



A Comparative Table on Employee Benefits in the Asia Pacific Region (including Hong Kong, Macau and Mainland China)

亞太區 (包括香港、澳門及中國內地) 員工福利一覽表

Benefit Item	Statutory Paid Holiday per Annum	Statutory Annual Paid Leave	Working Hour	Statutory Paid Sick Leave
Hong Kong	12 days	7-14 days, depends on years of service	No regulation to aged 18 or above	Max. 120 days with 80% pay
Mainland China	11 days	5-15 days, depends on years of service	40 hrs/week	Work-related sickness or injury – up to 12 months with full pay. Non-work-related sickness or injury – ranges from 3 to 24 months depending on the employees' period of employment.
Macau	10 days	6 days	48 hrs/week	Max. 6 days
Taiwan	11 days	7-30 days depends on years of service	84 hrs/two weeks and no more than 48 hrs/week	Max. 30 days (non-hospitalization); max. 1 year for 2 consecutive years (hospitalization); total days not exceed 1 year for 2 consecutive years
Australia	8 days varying from state to state	20 days	38 hrs/week	10 days
Bangladesh	11 days	1 day for every 18 days of work performed during previous period of 12 months	48 hrs/week (up to 60 hrs/week for adult including OT work)	14 days with full pay
Brunei	14 days	7-14 days, depends on years of service	48 hrs/week	No government mandated paid sick leave
Cambodia	25 days	18 days	48 hrs/week	1 st mth will full pay, 2 nd -3 rd mth with 60% of wages
Dubai	10 days	2 days/mth if completed 6 months of service and 30 days a year if completed 1 year of service	48 hrs/week (2hrs/day for Muslim holy month Ramadan)	Max. 90 days. First 15 days with full pay; 16-30 days with half pay; and no pay for the rest
Egypt	13 days	21-30 days depends on years of service	48 hrs/week	Max. 6 mths with 75-100% pay
India	Around 15 days	1 day leave for every 20 days' work in a calendar year i.e. around 16 days/year	48 hrs/week	Max. 30 days
Indonesia	14 days	12 days	40 hrs/week	120 days with full pay
Japan	Around 15 days	10-20 days, depends on years of service	40 hrs/week	No government mandated paid sick leave
Malaysia	12 days national holidays + state holidays around 15-16 days	8-16 days, depends on years of service	48 hrs/week	60 days full pay, including 14-22 days for non-hospitalization, depends on years of service
Myanmar (Burma)	20 or 21 days	10 days	35-48 hrs/week, depends on workplace	30 days
New Zealand	13 days	28 days	No standard regulation, 40hrs/week as common practice	5 days/year after 6 months' service for sick, domestic & bereavement leave
Papua New Guinea	10 days	11 days	48 hrs/week	6 days/year
Pakistan	Around 13 days	14 consecutive days	48hrs/week, vary for seasonal factories	16 days with 50% pay
Philippines	11 legal holidays and 5 days service incentive leave	12-15 days, depends on years of service	40 hrs/week	Depends on company policy
Singapore	11 days	7-14 days	44 hrs/week	60 days with full pay, including 14 days for non-hospitalization
South Korea	15 days	*15-25 days	*40 hrs/week	Depends on company policy
Sri Lanka	Bank Holiday: 28 days; Public Holiday: 25 days; Mercantile Holiday: 8 days	14 days	45 hrs/week	Max. 7 days
Thailand	Min. 13 days	6 days if completed 1 year of service and depending upon years of service	48 hrs/week	30 days with full pay
Vietnam	9 days	12 days, plus one additional day for five years service	48 hrs/week	Max. 60 days with 75% pay (paid by insurance)

* Remarks: South Korea - Implementation time-schedule of the revised labor law varies according to the company size and industry. For detailed schedule, please visit Ministry of Labor, Korea <http://www.molab.go.kr/english>

^ The current labor / employment law of most countries rules the following situations where employers cannot dismiss an employee:

- have work-related injury, lose work capability in total or in partial
- during pregnancy, delivery, or nursing period for female employees
- during designated medical treatment period / during sickness or injury
- other situations specified by laws and regulations

Region (including Hong Kong, Macau and Mainland China)



Statutory Maternity Leave	Statutory Parental Leave (Childcare Leave, if any)	Collective Bargaining	Unreasonable/Unfair Dismissal [^]	Minimum Wage	Unemployment Insurance
10 weeks with 80% pay	No	No	Yes	Yes	No
Not less than 90 days paid leave	No national standard. Amount depends on local law and employment contract. Post-natal nursing session for female employees who need to nurse infants of less than 1 year of age	Yes	Yes	Yes	Yes
56 days with full pay	No	No	Yes	No	Yes
8 weeks with full pay; 50% salary payable for those with less than 6 months service; 3 days for her mate	2 breaks a day (max. half an hour each) during the 12 months following her delivery	Yes, applicable to those with unions only	No, depends on Labor Standards Law	Yes	Yes
Called parental leave – 18 weeks paid leave at the National Minimum Wage which is fully funded by the government and max. 12 months of unpaid leave	See Statutory Maternity Leave	Yes	Yes	Yes	Yes
8 weeks before and 8 weeks after delivery (no maternity benefit after giving birth to 2 babies)	No	Yes, private sector only	Yes	Yes	No
105 days with full pay if completed 6 mths of service; half pay if completed less than 6 mths of service	No	No	No	No	No
90 days with full pay	2 breaks a day (min. half an hour each) during the 12 mths following her delivery	Yes	Yes	Yes	Yes
45 days with full pay if completed 1 year service; half pay if less than 1 year service. Additional 100 days max. with no pay	2 breaks a day (max. half an hour each) during the 18 months following her delivery	Yes	Yes	No	No
90 days with full pay	2 breaks a day (min. half an hour each) during the 24 months following her delivery	Yes	Yes	Yes	Yes
Max. 6 weeks before delivery & 6 weeks after delivery	2 breaks a day during the 15 months following her delivery	Yes	Yes	Yes	No
3 mths with full pay	Yes	Yes	Yes	Yes	No
6 weeks before delivery and 8 weeks after delivery; 60% salary payable from social security or health insurance	Parental leave can be taken up to the child's 1 st birthday	Yes	Yes	Yes	Yes
60 days	No	Yes, applicable to those with unions only	Yes	Under Wages Council Act, applicable to specific industry e.g. restaurant, cinema	No
12 weeks	6 days	Yes	Yes	Yes	No
14 weeks paid leave	Called paternity leave: 1-2 weeks funded by government	Yes	Yes	Yes	Yes
90 days if completed 6 months of service; 108 days if completed 12 months service	2 breaks a day (min. half an hour each)	Yes	Yes	Yes	No
6 weeks with full pay	No	Yes	Yes	Yes	No
60 days with full pay	7 days for married male employee; 7 days for solo parent employee	Yes	Yes	Varying minimum wages, depending on region	No
16 weeks with full pay	Childcare Leave: 6 days/yr/parent up to child aged 7 years old Infant Care Leave: 6 days (unpaid)/yr/parent for child under 2 yrs of age	Yes	Yes	No	No
*90 days before and after delivery; at least 45 days shall be allocated after the childbirth; first 60 days with pay	Yes	Yes	Yes	Yes	Yes
84 days with full pay	No	Yes	Yes	Yes	No
90 days, including 45 work days with full pay	No	Yes	Yes	Yes	No
4-6 months with full pay (paid by insurance)	60 mins off during working time during the 12 months following her delivery	Yes	Yes	Yes	Yes

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