

COMPULSORY SOCIAL INSURANCE RATES

apply from 01 July 2022

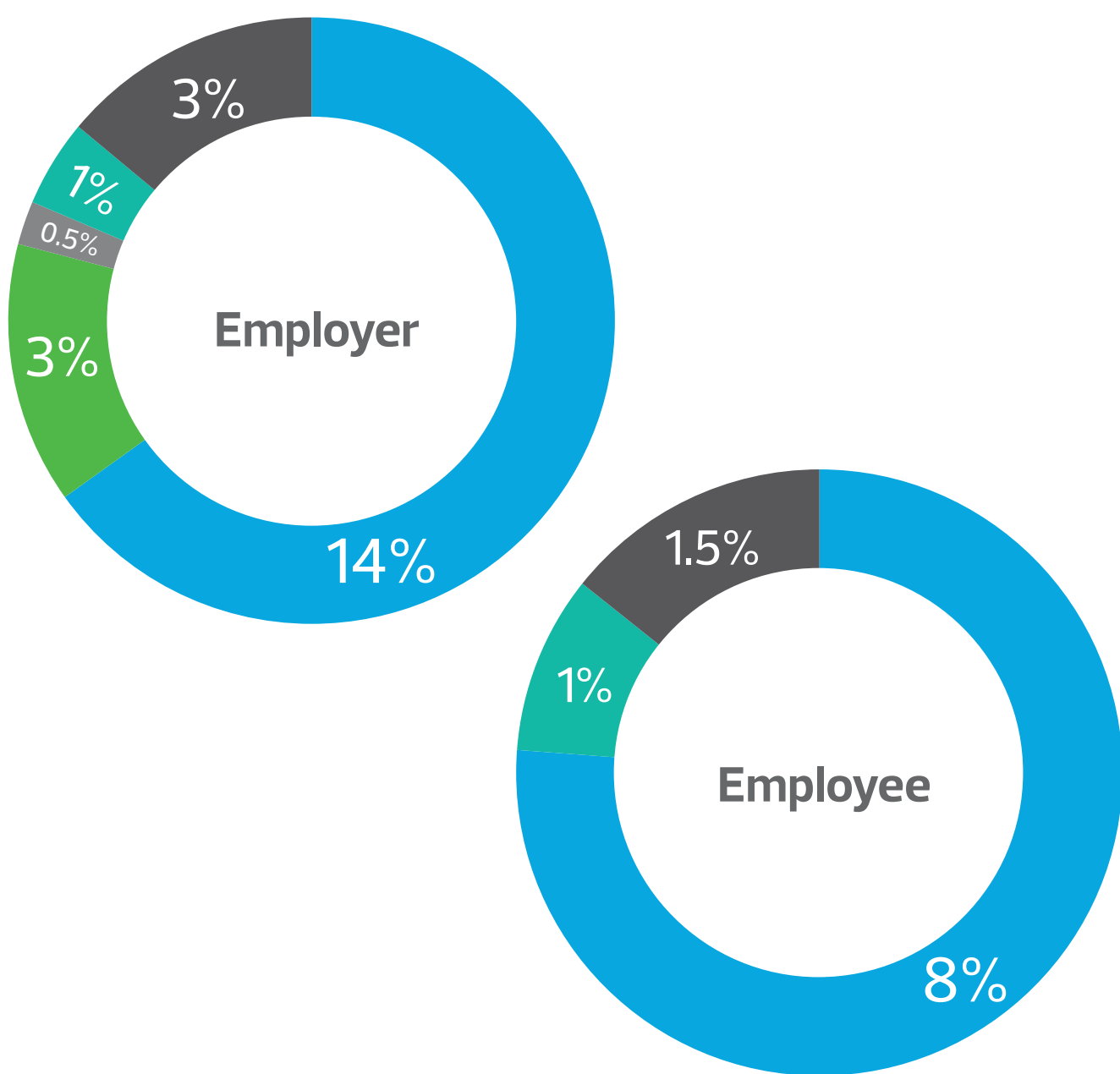
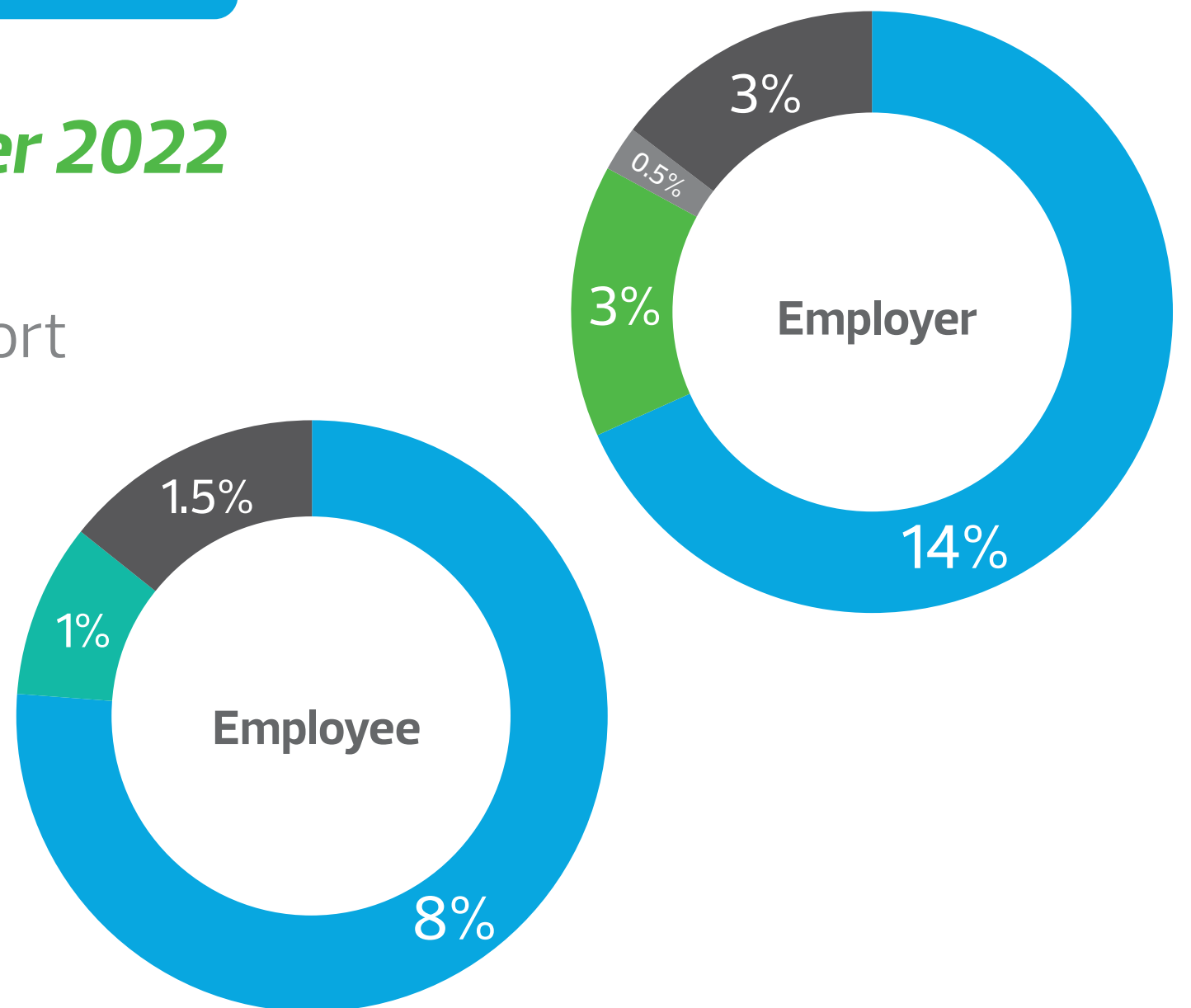
For Vietnamese employees

From 01 July to 30 September 2022

Subjects of application:

Enterprises benefiting from support policies of the Government to overcome difficulties caused by Covid-19

Total compulsory social insurance rate including employer & employee's participation: **31%**



From 01 October 2022

Subjects of application:

Newly established enterprises

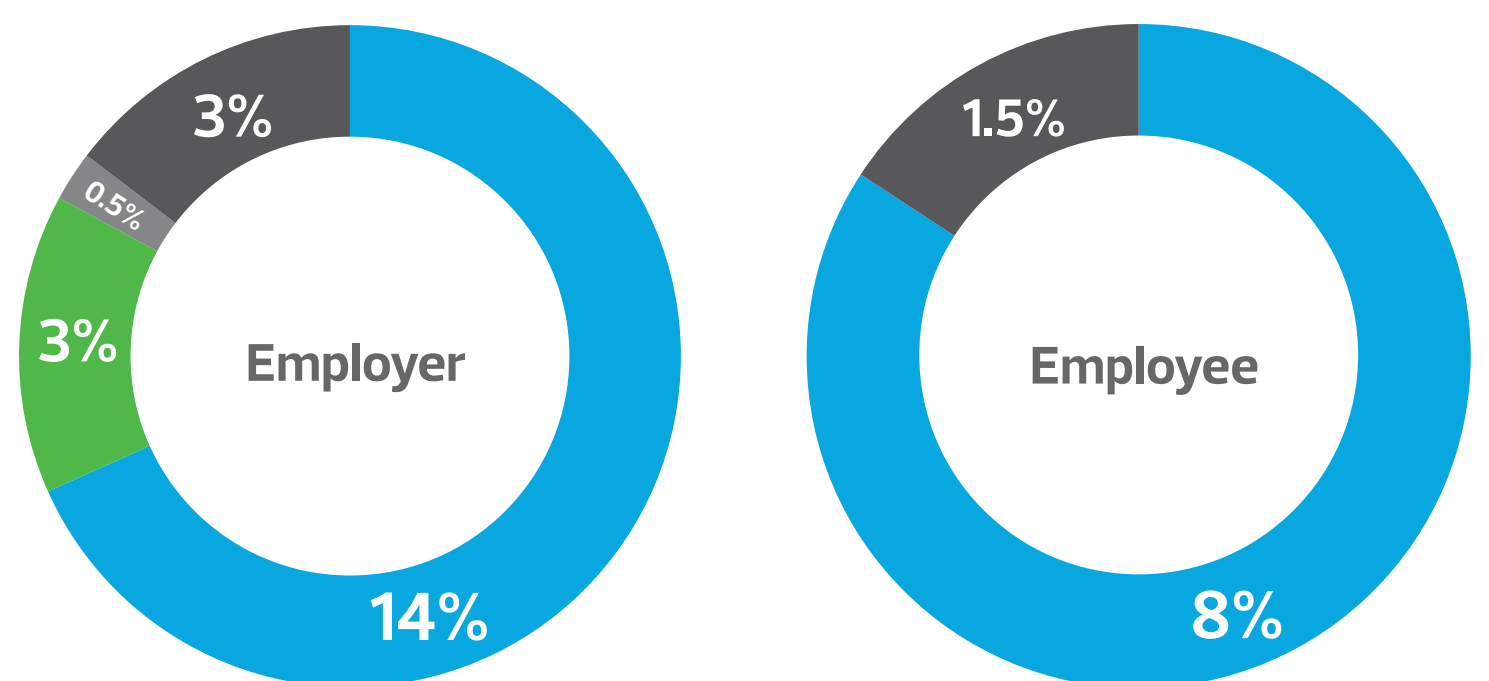
Total compulsory social insurance rate including employer & employee's participation: **32%**

- Retirement
- Sickness & maternity
- Occupational diseases & accidents
- Unemployment insurance (UI)
- Health insurance (HI)

For foreign employees

From 01 July 2022

Total compulsory social insurance rate including employer & employee's participation: **30%**



Notes about contribution level to the insurance fund for occupational diseases & accidents

Enterprises operating in industries with a high risk of occupational accidents and diseases are entitled to the payment of **0.3%** if they satisfy the following conditions:

- Within **03 years** up to the proposed time, not to be sanctioned for administrative violations in the form of fines, not to be scrutinised for penal liability for occupational safety and health and social insurance;
- Make periodical reports on occupational accidents, occupational safety and health accurately, fully and timely for **03 consecutive years** before the proposed year;
- The occupational accident frequency in the year before the proposed year must be reduced by at least **15%** compared to the average occupational accident frequency of the 03 consecutive years preceding the proposed year, or no occupational accidents occur in 03 consecutive years before the proposed year