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[NATIONAL] New policy on employee's leave

After the passing of the “Third Child Policy” in China, which intends to increase the birthrate in the country, many provinces and municipalities have updated their Population and Family Planning Regulations accordingly in the past few weeks. Here below the changes that the companies need to make in their internal rules in order to duly implement the Policy:

- extension of maternity leave for female employees and of paternity leave for male employees;
- introduction of the parental leave for female and male employees whose children's age are within the ranges provided;
- introduction of parent nursing leave especially for the employee who is an only child.

This table provides the updates of several representing provinces and municipalities:

Provinces and Municipalities	Maternity leave	Paternity leave	Parental leave	Parent Nursing Leave
Beijing	98 days (national law) + 60 days (previously 30 days)	15 days (no change)	Couples who give birth to children in accordance with the law, each female and male employee enjoys 5 working days of parental leave per year before the child reaches the age of three.	If the parents of the employee who is an only child need nursing care, such employee is entitled to a cumulative nursing leave of no more than 10 working days per year.
Shanghai	98 days (national law) + 60 days (previously 30 days)	10 days (no change)	Couples who give birth to children in accordance with the law, each female and male employee enjoys 5 days of parental leave per year before the child reaches the age of three.	

Tianjin	98 days (national law) + 60 days (previously 30 days)	15 days (previously 7 days)	Couples who give birth to children in accordance with the law, each female and male employee enjoys 10 days of parental leave per year before the child reaches the age of three.	For the employee's parents over 60 years old who are sick and hospitalized: if such employee is an only child, he/she is entitled to parent nursing leave of cumulative 20 days per year; if the employee is not an only child, he/she is entitled to cumulative 10 days per year.
Zhejiang	First child: 98 days (national law) + 60 days; For second and third child: 98 days (national law) + 90 days (previously 98 days + 30 days regardless of number of children)	15 days (no change)	Couples who give birth to children in accordance with the law, each female and male employee enjoys 10 days of parental leave per year before the child reaches the age of three.	If one of the parents of the employee is over 60 years old and the employee is an only child, he/she is entitled to 5 days of parent nursing leave per year.
Guangdong	98 days (national law) + 80 days (no change)	15 days (no change)	Couples who give birth to children in accordance with the law, each female and male employee enjoys 10 days of parental leave per year before the child reaches the age of three.	For the employee's parents over 60 years old, if such employee is an only child he/she is entitled to 5 days nursing leave per year. For the employee's parents over 60 years old who are hospitalized for medical treatment, such employee is entitled a cumulative parent nursing leave of no more than 15 days per year.

Hebei	<p>For first and second child: 98 day (national law) + 60 days</p> <p>For third child (or more): 98 days (national law) + 90 days</p> <p>(previously 98 days + 60 days regardless of number of children)</p>	15 days (no change)	Couples who give birth to children in accordance with the law, each female and male employee enjoys 10 days of parental leave per year before the child reaches the age of three.	For the employee's parents elderly who need II-Grade or higher nursing care during hospitalization: if such employee is an only child, he/she is entitled to a cumulative nursing leave of minimum 15 days per year; if the employee is not an only child, he/she is entitled to a minimum of 7 days per year.
Anhui (*to be effective on January 1, 2022)	98 days (national law) + 60 days (no change)	30 days (currently 10 days, and 20 days for couples living in different cities)	Couples who give birth to children in accordance with the law, each female and male employee enjoys 10 days of parental leave per year before the child reaches the age of six.	For the employee who is an only child, he/she is entitled to a cumulative parent nursing leave of 20 days per year during the hospitalization of his/her parents.