Regulations on Maternity Insurance of the PRC

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Unofficial English translation prepared for reference only. The official Chinese text prevails.

Adopted on April 18, 2012

Effective: January 1, 2013

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Article 1 — These Provisions are formulated in accordance with the Social Insurance Law of the PRC to safeguard female employees' maternity benefits.

Article 2 — State organs, enterprises, institutions and other employers and employees shall participate in maternity insurance.

Article 3 — Premiums shall be paid by employers, generally not exceeding 1% of total wages.

Article 4 — Funds shall be subject to city-level overall planning, deposited in special accounts and not misappropriated.

Article 5 — Female employees shall be entitled to maternity allowance and maternity medical expenses.

Article 6 — Maternity allowance shall be calculated on the 12-month average wages prior to childbirth and paid monthly during maternity leave.

Article 7 — Maternity medical expenses include examination, delivery, surgery, hospital bed and medication fees.

Article 8 — Social insurance administrative departments shall administer maternity insurance.

Article 9 — Agencies shall promptly pay benefits. Disputes shall be resolved under the Social Insurance Law.

Article 10 — These Provisions shall become effective on January 1, 2013.

Disclaimer: This English translation is provided for informational purposes only and is not an official translation. While every effort has been made to ensure accuracy, the original Chinese text shall prevail as the authoritative version. Users should consult qualified legal professionals for matters requiring legal interpretation. Dan Young Business Consultancy assumes no liability for any errors, omissions, or reliance on this translation.

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