


NEW REGULATIONS ON WAGES AND SOCIAL INSURANCE BENEFIT EMPLOYEES

Taking effect from 17 January 2022 replaces Decree 28/2020/ND-CP

Violation 	Penalty (million USD)
Not publicize the salary scale, payroll, labor productivity norms, bonus regulations at the workplace before implementation	5-10
Not provide employees with the salary statement or provide but not following the regulations	5-10
Not pay salaries fairly or discriminate against genders of employees who perform equal works	5-10
Breach of the regulations on weekly breaks, annual leave, or public holidays	10-20
Apply normal working hours exceeding the working hours prescribed by law	20-25
Not allow a female employee nursing a child under 12 months of age to take a 60-minute break in every working day (unless otherwise agreed by two parties)	Pecuniary penalty and pay wages corresponding to the time that the employee is not allowed to take leave during that time
Not provide or provide incomplete information on payment of compulsory social insurance and unemployment insurance of employees when requested by employees	1-3
Appropriating social insurance and unemployment insurance premiums paid by employees	12-15% of the total insurance amount to be paid (not exceeding 75 million VND)

Source: Decree 12/2022/ND-CP dated 17 January 2022 of the Government