

Asia Pacific Employment Law



A One-stop HR Portal for Regional HR Professionals

Wolters Kluwer understands regional HR professionals are challenged daily to implement competitive and flexible practices to attract, retain and manage talents in a fast-moving, globally mobile workforce.

Understanding employment policies and procedures in multiple countries is no easy task. The volume of information, coupled with constant changes in the laws and regulations with the development of the economy and labour market, present a substantial challenge in practice.

Asia Pacific Employment Law saves research time by providing you with up-to-date content, legislation and comparative tables in addition to guide on legal policies, letters and other documents which are in accordance to local country employment law requirements.

14 Major APAC Economies



Expert Interpretations and Practice Tools

- ✓ Expert Commentary
- ✓ Source Legislation & Articles
- ✓ Sample Forms, Letters and Templates
- ✓ Comparison Tables & Case Studies
- ✓ Questions & Answers
- ✓ Tracker News

Powered by Wolters Kluwer's intuitive **CCH IntelliConnect®** research platform, the search engine aids professionals in obtaining information they want quickly and accurately. It also has the added flexibility to customise the research experience.

Experience These Key Benefits

- **Quick Answers** – on employment law and HR practices from one single source.
- **Expert Commentary** – Local experts share their best practices and provide valuable insights in understanding the application of the employment laws.
- **Customisable Templates and Sample Policies** – to help users create policies catered for the local employees efficiently.
- **Thought Leadership** – Access to thought-provoking articles from the best minds in the industry.
- **Decision-Validating Source** – references to legislation and research links to local authorities ensure HR decisions are validated and legally supported by the law.
- **Risk Management** – within the HR function with constant updates of new legislation, commentary and documentation ensures compliance in a timely manner.
- **News Alerts** – An alert service that delivers the latest HR news, analysis of legislative changes, important rulings, cases and industry best practices directly to your mailbox.

Content Highlights

- Termination processes and practices
- Managing poor performance
- Recruitment and promotions
- Leave allowances and public holidays
- Managing expatriates and foreign worker employment and mobility
- Issues on workplace safety and health
- Benefits and other employer obligations
- Ongoing developments in data protection and cybersecurity
- Reproduction of all primary legislation
- HR best practices across all areas

	INDIA	MALAYSIA	SINGAPORE	SOUTH KOREA
Maternity Leave	<ul style="list-style-type: none"> 26 weeks An employee can claim maternity leave from her employer if she has actually worked for a period of at least 90 days in the 12 months immediately preceding the day of her delivery. Out of the 26 weeks, not more than eight weeks can be taken before the date of expected delivery. <p>General Facts</p>	<ul style="list-style-type: none"> 60 days Maternity leave shall be paid only for the first four deliveries by a woman employee Employment Act 1955 and Employment (Amendment) Act 2012 <p>Legislation References</p>	<ul style="list-style-type: none"> 16 weeks if the employee satisfies the eligibility conditions under the Child Development Co-Savings Act 15 weeks if covered only under the Employment Act but not the Child Development Co-Savings Act Child Development Co-Savings Act, Employment Act Further reading: SGP #20-151, SGP #20-162 <p>Further Reading</p>	<ul style="list-style-type: none"> 90 days (60 days paid by employer, 30 days paid by Employment Insurance Fund) Art 74 of the Labor Standards Act Further reading: KOR #70-992
Annual Leave	<ul style="list-style-type: none"> 12 days 1 day for every 20 days of work Factories Act Further reading: IND #50-501 	<ul style="list-style-type: none"> Less than 2 years service: 8 days Less than 5 years service: 12 days 5 years service and above: 16 days s 60E of the Employment Act 1955 Further reading: MAL #50-171 	<ul style="list-style-type: none"> 1st year: 7 days 2nd year: 8 days 3rd year: 9 days 4th year: 10 days 5th year: 11 days 6th year: 12 days 7th year: 13 days 8th year and thereafter: 14 days Part IV of the Employment Act Further reading: SGP #20-091 	<ul style="list-style-type: none"> 15 days Additional of 1 day every year up to maximum of 25 days Art 60 of the Labor Standards Act Further reading: KOR #70-081
Paternity Leave	<ul style="list-style-type: none"> No provision on paternity leave for private sector workers For civil servants - 15 days of leave in practice - multinationals provide paternity leave as goodwill Further reading: IND #50-521 	<ul style="list-style-type: none"> No mandatory requirement but some employers do allow paternity leave 7 days for civil servants; some state government employees can take up to 14 days Malaysian civil servants entitled to 7 days' paternity leave Further reading: MAL #50-211 	<ul style="list-style-type: none"> 1 week (Government-paid) Fathers of citizen children born from 1 January 2016 onwards may get up to 1 additional week of GPPF, if the employer voluntarily agrees to provide it. 2 weeks of paid paternity leave from 1 January 2017 Further reading: SGP #20-121 	<ul style="list-style-type: none"> 5 days (3 days of paid leave with 2 additional days of unpaid absence) Art 18-2 of the Equal Employment and Support for Work-Family Reconciliation Act Further reading: KOR #70-092

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Easy comparison across multiple countries

For more information or to request for a free demonstration, please contact us

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