



The Latest Draft Amendment to the Labor Protection Act

On 16 July 2025, the Ad Hoc Committee presented a proposal to review the Draft Amendment to Labour Protection Act. The following are the key issues highlighted:

The Draft Amendment to Labour Protection Act will apply to all types of employment, including government and state enterprises, ensuring that all employees receive at least the minimum benefits and protections required by law. Contract-based service employees shall be granted fair compensation, weekly holidays, traditional holidays, annual leave, sick leave, and maternity leave equivalent to the minimum statutory entitlements.

Female employees shall be entitled to 120 days of maternity leave, an increase from the current 98 days. Employers will be required to pay wages for 60 of those days. This measure is aimed at promoting childbirth, improving the quality of life for employees, and reinforcing family cohesion.

Female employees shall be entitled to an additional 15 days of leave to care for a child experiencing a health condition that poses a risk of complications. During this leave, employers shall pay 50% of the employee's regular wages.

Employees shall be entitled to 15 days of leave to support their spouse during childbirth, which must be taken either before or within 90 days from the date of delivery of a child. Employers are obligated to provide full wage compensation during the period of leave.

Should you have any question, please do not hesitate to contact us via info@bgloballaw.com

