



General Information

The Ho Chi Minh City Social Insurance Agency in collaboration with TS24 Joint Stock Company and Centre for Supporting Enterprise Development (CSED) have organized an online livestream dialogue to guiding and answer queries connected many supportive schemes of the Government in the context of the Covid-19 pandemic.

Based on the Resolution No. 09/2021/NQ-HDND issued by the People's Council of Ho Chi Minh City, Resolution No. 68/NQ-CP and Decision No. 23/2021/QD-TTg issued by the Prime Minister, the alert covers key content as below:

1. Reducing of the contribution rate to occupational, accidents and diseases insurances;
2. Temporary suspension of contribution to the retirement and survivorship fund;
3. Support for job retention training programs for employees;
4. One-off allowance for the employees who suspense their employment contracts, take unpaid leave;
5. One-off allowance for the employees who suspense their employment contracts, take unpaid leave & One-off allowance for employees who are under the time of furlough;
6. Other notes.





Notable points

01 Reducing of the contribution rate to occupational, accidents and diseases insurances

- The Social Insurance Agency has notified employers the estimated decremental value of its contribution to the insurance fund for occupational, accidents and diseases insurances. On this basis, organizations self-fund Covid-19 pandemic prevention activities.
- During this period, employees who have occupational, accidents and diseases insurances will still be entitled to such insurance payment from the government. The employer has the obligation to use the saving from occupational, accidents and diseases insurances fund for the purpose of Covid-19 pandemic prevention.
- So far, the guidance on the use of the said fund has not yet to be released and so does its taxing implication. Therefore, it is recommended that the employer shall:
 - Use the fund for the purchase of Covid-19 test kit and other protective equipment for Covid-19 prevention. In this case, organizations should maintain relevant invoices when providing benefit in kinds to its employees for future reference and tax purpose (if applicable).
 - Or pay directly to employees. If such amounts are paid directly to employees, organizations should make a signed list of those individuals being entitled to such allowances.





Notable points (cont.)

02 Temporary suspension of contribution to the retirement and survivorship fund

- Continue to suspend the contributions for the pension and survivorship fund for employer being impacted by the Covid-19 pandemic similar to Resolution No. 42/NQ-CP dated 09 April 2020 and Resolution No. 154/NQ-CP dated 19 October 2020 of the Government (with the rate of reduction from 15% and above as compared with that of April 2021).
- Decision 23/2021/QD-TTg provides detailed guidance on measurement of labor reduction for pension and survivorship contribution fund and method of back payment later. Suspension period is six (06) months from the date of application, but does not exceed twelve (12) months for cases having applied Resolution No. 42/NQ-CP.
- The employer shall submit an application form No. 01 in according to this Decision to the Social Insurance Agency to which the social insurance premiums are paid, and one (01) copy to the Department of Labor - Invalids and Social Affairs for supervision. The Social Insurance Agency will handle such documents within five (05) working days.



Alert on social insurance, health insurance, and unemployment insurance policies during Covid-19

Resolution No. 09/2021/NQ-HDND
Resolution No. 68/NQ-CP and
Decision No. 23/2021/QĐ-TTg

11 August 2021



Notable points (cont.)

03 Support for job retention training programs for employees

- Employers are entitled to financial support from the unemployment insurance fund for training, retraining and skill enhancement (contributed for 12 months or more up until the time requesting for financial support).
- The maximum support is **VND1,500,000 per employee per month** with a maximum support term of six months.
- The employer shall submit the application to the Department of Labor - Invalids and Social Affairs of the province where the head office is located to be handled.



04 One-off allowance for the employees who suspend their employment contracts, take unpaid leave

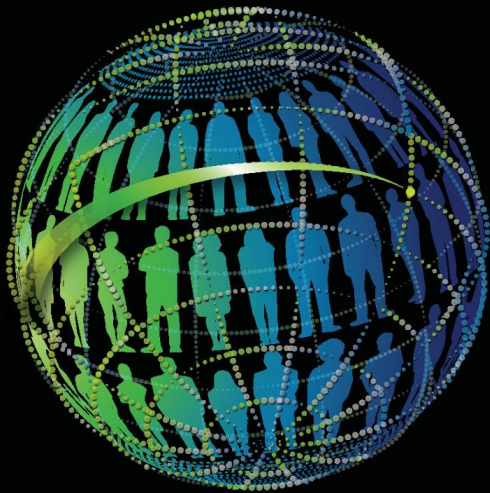
- The employees who suspend their employment contracts, take unpaid leave due to the temporarily cessation of employer's operations upon the request of competent authorities for the prevention and control of the Covid-19 pandemic will be entitled to one-time support. Detail:
 - suspension or unpaid leave ranging from 15 consecutive days to less than 01 month: **VND1,855,000 per person.**
 - suspension or unpaid leave for 01 month or more: **VND3,710,000 per person.**



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11 August 2021



Notable points (cont.)

05 One-off allowance for the employees who suspend their employment contracts, take unpaid leave & One-off allowance for employees who are under the time of furlough

In June 2021, The People's Council of Ho Chi Minh City issued Resolution No. 09/2021/NQ-HDND on the implementation of support package for people affected by the COVID-19 pandemic in Ho Chi Minh City. In case the employees have been receiving the benefit following Resolution No. 09, but fully meet the conditions of Resolution No. 68 and Decision No. 23, they can submit dossiers to the Social Insurance Agency to receive the reconciliation balance.

One-off allowance for employees who are under the time of furlough

- Employees working under a form of employment contract is entitled to a one-off allowance of **VND 1,000,000/person** if they have been put on furlough under Clause 3, Article 99 of the Labor Code, and have been quarantined or in locked down areas as required by the competent authority.
- The employer is required to contribute to the social insurance scheme according to such salary. Such salary of the first 14 days off from work must be equal to the region's common minimum salary, then the remaining salary depends on the agreement between the employee and the employer. The employer shall send the application to the People's Committee of the district where it is headquartered.

One-off allowance for the employees who terminate their labor contract

- The employee contributing for social insurance not qualifying unemployment allowance is entitled to a one-off allowance of **VND 3,710,000/person** upon termination of their employment due to business suspension for the prevention and control of the Covid-19 pandemic. The employee shall send an application to the Employment Service Center to be entitled to this allowance.
- Pregnant employees are supported with an extra amount of **VND1,000,000 per person**;
- Those who are raising children or taking care of children under 06 years old are supported with an extra amount **VND1,000,000 per child** under 06 years old when they have been on suspension/unpaid leave/termination of employment contracts.

Loans for employers to pay furlough wages, wages for production recovery

- The employers who meet the required conditions will be entitled to borrow interest free loan with the maximum amount equal to the region common minimum salary of its impacted employees but not exceeding 03 months.
- The employer shall send the loan application to the Bank for Social Policies where the head office is located.



Notable points (cont.)

06 Other notes

- In case the employers have already paid occupational, accidents and diseases insurances at the rate of 0.5% in July 2021, such contribution will be offset to social insurance amount of the following month without the need to notifying the Social Insurance agencies.
- Employees infected with SARS-CoV-2 with quarantine decision and Covid-free certificate upon discharged will be able to them to replace form C65 to receive sickness insurance allowance.
- The Employment Service Center of Ho Chi Minh City is currently implementing a number of supportive schemes (i.e. sending unemployment insurance dossiers via post office, supporting employees via hotline or Zalo application) for employees who are in the isolated, lockdown areas to be able to promptly submit unemployment insurance dossiers and receive financial upon during social distance period following the decision No. 16 of the Prime Minister.
- Employers are able to contribute health insurance premiums for their employees during the cessation of business operations.



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