THE GOVERNMENT	THE SOCIALIST REPUBLIC OF VIETNAM
	Independence - Freedom - Happiness
No. 399/2026/ND-CP	*Hanoi, November 02, 2026*

DECREE

Prescribing minimum wage levels applicable to employees working under labor contracts

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

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

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

At the proposal of the Minister of Home Affairs;

The Government hereby promulgates the Decree prescribing minimum wage levels applicable to employees working under labor contracts.

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Article 1. Scope of regulation

This Decree prescribes the region-based monthly and hourly minimum wage levels applicable to employees working under labor contracts.

Article 2. Subjects of application

1. Employees working under labor contracts as defined in the Labor Code.

2. Employers as defined in the Labor Code, including:

a) Enterprises as prescribed by the Law on Enterprises.

b) Agencies, organizations, cooperatives, households and individuals that hire or employ employees under agreements.

3. Other agencies, organizations and individuals involved in the application of minimum wage levels specified in this Decree.

Article 3. Minimum wage levels

1. Region-based monthly minimum wage levels and region-based hourly minimum wage levels applicable to employees working for employers are provided as follows:

Region	Monthly minimum wage level (Unit: VND/month)	Hourly minimum wage level (Unit: VND/hour)

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Region I	5,700,000	27,400
Region II	5,080,000	24,400
Region III	4,450,000	21,400
Region IV	4,040,000	19,400

2. The list of localities in regions I, II, III and IV is provided in the Appendix to this Decree.

3. The application of region-based minimum wage levels depends on employers' localities of operation, specifically as follows:

a) An employer shall apply the minimum wage level prescribed for the locality where it operates.

b) In case an employer has units or branches in localities for which different minimum wage levels are prescribed, each unit or branch shall apply the minimum wage level prescribed for the locality where it operates.

c) For an employer operating in industrial parks, export processing zones, high-tech parks, centralized digital technology parks, specialized economic zones, free-trade zones, or hi-tech agricultural zones based in localities for which different minimum wage levels are prescribed, the highest minimum wage level shall be applied.

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d) For an employer operating in the locality which is renamed or divided, the minimum wage level prescribed for such locality before it is renamed or divided shall temporarily be applied pending the Government's issuance of new regulations.

dd) For an employer operating in the locality established from one locality or from more than one locality for which different minimum wage levels are prescribed, the highest minimum wage level shall be applied pending the Government's issuance of new regulations.

Article 4. Application of minimum wage levels

1. The monthly minimum wage level is the lowest wage level which serves as a basis for employers and employees to reach agreement on and make payment of wages to employees subject to monthly wage payment, provided that the level of job- or title-based wage to be paid to an employee who ensures a law-specified normal working time in a month and fulfills his/her labor norms or job as agreed must not be lower than the law-prescribed monthly minimum wage level.

2. The hourly minimum wage levels are the lowest ones which serve as a basis for employers and employees to reach agreement on and pay wages, in case of paying wages on a hourly basis, provided that the level of wage to be paid (accordingly job or title) to an employee in an hour who fulfills his/her labor

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norms or job as agreed must not be lower than the prescribed hourly minimum wage levels.

3. For employees whose wages are paid on a weekly basis, daily basis, piece-rate basis, or lump-sum basis, the wage levels upon application of these forms of payment, if being converted into monthly or hourly wages, must not be lower than the monthly minimum wage levels or hourly minimum wage levels. The converted monthly or hourly wage levels shall be based on the normal working time selected by employers in accordance with the labor law, specifically as follows:

a) The wage level converted into monthly wage level shall be equal to the weekly wage level multiplied by 52 weeks and divided by 12 months; or the daily wage level multiplied by the number of normal working days in a month; or equal to the piece-rate wage level or lump-sum wage level earned during the normal working time in a month.

b) The wage level converted into hourly wage level shall be equal to the weekly or daily wage level divided by the number of normal working hours in a week or a day; or equal to the piece-rate wage or lump-sum wage level divided by the number of working hours within the normal working time required for product production or task performance.

Article 5. Effect and implementation responsibility

1. This Decree takes effect on January 01, 2027.

2. The Government's Decree No. 293/2025/ND-CP dated November 10, 2025, on minimum wage levels applicable to employees working under labor contracts, ceases to be effective on the effective date of this Decree.

3. Employers shall review agreements in their labor contracts, collective labor agreements and regulations for appropriate adjustment or supplementation; may neither abolish nor cut wage-based overtime or night-shift allowances, benefits in kind and other entitlements in accordance with the labor law. It is permitted to continue implementing the contents already agreed or committed in labor contracts, collective labor agreements or other lawful agreements that are more favorable to employees than those provided in this Decree (such as wages for employees performing jobs or holding titles that require education or vocational training that are at least 7% higher than the minimum wage; and wages for employees performing jobs or holding titles in heavy, hazardous or dangerous working conditions that are at least 5%, or employees performing jobs or holding titles in particularly heavy, hazardous or dangerous working conditions that are at least 7% higher than the wages applicable to employees performing the jobs or titles with equivalent complexity or in normal working conditions), unless otherwise agreed by the parties.

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Ministers, heads of ministerial-level agencies, Chairpersons of provincial-level People's Committees and employers shall implement this Decree.

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

Pham Thi Thanh Tra

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Appendix

LIST OF LOCALITIES APPLYING MINIMUM WAGE LEVELS FROM JANUARY 01, 2027

(Attached to the Government's Decree No. 399/2026/ND-CP dated November 02, 2026)

1. Hanoi City

- Region I, comprising 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 wards, and Thanh Tri, 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, and O Dien, Lien Minh communes.

- Region II, comprising the remaining wards and communes.

2. Cao Bang province

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

- Region IV, comprising the remaining wards and communes.

3. Tuyen Quang province

- Region III, comprising My Lam, Minh Xuan, Nong Tien, An Tuong, Binh Thuan, Ha Giang 1, Ha Giang 2 wards, and Ngoc Duong commune.

- Region IV, comprising the remaining wards and communes.

4. Dien Bien province

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

- Region IV, comprising the remaining wards and communes.

5. Lai Chau province

- Region III, comprising Tan Phong and Doan Ket wards.

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- Region IV, comprising the remaining wards and communes.

6. Son La province

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

- Region IV, comprising the remaining wards and communes.

7. Lao Cai province

- Region II, comprising Cam Duong and Lao Cai wards, and Coc San, Hop Thanh, and Gia Phu communes.

- Region III, comprising Van Phu, Yen Bai, Nam Cuong, Au Lau, and 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, comprising the remaining wards and communes.

8. Thai Nguyen province

- Region II, comprising 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, and Bach Quang wards, and Tan Cuong, Dai Phuc, and Thanh Cong communes.

- Region III, comprising Duc Xuan and Bac Kan wards, and Dai Tu, Duc Luong, Phu Thinh, La Bang, Phu Lac, An Khanh, Quan Chu, Van Phu, Phu Xuyen, Phu Binh, Tan Thanh, Diem Thuy, Kha Son, Tan Khanh, Dong Hy, Quang Son, Trai Cau, Nam Hoa, Van Han, Van Lang, Phu Luong, Vo Tranh, Yen Trach, Hop Thanh, and Phong Quang communes.

- Region IV, comprising the remaining wards and communes.

9. Lang Son province

- Region III, comprising Tam Thanh, Luong Van Tri, Ky Lua, and Dong Kinh wards.

- Region IV, comprising the remaining wards and communes.

10. Quang Ninh city

- Region I, comprising 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, Mong Duong, Quang Hanh, Cam Pha and Cua Ong wards, and Quang La, Thong Nhat, Hai Son, Hai Ninh, Vinh Thuc and Hai Hoa communes.

- Region II, comprising Tien Yen, Dam Ha, Quang Ha, Duong Hoa, Quang Duc, and Cai Chien communes, and Van Don special zone.

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- Region III, comprising the remaining wards, communes and special zones.

11. Bac Ninh city

- Region II, comprising 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 Qua, 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 wards, 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, and Dong Viet communes.

- Region III, comprising 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, comprising the remaining wards and communes.

12. Phu Tho province

- Region II, comprising Viet Tri, Nong Trang, Thanh Mieu, Van Phu, Vinh Phuc, Vinh Yen, Phuc Yen, Xuan Hoa, Hoa Binh, Ky Son, Tan Hoa, Thong Nhat wards, 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, and Thinh Minh communes.

- Region III, comprising Phong Chau, Phu Tho, and Au Co wards, and Lam Thao, Xuan Lung, Phung Nguyen, Ban Nguyen, Phu Ninh, Dan Chu, 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, 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, and Vinh Thanh communes.

- Region IV, comprising the remaining wards and communes.

13. Hai Phong city

- Region I, comprising 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, and Nhi Chieu wards; and An Hung, An Khanh, An Quang, An Truong, An Lao,

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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, 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, and Hai Hung communes, and Cat Hai special zone.

- Region II, comprising the remaining wards, communes and special zones.

14. Hung Yen province

- Region II, comprising Pho Hien, Son Nam, Hong Chau, My Hao, Duong Hao, Thuong Hong, Thai Binh, Tran Lam, Tran Hung Dao, Tra Ly, and 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, comprising the remaining wards and communes.

15. Ninh Binh province

- Region II, comprising 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, and My Loc wards.

- Region III, comprising 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 wards, and Gia Vien, Dai Hoang, Gia Hung, Gia Phong, 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, and Rang Dong communes.

- Region IV, comprising the remaining wards and communes.

16. Thanh Hoa province

- Region II, comprising Hac Thanh, Quang Phu, Dong Quang, Dong Son, Dong Tien, Ham Rong, Nguyet Vien, Sam Son, Nam Sam Son, Bim Son, Quang

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Trung, Ngoc Son, Tan Dan, Hai Linh, Tinh Gia, Dao Duy Tu, Hai Binh, Truc Lam, and Nghi Son wards, and Truong Lam and Cac Son communes.

- Region III, comprising Ha Trung, Tong Son, Ha Long, Hoat 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 Toan, 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, and Dong Tien communes.

- Region IV, comprising the remaining wards and communes.

17. Nghe An province

- Region II, comprising Hoang Mai, Tan Mai, Truong Vinh, Thanh Vinh, Vinh Hung, Vinh Phu, Vinh Loc, and 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, comprising Quynh Mai, Thai Hoa, and Tay Hieu wards, and Dien Chau, Duc Chau, Quang Chau, 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, and Dong Thanh communes.

- Region IV, comprising the remaining wards and communes.

18. Ha Tinh province

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

- Region IV, comprising the remaining wards and communes.

19. Quang Tri province

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

- Region III, comprising Quang Tri, Ba Don, and Bac Gianh wards, and 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,

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Quang Ninh, Ninh Chau, Truong Ninh, Le Thuy, Cam Hong, Sen Ngu, Tan My, Truong Phu, Le Ninh, Dong Le, Vinh Linh, Cua Tung, Ben Quan, Cua Viet, Gio Linh, Cam Lo, Khe Sanh, Lao Bao, Trieu Phong, Huong Hiep, and Dien Sanh communes.

- Region IV, comprising the remaining wards, communes and special zones.

20. Hue city

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

- Region III, comprising Phong Dien, Phong Thai, Phong Dinh, Phong Phu, Phong Quang, Huong Tra, Kim Tra, Huong Thuy, Phu Bai, and Thanh Thuy wards, 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, and Khe Tre communes.

- Region IV, comprising the remaining wards and communes.

21. Da Nang city

- Region II, comprising 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, Dien Ban, Dien Ban Dong, An Thang, and Dien Ban Bac wards, and Hoa Vang, Hoa Tien, Ba Na, Tan Hiep, Dien Ban Tay, and Go Noi communes, and Hoang Sa special zone.

- Region III, comprising 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, Dai Loc, Ha Nha, Thuong Duc, Vu Gia, and Phu Thuan communes.

- Region IV, comprising the remaining wards and communes.

22. Quang Ngai province

- Region III, comprising Truong Quang Trong, Cam Thanh, Nghia Lo, Kon Tum, Dak Cam, and 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, and Ngok Reo communes.

- Region IV, comprising the remaining wards, communes and special zones.

23. Gia Lai province

- Region II, comprising Quy Nhon, Quy Nhon Dong, Quy Nhon Tay, Quy Nhon Nam, Quy Nhon Bac and Pleiku wards.

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- Region III, comprising Hoi Phu, Thong Nhat, Dien Hong, An Phu, Binh Dinh, An Nhon, An Nhon Dong, An Nhon Nam, An Nhon Bac, Bong Son, Hoai Nhon, Tam Quan, Hoai Nhon Dong, Hoai Nhon Tay, Hoai Nhon Nam and Hoai Nhon Bac wards, and Bien Ho and Gao communes.

- Region IV, comprising the remaining wards and communes.

24. Khanh Hoa province

- Region II, comprising 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, and Do Vinh wards, and Nam Cam Ranh, Bac Ninh Hoa, Tan Dinh, Nam Ninh Hoa, Tay Ninh Hoa, Hoa Tri, Thuan Bac, and Cong Hai communes.

- Region III, comprising Dai Lanh, 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, and Phuoc Ha communes.

- Region IV, comprising the remaining wards, communes and special zones.

25. Dak Lak province

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

- Region IV, comprising the remaining wards and communes.

26. Lam Dong province

- Region II, comprising 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, and Tien Thanh wards, and Tuyen Quang commune.

- Region III, comprising La Gi, Phuoc Hoi, Bac Gia Nghia, Nam Gia Nghia, and 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, Ham Thuan Bac, Ham Thuan, Hong Son, Ham Liem, Ham Thanh, Ham Kiem, Tan Thanh, Ham Thuan Nam, Tan Lap, and Ninh Gia communes.

- Region IV, comprising the remaining wards, communes and special zones.

27. Dong Nai city

- Region I, comprising Bien Hoa, Tran Bien, Tam Hiep, Long Binh, Trang Dai, Ho Nai, Long Hung, Binh Loc, Bao Vinh, Xuan Lap, Long Khanh, Hang

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Gon, Tan Trieu, Phuoc Tan, Tam Phuoc and Binh Phuoc wards, 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, Cam My, Dinh Quan, Tan Phu and Thuan Loi communes.

- Region II, comprising Minh Hung, Chon Thanh, Dong Xoai, and Phuoc Long wards, and Xuan Que, Song Ray, La Nga, Phu Vinh, Phu Hoa, Ta Lai, Nam Cat Tien, Phu Lam, Nha Bich, Tan Quan, Dong Tam, Tan Loi, Dong Phu, Dak Lua, Thanh Son and Tan Khai communes.

- Region III, comprising Binh Long, An Loc, and Phuoc Binh wards, and Tan Hung, 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, comprising the remaining wards and communes.

28. Ho Chi Minh City

- Region I, comprising Sai Gon, 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, Vuon Lai, 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, Tay 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, Tay Nam, 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, Ba Ria, Long Huong and Tam Long wards, and 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, Tru Van Tho, Bau Bang, Long Hoa, Thanh An, Dau Tieng, Minh Thanh, Long Son, Chau Pha, Binh Khanh, An Thoi Dong, Can Gio, Thanh Anh, Kim Long, Chau Duc, Ngai Giao, Nghia Thanh, Long Hai, and Long Dien communes, and Con Dao special zone.

- Region II, comprising the remaining wards and communes.

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29. Tay Ninh province

- Region I, comprising Long An, Tan An, and 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, comprising Kien Tuong, Tan Ninh, Binh Minh, Ninh Thanh, Long Hoa, Hoa Thanh, Thanh Dien, Trang Bang, An Tinh, Go Dau, and 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, Phuoc Chi, Thanh Duc, Phuoc Thanh, Truong Mit, and Nhut Tao communes.

- Region III, comprising 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, and Ben Cau communes.

- Region IV, comprising the remaining wards and communes.

30. Dong Thap province

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

- Region III, comprising 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, and Sa Dec wards, and Tan Phu, Tan Phuoc 1, Tan Phuoc 2, Tan Phuoc 3, Hung Thanh, My Tinh An, Luong Hoa Lac, Tan Thuan Binh, Cho Gao, An Thanh Thuy, Binh Ninh, and Tan Duong communes.

- Region IV, comprising the remaining wards and communes.

31. Vinh Long province

- Region II, comprising 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, and Hoa Thuan wards, and Phu Tuc, Giao Long, Tien Thuy, and Tan Phu communes.

- Region III, comprising 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, and Hung Nhuong communes.

- Region IV, comprising the remaining wards and communes.

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32. An Giang province

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

- Region III, comprising Tan Chau and Long Phu wards; 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 communes; and Kien Hai special zone.

- Region IV, comprising the remaining wards and communes.

33. Can Tho city

- Region II, comprising 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, comprising Vi Thanh, Vi Tan, Dai Thanh, Nga Bay, Vinh Phuoc, Vinh Chau, Khanh Hoa, Nga Nam, and My Qui 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, Thanh An, Thanh Quoi, Hoa Luu, Thanh Xuan, Tan Hoa, Truong Long Tay, Chau Thanh, Dong Phuoc, Phu Huu, Vinh Hai, and Lai Hoa communes.

- Region IV, comprising the remaining wards and communes.

34. Ca Mau province

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

- Region III, comprising Gia Rai and Lang Tron 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 communes.

- Region IV, comprising the remaining wards and communes.

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