

Visit other Alerts [here](#).

# Decree 293/2025/ND-CP regulating the minimum wage for employees working under labor contracts

On 10 November 2025, the Government issued Decree 293/2025/ND-CP (Decree 293) regulating the minimum wage applicable to employees working under labor contracts.

Decree 293 stipulates the minimum monthly wage and minimum hourly wage applicable to employees working under labor contracts, specifically as follows:

Region	Minimum monthly wage (Unit: VND/month)	Minimum hourly wage (Unit: VND/hour)
Region I	5,310,000	25,500
Region II	4,730,000	22,700
Region III	4,140,000	20,000
Region IV	3,700,000	17,800

Under Decree 293, the minimum wage will increase by VND250,000 to VND350,000 per month compared to the current level and will be applied according to the regional I, II, III, and IV as specified in the Appendix issued with this Decree.

Decree 293 takes effect from 1 January 2026. Concurrently, Decree 74/2024/ND-CP<sup>1</sup> regulating the minimum wage will be repealed from the effective date of Decree 293.

<sup>1</sup> Decree 74/2024/ND-CP dated 30 June 2024 of the Government regulating the minimum wage for employees working under labor contracts.



**Shape the future  
with confidence**

**Contacts**

## Hanoi Office



**Huong Vu | General Director**  
EY Consulting Vietnam Joint Stock Company  
huong.vu@vn.ey.com



**Trang Pham | Senior Partner**  
Ernst & Young Vietnam Limited  
trang.pham@vn.ey.com



**Huyen Nguyen | Partner**  
EY Consulting Vietnam Joint Stock Company  
huyen.thi.nguyen@vn.ey.com

## Ho Chi Minh City Office



**Robert King | EY Vietnam, Laos, Cambodia Tax Leader**  
EY Consulting Vietnam Joint Stock Company  
robert.m.king@vn.ey.com



**Anh Thi Kim Ngo | Partner**  
EY Consulting Vietnam Joint Stock Company  
anh.kim.ngo@vn.ey.com

## Japanese Business Services (JBS)



**Takahisa Onose** | EY Vietnam, Laos, Cambodia JBS Leader  
Ernst & Young Vietnam Limited  
takahisa.onose@vn.ey.com



**Takaaki Nishikawa** | Director  
Ernst & Young Vietnam Limited  
takaaki.nishikawa@vn.ey.com

## Korean Business Services (KBS)



**Binh Thanh Phan** | EY Vietnam, Laos, Cambodia KBS Leader  
EY Consulting Vietnam Joint Stock Company  
binh.thanh.phan@vn.ey.com



**Kyung Hoon Han** | Director  
Ernst & Young Vietnam Limited  
kyung.hoon.han@vn.ey.com



**Dong Ho Park** | Assistant Director  
Ernst & Young Vietnam Limited  
dongho.park@vn.ey.com

## Chinese Business Services (CBS)



**Truong Duc Le** | EY Vietnam, Laos, Cambodia CBS Leader  
Ernst & Young Vietnam Limited  
truong.duc.le@vn.ey.com



**Owen Tsao** | Director  
Ernst & Young Vietnam Limited  
owen.tsao @vn.ey.com



**Trinh Kiet Luong** | Assistant Director  
Ernst & Young Vietnam Limited  
trinh.kiet.luong@vn.ey.com

## **EY | Building a better working world**

EY is building a better working world by creating new value for clients, people, society and the planet, while building trust in capital markets.

Enabled by data, AI and advanced technology, EY teams help clients shape the future with confidence and develop answers for the most pressing issues of today and tomorrow.

EY teams work across a full spectrum of services in assurance, consulting, tax, strategy and transactions. Fueled by sector insights, a globally connected, multi-disciplinary network and diverse ecosystem partners, EY teams can provide services in more than 150 countries and territories.

### **All in to shape the future with confidence.**

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via [ey.com/privacy](http://ey.com/privacy). EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit [ey.com](http://ey.com).

©2025 EY Consulting Vietnam Joint Stock Company. All Rights Reserved.

APAC No. 16241101

ED None

This material has been prepared for general informational purposes only and is not intended to be relied upon as accounting, tax, legal or other professional advice. Please refer to your advisors for specific advice.

[ey.com/en\\_vn](http://ey.com/en_vn)