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Social insurance and salary policies apply from July 1st, 2022

- **The monthly wage on which compulsory social insurance**
- **The minimum and maximum monthly wage on which compulsory social insurance from July 1, 2022**
- **Adjustment of the rate of monthly social insurance contribution to the Labor Accident and Occupational Disease Insurance Funds**

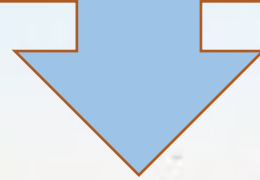
Guidelines for finalisation of Personal Income Tax

- **Self-printed withholding certificates**
- **Electronic certificates**

Social insurance and salary policies apply from July 1, 2022



According to the Government's Decree No. 38/2022/ND-CP, the minimum wage for employees working under labor contracts



The monthly wage on which compulsory social insurance

The minimum and maximum monthly wage on which compulsory social insurance from July 1, 2022

Adjustment of the rate of monthly social insurance contribution to the Labor Accident and Occupational Disease Insurance Funds

1) The monthly wage on which compulsory social insurance

According Clause 2, Article 89 of the 2014 law on social insurance, the monthly wage on which compulsory social insurance includes:

- ✓ Salary
- ✓ Allowance
- ✓ Other additional money according to the regulations of labor law

**However, the law has limits on the minimum and maximum monthly wage on which compulsory social insurance is paid.*



The rate of social insurance contribution from Jul 01, 2022, to Sept 30, 2022, of Vietnamese employee

Employer					Vietnamese Employee				
BHXH			BHTN	BHYT	BHXH			BHTN	BHYT
HT-TT	ÔĐ-TS	TNLD-BNN			HT-TT	ÔĐ-TS	TNLD-BNN		
14%	3%	0.5%	0%	3%	8%	-	-	1%	1,5%
20,5%					10,5%				
Tổng 31%									

The rate of social insurance contribution from Oct 01, 2022, of Vietnamese employee

Employer					Vietnamese Employee				
BHXH			BHTN	BHYT	BHXH			BHTN	BHYT
HT-TT	ÔĐ-TS	TNLD-BNN			HT-TT	ÔĐ-TS	TNLD-BNN		
14%	3%	0.5%	1%	3%	8%	-	-	1%	1,5%
21,5%					10,5%				
Tổng 32%									

The rate of social insurance contribution from Jul 01, 2022, of foreign employee

Employer					Foreign Employee				
BHXH			BHTN	BHYT	BHXH			BHTN	BHYT
HT-TT	ÔĐ-TS	TNLD-BNN			HT-TT	ÔĐ-TS	TNLD-BNN		
14%	3%	0.5%	-	3%	8%	-	-	-	1,5%
20,5%					9,5%				
Tổng 30%									

2) Adjustment of the rate of monthly social insurance contribution to the Labor Accident and Occupational Disease Insurance Funds

- The rate of social insurance contribution to the Labor Accident and Occupational Disease Insurance Funds is 0% from July 1, 2021 to the end of June 30, 2022.
- The rate of social insurance contribution to the Labor Accident and Occupational Disease Insurance Funds from July 1, 2022 is as follows:





The normal contribution rate at 0.5% of the salary fund as a basis for the payment to social insurance premiums.



The contribution rate at 0.3% of the salary fund as a basis for the payment to social insurance premiums is applied to enterprises operating in industries with high risk of labor accident and occupational diseases if they meet the prescribed conditions and have a written request approved by the Ministry of Labour, Invalids and Social Affairs

3) The minimum and maximum monthly wage on which compulsory social insurance from July 1, 2022

The minimum monthly wage on which compulsory social insurance

employees doing the simplest work or titles in normal working conditions

- Not less than the regional minimum wage at the time of payment.

employees doing jobs or titles that require trained or apprentice workers

- At least 7% higher than the regional minimum wage.



employees performing jobs or titles in heavy, dangerous or hazardous working conditions

- **At least 5% higher than the salary of jobs or titles equivalent in complexity, working under of normal working conditions.**

employees performing jobs or titles in particularly heavy, dangerous or hazardous working conditions

- **At least 7% higher than the salary of jobs or titles equivalent in complexity, working under normal working conditions.**



The maximum monthly wage on which compulsory social insurance

The maximum monthly wage on which compulsory social insurance is capped at 20 times the basic salary (1,49 million/month)

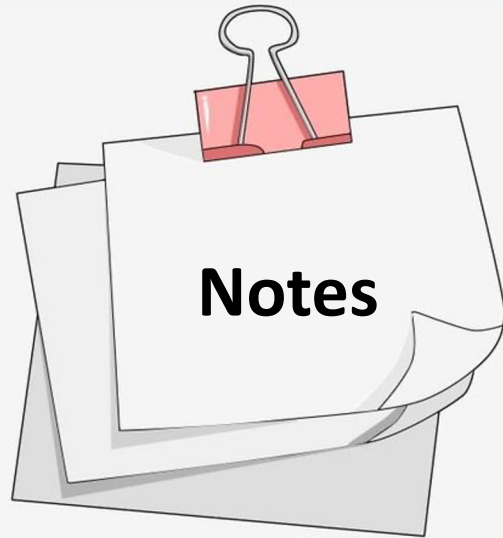
The highest monthly wage on which compulsory insurance is 29,8 million/month

Guidelines for finalisation of Personal Income Tax



Individual income tax deduction organizations are required to convert to apply electronic certificates of personal income tax deduction in accordance with the Enforcement Decree of 123/2020/N--CP, which takes effect on July 1, 2022.

Electronic certificates display the contents of the certificate sufficiently and accurately so that users can read it through electronic media without causing misunderstanding.



- The tax office revoked the effect of approval for the use of self-printed withholding certificates that were allowed for income payment organizations from July 1, 2022.
- Income payment organizations can use their self-printed personal income tax withholding certificates only until June 30, 2022.
- Income payment organizations build their own software system to use the electronic certificates without having to go through a solution provider and guarantee the compulsory contents of Clause 1 Article 32 Decree No. 123/2020/ND-CP

Thank you!

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