At a glance...

At current, SI contribution rates are as follows:

<table>
<thead>
<tr>
<th></th>
<th>Employer’s contribution rate</th>
<th>Employee’s contribution rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sickness, maternity fund</td>
<td>3%</td>
<td>-</td>
</tr>
<tr>
<td>Occupational diseases and accident fund</td>
<td>0.5%</td>
<td>-</td>
</tr>
<tr>
<td>Retirement and death fund</td>
<td>14%</td>
<td>8%</td>
</tr>
<tr>
<td>Total</td>
<td>17.5%</td>
<td>8%</td>
</tr>
</tbody>
</table>


Pursuant to Decree 58, companies operating in industries with high risk of occupational diseases and accident, meeting the conditions stipulated under Article 5 of Decree 58 can apply for a lower contribution rate of 0.3% instead of the current regulated rate of 0.5%.

Companies operating in industries with high risk of occupational diseases and accident

Under Circular 7/2016/TT-BLDTBXH of the Ministry of Labour Invalids and Social Affairs dated 16 May 2016, companies regarded as engaging in high risk of occupational diseases and accident business include:

1. Petroleum
2. Plastic/rubber based chemical production
3. Metal production
4. Mining
5. Construction
6. Ship building
7. Power generation and transmission
8. Fishery and aquatic processing
9. Garment/apparels/shoes manufacturing
10. Scrap recycling
11. Environment cleaning
Conditions to apply for the lower contribution rate of 0.3% under Article 5 of Decree 58

Companies meeting the following conditions are eligible to apply:

- Have not been subjected to an administrative or penal liability on violation on occupational safety, sanitation and social insurance in the last 3 years;
- Have reported occupational accidents and occupational safety and sanitation accurately and on time in the last 3 years; and
- The number of occupational accidents of the last year have been reduced by at least 15% in comparison with the average of the last 3 years or having no occupational accidents in the last 3 years.

Companies meeting the above conditions are eligible to submit an application form together with supporting documents to the Ministry of Labour - Invalids and Social Affairs.

The approval shall be valid for a period of 3 years and is renewable.

Further guidance on procedure and timeline of the implementation will be provided in guiding circular of the relevant ministries.

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Please contact us if you need further information.
Contact us

This publication has been prepared for general guidance on matters of interest only, and does not constitute professional advice. For further information, please reach out to us.

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