



PwC Legal Newsbrief

# Minimum salaries to increase in January 2026 and draft rules introducing electronic labour contracts

November 2025

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# At a glance

On 10 November, the Government issued Decree 293/2025/ND-CP on new minimum salaries which will come into effect from 1 January 2026.

A draft decree on electronic labour contracts and a national electronic labour contract platform was also released.

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# Details

## 01

### New Minimum Salaries

Decree 293 stipulates new minimum monthly and hourly salaries, as follows:

	Minimum monthly salary	Minimum hourly salary
Region I	VND5.31 mil. (Increased from 4.96 mil.)	VND 25,500 (Increased from 23,800)
Region II	VND4.73 mil. (Increased from 4.41 mil.)	VND 22,700 (Increased from 21,200)
Region III	VND4.14 mil. (Increased from 3.86 mil.)	VND 20,000 (Increased from 18,600)
Region IV	VND3.70 mil. (Increased from 3.45 mil.)	VND 17,800 (Increased from 16,600)

- Weekly, daily, or piece-rate salaries, when converted to monthly or hourly rates, must not be lower than the prescribed minimums. Decree 293 outlines the methods for these conversions.
- As a result of the increased minimum salaries, not only will the base salaries for minimum social insurance, health insurance, unemployment insurance (UI) contributions increase, but the capped salaries for maximum UI contributions (i.e. 20 times the minimum salaries) will also increase accordingly. For example, the cap will rise from VND 99.2 million to VND 106.2 million for Region I, and from VND 88.2 million to VND 94.6 million for Region II.

# Details

## 02

### **Draft Decree on Electronic Labour Contracts – Some Interesting Points**

- Although electronic labour contracts (e-labour contracts) were mentioned as a valid form of contract in the 2019 Labour Code, for the first time, these will be formally recognised in a government decree.
- Under the draft decree, e-labour contracts must be executed via a centralised national electronic labour contract platform managed by the Ministry of Home Affairs. Both employers and employees will be identified electronically through the national identification database, guaranteeing authenticity and security.
- The platform will centralise labour contract storage nationwide and allow state agencies to access, monitor, and manage labour data.
- Labour contracts executed in hard copy would continue to be effective and are not required to be converted into e- contracts unless amended.



# Contact us

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