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## People Advisory Services Tax Alert

August 2025

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# Official Letter 189/SNV-LĐTLBHXH provide guidance on region allocation eligible to the minimum wage for employees working under labor contracts in Ho Chi Minh City

On 8 July 2025, the Ho Chi Minh City Department of Home Affairs issued Official Letter 189/SNV-LĐTLBHXH (OL 189) provide guidance on region allocation eligible to the minimum wage for employees working under labor contracts in the city, effective from 1 July 2025.

According to OL 189, the region allocation for minimum wage in Ho Chi Minh City is summarized as follows. The principle of applying the minimum wage continues following the provisions of Decree 74/2024/NĐ-CP <sup>1</sup>.

| Region allocation                                                                                                                                                                                                                   | The minimum wage                                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|
| Region III includes following communes: Ngai Giao, Binh Gia, Kim Long, Chau Duc, Xuan Son, Nghia Thanh, Hoa Hiep, Binh Chau, Ho Tram, Xuyen Moc, Hoa Hoi, Bau Lam, Phuoc Hai, Long Hai, Dat Do, Long Dien and Con Dao special zone. | VND3,860,000/month, at an hourly rate of VND18,600/hour.  |
| Region II includes following wards: Ba Ria, Long Huong, Tam Long and communes: Binh Khanh, An Thoi Dong, Can Gio, Thanh An.                                                                                                         | VND4,410,000/month, at an hourly rate of VND21,200/ hour. |
| Region I includes the remaining communes and wards.                                                                                                                                                                                 | VND4,960,000/month, at an hourly rate of VND23,800/hour.  |

<sup>1</sup> Decree 74/2024/NĐ-CP issued by the Government on 30 June 2024 regulates the minimum wage for employees working under labor contracts.



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