

GOVERNMENT

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

No. 293/2025/ND-CP

Hanoi November 10, 2025

DECREE

STIPULATING THE MINIMUM WAGE FOR EMPLOYEES WORKING UNDER LABOR CONTRACTS

Pursuant to the Law on Government Organization No. 63/2025/QH15;

Pursuant to the Law on Organization of Local Government No. 72/2025/QH15;

Pursuant to the Labor Code No. 45/2019/QH14;

At the request of the Minister of Home Affairs;

The Government promulgates the Decree prescribing the minimum wage for employees working under labor contracts.

Article 1. Scope of Regulation

This Decree stipulates the monthly minimum wage and the hourly minimum wage applicable to employees working under labor contracts.

Article 2. Subjects of application

1. Employees working under labor contracts in accordance with the Labor Code.
2. Employers as prescribed by the Labor Code, including:
 - a) Enterprises under the provisions of the Law on Enterprises.
 - b) Agencies, organizations, cooperatives, households and individuals that hire or employ employees to work for them under agreements.
3. Other agencies, organizations and individuals related to the implementation of the minimum wage level specified in this Decree.

Article 3. Minimum wage

1. Stipulating the monthly minimum wage and hourly minimum wage for employees working for employers by region as follows:

Region	Monthly minimum wage (Unit: VND/month)	Hourly minimum wage (Unit: VND/hour)
Region I	5,310,000	25,500
Region II	4,730,000	22,700
Region III	4,140,000	20,000
Region IV	3,700,000	17,800

2, The list of geographical areas of Region I, Region II, Region III and Region IV is specified in the Appendix issued together with this Decree,

3, The application of the regional area is determined according to the place of operation of the employer as follows:

a) Employers operating in any region shall apply the minimum wage level prescribed for that area,

b) If the employer has a unit or branch operating in an area with different minimum wage levels, the minimum wage level prescribed for that area shall be applied to which area the unit or branch operates,

c) Employers operating in industrial parks, export processing zones, hi-tech parks, and concentrated digital technology parks located in geographical areas with different minimum wage levels shall apply the geographical areas with the highest minimum wage levels,

d) An employer operating in an area where the name is changed or divided shall temporarily apply the minimum wage level prescribed for the geographical area before the name change or division until the Government issues new regulations,

dd) Employers operating in geographical areas newly established from one or many geographical areas with different minimum wage levels shall apply the minimum wage level according to the geographical area with the highest minimum wage level until the Government issues new regulations,

Article 4, Minimum wage application

1, The monthly minimum wage is the lowest wage level used as a basis for negotiation and payment of wages for employees who apply the form of monthly wage payment, ensuring that the salary level according to the job or title of the employee works full normal working hours in the month and completes the agreed labor norm or job must not be lower than the monthly minimum wage,

2, Hourly minimum wage is the lowest wage level used as a basis for negotiation and payment of wages for employees applying the form of hourly wage payment, ensuring that the salary level according to the job or title of the employee works for one hour and completing the agreed labor norm or job must not be lower than the hourly minimum wage,

3, For employees who apply the form of weekly or daily wage payment or product or fixed wage, the wage level of these forms of wage payment, if converted on a monthly or hourly basis, must not be lower than the monthly minimum wage or the hourly minimum wage, The monthly or hourly salary on the basis of normal working hours selected by the employer in accordance with the labor law is as follows:

a) The monthly salary is equal to the weekly salary multiplied by 52 weeks divided by 12 months; or the daily salary multiplied by the number of normal working days in the month; or the salary according to the product or the fixed salary implemented during normal working hours in the month,

b) The hourly salary is equal to the weekly or daily salary divided by the number of normal working hours in the week or day; or the product-based salary, the fixed salary divided by the

number of working hours during normal working hours for the production of products and the performance of contractual tasks,

Article 5, Validity and responsibility for implementation

1, This Decree takes effect from January 1, 2026,

2, The Government's Decree No, 74/2024/ND-CP dated June 30, 2024 stipulating the minimum wage for employees working under labor contracts ceases to be effective from the effective date of this Decree,

3, To annul Clause 7, Article 15 and Appendix I enclosed with the Government's Decree No, 128/2025/ND-CP dated June 11, 2025 on decentralization and decentralization in the state management of the field of internal affairs,

4, The employer shall review the agreements in the labor contract, the collective labor agreement and the employer's statutes and regulations in order to adjust and supplement them accordingly; it is not allowed to abolish or reduce the wage regimes when employees work overtime, work at night, the regime of allowances in kind and other regimes as prescribed by the labor law, For the contents agreed upon or committed in labor contracts, collective labor agreements or other lawful agreements that are more beneficial to employees (such as the salary regime for employees doing jobs or titles that require vocational education and training at least 7% higher than the minimum wage level and the regime of payment for employees doing jobs or titles with at least 5% higher heavy, hazardous and dangerous working conditions; jobs or titles with particularly heavy, hazardous or dangerous working conditions that are at least 7% higher than the salary of the jobs or titles of equivalent complexity, working under normal working conditions) compared to the provisions of this Decree, shall continue to be implemented, unless otherwise agreed by the parties,

5, In case the minimum wage level associated with the geographical area in the Appendix to this Decree is lower than the minimum wage level prescribed by the Government as of December 31, 2025, the employer must continue to implement the minimum wage level as of December 31, 2025 for employees recruited from December 31, 2025 onwards until the Government has new regulations,

Ministers, heads of ministerial-level agencies, heads of government-attached agencies, presidents of provincial-level People's Committees and employers shall implement this Decree,

**ON BEHALF OF GOVERNMENT
FOR PRIME MINISTER
DEPUTY PRIME MINISTER**

(signed, full name and sealed)

Ho Duc Phoc

ADDENDUM

LIST OF LOCALITIES APPLYING THE MINIMUM WAGE FROM JANUARY 1, 2026 (Attached to the Government's Decree No, 293/2025/ND-CP dated November 10, 2025)

1, Hanoi City

- Region I, including Hoan Kiem, Cua Nam, Ba Dinh, Ngoc Ha, Giang Vo, Hai Ba Trung, Vinh Tuy, Bach Mai, Dong Da, Kim Lien, Van Mieu - Quoc Tu Giam, Lang, O Cho Dua, Hong Ha, Linh Nam, Hoang Mai, Vinh Hung, Tuong Mai, Dinh Cong, Hoang Liet, Yen So, Thanh Xuan, Khuong Dinh, Phuong Liet, Cau Giay, Nghia Do, Yen Hoa, Tay Ho, Phu Thuong, Tay Tuu, Phu Dien, Xuan Dinh, Dong Ngac, Thuong Cat, Tu Liem, Xuan Phuong, Tay Mo, Dai Mo, Long Bien, Bo De, Viet Hung, Phuc Loi, Ha Dong, Duong Noi, Yen Nghia, Phu Luong, Kien Hung, Thanh Liet, Chuong My, Son Tay, Tung Thien and Thanh Tri communes, Dai Thanh, Nam Phu, Ngoc Hoi, Thuong Phuc, Thuong Tin, Chuong Duong, Hong Van, Phu Xuyen, Thanh Oai, Binh Minh, Tam Hung, Dan Hoa, Phu Nghia, Xuan Mai, Tran Phu, Hoa Phu, Quang Bi, Yen Bai, Doai Phuong, Thach That, Ha Bang, Tay Phuong, Hoa Lac, Yen Xuan, Quoc Oai, Hung Dao, Kieu Phu, Phu Cat, Hoai Duc, Duong Hoa, Son Dong, An Khanh, Gia Lam, Thuan An, Bat Trang, Phu Dong, Thu Lam, Dong Anh, Phuc Thinh, Thien Loc, Vinh Thanh, Me Linh, Yen Lang, Tien Thang, Quang Minh, Soc Son, Da Phuc, Noi Bai, Trung Gia, Kim Anh, O Dien, Lien Minh,

- Region II, including the remaining communes and wards,

2, Cao Bang Province

- Region III, including Thuc Phan, Nung Tri Cao and Tan Giang wards,

- Region IV, including the remaining communes and wards,

3, Tuyen Quang Province

- Region III, including My Lam, Minh Xuan, Nong Tien, An Tuong, Binh Thuan, Ha Giang 1, Ha Giang 2 and Ngoc Duong communes,

- Region IV, including the remaining communes and wards,

4, Dien Bien Province

- Region III, including Dien Bien Phu, Muong Thanh wards and Muong Phang and Na Tau communes,

- Region IV, including the remaining communes and wards,

5, Lai Chau Province

- Region III, including Tan Phong and Doan Ket wards,

- Region IV, including the remaining communes and wards,

6, Son La Province

- Region III, including To Hieu, Chieng An, Chieng Coi and Chieng Sinh wards,

- Region IV, including the remaining communes and wards,

7, Lao Cai Province

- Region II, including Cam Duong, Lao Cai wards and Coc San, Hop Thanh and Gia Phu communes,
- Region III, including Van Phu, Yen Bai, Nam Cuong, Au Lau, Sa Pa wards and Phong Hai, Xuan Quang, Bao Thang, Tang Loong, Muong Bo, Ban Ho, Ta Phin, Ta Van and Ngu Chi Son communes,
- Region IV, including the remaining communes and wards,

8, Thai Nguyen Province

- Region II, including Phan Dinh Phung, Linh Son, Tich Luong, Gia Sang, Quyet Thang, Quan Trieu, Pho Yen, Van Xuan, Trung Thanh, Phuc Thuan, Song Cong, Ba Xuyen, Bach Quang and Tan Cuong, Dai Phuc and Thanh Cong communes,
- Region III, including Duc Xuan, Bac Kan wards and Dai Tu, Duc Luong, Phu Thinh, La Bang communes, Phu Lac, An Khanh, Quan Chu, Van Phu, Phu Xuyen, Phu Binh, Tan Thanh, Diem Thuy, Kha Son, Tan Khanh, Dong Hy, Quang Son, Camp Cau, Nam Hoa, Van Han, Van Lang, Phu Luong, Wu Tranh, Yen Trach, Hop Thanh, Feng Quang,
- Region IV, including the remaining communes and wards,

9, Lang Son Province

- Region III, including Tam Thanh, Luong Van Tri, Ky Lua, Dong Kinh wards,
- Region IV, including the remaining communes and wards,

10, Quang Ninh Province

- Region I, including An Sinh, Dong Trieu, Binh Khe, Mao Khe, Hoang Que, Yen Tu, Vang Danh, Uong Bi, Dong Mai, Hiep Hoa, Quang Yen, Ha An, Phong Coc, Lien Hoa, Tuan Chau, Viet Hung, Bai Chay, Ha Tu, Ha Lam, Cao Xanh, Hong Gai, Ha Long, Hoanh Bo, Mong Cai 1, Mong Cai 2, Mong Cai 3 and Quang La, Thong Nhat, Hai Son, Hai Ninh, Vinh Thuc communes,
- Region II, including Mong Duong, Quang Hanh, Cam Pha, Cua Ong wards and Hai Hoa communes,
- Region III, including Tien Yen, Dien Xa, Dong Ngu, Hai Lang, Quang Tan, Dam Ha, Quang Ha, Duong Hoa, Quang Duc, Cai Chien and Van Don special zone,
- Region IV, including the remaining communes, wards and special zones,

11, Bac Ninh Province

- Region II, including Kinh Bac, Vo Cuong, Vu Ninh, Hap Linh, Nam Son, Tu Son, Tam Son, Dong Nguyen, Phu Khe, Thuan Thanh, Mao Dien, Tram Lo, Tri Cau, Song Lieu, Ninh Xa, Que Vo, Phuong Lieu, Nhan Hoa, Dao Vien, Bong Lai, Tu Lan, Viet Yen, Nenh, Van Ha, Bac Giang, Da Mai, Tien Phong, Tan An, Yen Dung, Tan Tien, Canh Thuy and Chi Lang, Phu Lang, Yen Phong, Van Mon, Tam Giang, Yen Trung, Tam Da, Tien Du, Lien Bao, Tan Chi, Dai Dong, Phat Tich, Gia Binh, Nhan Thang, Dai Lai, Cao Duc, Dong Cuu, Luong Tai, Lam Thao, Trung Chinh, Trung Kenh, Dong Viet.

- Region III, including Lang Giang, My Thai, Kep, Tan Dinh, Tien Luc, Tan Yen, Ngoc Thien, Nha Nam, Phuc Hoa, Quang Trung, Hop Thinh, Hiep Hoa, Hoang Van and Xuan Cam communes,

- Region IV, including the remaining communes and wards,

12, Phu Tho Province

- Region II, including Viet Tri, Nong Trang, Thanh Mieu, Van Phu, Vinh Phuc, Vinh Yen, Phuc Yen, Xuan Hoa, Hoa Binh, Ky Son, Tan Hoa, Thong Nhat and Hy Cuong, Yen Lac, Te Lo, Lien Chau, Tam Hong, Nguyet Duc, Binh Nguyen, Xuan Lang, Binh Xuyen, Binh Tuyen, Luong Son, Cao Duong, Lien Son, Thinh Minh,

- Region III, including Phong Chau, Phu Tho, Au Co wards and Lam Thao, Xuan Lung communes, Phung Nguyen, Ban Nguyen, Phu Ninh, Democracy, Phu My, Tram Than, Binh Phu, Thanh Ba, Quang Yen, Hoang Cuong, Dong Thanh, Chi Tien, Lien Minh, Tam Nong, Tho Van, Van Xuan, Hien Quan, Tam Son, Song Lo, etc Hai Luu, Yen Lang, Lap Thach, Tien Lu, Thai Hoa, Lien Hoa, Hop Ly, Son Dong, Tam Dao, Dai Dinh, Dao Tru, Tam Duong, Hoi Thinh, Hoang An, Tam Duong Bac, Vinh Tuong, Tho Tang, Vinh Hung, Vinh An, Vinh Phu, Vinh Thanh,

- Region IV, including the remaining communes and wards,

13, Hai Phong City

- Region I, including Thuy Nguyen, Thien Huong, Hoa Binh, Nam Trieu, Bach Dang, Luu Kiem, Le Ich Moc, Hong Bang, Hong An, Ngo Quyen, Gia Vien, Le Chan, An Bien, Hai An, Dong Hai, Kien An, Phu Lien, Nam Do Son, Do Son, Hung Dao, Duong Kinh, An Duong, An Hai, An Phong, Hai Duong, Le Thanh Nghi, Viet Hoa, Thanh Dong, Nam Dong, Tan Hung, Thach Khoi, Tu Minh, Ai Quoc, Chu Van An, Chi Linh, Tran Hung Dao, Nguyen Trai, Tran Nhan Tong, Le Dai Hanh, Kinh Mon, Nguyen Dai Nang, Tran Lieu, Bac An Phu, Pham Su Manh, Nhi Chieu; communes of An Hung, An Khanh, An Quang, An Truong, An Lao, Kien Thuy, Kien Minh, Kien Hai, Kien Hung, Nghi Duong, Quyet Thang, Tien Lang, Tan Minh, Tien Minh, Chan Hung, Hung Thang, Vinh Bao, Nguyen Binh Khiem, Vinh Am, Vinh Hai, Vinh Hoa, Vinh Thuan, Vinh Thinh, Viet Khe, Nam An Phu, Nam Sach, Thai Tan, Hop Tien, Tran Phu, An Phu, Cam Giang, Cam Giang, Tue Tinh, Mao Dien, Ke Sat, Binh Giang, Duong An, Thuong Hong, Gia Loc, Yet Kieu, Gia Phuc, Truong Tan, Tu Ky, Tan Ky, Dai Son, Chi Minh, Lac Phuong, Nguyen Giap, Nguyen Luong Bang, Phu Thai, Lai Khe, An Thanh, Kim Thanh and Cat Hai Special Zone,

- Region II, including Thanh Ha, Ha Tay, Ha Bac, Ha Nam, Ha Dong, Ninh Giang, Vinh Lai, Khuc Thua Du, Tan An, Hong Chau, Thanh Mien, Bac Thanh Mien, Nam Thanh Mien, Hai Hung and Bach Long Vi special zone,

- Region III, including the remaining communes and wards,

14, Hung Yen Province

- Region II, including Pho Hien, Son Nam, Hong Chau, My Hao, Duong Hao, Thuong Hong, Thai Binh, Tran Lam, Tran Hung Dao, Tra Ly, Vu Phuc wards and Tan Hung, Yen My, Viet Yen, Hoan Long, Nguyen Van Linh, Nhu Quynh, Lac Dao, Dai Dong, Nghia Tru, Phung Cong, Van Giang and Me So communes,

- Region III, including Hoang Hoa Tham, Tien Lu, Tien Hoa, Quang Hung, Doan Dao, Tien Tien, Tong Tran, Luong Bang, Nghia Dan, Hiep Cuong, Duc Hop, An Thi, Xuan Truc, Pham Ngu Lao, Nguyen Trai, Hong Quang, Khoi Chau, Trieu Viet Vuong, Viet Tien, Chi Minh, Chau Ninh, Thai Thuy, Dong Thuy Anh, Bac Thuy Anh, Thuy Anh, Nam Thuy Anh, Bac Thai Ninh, Thai Ninh, Dong Thai Ninh, Nam Thai Ninh, Tay Thai Ninh, Tay Thuy Anh, Tien Hai, Tay Tien Hai, Ai Quoc, Dong Chau, Dong Tien Hai, Nam Cuong, Hung Phu, Nam Tien Hai,

- Region IV, including the remaining communes and wards,

15, Ninh Binh Province

- Region II, including Tay Hoa Lu, Hoa Lu, Nam Hoa Lu, Dong Hoa Lu, Nam Dinh, Thien Truong, Dong A, Vi Khe, Thanh Nam, Truong Thi, Hong Quang, My Loc,

- Region III, including Tam Diep, Yen Son, Trung Son, Yen Thang, Ha Nam, Phu Ly, Phu Van, Chau Son, Liem Tuyen, Duy Tien, Duy Tan, Dong Van, Duy Ha, Tien Son, Le Ho, Nguyen Uy, Ly Thuong Kiet, Kim Thanh, Tam Chuc, Kim Bang and Gia Vien, Dai Hoang, Gia Hung, Gia Phong communes, Gia Van, Gia Tran, Yen Khanh, Khanh Nhac, Khanh Thien, Khanh Hoi, Khanh Trung, Nam Truc, Nam Minh, Nam Dong, Nam Ninh, Nam Hong, Minh Tan, Hien Khanh, Vu Ban, Lien Minh, Y Yen, Yen Dong, Yen Cuong, Van Thang, Vu Duong, Tan Minh, Phong Doanh, Co Le, Ninh Giang, Cat Thanh, Truc Ninh, Quang Hung, Minh Thai, Ninh Cuong, Xuan Truong, Xuan Hung, Xuan Giang, Xuan Hong, Hai Hau, Hai Anh, Hai Tien, Hai Hung, Hai An, Hai Quang, Hai Xuan, Hai Thinh, Giao Minh, Giao Hoa, Giao Thuy, Giao Phuc, Giao Hung, Giao Binh, Giao Ninh, Dong Thinh, Nghia Hung, Nghia Son, Hong Phong, Quy Nhat, Nghia Lam, Rang Dong,

- Region IV, including the remaining communes and wards,

16, Thanh Hoa Province

- Region II, including Hac Thanh, Quang Phu, Dong Quang, Dong Son, Dong Tien, Ham Rong, Nguyet Vien, Sam Son, Nam Sam Son, Bim Son, Quang Trung, Ngoc Son, Tan Dan, Hai Linh, Tinh Gia, Dao Duy Tu, Hai Binh, Truc Lam, Nghi Son and Truong Lam and Cac Son communes,

- Region III, including Ha Trung, Tong Son, Ha Long, Hoc Giang, Linh Toai, Trieu Loc, Dong Thanh, Hau Loc, Hoa Loc, Van Loc, Nga Son, Nga Thang, Ho Vuong, Tan Tien, Nga An, Ba Dinh, Hoang Hoa, Hoang Tien, Hoang Thanh, Hoang Loc, Hoang Chau, Hoang Son, Hoang Phu, Hoang Giang, Luu Ve, Quang Yen, Quang Ngoc, Quang Ninh, Quang Binh, Tien Trang, Quang Chinh, Nong Cong, Thang Loi, Trung Chinh, Truong Van, Thang Binh, Tuong Linh, Cong Chinh, Thieu Hoa, Thieu Quang, Thieu Tien, Thieu Mao, Thieu Trung, Yen Dinh, Yen Truong, Yen Phu, Quy Loc, Yen Ninh, Dinh Tan, Dinh Hoa, Tho Xuan, Tho Long, Xuan Hoa, Sao Vang, Lam Son, Tho Lap, Xuan Tin, Xuan Lap, Vinh Loc, Tay Do, Bien Thuong, Trieu Son, Tho Binh, Tho Ngoc, Tho Phu, Hop Tien, An Nong, Tan Ninh, Dong Tien.

- Region IV, including the remaining communes and wards,

17, Nghe An Province

- Region II, including Hoang Mai, Tan Mai, Truong Vinh, Thanh Vinh, Vinh Hung, Vinh Phu, Vinh Loc, Cua Lo wards and Hung Nguyen, Yen Trung, Hung Nguyen Nam, Lam Thanh, Nghi Loc, Phuc Loc, Dong Loc, Trung Loc, Than Linh, Hai Loc and Van Kieu communes,

- Region III, including Quynh Mai, Thai Hoa, Tay Hieu wards and Dien Chau, Duc Chau, Guangzhou, Hai Chau, Tan Chau, An Chau, Minh Chau, Hung Chau, Do Luong, Bach Ngoc, Van Hien, Bach Ha, Thuan Trung, Luong Son, Van An, Nam Dan, Dai Hue, Thien Nhan, Kim Lien, Nghia Dan, Nghia Tho, Nghia Lam, Nghia Mai, Nghia Hung, Nghia Khanh, Nghia Loc, Quynh Luu, Quynh Van, Quynh Anh, Quynh Tam, Quynh Phu, Quynh Son, Quynh Thang, Dong Hieu, Yen Thanh, Quan Thanh, Hop Minh, Van Tu, Van Du, Quang Dong, Giai Lac, Binh Minh, Dong Thanh.

- Region IV, including the remaining communes and wards,

18, Ha Tinh Province

- Region III, including Song Tri, Hai Ninh, Hoanh Son, Vung Ang, Thanh Sen, Tran Phu, Ha Huy Tap wards and Thach Lac, Dong Tien, Thach Khe, Cam Binh and Ky Hoa communes,

- Region IV, including the remaining communes and wards,

19, Quang Tri Province

- Region II, including Dong Hoi, Dong Thuan, Dong Son, Dong Ha and Nam Dong Ha wards,

- Region III, including Quang Tri, Ba Don, Bac Gianh wards and communes of Nam Gianh, Nam Ba Don, Tan Gianh, Trung Thuan, Quang Trach, Hoa Trach, Phu Trach, Phong Nha, Bac Trach, Dong Trach, Hoan Lao, Bo Trach, Nam Trach, Quang Ninh, Ninh Chau, Truong Ninh, Le Thuy, Cam Hong, Sen Ngu, Tan My, Truong Phu, etc Le Ninh, Dong Le, Vinh Linh, Cua Tung, Ben Quan, Cua Viet, Gio Linh, Cam Lo, Khe Sanh, Lao Bao, Trieu Phong, Huong Hiep, Dien Sanh,

- Region IV, including the remaining communes, wards and special zones,

20, Hue City

- Region II, including Thuan An, Hoa Chau, My Thuong, Vy Da, Thuan Hoa, An Cuu, Thuy Xuan, Kim Long, Huong An, Phu Xuan, Duong No,

- Region III, including Phong Dien, Phong Thai, Phong Dinh, Phong Phu, Phong Quang, Huong Tra, Kim Tra, Huong Thuy, Phu Bai, Thanh Thuy and Dan Dien, Quang Dien, Binh Dien, Phu Vinh, Phu Ho, Phu Vang, Vinh Loc, Hung Loc, Loc An, Phu Loc, Chan May - Lang Co, Long Quang, Nam Dong, Khe Tre,

- Region IV, including the remaining communes and wards,

21, Da Nang City

- Region II, including Hai Chau, Hoa Cuong, Thanh Khe, An Khe, An Hai, Son Tra, Ngu Hanh Son, Hoa Khanh, Hai Van, Lien Chieu, Cam Le, Hoa Xuan, Tam Ky, Quang Phu, Huong Tra, Ban Thach, Hoi An, Hoi An Dong, Hoi An Tay and Hoa Vang, Hoa Tien, Ba Na, Tan Hiep communes and Hoang Sa special zone,

- Region III, including Dien Ban, Dien Ban Dong, An Thang, Dien Ban Bac wards and Nui Thanh, Tam My, Tam Anh, Duc Phu, Tam Xuan, Tam Hai, Tay Ho, Chien Dan, Phu Ninh, Thang Binh, Thang An, Thang Truong, Thang Dien, Thang Phu, Dong Duong, Que Son Trung, Que Son, Xuan Phu, Nong Son, Que Phuoc, Duy Nghia, Nam Phuoc, Duy Xuyen, Thu Bon, Dien Ban Tay, Go Noi, Dai Loc, Ha Nha, Thuong Duc, Vu Gia, Phu Thuan.

- Region IV, including the remaining communes and wards,

22, Quang Ngai Province

- Region III, including Truong Quang Trong, Cam Thanh, Nghia Lo, Kon Tum, Dak Cam, Dak Bla wards and Tinh Khe, An Phu, Binh Minh, Binh Chuong, Binh Son, Van Tuong, Dong Son, Truong Giang, Ba Gia, Son Tinh, Tho Phong, Ngok Bay, Ia Chim, Dak Ro Wa, Dak Pxi, Dak Mar, Dak Ui, Dak Ha, Ngok Réo,
- Region IV, including the remaining communes, wards and special zones,

23, Gia Lai Province

- Region III, including Quy Nhon, Quy Nhon Dong, Quy Nhon Tay, Quy Nhon Nam, Quy Nhon Bac, Pleiku, Hoi Phu, Thong Nhat, Dien Hong, An Phu and Bien Ho and Gao communes,
- Region IV, including the remaining communes and wards,

24, Khanh Hoa Province

- Region II, including Nha Trang, Bac Nha Trang, Tay Nha Trang, Nam Nha Trang, Bac Cam Ranh, Cam Ranh, Cam Linh, Ba Ngoi, Ninh Hoa, Dong Ninh Hoa, Hoa Thang, Phan Rang, Dong Hai, Ninh Chu, Bao An, Do Vinh and Nam Cam Ranh, Bac Ninh Hoa, Tan Dinh, Nam Ninh Hoa communes, Tay Ninh Hoa, Hoa Tri, Thuan Bac, Cong Hai,
- Region III, including Dai Lanh communes, Tu Bong, Van Thang, Van Ninh, Van Hung, Dien Khanh, Dien Lac, Dien Dien, Suoi Hiep, Dien Tho, Dien Lam, Cam Lam, Suoi Dau, Cam Hiep, Cam An, Ninh Phuoc, Phuoc Huu, Phuoc Hau, Phuoc Dinh, Ninh Hai, Xuan Hai, Vinh Hai, Ninh Son, Lam Son, Anh Dung, My Son, Thuan Nam, Ca Na, Phuoc Ha.
- Region IV, including the remaining communes, wards and special zones,

25, Dak Lak Province

- Region III, including Buon Ma Thuot, Tan An, Tan Lap, Xuan Dai, Song Cau, Thanh Nhat, Ea Kao, Tuy Hoa, Phu Yen, Binh Kien, Dong Hoa, Hoa Hiep and Hoa Phu, Xuan Tho, Xuan Canh, Xuan Loc and Hoa Xuan communes,
- Region IV, including the remaining communes and wards,

26, Lam Dong Province

- Region II, including Xuan Huong - Da Lat, Cam Ly - Da Lat, Lam Vien - Da Lat, Xuan Truong - Da Lat, Lang Biang - Da Lat, 1 Bao Loc, 2 Bao Loc, 3 Bao Loc, B' Lao, Ham Thang, Binh Thuan, Mui Ne, Phu Thuy, Phan Thiet, Tien Thanh and Tuyen Quang commune,
- Region III, including La Gi, Phuoc Hoi, Bac Gia Nghia, Nam Gia Nghia, Dong Gia Nghia wards and Hiep Thanh, Duc Trong, Tan Hoi, Ta Hine, Ta Nang, Dinh Van Lam Ha, Di Linh, Hoa Ninh, Hoa Bac, Dinh Trang Thuong, Bao Thuan, Son Dien, Gia Hiep, Tan Hai, Dong Giang, La Da, etc Ham Thuan Bac, Ham Thuan, Hong Son, Ham Liem, Ham Thanh, Ham Kiem, Tan Thanh, Ham Thuan Nam, Tan Lap, Ninh Gia.
- Region IV, including the remaining communes, wards and special zones,

27, Dong Nai Province

- Region I, including Bien Hoa, Tran Bien, Tam Hiep, Long Binh, Trang Dai, Ho Nai, Long Hung, Binh Loc, Bao Vinh, Xuan Lap, Long Khanh, Hang Gon, Tan Trieu, Phuoc Tan, Tam Phuoc and Dai Phuoc, Nhon Trach, Phuoc An, Phuoc Thai, Long Phuoc, Binh An, Long Thanh,

An Phuoc, An Vien, Binh Minh, Trang Bom, Bau Ham, Hung Thinh, Dau Giay, Gia Kiem, Thong Nhat, Xuan Duong, Xuan Dong, Xuan Dinh, Xuan Phu, Xuan Loc, Xuan Hoa, Xuan Thanh, Xuan Bac, Tri An, Tan An, Phu Ly,

- Region II, including Minh Hung, Chon Thanh, Dong Xoai, Binh Phuoc wards and communes of Xuan Que, Cam My, Song Ray, La Nga, Dinh Quan, Phu Vinh, Phu Hoa, Ta Lai, Nam Cat Tien, Tan Phu, Phu Lam, Nha Bich, Tan Quan, Thuan Loi, Dong Tam, Tan Loi, Dong Phu, Dak Lua, Thanh Son,

- Region III, including Binh Long, An Loc, Phuoc Binh, Phuoc Long wards and Tan Hung, Tan Khai, Minh Duc, Loc Thanh, Loc Ninh, Loc Hung, Loc Tan, Loc Thanh, Loc Quang, Tan Tien, Binh Tan, Long Ha, Phu Rieng and Phu Trung communes,

- Region IV, including the remaining communes and wards,

28, Ho Chi Minh City

- Region I, including Saigon, Tan Dinh, Ben Thanh, Cau Ong Lanh, Ban Co, Xuan Hoa, Nhieu Loc, Xom Chieu, Khanh Hoi, Vinh Hoi, Cho Quan, An Dong, Cho Lon, Binh Tay, Binh Phu, Binh Tien, Phu Lam, Tan Thuan, Phu Thuan, Tan My, Tan Hung, Chanh Hung, Phu Dinh, Binh Dong, Dien Hong, Lai Garden, Hoa Hung, Minh Phung, Binh Thoi, Hoa Binh, Phu Tho, Dong Hung Thuan, Trung My Tay, Tan Thoi Hiep, Thoi An, An Phu Dong, An Lac, Tan Tao, Binh Tan, Binh Tri Dong, Binh Hung Hoa, Gia Dinh, Binh Thanh, Binh Loi Trung, Thanh My Tay, Binh Quoi, Hanh Thong, An Nhon, Go Vap, An Hoi Dong, Thong Tay Hoi, An Hoi Tay, Duc Nhuan, Cau Kieu, Phu Nhuan, Tan Son Hoa, Tan Son Nhat, Tan Hoa, Bay Hien, Tan Binh, Tan Son, Tan Thanh, Tan Son Nhi, Phu Tho Hoa, Tan Phu, Phu Thanh, Hiep Binh, Thu Duc, Tam Binh, Linh Xuan, Tang Nhon Phu, Long Binh, Long Phuoc, Long Truong, Cat Lai, Binh Trung, Phuoc Long, An Khanh, Dong Hoa, Di An, Tan Dong Hiep, An Phu, Binh Hoa, Lai Thieu, Thuan An, Thuan Giao, Thu Dau Mot, Phu Loi, Chanh Hiep, Binh Duong, Hoa Loi, Thoi Hoa, Phu An, Southwest, Long Nguyen, Ben Cat, Chanh Phu Hoa, Vinh Tan, Binh Co, Tan Uyen, Tan Hiep, Tan Khanh, Vung Tau, Tam Thang, Rach Dua, Phuoc Thang, Tan Hai, Tan Phuoc, Phu My, Tan Thanh and Vinh Loc, Tan Vinh Loc, Tan Vinh Loc, Binh Loi, Tan Nhut Binh Chanh, Hung Long, Binh Hung, Cu Chi, Tan An Hoi, Thai My, An Nhon Tay, Nhuan Duc, Phu Hoa Dong, Binh My, Dong Thanh, Hoc Mon, Xuan Thoi Son, Ba Diem, Nha Be, Hiep Phuoc, Thuong Tan, Bac Tan Uyen, Phu Giao, Phuoc Hoa, Phuoc Thanh, An Long, Chu Van Tho, Bau Bang, Long Hoa, Thanh An, Dau Tieng, Minh Thanh, Long Son, Chau Pha,

- Region II, including Ba Ria, Long Huang, Tam Long wards and Binh Khanh, An Thoi Dong, Can Gio and Thanh An communes; Kim Long, Chau Duc, Ngai Giao, Nghia Thanh, Long Hai, Long Dien communes and Con Dao special zone,

- Region III, including the remaining communes, wards and special zones,

29, Tay Ninh Province

- Region I, including Long An, Tan An, Khanh Hau wards and An Ninh, Hiep Hoa, Hau Nghia, Hoa Khanh, Duc Lap, My Hanh, Duc Hoa, Thanh Loi, Binh Duc, Luong Hoa, Ben Luc, My Yen, Phuoc Ly, My Loc, Can Giuoc, Phuoc Vinh Tay and Tan Tap communes,

- Region II, including Kien Tuong, Tan Ninh, Binh Minh, Ninh Thanh, Long Hoa, Hoa Thanh, Thanh Dien, Trang Bang, An Tinh, Go Dau, Gia Loc wards and Tuyen Thanh, Binh Hiep, Thu

Thua, My An, My Thanh, Tan Long, Long Cang, Rach Kien, My Le, Tan Lan, Can Duoc, Long Huu, Hung Thuan, etc Phuoc Chi, Thanh Duc, Phuoc Thanh, Truong Mit, Nhut Tao,

- Region III, including Binh Thanh, Thanh Phuoc, Thanh Hoa, Tan Tay, My Quy, Dong Thanh, Duc Hue, Vam Co, Tan Tru, Thuan My, An Luc Long, Tam Vu, Vinh Cong, Loc Ninh, Cau Khoi, Duong Minh Chau, Tan Dong, Tan Chau, Tan Phu, Tan Hoi, Tan Thanh, Tan Hoa, Tan Lap, Tan Bien, Thanh Binh, Tra Vong, Phuoc Vinh, Hoa Hoi, Ninh Dien, Chau Thanh, Hao Duoc, Long Chu, Long Thuan, Ben Cau,

- Region IV, including the remaining communes and wards,

30, Dong Thap Province

- Region II, including My Tho, Dao Thanh, My Phong, Thoi Son, Trung An wards and Tan Huong, Chau Thanh, Long Hung, Long Dinh, Vinh Kim, Kim Son and Binh Trung communes,

- Region III, including Go Cong, Long Thuan, Son Qui, Binh Xuan, My Phuoc Tay, Thanh Hoa, Cai Lay, Nhi Quy, An Binh, Hong Ngu, Thuong Lac, Cao Lanh, My Ngai, My Tra, Sa Dec and Tan Phu, Tan Phuoc 1, Tan Phuoc 2, Tan Phuoc 3, Hung Thanh, My Tinh An, Luong Hoa Lac communes, Tan Thuan Binh, Cho Gao, An Thanh Thuy, Binh Ninh, Tan Duong,

- Region IV, including the remaining communes and wards,

31, Vinh Long Province

- Region II, including Thanh Duc, Long Chau, Phuoc Hau, Tan Hanh, Tan Ngai, Binh Minh, Cai Von, Dong Thanh, An Hoi, Phu Khuong, Ben Tre, Son Dong, Phu Tan, Long Duc, Tra Vinh, Nguyet Hoa, Hoa Thuan wards and Phu Tuc, Giao Long, Tien Thuy and Tan Phu communes,

- Region III, including Duyen Hai, Truong Long Hoa wards and Cai Nhum, Tan Long Hoi, Nhon Phu, Binh Phuoc, An Binh, Long Ho, Phu Quoi, Dong Khoi, Mo Cay, Thanh Thoi, An Dinh, Huong My, Tan Thuy, Bao Thanh, Ba Tri, Tan Xuan, My Chanh Hoa, An Ngai Trung, An Hiep, Thoi Thuan, Thanh Phuoc, Binh Dai, Thanh Tri, Loc Thuan, Chau Hung, Phu Thuan, Long Huu, Hung Nhuong,

- Region IV, including the remaining communes and wards,

32, An Giang Province

- Region II, including Long Xuyen, Binh Duc, My Thoi, Chau Doc, Vinh Te, Vinh Thong, Rach Gia, Ha Tien, To Chau wards; My Hoa Hung, Tien Hai communes and Phu Quoc and Tho Chau special zones,

- Region III, including Tan Chau and Long Phu wards; communes of Tan An, Chau Phong, Vinh Xuong, Chau Phu, My Duc, Vinh Thanh Trung, Binh My, Thanh My Tay, An Chau, Binh Hoa, Can Dang, Vinh Hanh, Vinh An, Thoai Son, Oc Eo, Dinh My, Phu Hoa, Vinh Trach, Tay Phu, Thanh Loc, Chau Thanh, Binh An, Hoa Dien, Kien Luong, Son Hai, Hon Nghe and Kien Hai Special Zone,

- Region IV, including the remaining communes and wards,

33, Can Tho City

- Region II, including Phu Loi, My Xuyen, Ninh Kieu, Cai Khe, Tan An, An Binh, Thoi An Dong, Binh Thuy, Long Tuyen, Cai Rang, Hung Phu, O Mon, Thoi Long, Phuoc Thoi, Trung Nhut, Thot Not, Thuan Hung, Tan Loc and Soc Trang wards,

- Region III, including Vi Thanh, Vi Tan, Dai Thanh, Nga Bay, Vinh Phuoc, Vinh Chau, Khanh Hoa, Nga Nam, My Quoi wards and Tan Long, Phong Dien, Nhon Ai, Truong Long, Thoi Lai, Dong Thuan, Truong Xuan, Truong Thanh, Co Do, Dong Hiep, Thanh Phu, Thoi Hung, Trung Hung, Vinh Thanh, Vinh Trinh, etc Thanh An, Thanh Quoi, Hoa Luu, Thanh Xuan, Tan Hoa, Truong Long Tay, Chau Thanh, Dong Phuoc, Phu Huu, Vinh Hai, Lai Hoa,

- Region IV, including the remaining communes and wards,

34, Ca Mau Province

- Region II, including An Xuyen, Ly Van Lam, Tan Thanh, Hoa Thanh, Bac Lieu, Vinh Trach, Hiep Thanh wards,

- Region III, including Gia Rai, Lang Roon wards and U Minh, Nguyen Phich, Khanh Lam, Khanh An, Khanh Binh, Da Bac, Khanh Hung, Song Doc, Tran Van Thoi, Dat Moi, Nam Can, Tam Giang, Luong The Tran, Hung My, Cai Nuoc, Tan Hung, Phu My, Phong Thanh, Hoa Binh, Vinh My and Vinh Hau.

- Region IV, including the remaining communes and wards,