



Simplifying Employment  
Tasks Worldwide

# Statutory Change Alert

Vietnam – Minimum wage Increase July 2024



**VIETNAM**



4 July 2024

© 2024 Mercans LLC



MERCANS

# We help you achieve your global ambitions

Thank you for trusting Mercans to outsource your HR and Payroll functions. We propose HR consulting services, actionable solutions, and cost-effective global payroll processing tools to energize your human capital management in real-time and augment your performance. We are dedicated to becoming your business growth facilitator.



## **Global Payroll Solutions – Boost your HR brand and employee satisfaction**

Rationalize your HR budgets, monitor your data, and optimize your global payroll tasks in real-time. Systematize processes and streamline HRM lifecycles with HR Blizz™, our unified SaaS platform, to ensure your employees are paid accurately and on time.



## **PEO/GEO Services – Easily hire, deploy and manage your workforce abroad**

A reliable Professional Employer Organization (PEO), Mercans is your trusted employer of record to globally select, engage, and manage highly qualified personnel on your behalf, through integrated Global Employment Outsourcing (GEO).



## **Global Talent Acquisition – Quickly fill vacancies with only the best candidates**

Mercans supports you in designing/deploying long-term HR strategies and processing full-cycle recruitment. Our ATS Suite Mesar™ and our hiring experts help to screen, select, attract the right candidates for your organization and populate your pipeline of prequalified talents.



## **BPO Services – Reclaim the focus on your core activities to expand your business**

Concentrate on the essentials: outsource non-primary activities and your front- and back-office functions to Mercans. Save the time, money, and energy needed to refine the value chain engagement of your customers and suppliers and increase revenue.



## **HR Management SaaS – Access customizable cloud-based online platforms**

Centralize your HR function on an all-in-one user-friendly and self-service platform. Combined with the expertise of our consultants, the Mesar SaaS offers a built-in applicant tracking system and easy-integration features to improve internal processes.



## **Local Statutory Compliance – Forget the hassle of setting up branches abroad**

Mercans seasoned HR advisory team are compliance experts specialized in local cultures, business protocols, and tax and legal specificities. They are committed to ensure quick go-to-market abroad and achieve a compliant global expansion, risk-free from A to Z.



MERCANS

## Mercans at a Glance

**160+**

Countries

**20**

Years of Success

**1K+**

Payroll and HR Specialists

**22k+**

Clients Worldwide

**97%**

Client Retention Rate

**1.5X**

Annual Revenue Growth

**95k+**

Largest Single Country Payroll

**25M+**

Pay Slips per Annum

**0**

Security Breaches

**Number one** for outsourced payroll services, we are endorsed by international authorities.



Mercans has the highest industry quality and IT security certificate certificate





# Vietnam – Minimum Wage Increase July 2024

Vietnam is poised to implement a 6% increase in minimum wages starting July 1, 2024, mandated by the Vietnamese Ministry of Labour, War Invalids and Social Affairs (MOLISA). This adjustment responds to economic improvements, inflationary pressures, administrative changes, and public sector salary reforms aimed at maintaining equitable wage standards amidst evolving socio-economic dynamics.

## Economic Justifications

The decision to raise minimum wages is supported by Vietnam's robust economic indicators. With a GDP growth rate of 5.05%, the country has witnessed a steady recovery in the labor market, bolstering production efficiencies and profitability. This growth has contributed to increased incomes for workers, indicating positive economic participation and employment trends.

## Inflationary Concerns

Anticipated inflation, with the CPI forecasted to rise by 4-4.5% in 2024, underscores the necessity of adjusting minimum wages. Current wage levels, set by Decree No. 38/2022/ND-CP, fall short of meeting minimum living standards for workers and their families by late 2024. Therefore, the wage increase aims to mitigate the impact of inflation on purchasing power and ensure sustainable wage growth.

## Public Sector Salary Reforms

Aligning minimum wages with public sector salary reforms outlined in Resolution No. 27-NQ/TW of May 21, 2018, aims to harmonize wage structures between the public and private sectors. This alignment ensures that wage adjustments in the private sector are commensurate with those in the public sector, promoting socio-economic equilibrium and stability.



MERCANS

## Current and Proposed Monthly Minimum Wages

Zone	Until 2024.06.30 (VND)	From 2024.07.01 (VND)
I	4,680,000	4,960,000
II	4,160,000	4,410,000
III	3,640,000	3,860,000
IV	3,250,000	3,450,000

## Current and Proposed Hourly Minimum Wages

Zone	Until 2024.06.30 (VND)	From 2024.07.01 (VND)
I	22,500	23,800
II	20,000	21,200
III	17,500	18,600
IV	15,600	16,600

## Recommendations and Impact

- **National wage Council Recommendation:** Adopted unanimously on January 12, 2024.
- **Expected Increase:** Monthly increments ranging from VND 200,000 to 280,000.
- **Balance of Interests:** Ensures improved living standards for workers and supports business recovery and development.

## Impact on Social Insurance and Other Contributions

The revised minimum wage will influence statutory pay rates and maximum salary thresholds for social insurance contributions:

- **Statutory Pay Rate:** Current: VND 1,800,000, Proposed: VND 2,340,000.
- **Maximum Social Insurance Salary:** Current: VND 36,000,000, Proposed: VND 46,800,000.
- **Maximum Health Insurance Salary:** Current: VND 36,000,000, Proposed: VND 46,800,000.
- **Maximum Trade Union Fees Salary:** Current: VND 36,000,000, Proposed: VND 46,800,000.
- **Maximum Unemployment Insurance Salary:** Varies by region, e.g., Zone I: Current: VND 93,600,000, Proposed: VND 99,200,000.

Please contact your Mercans' services delivery team for any additional information regarding the implications of the above change



MERCANS

## They already trust Mercans







MERCANS

# What Makes Mercans your HR and Payroll Partner of Choice?

## We Simplify Employment Tasks Worldwide

### Everywhere for Everyone

We are a borderless people engagement enabler, driven by technology and innovation. We deliver bespoke human capital management services and global payroll solutions to empower businesses across 110+ countries regardless of their organizations' size and their industry. We pride ourselves on being global people experts with a striking local presence, committed to making your teams happy, and ensuring the consistent and sustainable growth of your organization.

### Local Presence. Regional Strategy. Global Success

Supported by 500+ payroll and HR specialists with in-depth local knowledge, Mercans operate globally. Our pioneering human resources consulting services and trailblazing SaaS platforms are already satisfying 5,000+ international clients, ensuring timely measurable results and bottom-line savings. Thanks to success-oriented teams striving for excellence and taking care of our clients' tasks within budget, we have gained the trust of major multinational companies.

### A Revolutionary Service Delivery System

Say goodbye to third-party service providers, offshore call centers, fragmented data, and endless chains of sub-contracts.

Mercans cloud-based SaaS Products, HR Blizz™ & Mesaar™, combine the performance of proprietary technologies with a human touch. Cost-effective, they are fully-compliant self-service tools, packed with smart built-in features for your peace of mind. All your data are integrated into single interfaces accessible from everywhere and on any device.

### Trailblazing Cloud-Based SaaS Products

HR Blizz & Mesaar, our Software-as-a-Service platforms, both propose a preconfigured API integration capability with all the major global HRMS platforms, including SuccessFactors, Workday, Oracle HCM, and MS Dynamics. All Mercans systems and processes are GDPR compliant, ISO 9001, 20000, 27001 certified, and SOC 1 and SOC 2 audited. A registered Finpro expert, Mercans is also a member of the Global Payroll Association and the Global Payroll Management Institute.



Simplifying Employment  
Tasks Worldwide

**+1 877 MERCANS (637 2267) | Toll-Free**

Europe: +44 20 328 777 62

Americas: +1 646 798 5541

Middle East: +971 43 999 260

Asia: +81 50 5539 5354

**[info@mercans.com](mailto:info@mercans.com) | [mercans.com](https://mercans.com)**

© 2024 Mercans LLC