



2027

HR Calendar

Public holidays, compliance deadlines,
and monthly employee engagement ideas.

Key Payroll & Tax Dates

Singapore

- **Income Tax**
 - Corporate Income Tax Return (YA 2027): 30 November 2027
 - Employee personal tax filing: 18 April 2027 (paper and e-filing)
- **Statutory Contributions**
 - CPF (Central Provident Fund): 14th of following month
- **Payroll Reporting**
 - IR8A / Auto-Inclusion Scheme submission: 1 March 2027
 - Monthly payroll tax withholding: Not required – CPF only
- **Special Compliance**
 - Filing required even for dormant or loss-making companies

Philippines

- **Income Tax**
 - Quarterly corporate tax returns:
 - Within 60 days after Q1, Q2, Q3
 - Annual corporate tax return:
 - 15th day of the 4th month after fiscal year-end
 - Payroll withholding tax: Monthly
- **Statutory Contributions**
 - SSS (Social Security System): Monthly
 - PhilHealth: Monthly
 - Pag-IBIG: Monthly
- **Payroll Reporting**
 - Monthly withholding tax returns
 - Annual employee compensation reporting: 31 January 2027

Malaysia

- **Income Tax**
 - Employees (no business income): 30 April 2027 (paper), 15 May 2027 (e-filing)
 - Employees (with business income): 30 June 2027
 - Corporate tax return: 7 months after financial year-end
- **Statutory Contributions**
 - EPF (Employees Provident Fund): 15th of following month
 - SOCSO (PERKESO): 15th of following month
 - EIS (Employment Insurance Scheme): 15th of following month
- **Payroll Reporting**
 - PCB / MTDS withholding submissions: Monthly
 - CP8D employer annual remuneration return: File by 31 March 2027
- **E-Invoicing**
 - Ongoing compliance for businesses subject to Malaysia's e-Invoice requirements

Thailand

- **Income Tax**
 - Corporate income tax filing: 150 days after accounting year-end
 - Semi-annual tax prepayment: Within 2 months after first 6 months of the accounting period
- **Statutory Contributions**
 - Social Security contributions: 15th of following month
 - Employee Welfare Fund: Monthly
- **Payroll Reporting**
 - Monthly employee withholding tax filings: 15th of following month (e-filing)
 - Employee annual tax certificates issued by employer: 31 January 2027
- **Special Compliance**
 - Global Minimum Tax / Top Up Tax: Applicable to qualifying multinational enterprise groups

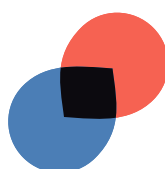
Hong Kong

- **Income Tax**
 - Salaries tax (employees): 1 month from date of issue (paper), 2 months from date of issue (e-filing)
 - Corporate Profits Tax Return: 1 month from date of issue (block extensions may apply)
- **Statutory Contributions**
 - Mandatory Provident Fund (MPF): 10th of each month
- **Payroll Reporting**
 - Employer's Return (IR56 forms): Within 1 month of issue
 - Leaver/Joiner notifications required during the year

Vietnam

- **Income Tax**
 - Monthly employee withholding tax filings: 20th of following month
 - Quarterly employee withholding tax filings: Last day of the first month of the following quarter
 - Annual employee income tax finalization: 31 March 2027
 - Corporate income tax finalization: 31 March 2027
- **Statutory Contributions**
 - Social Insurance (SI), Health Insurance (HI) and Unemployment Insurance (UI): Monthly
- **Payroll Reporting**
 - Annual employee income tax finalization: 31 March 2027
 - Employee tax withholding certificates: Issued upon employee request

January



HR Focus

Employee onboarding, benefit enrollment, annual compliance resets.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 New Year's Day	2
3	4	5	6	7	8	9
10	11 💡 Clean Off Your Desk Day	12	13	14	15 💡 Bagel Day	16
17	18	19	20	21	22 Thaipusam	23
24 💡 Compliment Day	25	26	27	28 💡 Data Privacy Day	29	30
31	1	2	3	4	5	6

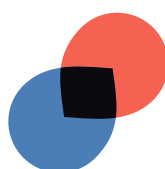
How Omni Helps

- Automate onboarding workflows with task assignments and due dates
- Digital document collection and e-signatures

Notes

*Date subject to moon sighting.

February



HR Focus

Engagement initiatives, inclusion activities, policy refreshers

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4 🇻🇳 Tet holiday	5 🇻🇳 Tet holiday	6 Chinese New Year 🇻🇳 Tet holiday
7 Chinese New Year 🇻🇳 Tet holiday	8 Chinese New Year Ramadan begins* 🇻🇳 Tet holiday	9 🇻🇳 Tet holiday	10 🇻🇳 Tet holiday	11	12	13
14 💡 Valentines Day	15	16	17 💡 Random Acts of Kindness Day	18	19	20
21	22	23 🇵🇭 National Day	24 Nuzul al-Quran	25	26	27
28	1	2	3	4	5	6
7	8	9	10	11	12	13

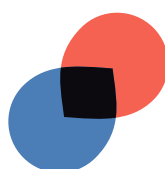
How Omni Helps

- Multi-country payroll runs from a single platform
- Public holidays preloaded by employee location

Notes

*Date subject to moon sighting.

March



Women’s history month

HR Focus

Engagement initiatives, inclusion activities, policy refreshers

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5 💡 Employee Appreciation Day	6
7	8 💡 International Women’s Day	9	10 Hari Raya Aidilfitri*	11 Hari Raya Aidilfitri*	12	13
14 💡 Pi Day	15	16	17	18	19	20
21	22	23	24	25 🇲🇾 Maundy Thursday	26 Good Friday	27 🇲🇾 Black Saturday
28 Easter Sunday	29	30	31	1	2	3
4	5	6	7	8	9	10

How Omni Helps

- Configurable review cycles and templates
- Manager feedback collected and stored in one record

Notes

*Date subject to moon sighting.

April



National Volunteer Month

Individual income tax returns

HR Focus

Tax compliance, process audits, ESG initiatives.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 💡 April Fool's Day	2	3
4	5	6 🇹🇭 Chakri Memorial Day	7 💡 World Health Day	8	9 🇵🇭 Araw ng Kagitingan	10
11 💡 National Pet Day	12	13 🇹🇭 Songkran Festival	14 🇹🇭 Songkran Festival	15 🇹🇭 Songkran Festival	16 🇰🇷 Hung Kings Commemoration Day	17
18	19	20	21 💡 Administrative Professionals' Day	22 💡 Earth Day	23	24
25	26	27	28	29	30 🇰🇷 Reunification Day	1
2	3	4	5	6	7	8

How Omni Helps

- Compliance and filing deadlines tracked by country
- Coverage across 200+ countries

Notes

*Date subject to moon sighting.

May

Mental Health Awareness Month

HR Focus

Mental wellness programs, safety training, engagement check-ins.



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 Labour Day
2	3	4	5	6 💡 World Password Day	7	8
9 Mother's Day	10	11	12	13 🇻🇳 Birthday of the Buddha	14	15 💡 National Bike to Work Day
16	17 Hari Raya Haji	18	19	20 Wesak Day 💡 International HR Day	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

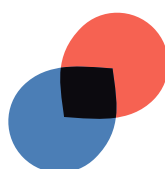
How Omni Helps

- Work anniversaries and milestones tracked in [employee database](#)
- Custom fields for team-specific recognition programs

Notes

*Date subject to moon sighting.

June



Mid-year performance reviews

HR Focus

Performance reviews, talent assessments, compensation adjustments.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2 💡 Leave the Office Early Day	3	4 💡 National Donut Day	5 💡 World Environment Day
6 🕌 Awal Muharram	7 🇲🇾 Yang di-Pertuan Agong's Birthday	8	9 💡 Dragon Boat Festival	10	11	12
13	14	15	16	17	18	19
20 Father's Day	21 💡 International Yoga Day	22	23	24	25	26
27	28	29	30	1	2	3
4	5	6	7	8	9	10

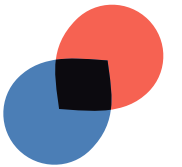
How Omni Helps

- Review completion tracked in real time across teams
- Goal and KPI progress visible in one dashboard

Notes

*Date subject to moon sighting.

July



HR Focus

Burnout prevention, retention initiatives, employee appreciation.

Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

1
🇭🇰 Hong Kong SAR
Establishment Day

2

3

4

5
💡 National
Workaholics Day

6

7
💡 World Chocolate
Day

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18

19

20

21
🇲🇻 Racial Harmony
Day

22

23

24
💡 International Self-
Care Day

25

💡 Parents' Day

26

27

28
🇰🇷 Birthday of His
Majesty the King

29

💡 National Intern
Day

30

31

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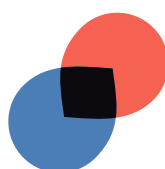
How Omni Helps

- AI-generated workforce analytics (headcount, attrition trends)
- Insights available on demand with [Mino](#)

Notes

*Date subject to moon sighting.

August



HR Focus

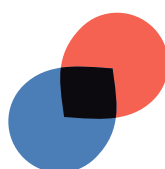
Team events, engagement surveys, cultural celebrations.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9 National Day Book Lovers Day	10	11	12 Queen Mother's Birthday International Youth Day	13	14 National Financial Awareness Day
15	16	17	18	19	20	21 Ninoy Aquino Day
22	23	24	25	26	27	28
29	30 National Heroes Day	31 National Day	1	2	3	4
5	6	7	8	9	10	11

Notes

*Date subject to moon sighting.

September



HR Focus

Flexible work policies, caregiving support, inclusion planning.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2 🇺🇸 National Day	3	4
5	6	7	8	9	10	11
12	13	14	15 💡 Mid-Autumn Festival	16 🇲🇾 Malaysia Day	17	18
19	20	21 💡 World Gratitude Day 💡 IT Professional Day	22	23	24	25
26 💡 HR Professional Day	27	28	29	30	1	2
3	4	5	6	7	8	9

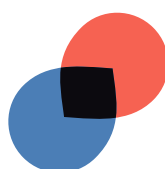
How Omni Helps

- AI-generated workforce analytics (headcount, attrition trends)
- Insights available on demand, no manual reporting required

Notes

*Date subject to moon sighting.

October



Diversity and Inclusion Awareness Month

HR Focus

Mental wellness campaigns, burnout prevention, manager training.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 🇺🇸 National Day	2
3	4	5	6	7	8 🇨🇳 Chung Yeung Festival	9
10 💡 World Mental Health Day	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28 🇮🇳 🇮🇩 Deepavali	29	30
31 💡 Halloween	1	2	3	4	5	6

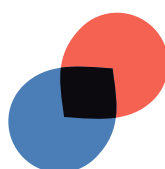
How Omni Helps

- Engagement data flagged for unusual patterns
- Surfaces risk signals before they show up in exit interviews

Notes

*Date subject to moon sighting.

November



National Gratitude Month

National Career Development Month

HR Focus

Career planning, learning budgets, recognition & appreciation.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 🇺🇸 All Saints’ Day	2 🇺🇸 All Souls’ Day	3	4	5	6
7	8	9	10	11	12	13 💡 World Kindness Day
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30 🇺🇸 Bonifacio Day	1	2	3	4
5	6	7	8	9	10	11

How Omni Helps

- Performance data consolidated across managers and teams
- Exportable reports for leadership review

Notes

*Date subject to moon sighting.

December



Year-end break and holidays

HR Focus

Bonuses, leave planning, year-end compliance, engagement wrap up.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5 🇵🇭 National Day	6	7	8	9	10 🇵🇭 Constitution Day	11
12	13	14	15	16	17	18
19	20	21	22	23	24 Christmas Eve	25 Christmas Day
26	27	28	29	30 🇵🇭 Rizal Day	31 🇵🇭 Last Day of the Year	1
2	3	4	5	6	7	8

How Omni Helps

- Employee records and leave balances updated in real time
- Single system of record going into the new year

Notes

*Date subject to moon sighting.

Employee Engagement Ideas

January

-  **Clean Off Your Desk Day**
Block some time off on employee’s calendars and invite them to clean their desks. End the time with a virtual call to host a contest for the most obscure desk find from clean & vote on the winner. Award them with something to keep on their newly cleaned desk like hand lotion or a company water bottle.
-  **Bagel Day**
Virtual Bagel Breakfast and Brainstorming Session. Send bagels to your team and host a call to have an informal discussion about new ideas, projects, or initiatives.
-  **Compliment Day**
Organize a compliment exchange game: employees draw names and write/share compliments with their assigned person.

February

-  **Valentine’s Day**
Send virtual appreciation cards across the company. These can be written by managers & employees to each other!
-  **Random Acts of Kindness Day**
Kindness Bingo: create a month-long kindness challenge by administering a bingo card filled with random acts of kindness (e.g., hold the door for someone or clean up your local park) & encouraging employees to complete the acts on their card.
-  **Chinese New Year**
Host a lantern-making workshop and/or serve glutinous rice balls at the office (which represent togetherness!).

March

-  **Women’s History Month & International Women’s Day**
Email signature quotes: invite employees to add an inspirational quote from a notable woman to their email signatures throughout the month.

Lunch & learn: Host short virtual sessions where employees can join in to quickly learn about influential women in history or current women leaders. Keep the sessions concise and engaging.
-  **Employee Appreciation Day**
Hosting a virtual awards ceremony to [recognize outstanding achievements](#) and contributions. Create categories such as "Team Player of the Year," "Innovator of the Year," or "Customer Service Excellence." Invite team members to nominate their peers, and host a virtual event to announce and celebrate the winners.
-  **Pi Day**
Challenge your coworkers to a Pi recitation contest. See who can memorize the most digits of pi! Additionally, serve up delicious pies and other circular treats.

Employee Engagement Ideas

April

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World Health Day
Provide healthy catering options for a day, stock up the breakroom with nutritious snacks, or offer vouchers for local fresh food markets.
- 

National Volunteer Month
Group Volunteer Activities: Organize virtual group volunteer activities that employees can participate in together. This could include virtual mentoring sessions, online tutoring programs, or collaborative projects to support nonprofit organizations. **Skills-Based Volunteering:** Encourage employees to volunteer their professional skills. Connect with local nonprofits or community organizations that may need expertise in areas such as marketing, design, or technology, and facilitate skill-sharing initiatives. **Company Volunteer Day:** Dedicate a specific day or week for company-wide volunteer activities. Coordinate with local charities or community organizations to arrange safe and socially distanced in-person or virtual volunteer opportunities for employees.
- 

National Pet Day
Employees can showcase their furry friends during a video call. This provides a lighthearted and enjoyable break, & fosters a sense of camaraderie.

May

- 

Mental Health Awareness Month
Virtual Mindfulness Sessions: Organize short virtual mindfulness or meditation sessions for employees. These sessions can provide a break during the workday and promote mental well-being. You could bring in a guest speaker or use guided meditation apps. **Employee Support Resources:** Share resources on mental health and well-being through internal communication channels, partner with wellness apps to offer free trials or employee discounts, and educate employees on the wellness benefits available to them through company policies such as [mental health days](#).
- 

National Bike to Work Day
Host a team bike ride or organize a virtual cycling challenge where employees log their biking miles throughout the week.
- 

International HR Day
Treat the human resources department to a special catered meal, an engaging off-site team-building event, or simply allow for a "no-meetings" day to reduce their workload pressure.

June

- 

Leave the Office Early Day
Encourage employees to wrap up their work early. Consider organizing a virtual gathering or happy hour later in the day to celebrate achievements and promote work-life balance. Use the occasion to remind employees about any flexible work policies or options available.
- 

National Donut Day
Set up a donut bar with a variety of donuts, toppings and sauces. You can also encourage creativity with a donut decorating contest, where the best donut wins!
- 

Dragon Boat Festival
Cooking Challenge: *Zongzi* is a traditional food associated with the Dragon Boat Festival. Organize a virtual cooking challenge where employees can try making *Zongzi* at home. Participants can share their creations during a virtual lunch or cooking showcase. **Storytelling Session:** *Legends of Qu Yuan*; host a virtual storytelling session focusing on the legends and traditions associated with the Dragon Boat Festival. This provides an opportunity for cultural exchange and learning within the workplace.

Employee Engagement Ideas

July



World Chocolate Day

Chocolate Tasting Party: Organize a virtual chocolate tasting party where employees can join a video call and share their favorite chocolate treats.



International Self-Care Day

Desk Plant Giveaway: Send small desk plants or succulents to employees' homes as a symbol of selfcare. Encourage them to care for their new plant as a reminder to take breaks and prioritize their well-being.



National Intern Day

Intern Mentorship Program: If you have them, pair interns with mentors within the organization for the day. This can provide valuable networking opportunities and allow interns to learn more about different roles and career paths.

August



National Financial Awareness Day

Financial Wellness Webinar: Host a virtual webinar with a financial expert. Topics can include budgeting, saving strategies, investment basics, and debt management. This provides valuable information to employees for better financial planning. Financial

Literacy Resource Hub: Create and share a resource hub containing articles, videos, and tools related to financial literacy. This can serve as a long-term reference for employees looking to enhance their financial awareness.



Book Lovers Day

Book Recommendation Exchange: Invite employees to share a book they love and a short note about why they recommend it. Create a shared reading list where colleagues can discover new books and vote for their favorites.

Bring Your Book to Work Day: Encourage employees to bring their favorite book to work and share it with colleagues. You can also set up a small book-swap corner where employees can exchange books they've enjoyed.

September



National Working Parents Day

Parenting Win Shoutouts: Encourage team members to share their "parenting wins" or success stories, whether big or small. This positive acknowledgment helps create a supportive and understanding work environment.



IT Professionals Day

Tech Talk Webinar: Host a webinar where IT professionals within the company share insights into emerging technologies, trends, or best practices. This provides an opportunity for knowledge sharing and professional development.

IT Appreciation Awards: Recognize outstanding IT professionals with awards or certificates. Categories can include innovation, problem-solving, or teamwork. Celebrate their contributions during a virtual ceremony, and consider providing small tokens of appreciation.



Mid-Autumn Festival

Mooncake & Tea Tasting: Host a casual gathering or distribute mooncakes and traditional tea to employees to share in the signature treat of the festival.

Lantern Crafting Activity: Organize a fun crafting session where employees can create traditional or personalized lanterns to display at their desks or home.



HR Professional Day

Solicit thank-you messages and success stories from all employees and compile them into a digital "wall of fame" or a video montage shared company-wide.

Employee Engagement Ideas

October



Diversity and Inclusion Awareness Month

Diversity Book Club: Start a company-wide book club focused on literature by authors from various cultural backgrounds, ethnicities, or diverse perspectives. This encourages employees to engage in conversations about different experiences and viewpoints. [Noname bookclub](#) has great inspiration!

Interactive Diversity Training: Host interactive virtual D&I training sessions. These sessions can cover topics such as [unconscious bias](#), microaggressions, and creating an inclusive workplace culture. Encourage open discussions to promote awareness and understanding.



World Mental Health Day

Implement a mental health day for your employees and provide suggestions and resources for taking care of mental health.

November



National Gratitude Month

Gratitude Wall: Establish a virtual gratitude wall where employees can post short messages of gratitude. This wall can serve as a visual representation of the positive and thankful atmosphere within the organization.

Gratitude practice: Implement an initiative to start (or end) meetings with each attendee sharing 1-2 things they are grateful for, all month long.



National Career Development Month

L&D Workshops: Host virtual workshops covering various topics within various disciplines as well as general career skills such as personal branding, marketing strategies, or IT skills. Bring in industry professionals to provide valuable insights.

Career Goals: Conduct a webinar where employees can set and discuss their career goals. Provide guidance on creating actionable plans and resources for professional development within the organization by using SMART or OKR frameworks.

December

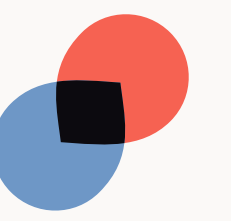


Year-End Break and Holidays

Year-End Celebration: Host a virtual or in-person year-end celebration to bring employees together for some festive cheer. Include elements such as virtual games, team awards, and a toast to acknowledge the collective achievements of the year.

Reflective Activities: Provide employees with reflective activities, such as goal-setting worksheets or prompts for personal and professional reflection. This encourages them to review the year's accomplishments and set intentions for the coming year.

Digital Gift Exchange: Arrange a virtual gift exchange where employees draw names and exchange digital gifts or e-gift cards. This is a fun and inclusive way to spread holiday joy and connect with colleagues.



Increase *Engagement* with Omni HR

A well-structured HR calendar is only as powerful as the system behind it. To execute your plans smoothly in 2027, you need a platform that keeps you organized, compliant, and connected.

Omni is the all-in-one HR platform built for modern, growing teams across APAC, combining local compliance expertise with enterprise-ready software to support your workforce from day one.

With Omni, you can:

- Centralize all HR processes in one unified platform.
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- Replace manual tracking with smart workflow automation and reminders that keep every HR deadline on schedule.
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