

MINISTRY OF LABOUR,
WAR INVALIDS AND
SOCIAL AFFAIRS

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No. 1615-LDTBXH-TL

Hanoi, 10 May 1997

**OFFICIAL LETTER
ON
SALARY OF VIETNAMESE
PERSONNEL WORKING IN
FOREIGN INVESTED ENTERPRISES
AND REPRESENTATIVE OFFICES**

To: Ho Chi Minh City Department of Labour, War Invalids and Social Affairs

In reply to Official Letter 51-LDTBXH dated 10 April 1997 of your Department regarding the above subject, the Ministry of Labour, War Invalids and Social Affairs has the following opinion:

Due to the present instability of the rate of exchange between the Vietnamese Dong and the United States Dollar, if the salary stated in the contract is denominated in Vietnamese currency, it will lead to inconsistency and imbalance throughout the country and the salary stated in the contract of employees may be lower than the minimum salary stipulated the State. Therefore, the salary must be stated in United States Dollar in the labour contracts of all employees working in foreign invested enterprises and representative offices and the conversion shall be carried out in accordance with the provisions provided for in point 1 of item III of Circular 11-LDTBXH-TT of the Ministry of Labour, War Invalids and Social Affairs.

The Ministry of Labour, War Invalids and Social Affairs hereby notifies your Department for proper implementation of the provisions of the State.

On behalf of the Minister of Labour, War Invalids and Social Affairs
Deputy Director
Salary and Wages Department

PHAM MINH HUAN

□ Ministry of Planning and Investment
and
Phillips Fox

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