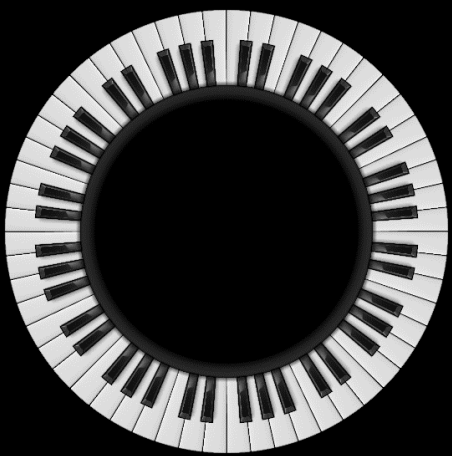


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세무뉴스

최저임금 조정에 대한 시행령 초안

2022년 6월



주목할 만한 내용

노동보훈사회부 ("MOLISA")는 근로계약에 의해 기업에서 근무하는 근로자의 지역별 최저임금을 규정하는 시행령 초안에 대하여 관련 부처 및 기관과 협의하고 있습니다.

초안에 따르면 지역별 최저임금은 기존 수준보다 평균 약 6% (VND 180,000 - VND 260,000/월 인상) 인상할 것으로 제안됩니다. 구체적으로:

지역	기존 최저임금 (VND/월)	시행령 초안에 따른 최저임금 (VND/월)	인상 (VND/월)
지역 I	4,420,000	4,680,000	260,000
지역 II	3,920,000	4,160,000	240,000
지역 III	3,430,000	3,640,000	210,000
지역 IV	3,070,000	3,250,000	180,000

특히 이번 초안에는 월별 지역별 최저임금 이외에도 각 지역별 최저 시급도 규정합니다. 구체적으로 지역 I: VND 22,500/ 시간; 지역 II: VND 20,000/ 시간; 지역 III: VND 17,500/ 시간; 지역 IV: 15,600/ 시간

또한 이번 초안에서는 일부 지역의 분류수준을 조정하는 내용도 포함됩니다. 예를 들어: Ha Long시는 지역II에서 지역 I로 분류됨; Hoa Binh, Vinh, Vinh Long, Bac Lieu시는 지역III에서 지역II 로 분류됨.

신규 최저임금의 시행일과 관련하여 MOLISA는 국가임금위원회에서 정부에 제안한 대로 **2022년 7월 1일부터** 발효한 것을 제안합니다.

딜로이트의 권고 사항

본 시행령 초안이 통과되면 기업은 (특히 시급 정책을 도입하는 기업의 경우) 근로계약 조건, 단체근로협약 및 내부 정책등을 검토하여 각 지역별 적합한 최저임금을 조정하고 적용하여야 합니다.



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