

Country	Statutory Minimum Pay on Rest Day worked	
	At Employee's request	At Employer's request
Singapore	100% (s 37(2))	200% (s 37(3))
Australia	200%	
Cambodia	200%	
China	200% or an off day in lieu	
Hong Kong	(Based on the contractual agreement. Must take into account the minimum wage)	
India	A rest day in lieu	
Indonesia	200%	
Japan	125-150%	
Malaysia	200%	
New Zealand	(Based on the contractual agreement. Must take into account the minimum wage)	
Philippines	130%	
South Africa	200%	
South Korea	150%	
Taiwan	133%-167%	
Thailand	100%	
UK	(Based on the contractual agreement. Must take into account the minimum wage)	
Vietnam	200%	

Other Countries' Rules on Rest Day Pay

Country	Minimum Rest Day Pay	Legislation		Link
Australia	200%	Pay Guide - Building and Construction General On-site Award [MA000020] Published 07 December 2022	Classification: Level 3 (CW/ECW 3) Painter or glazier Hourly pay rate: \$27.00 Sunday: \$54.00	https://www.fairwork.gov.au/pay-and-wages/minimum-wages/pay-guides#C
Cambodia	200%	Labour Code 1997	Article 139: If workers are required to work overtime for exceptional and urgent jobs, the overtime hours shall be paid at a rate of fifty percent higher than normal hours. If the overtime hours are worked at night or during weekly time off, the rate of increase shall be one hundred percent.	https://www.ilo.org/dyn/travail/docs/701/labour
China	200% or an off day in lieu	Labour Law of the People's Republic of China	Article 44 Under any of the following circumstances, the employing unit shall, according to the following standards, pay labourers remunerations that are higher than those for normal working hours: (2) To pay no less than 200 per cent of the normal wages if work is arranged on off days and no make-up off days can be arranged;	http://www.npc.gov.cn/zgrdw/englishnpc/Law/2007-12/12/content_1383754.htm
Hong Kong	-%	-	(Purely contractual. There is no statutory restriction on compensation for work on rest days. However, it is likely that employers have to take into account the minimum wage when calculating compensations)	Towers Watson Data Services, <i>2010 Employment Terms and Conditions - Asia Pacific</i> (Towers Watson 2010), 112.
India	An off day in lieu	THE FACTORIES ACT, 1948	52. Weekly holidays.—(1) No adult worker shall be required or allowed to work in a factory on the first day of the week (hereinafter referred to as the said day), unless— (a) he has or will have a holiday for a whole day on one of the three days immediately before or after the said day, and	https://labour.gov.in/sites/default/files/Factories_Act_1948.pdf
Indonesia	200%	Law No. 2 of 2022 on Job Creation (Regulation), Article 79(2) Ministry of Manpower and Transmigration No. 102/MEN/VI/2004 Article 11.	Employees with 6 working days who work on a weekly rest day shall be compensated at overtime rate as below: For the first seven hours, an employee shall be paid twice the hourly wage; For the eighth hour, an employee shall be paid thrice the hourly wage;	https://www.replicon.com/regulation/indonesia/
Japan	125-150%	Labour Standards Law	Increased Wages for Overtime Work, Work on Rest Days and Night Work Article 37. In the event that an employer extends working hours or has a worker work on rest days pursuant to the provisions of Article 33 or the preceding Article, the employer shall pay increased wages for work during such hours or on such days at a rate no lower than the rate stipulated by order within the range of no less than 25 percent and no more than 50 percent over the normal wage per working hour or working day.	https://www.ilo.org/dyn/natlex/docs/WBTEXT/27776/64846/E95JPN01.htm#a032
Malaysia	200%	Employment Act 1955	60. Work on rest day (3) (a) In the case of an employee employed on a daily, hourly or other similar rate of pay who works on a rest day, he shall be paid for any period of work— (i) which does not exceed half his normal hours of work, one day's wages at the ordinary rate of pay; or (ii) which is more than half but does not exceed his normal hours of work, two days' wages at the ordinary rate of pay. (b) In the case of an employee employed on a monthly rate of pay who works on a rest day, he shall be paid for any period of work -- (i) which does not exceed half his normal hours of work, wages equivalent to half the ordinary rate of pay for work done on that day; or (ii) which is more than half but which does not exceed his normal hours of work, one day's wages at the ordinary rate of pay for work done on that day. (c) For any work carried out in excess of the normal hours of work on a rest day by an employee mentioned in paragraph (a) or (b), he shall be paid at a rate which is not less than two times his hourly rate of pay. (d) In the case of an employee employed on piece rates who works on a rest day, he shall be paid twice his ordinary rate per piece.	https://www.ilo.org/dyn/natlex/docs/WBTEXT/48055/66265/E55mys01.htm%23c59#c60
New Zealand	-%	-	(No statutory minimum pay for work on rest day. Purely contractual. Employers only have to pay staff more for working on Sundays if it has been agreed as part of the contract.)	Towers Watson Data Services, <i>2010 Employment Terms and Conditions - Asia Pacific</i> (Towers Watson 2010), 290.
Philippines	130%	Labour Code of the Philippines (1974)	Art. 93. Compensation for rest day, Sunday or holiday work. Where an employee is made or permitted to work on his scheduled rest day, he shall be paid an additional compensation of at least thirty percent (30%) of his regular wage. An employee shall be entitled to such additional compensation for work performed on Sunday only when it is his established rest day.	https://www.dole.gov.ph/php_assets/uploads/2017/11/LaborCodeofthePhilippines20171.pdf

South Africa	200%	Basic Conditions of Employment Act 1997	<p>Basic Conditions of Employment</p> <p>16. Pay for work on Sundays</p> <p>(1) An employer must pay an employee who works on a Sunday at double the employee's wage for each hour worked, unless the employee ordinarily works on a Sunday, in which case the employer must pay the employee at one and one-half times the employee's wage for each hour worked.</p>	https://www.labourguide.co.za/conditions-of-employment/2424-pay-for-work-on-sundays#:~:text=If%20an%20employee%20normally%20works.times%20his%20normal%20wage%20rate.
South Korea	150%	Labour Standards Act	<p>Article 56 (Extended, Night or Holiday Work)</p> <p>An employer shall, in addition to the ordinary wages, pay 50 percent or more thereof for extended work (work during the hours as extended pursuant to Articles 53 and 59 and the proviso of Article 69), night work (work between 10:00 p.m. and 6:00 a.m.), or holiday work.</p>	https://elaw.klri.re.kr/eng_service/lawView.do?hseq=25437&lang=ENG
Taiwan	134%-167%	Labour Standards Act	<p>(Work on rest day is treated as overtime.)</p> <p>In accordance with Article 36, an employer shall pay a worker overtime wages when required to work on the rest days. When the overtime work does not exceed two hours, the worker shall be paid, in addition to the regular hourly wage, at least an additional one and one-third of the regular hourly rate. When the overtime work is over two hours, the worker shall be paid, in addition to the regular hourly wage, at least an additional one and two-thirds of the regular hourly rate.</p>	https://law.moj.gov.tw/ENG/LawClass/LawParaDetail.aspx?pcode=N0030001&bp=3
Thailand	100%	The Labour Protection Act B.E. 2541	<p>(Weekly rest day and public holidays are treated equality)</p> <p>Section 56. An Employer shall pay Wages to an Employee equivalent to Wages of a Working Day for the following Holidays:</p> <p>(1) a weekly holiday, except for an Employee who receives Wages calculated on a daily, hourly or piece rate basis;</p> <p>(2) a traditional holiday; and</p> <p>(3) annual Holidays.</p>	https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/49727/125954/F-1924487677/THA49727%20Eng.pdf
UK	-%	-	(No statutory minimum pay for work on rest day. Purely contractual. Employers only have to pay staff more for working on Sundays if it has been agreed as part of the contract.)	https://www.gov.uk/sunday-working
Vietnam	200%	Labour Code	<p>Article 98. Overtime pay, night work pay</p> <p>1. An employee who works overtime will be paid an amount based on the piece rate or actual salary as follows:</p> <p>a) On normal days: at least 150%;</p> <p>b) On weekly days off: at least 200%;</p>	https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/110469/137416/F-1864718830/VNM110469%20Eng.pdf