

THRESHOLD OF SHUI IN VIETNAM



[Update | Effective from 1 July 2025]

Threshold for Social Insurance (SI) & Health Insurance (HI)

Threshold for SIHI contribution are capped at 20 times of the minimum basic salary.

From 1 July 2024, pursuant to Decree 73/2024/ND-CP, the minimum basic salary in Vietnam increases to VND2,340,000. As a result, threshold for SI & HI contribution from 1 July 2024 is **VND46,800,000** (equivalent to USD 1,800).



From 1 July 2025, Law on Social Insurance and Law on Health Insurance with certain changes introduce new concept "**referral salary**" to replace "**minimum basic salary**" to set the threshold for monthly SIHI contribution.

Currently, referral salary is VND 2,340,000 (USD95) and equal to minimum basic salary. It is supposed to be changed from time to time following resolution from Vietnam Government.

Threshold for Unemployment Insurance (UI)

UI contribution is capped at 20 times of **the regional minimum salary**.

Region	VND per month (USD equivalent)	UI Threshold
#1	4,960,000 (190)	99,200,000 (3,800)
#2	4,410,000 (170)	88,200,000 (3,380)
#3	3,860,000 (150)	77,200,000 (2,980)
#4	3,450,000 (133)	69,000,000 (2,645)

From 1 July 2024, pursuant to Decree 74/2024/ND-CP, the regional minimum salary of Vietnam is increased and elaborated in the table.

From 1 July 2025, the new region in Vietnam has been changed due to administrative boundary merger; and can be found in Appendix 1, Decree 128/2025/ND-CP.

