

Ease into parenthood with these support!



MATERNITY LEAVE

ELIGIBILITY

- Worked for at least 3 months with your employer;
- Regardless of marital status (for child who is born or has an estimated date of delivery on or after 1st January 2017);
- Applicable to full and part-time employees.

YOUR ENTITLEMENT

Is your child Singaporean?

If yes...

Under the Child Development Co-Savings Act, you are entitled to 16 weeks of government-paid maternity leave. The last 8 weeks can be taken flexibly subject to agreement between you and your employer.

If no...

If you are covered by the Employment Act*, you are eligible for 8 weeks of paid and 4 weeks of unpaid maternity leave for your first 2 children. The last 4 weeks can be taken flexibly subject to agreement between you and your employer.

*: The Employment Act covers all employees under a contract of service except if you are a manager or executive with monthly basic salary of more than \$4,500, seafarer, domestic worker, and statutory board employee or civil servant.

MATERNITY LEAVE IN SPECIAL CIRCUMSTANCES

You are entitled to maternity leave in the event of stillbirth but not for miscarriage or abortion.

WHAT YOU NEED TO KNOW ABOUT MATERNITY PROTECTION

1. If you have worked for your employer for at least 3 months and are certified pregnant before receiving a notice of retrenchment or dismissal, your employer **must** pay the maternity benefit you would have been eligible for.
2. It is an offence for your employer to retrench or dismiss you while you are on maternity leave.
3. It is also an offence for your employer to request for you to return to work during the first 4 weeks following your confinement.



PATERNITY LEAVE

ELIGIBILITY

- Worked for at least 3 months with your employer;
- Lawfully married to your child's mother;
- Your child is Singaporean.

ENTITLEMENT

2 weeks of government-paid paternity leave w.e.f. 1st January 2017 which can be taken within 16 weeks after the birth of the child, or flexibly subject to mutual agreement with your employer within 12 months after the birth of your child.

Adoptive fathers are also eligible if the formal intent to adopt is on or after 1st January 2017.

SHARED PARENTAL LEAVE

ELIGIBILITY

- Your wife qualifies for government-paid maternity leave;
- Your wife is agreeable to share her maternity leave.

ENTITLEMENT

Up to 4 weeks, if your child is born, or has an estimated delivery date on or after 1st July 2017, which is to be consumed within 12 months of your child's birth.

CHILDCARE LEAVE

ELIGIBILITY

- Worked at least 3 months with your employer.

ENTITLEMENT

Is your child Singaporean?

If

yes...

Under the Child Development Co-Savings Act, you are entitled to:

- 6 days of childcare leave per parent per year if your child is below age 7, capped at 42 days;
- 2 days of extended childcare leave per parent if your child is between age 7 and 12, capped at 12 days;
- 6 days of unpaid infant care leave per parent if your child is below age 2, capped at 12 days.

If

no...

Under the Employment Act, you are entitled to 2 days of childcare leave per parent per year if your child is below age 7.

ADOPTION LEAVE

ELIGIBILITY

- Your child is younger than 12 months ;
- And Singaporean or becomes one within 6 months of adoption.

ENTITLEMENT

Adoptive mothers get 12 weeks of government-paid adoption leave.

Adoptive fathers can share up to 4 weeks of their wife's 12 weeks of adoption leave, if their formal intent to adopt is on or after 1 July 2017.

EDUCATION SERVICES UNION

WHO ARE WE?

We are an NTUC-affiliated trade union that represents over 24,000 private education workers in universities, private education institutes, international schools and early childhood sector.

Be part of a community where you truly matter !



CONNECT WITH US!

Email: esu@ntuc.org.sg
Web: www.esu.org.sg
FB: www.facebook.com/ESU.SG

All information accurate as of
September 2017

For more information, visit www.heybaby.sg



PRESENTS

UNDERSTANDING PARENTAL LEAVE

