Tai rural districts, of Bac Ninh province;
- Cam Pha, Uong Bi and Mong Cai cities, and Quang Yen and Dong Trieu towns, of Quang Ninh province;
- Thai Nguyen, Song Cong and Pho Yen cities of Thai Nguyen province;
- Hoa Binh city and Luong Son rural district of Hoa Binh province;
- Viet Tri city of Phu Tho province;
- Lao Cai city of Lao Cai province;
- Nam Dinh city and My Loc rural district of Nam Dinh province;
- Ninh Binh city of Ninh Binh province;
- Vinh city, Cua Lo town, and Nghi Loc and Hung Nguyen rural districts, of Nghe An province;
- Dong Hoi city of Quang Binh province;
- Hue city of Thua Thien Hue province;
- Hoi An and Tam Ky cities of Quang Nam province;
- Urban districts and rural districts of Da Nang city;
- Nha Trang and Cam Ranh cities of Khanh Hoa province;
- Da Lat and Bao Loc cities of Lam Dong province;
- Phan Thiet city of Binh Thuan province;
- Can Gio rural district of Ho Chi Minh City;

- Tay Ninh city, Trang Bang, Hoa Thanh towns, and Go Dau rural district, of Tay Ninh province;
- Dinh Quan and Thong Nhat rural districts of Dong Nai province;
- Dong Xoai city, and Chon Thanh and Dong Phu rural districts, of Binh Phuoc province;
- Ba Ria city of Ba Ria-Vung Tau province;
- Tan An city, and Duc Hoa, Ben Luc, Thu Thua, Can Duoc and Can Giuoc rural districts, of Long An province;
- My Tho city and Chau Thanh rural district of Tien Giang province;
- Ben Tre city and Chau Thanh rural district of Ben Tre province;
- Urban districts of Can Tho city;
- Rach Gia, Ha Tien and Phu Quoc cities of Kien Giang province;
- Long Xuyen and Chau Doc cities of An Giang province;
- Tra Vinh city of Tra Vinh province;
- Ca Mau city of Ca Mau province.

3. Region III, including:

- The remaining provincial cities (except the provincial cities specified in region I and region II);
- Kinh Mon town, and Cam Giang, Nam Sach, Kim Thanh, Gia Loc, Binh Giang and Tu Ky rural districts, of Hai Duong province;
- Vinh Tuong, Tam Dao, Tam Duong, Lap Thach and Song Lo rural districts of Vinh Phuc province;
- Phu Tho town, and Phu Ninh, Lam Thao, Thanh Ba and Tam Nong rural districts, of Phu Tho province;
- Viet Yen, Yen Dung, Hiep Hoa, Tan Yen and Lang Giang rural districts of Bac Giang province;
- Van Don, Hai Ha, Dam Ha and Tien Yen rural districts of Quang Ninh province;
- Sa Pa town and Bao Thang rural district of Lao Cai province;
- The remaining rural districts of Hung Yen province;
- Phu Binh, Phu Luong, Dong Hy and Dai Tu rural districts of Thai Nguyen province;
- The remaining rural districts of Nam Dinh province;
- Duy Tien town and Kim Bang rural district of Ha Nam province;
- Gia Vien, Yen Khanh and Hoa Lu rural districts of Ninh Binh province;

- Bim Son and Nghi Son towns, and Dong Son and Quang Xuong rural districts, of Thanh Hoa province;
- Quynh Luu, Yen Thanh, Dien Chau, Do Luong, Nam Dan and Nghia Dan rural districts, Thai Hoa and Hoang Mai towns, of Nghe An province;
- Ky Anh town of Ha Tinh province;
- Huong Thuy and Huong Tra towns, and Phu Loc, Phong Dien, Quang Dien and Phu Vang rural districts, of Thua Thien Hue province;
- Dien Ban town, and Dai Loc, Duy Xuyen, Nui Thanh, Que Son, Thang Binh and Phu Ninh rural districts, of Quang Nam province;
- Binh Son and Son Tinh rural districts of Quang Ngai province;
- Song Cau and Dong Hoa towns of Phu Yen province;
- Ninh Hai and Thuan Bac rural districts of Ninh Thuan province;
- Ninh Hoa town, and Cam Lam, Dien Khanh and Van Ninh rural districts, of Khanh Hoa province;
- Dak Ha rural district of Kon Tum province;
- Duc Trong and Di Linh rural districts of Lam Dong province;
- La Gi town, and Ham Thuan Bac and Ham Thuan Nam rural districts, of Binh Thuan province;
- Phuoc Long and Binh Long towns, and Hon Quan, Loc Ninh and Phu Rieng rural districts, of Binh Phuoc province;
- The remaining rural districts of Tay Ninh province;
- The remaining rural districts of Dong Nai province;
- Long Dien, Dat Do, Xuyen Moc, Chau Duc and Con Dao rural districts of Ba Ria-Vung Tau province;
- Kien Tuong town, and Duc Hue, Chau Thanh, Tan Tru and Thanh Hoa rural districts, of Long An province;
- Go Cong and Cai Lay towns, and Cho Gao and Tan Phuoc rural districts, of Tien Giang province;
- Ba Tri, Binh Dai and Mo Cay Nam rural districts of Ben Tre province;
- Mang Thit and Long Ho rural districts of Vinh Long province;
- Rural districts of Can Tho city;
- Kien Luong, Kien Hai and Chau Thanh rural districts of Kien Giang province;
- Tan Chau town, and Chau Phu, Chau Thanh and Thoai Son rural districts, of An Giang province;

- Chau Thanh and Chau Thanh A rural districts of Hau Giang province;
- Duyen Hai town of Tra Vinh province;
- Gia Rai town and Hoa Binh rural district of Bac Lieu province;
- Vinh Chau and Nga Nam towns of Soc Trang province;
- Nam Can, Cai Nuoc, U Minh and Tran Van Thoi rural districts of Ca Mau province.
- Le Thuy, Quang Ninh, Bo Trach and Quang Trach rural districts, and Ba Don town, of Quang Binh province.

4. Region IV, including the remaining localities.-
