

## Summary of Current Leaves for Care of Dependents in Major Chinese Provinces/Cities (as of December 1, 2021)

Location	Maternity Leave	Paternity Leave	Annual Parental Leave <sup>1</sup>	Annual Elderly Care Leave <sup>2</sup>
Beijing	158 days; additional 1-3 months subject to employer approval	15 days <sup>3</sup>	5 working days accruing each year starting from the child's birthday; the combined parental leave of both spouses is not to exceed 10 working days.	No more than <u>10 working days</u> for the employee who is the only child of his/her parents; the employee shall provide evidence showing that the parent requires care, such as diagnosis or hospitalization certificate from medical institutions or ability assessment from relevant authorities.
Shanghai	158 days	10 days	5 days which accrue each year starting from the child's birthday, multiplied by the number of eligible children; employers are encouraged to adopt flexible leave and flexible work arrangements conducive to caring for infants and young children.	N/A
Tianjin	158 days	15 days	10 days which accrue each year starting from the child's birthday, multiplied by the number of eligible children.	<u>20 days</u> for an employee who is an only child and <u>10 days</u> for an employee who has a sibling for <u>hospitalization</u> of an elderly parent who is at least 60 years of age.
Guangdong Province	178 days	15 days	10 days <sup>4</sup>	<u>5 days per year for care</u> , and no more than <u>15 days per year</u> in the case of <u>hospitalization</u> , for an employee who is the only child of his/her parents.
Zhejiang Province	158 days for the firstborn;	15 days	10 days which accrue each year starting from the child's birthday, <u>NOT</u> multiplied by the number of eligible children.	<u>5 days</u> for an employee who is an only child; the leave accrues each year starting from when a parent reaches 60 years of age.

<sup>1</sup> With certain exceptions, parental leave is offered to parents with child(ren) below certain ages.

<sup>2</sup> Care of parents who are at least 60 years of age.

<sup>3</sup> If the mother voluntarily reduces the extended maternity leave, the paternity leave can be increased by a corresponding number of days.

<sup>4</sup> The Guangdong Regulations specifically provide for the sharing of the employment costs for parental leave, subject to local and national regulations.

Location	Maternity Leave	Paternity Leave	Annual Parental Leave <sup>1</sup>	Annual Elderly Care Leave <sup>2</sup>
	188 days for the second and third born; 188 days for the birth of twins or triplets or more			
Jiangsu Province	No less than 128 days	No less than 15 days	The detailed rules for the implementation of maternity leave, paternity leave, and parental leave have not yet been issued by the provincial government.	N/A
Liaoning Province	158 days	20 days	10 days	<u>15 days</u> for an employee who is an only child for <u>hospitalization</u> of an elderly parent who is at least 60 years of age.
Sichuan Province	158 days	20 days	10 days each calendar year	<u>15 days</u> for an employee who is an only child for <u>hospitalization</u> of an elderly parent aged 60 or above; 7 days for the employee who is not the only child for <u>hospitalization</u> of an elderly parent who is at least 60 years of age.
Chongqing	178 days	20 days	Upon the company's approval, employees have two options: (1) either the mother or father may take parental leave until the child reaches 1 year old (at salary standard of no less than 75% of base salary and no less than the local minimum salary standard) <b>or</b> (2) both the mother AND the father take parental leave of 5-10 days each year before the child reaches 6 years of age (at regular standard).	<u>10 days per year</u> for an employee who is an only child for <u>hospitalization</u> of an elderly parent who is at least 60 years of age and needs Class II care or above.