



2026

HR Calendar

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

Key Payroll & Tax Dates



Singapore

- **Income Tax**
 - Corporate Income Tax Return (YA 2026): 30 November 2026
 - Employee personal tax filing: 15 April 2026 (paper), 18 April 2026 (e-filing)
- **Statutory Contributions**
 - CPF (Central Provident Fund): 14th of following month
- **Payroll Reporting**
 - IR8A / Auto-Inclusion Scheme submission: 1 March 2026
 - Monthly payroll tax withholding: Not required – CPF only
- **Special Compliance**
 - Filing required even for dormant or loss-making companies



Malaysia

- **Income Tax**
 - Employees (no business income): 30 April 2026 (paper), 15 May 2025 (e-filing)
 - Employees (with business income): 30 June 2026
 - Corporate tax return: 7 months after financial year-end
- **Statutory Contributions**
 - EPF (Employees Provident Fund): Monthly
 - SOCSO (PERKESO): Monthly
 - EIS (Employment Insurance Scheme): Monthly
- **Payroll Reporting**
 - PCB / MTDT withholding submissions: Monthly
 - CP8D employer annual remuneration return: File by 31 March 2026
- **Special Compliance**
 - E-Invoicing enforcement: Effective 1 January 2026 (for covered businesses)



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 submitted with year-end filings



Hong Kong

- **Income Tax**
 - Salaries tax (employees): 2 June 2026 (paper), 2 July 2026 (e-filing)
 - Corporate Profits Tax Return:
 - Issued early April 2026
 - Due 2 May 2026 (block extensions may apply)
- **Statutory Contributions**
 - Mandatory Provident Fund (MPF): Due 10th of each month
- **Payroll Reporting**
 - Employer's Return (IR56 forms): Issued 1 April 2026, due 2 May 2026 (no extension)
 - Leaver/Joiner notifications required during the year



Indonesia

- **Income Tax**
 - Monthly payroll withholding (Article 21): File by 20th of the following month
 - Annual Individual Tax Return: 31 March 2026
 - Annual Corporate Tax Return: 30 April 2026
- **Statutory Contributions**
 - BPJS Ketenagakerjaan (employment social security): Monthly
 - BPJS Kesehatan (health insurance): Monthly
- **Payroll Reporting**
 - Monthly payroll tax filings: Article 21, 23/26, 4(2)
 - Annual payroll reconciliation: Included within corporate tax filing



Thailand

- **Income Tax**
 - Corporate income tax filing:
 - 150 days after accounting year-end
 - 158 days if e-filed
 - Semi-annual tax prepayment:
 - Within 2 months after first 6 months of the year
- **Statutory Contributions**
 - Social Security contributions: Monthly
- **Payroll Reporting**
 - Monthly employee withholding tax filings
 - Employee annual tax certificates issued by employer
- **Special Compliance**
 - Multinationals should monitor "Global Minimum Tax / Top-Up Tax" reporting rules



United States of America

- **Income Tax**
 - Federal income tax return: 15 April 2026
 - Quarterly estimated payments: April – June – September – January cycle (standard IRS dates)
- **Statutory Contributions**
 - Social Security & Medicare (FICA): Per payroll
 - Federal unemployment tax (FUTA): Quarterly and annually
- **Payroll Reporting**
 - Federal payroll tax filings:
 - Form 941 (quarterly)
 - Form 940 (annually)
 - W-2 issuance to employees: By 31 January 2026

February

This month

HR focus: Engagement initiatives, inclusion activities, policy refreshers



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 🍷 Thaipusam	2	3	4	5	6	7
8	9	10	11	12	13	14 💕 Valentine's Day
15	16 🇺🇸 Presidents' Day	17 🇨🇳 Chinese New Year Day 1 💡 Random Acts of Kindness Day	18 🇨🇳 Chinese New Year Day 2	19 🌙 Start of Ramadan*	20	21
22	23 🇧🇷 Brunei National Day	24	25	26	27	28
1	2	3	4	5	6	7
8	<div>Notes</div> <div>*Date subject to moon sighting.</div>					

Women's History Month
HR focus: Q1 reviews, recognition programs, equity and DEI campaigns.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6 💡 Employee Appreciation Day	7
8 💡 International Women's Day	9	10	11	12	13	14 💡 Pi Day
15	16	17 🍀 St Patrick's Day	18	19	20	21 🌙 Hari Raya Aidilfitri (Eid al-Fitr)*
22 🌙 Hari Raya Aidilfitri (Eid al-Fitr)*	23	24	25	26	27	28
29	30	31	1	2	3	4
5	<div>Notes</div> <div>*Date subject to moon sighting.</div>					

April

This month

National Volunteer Month

Individual income tax returns

HR focus: Tax compliance, process audits, ESG initiatives.



Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

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💡 April Fool's Day

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✝️ Good Friday

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🐰 Easter Sunday

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💡 World Health Day

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💡 National Pet Day

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🇹🇭 Songkran Festival
Day 1

14

🇹🇭 Songkran Festival
Day 2

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🇹🇭 Songkran Festival
Day 3

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🌍 Earth Day
💡 Administrative
Professionals' Day

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Notes

*Date subject to moon sighting.

May

This month

Mental Health Awareness Month

HR focus: Mental wellness programs, safety training, engagement check-ins.



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 🇺🇸🇩🇪🇦🇷🇳🇴🇹🇷 Labour Day 💡 May Day 💡 World Password Day	2
3	4 💡 Star Wars Day	5	6	7	8 💡 Parents' Day	9
10 👩 Mother's Day	11	12	13	14	15 💡 National Bike To Work Day	16
17	18	19	20 💡 International Human Resources Day	21	22	23
24	25 🇺🇸 Memorial Day	26	27 🌙 Hari Raya Haji (Eid al-Adha)*	28	29	30
31 🌸 Vesak Day 🇲🇻 Visakha Bucha Day	<div>Notes</div> <div>*Date subject to moon sighting.</div>					

June

This month

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	5 💡 National Donut Day	6
7	8	9	10	11	12 🇵🇭 Philippines Independence Day	13
14	15	16	17 🌙 Awal Muharram	18	19 🇺🇸 Juneteenth 🇹🇼 Dragon Boat Festival	20
21 👤 Father's Day	22	23	24	25	26	27
28	29	30	1	2	3	4
5	<div>Notes</div> <div>*Date subject to moon sighting.</div>					

July

This month

HR focus: Burnout prevention, retention initiatives, employee appreciation.



Sunday

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Independence Day

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National Workaholics Day

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World Chocolate Day

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International Self-Care Day

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National Intern Day

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Notes

*Date subject to moon sighting.

August

This month

HR focus: Team events, engagement surveys, cultural celebrations.

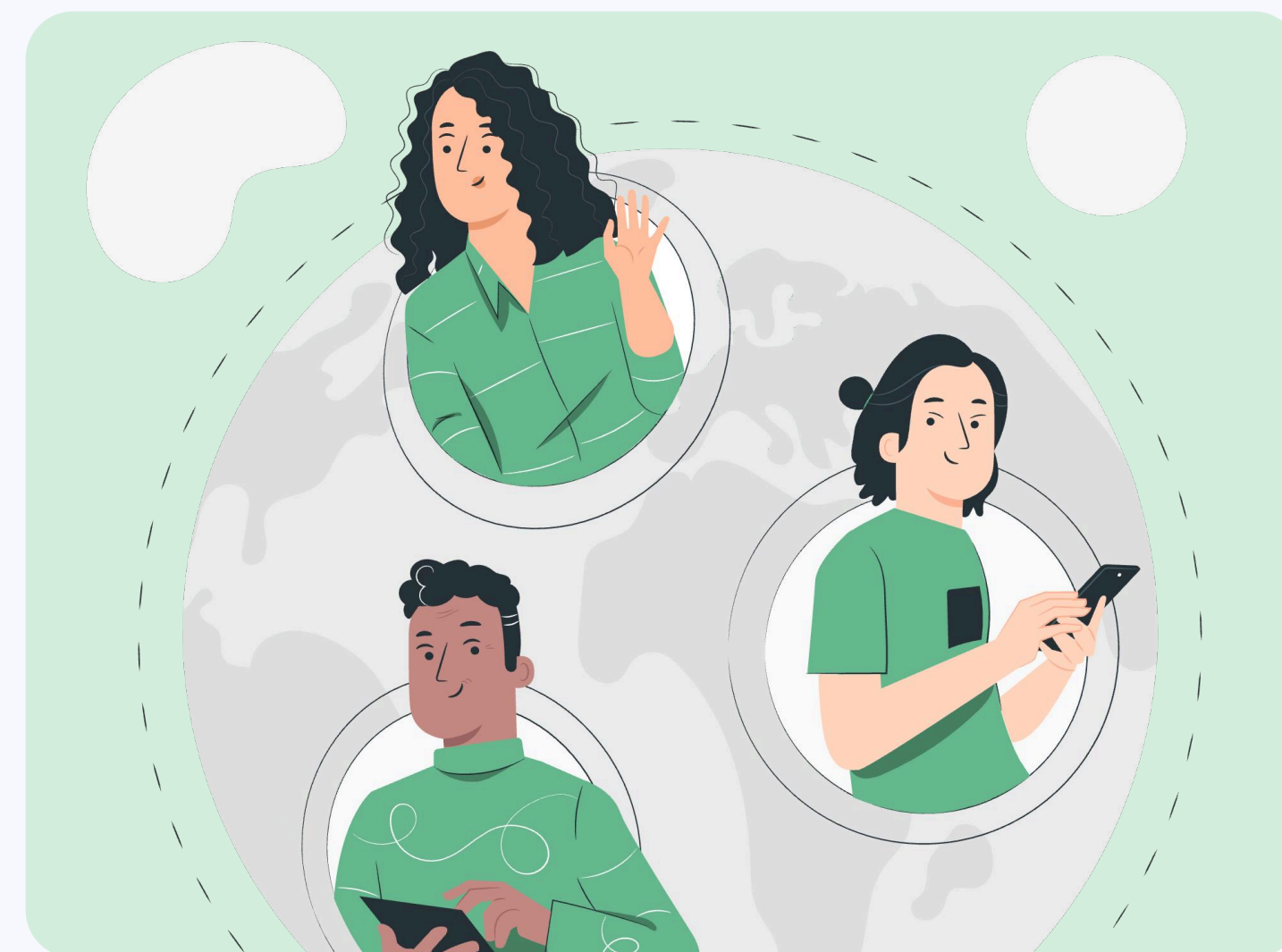


Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8 💡 International Cat Day
9 🇸🇬 Singapore National Day 💡 Book Lovers Day	10	11	12	13	14 💡 National Financial Awareness Day	15
16	17 🇮🇩 Indonesia Independence Day	18	19	20	21	22
23	24	25 🇵🇭 National Heroes Day	26 💡 National Dog Day	27	28	29
30	31 🇲🇾 Malaysia National Day	<div>Notes</div> <div>*Date subject to moon sighting.</div>				

September

This month

HR focus: Flexible work policies, caregiving support, inclusion planning.



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2 🇻🇳 Vietnam National Day	3	4	5
6	7 🇺🇸 Labor Day	8	9	10	11	12
13	14	15	16 🇲🇾 Malaysia Day 💡 Working Parents Day 💡 IT Professionals Day	17	18	19
20	21	22	23	24	25 🍂 Mid-Autumn Festival	26 💡 HR Professional Day
27	28	29	30	1	2	3
4	<div>Notes</div> <div>*Date subject to moon sighting.</div>					

October

This month

Diversity and Inclusion Awareness Month

HR focus: Mental wellness campaigns, burnout prevention, manager training.



Calendar for the month of October 2023. The calendar is organized by day of the week (Sunday to Saturday). Key events are marked:

- 1 China National Day (HK Public Holiday)
- 2 The day following National Day (Observed)
- 10 World Mental Health Day
- 31 Halloween

Notes

*Date subject to moon sighting.

A banner for the month of November. On the left, the word "November" is written in a large, bold, black sans-serif font. Below it, the text "This month" is enclosed in a red rounded rectangle. Underneath that, the text "National Gratitude Month" and "National Career Development Month" are listed, followed by "HR focus: Career planning, learning budgets, recognition & appreciation." in a smaller black font. On the right side of the banner is an illustration of a man and a woman celebrating. The man, on the left, is wearing a red long-sleeved shirt and black pants, and is jumping with his right arm raised in a fist. The woman, on the right, is wearing a red and white striped short-sleeved shirt and black pants, and is also jumping with her right arm raised in a fist. Between them is a large red ribbon bow with a white star in the center. The background of the illustration features white rays emanating from the bow, and the entire scene is framed by light green laurel wreath branches on the sides.

National Gratitude Month
National Career Development Month
HR focus: Career planning, learning budgets, recognition & appreciation.



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8 🍃 Deepavali*	9	10	11 🇺🇸 Veterans Day	12	13 💖 World Kindness Day	14
15	16	17	18	19	20	21
22	23	24	25	26 🇺🇸 Thanksgiving	27	28
29	30	1	2	3	4	5
6	<div>Notes</div> <div>*Date subject to moon sighting.</div>					

December

This month

Year-end break and holidays
HR focus: Bonuses, leave planning, year-end compliance, engagement wrap up.

This month

Year-end break and holidays

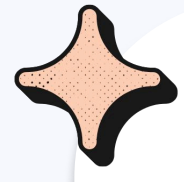
HR focus: Bonuses, leave planning, year-end compliance, engagement wrap up.



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24 🌲 Christmas Eve	25 🌲 Christmas Day	26
27	28	29	30	31 🗓 New Year's Eve	1 🗓 New Year's Day	2
3	<div>Notes</div> <div>*Date subject to moon sighting.</div>					

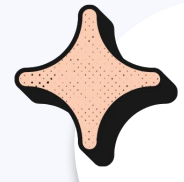
Employee Engagement Ideas

January



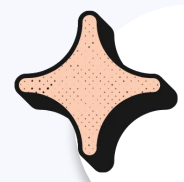
Clean Off Your Desk Day

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

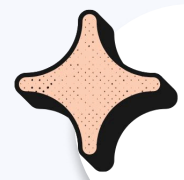
Virtual Bagel Breakfast and Brainstorming Session. Send bagels to your team and host a call to have an informal discussion about new ideas, projects, or initiatives.



Compliment Day

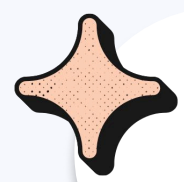
Organize a compliment exchange game: employees draw names and write/share compliments with their assigned person.

February



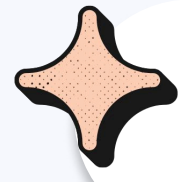
Valentine's Day

Send virtual appreciation cards across the company. These can be written by managers & employees to each other!



Random Acts of Kindness Day

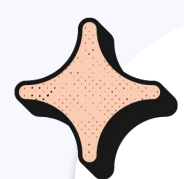
Kindness Bingo: create a month-long kindness challenge by administering a bingo card filled with random acts of kindness (e.g., hold the door for someone or clean up your local park) & encouraging employees to complete the acts on their card.



Chinese New Year

Host a lantern-making workshop and/or serve glutinous rice balls at the office (which represent togetherness!).

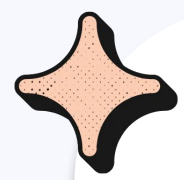
March



Women's History Month & International Women's Day

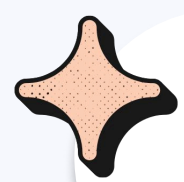
Email signature quotes: invite employees to add an inspirational quote from a notable woman to their email signatures throughout the month.

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.

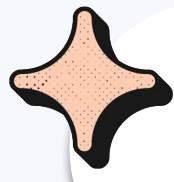


Pi Day

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.

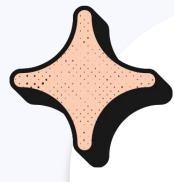
Employee Engagement Ideas

April



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.

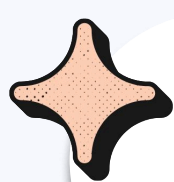


National Volunteer Month

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.

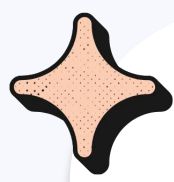
Company Volunteer Day: Dedicate a specific day or week for company-wide volunteer activities. Coordinate with local charities or community organizations to arrange safe and socially distanced in-person or virtual volunteer opportunities for employees.



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.

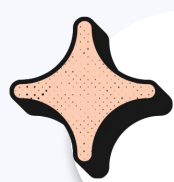
May



Mental Health Awareness Month

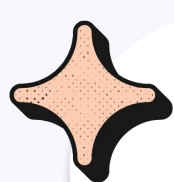
Virtual Mindfulness Sessions: Organize short virtual mindfulness or meditation sessions for employees. These sessions can provide a break during the workday and promote mental well-being. You could bring in a guest speaker or use guided meditation apps.

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

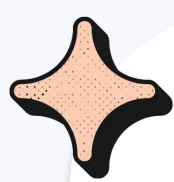
Host a team bike ride or organize a virtual cycling challenge where employees log their biking miles throughout the week.



International Human Resources Day

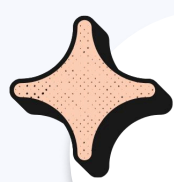
Treat the human resources department to a special catered meal, an engaging off-site team-building event, or simply allow for a "no-meetings" day to reduce their workload pressure.

June



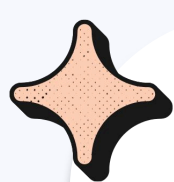
Leave the Office Early Day

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!



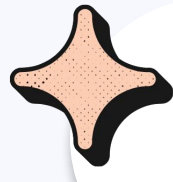
Dragon Boat Festival

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.

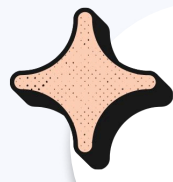
Employee Engagement Ideas

July



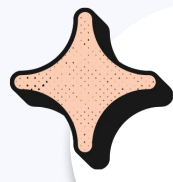
World Chocolate Day

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

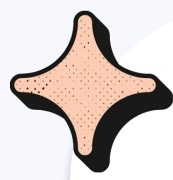
Desk Plant Giveaway: Send small desk plants or succulents to employees' homes as a symbol of selfcare. Encourage them to care for their new plant as a reminder to take breaks and prioritize their well-being.



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.

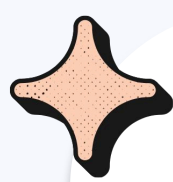
August



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.

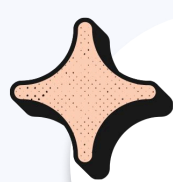


National Dog Day

Pet Photo Contest: Hold a pet photo contest where employees submit their favorite pictures of their dogs. Allow the entire team to vote for the cutest or most creative pet photos and announce winners with small prizes.

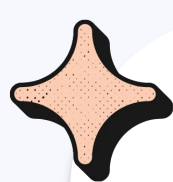
Bring your dog to work day: If your office permits, invite employees to bring their dog to work! Or organize a meetup at your local dog park.

September



National Working Parents Day

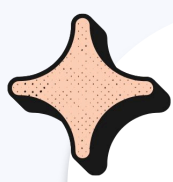
Parenting Win Shoutouts: Encourage team members to share their "parenting wins" or success stories, whether big or small. This positive acknowledgment helps create a supportive and understanding work environment.



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.

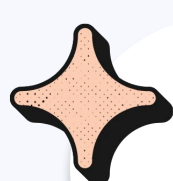
IT Appreciation Awards: Recognize outstanding IT professionals with awards or certificates. Categories can include innovation, problem-solving, or teamwork. Celebrate their contributions during a virtual ceremony, and consider providing small tokens of appreciation.



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.

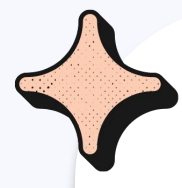


HR Professional Day

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

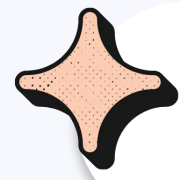
October



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!

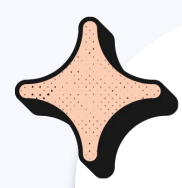
Interactive Diversity Training: Host interactive virtual D&I training sessions. These sessions can cover topics such as [unconscious bias](#), microaggressions, and creating an inclusive workplace culture. Encourage open discussions to promote awareness and understanding.



World Mental Health Day

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

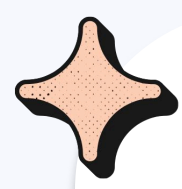
November



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.

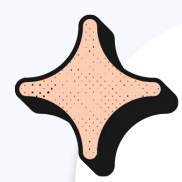


National Career Development Month

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

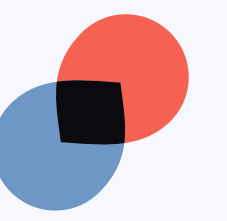


Year-End Break and Holidays

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 2026, you need a platform that keeps you organized, compliant, and connected.

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