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## Changes to Statutory Paternity Leave Entitlements

On 9 May 2016, the Singapore government amended the Child Development Co-savings Act ("CDCA") to allow employers whose employees took a second week of paternity leave from August 2015 to seek reimbursements from the Singapore Government from July 2016.

This second week of paternity leave on a voluntary basis was first announced by Prime Minister Lee Hsien Loong during the National Day Rally in August 2015.

The amendments cover fathers who:

1. have taken leave from 24 August 2015;
2. whose child or children were born on or after, or those whose estimated delivery date was on or after, 1 January 2016.

The amendments also cover adopted children where the application to adopt was made or whose dependent's pass was issued on or after 1 January 2016.

The CDCA is to be amended again later this year to make the second week of paternity leave mandatory. Additionally, the full 16 weeks of government-paid maternity leave will also be extended to unwed mothers, and the duration of government-paid adoption leave and shared parental leave will also be extended. These amendments were announced previously in April 2016.

These amendments are in line with the Singapore government's objective to promote a family friendly workplace and boost Singapore's birth rate. As such employers must take note of the revised laws and also be mindful of the various reimbursements from the Singapore government available to offset the costs arising from granting its employees such pro-family leaves of absence.