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People Advisory Services Tax Alert

November 2025

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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 Concurrently, Decree 74/2024/ND-CP¹ regulating the minimum wage will be repealed from the effective date of Decree 293.

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



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