

PRESS RELEASE

Annex A-1

FASTER AND EASIER HOUSING ACCESS TO SUPPORT EARLIER MARRIAGES AND BIRTHS

(i) Parenthood Priority Scheme

1. HDB has introduced the **Parenthood Priority Scheme (PPS)** to give priority allocation of HDB flats to first-timer married couples with children.

2. Under the PPS, HDB will set aside 30% of Build-to-Order (BTO) flats and 50% of Sale of Balance Flats (SBF) for first-timer married couples with a citizen child aged below 16 years old at the point of flat application. This will give greater priority to this group to better meet their housing needs. More details are in Table 1 below.

Table 1: Allocation of flats under HDB Sales Exercises

	Build-To-Order Flats					Sale of Balance Flats			
	Non-Mature Estates			Mature Estates		First-timers	Second-timers		
Current split	First-timers	Second-timers	First-timers	Second-timers	First-timers			Second-timers	
	85%	15%	95%	5%	95%	5%			
Revised split	PPS first-timers	Other first-timers	Second-timers	PPS first-timers	Other first-timers	Second-timers	PPS first-timers	Other first-timers	Second-timers
	30%	55%	15%	30%	65%	5%	50%	45%	5%

3. The PPS will be implemented from the **Jan 2013 HDB Sales Exercise**.

4. The PPS complements the priority that first-timers receive in the purchase of new HDB flats to help them buy their first home. First-timers are given access to at least 85% of BTO flats in non-mature estates and 95% of BTO flats in mature estates as well as flats offered under SBF Exercises. They also enjoy more ballot chances than second-timers.

5. For more details on the PPS, the public can call HDB Sales/ Resale Customer Service Line at **1800-8663-066**.

(ii) Parenthood Provisional Housing Scheme

6. First-timer married couples with children can rent a flat from HDB under the new **Parenthood Provisional Housing Scheme (PPHS)** while they await the completion of their new HDB flat.

7. HDB will be launching about 1,150 units of 3- to 5-room PPHS flats in Ang Mo Kio, Bedok, Jurong West and Queenstown in **end-Jan 2013**. Monthly rentals range from \$800 to \$1,900, depending on the flat type and location.

8. PPHS flats are primarily vacated Selective En-bloc Redevelopment Scheme (SERS) flats that are not immediately needed for land redevelopment and have no other interim uses. PPHS flats are unfurnished, but retrofitted with basic fittings.

9. To be eligible, a married couple must:

a) have signed the Agreement for Lease of an uncompleted flat offered under HDB's Build-To-Order (BTO) or Sale of Balance Flats (SBF) Exercise;

b) form a first-timer household in the BTO/SBF application, with a citizen child who is below the age of 16 at the point of the application for the PPHS or the BTO/SBF flat; and

c) not be lessees of an existing HDB flat, except if they are co-lessees of the existing flat with other family members and undertake to relinquish their ownership in the existing flat within six months after taking possession of the PPHS flat.

10. Interested applicants can submit their application via HDB InfoWeb or the e-kiosks at HDB Hub/Branches over a two-week period from the launch date in end-Jan 2013. A non-refundable administrative fee of \$10 is payable. Thereafter, HDB will conduct balloting to invite successful applicants to select an available flat from any of the sites. HDB is carrying out retrofitting works to the flats. The flats are expected to be ready for occupation from mid-2013.

11. Further details will be made available during the launch.

12. For more details on the PPHS, the public can call HDB at the Branch Service Line at **1800-225-5432**.

PROVIDE SUPPORT FOR MEDICAL COSTS RELATED TO CONCEPTION AND DELIVERY

(iii) Enhanced Government Co-funding for Assisted Reproductive Technology (ART) Treatments

1. The Government will be enhancing the **Assisted Reproduction Technology (ART) co-funding scheme** to better assist couples who need help conceiving. The enhancements will apply to couples who have started or are scheduled to start their ART cycles on or after **1 Jan 2013**.

Enhancements to ART co-funding scheme

2. Currently, co-funding of up to 50% of the total ART bill, capped at \$3,000 per fresh cycle for up to three cycles, is available for eligible couples at public hospitals (KKH, NUH and SGH). MOH has reviewed the eligibility criteria for the ART co-funding scheme, taking into account the latest in medical advances and clinical norms. From 1 Jan 2013, MOH will enhance the ART co-funding scheme as follows:

- a) Extend co-funding to frozen cycles. Currently, co-funding is only available for fresh cycles. MOH will be extending co-funding to frozen cycles¹, for up to three cycles. Couples will be able to receive co-funding for a maximum of three fresh cycles and another three frozen cycles²;
- b) Increase government co-funding for ART. To further defray patient costs, MOH will be increasing co-funding from 50% to 75% for Singapore Citizen (SC-SC couples). The co-funding caps for SC-SC couples are set at: (i) up to \$6,300 per fresh cycle (up from \$3,000 currently); and (ii) up to \$1,200 per frozen cycle. The detailed co-funding levels and caps are summarised below in Table 1; and

Table 1: ART co-funding parameters per treatment cycle

Type of Cycle	SC-SC Couple	SC-PR Couple*	SC-Foreigner Couple*
Current			
Fresh	50%, up to \$3,000	35%, up to \$2,100	25%, up to \$1,500
Frozen	N.A		
Enhanced (with effect from 1 Jan 2013)			
Fresh	75%, up to \$6,300	55%, up to \$4,600	35%, up to \$3,000
Frozen	75%, up to \$1,200	55%, up to \$900	35%, up to \$600

*At least one member of the couple must be a Singapore Citizen.

¹ Fresh cycles refer to treatment cycles that transfer fresh embryos into women, while frozen cycles involve the transfer of frozen-thawed embryos into women.

² Co-funding claims may be utilised in any order (i.e. it is not necessary for a frozen cycle to be preceded by a fresh cycle). In addition, the co-funding attempts are not cross-substitutable (i.e. couples cannot use frozen co-funding claims for fresh cycles regardless of the claim amount, and vice versa).

- c) Extend co-funding to couples with more than one living child. Currently, only couples who have no more than one living child can qualify for the scheme. MOH has reviewed this criterion and will remove it, i.e. co-funding will be extended to couples with more than one living child.
3. The full list of criteria for couples to qualify for ART co-funding at public hospitals are:
- a) The patient has started or is scheduled to start her ART cycle on or after **1 Jan 2013**, i.e. the date of the ovarian stimulation (for fresh cycle) or the thawing of the embryo (for frozen cycle) is on or after 1 Jan 2013;
 - b) The patient must be below 40 years of age at the start of the cycle;
 - c) The patient has not already received three co-funded fresh and three co-funded frozen cycles in the past;
 - d) The patient has been assessed by a doctor to have met the clinical requirements for ART; and
 - e) The patient or her spouse must be a Singapore Citizen at the start of the ART cycle.
4. For more details on the ART co-funding scheme, the public can visit the MOH website www.moh.gov.sg (Marriage and Parenthood Schemes) or call the MOH at **6325-9220**.

(iv) Accouchement Fees

5. With effect from 1 Jan 2013, accouchement fees in public hospitals will no longer be differentiated across birth order.

FURTHER DEFRAID CHILD-RAISING COSTS, INCLUDING HEALTHCARE COSTS

(v) Enhanced Baby Bonus Cash Gift

1. The Baby Bonus Scheme comprises the Baby Bonus Cash Gift and the Child Development Account. Under the 2013 Marriage and Parenthood Package, the cash gift will be enhanced to help families defray the costs of raising children.

2. For Singapore Citizen children born on or after **26 Aug 2012**³, the Baby Bonus cash gift has been enhanced as follows:

Baby Bonus Cash Gift

Child order	Born between 17 Aug 2008 and 25 Aug 2012 (for each child)	Born on or After 26 Aug 2012 (for each child)
First & second	\$4,000	\$6,000
Third & fourth	\$6,000	\$8,000

3. Additionally, the cash gift will now be disbursed more quickly. To help defray the higher expenditures during the initial period following a baby's arrival, the cash gift will be given out in **3 instalments over 12 months** following the child's birth (instead of 4 instalments over 18 months previously):

- a) 50% at birth;
- b) 25% when the child is 6 months old; and
- c) 25% when the child is 12 months old.

4. Children are eligible for the enhanced Baby Bonus Cash Gift if they fulfil the following criteria:

- a) Child is born on or after 26 Aug 2012;
- b) Child is a Singapore Citizen;
- c) Child is born alive to the mother (i.e. not a stillbirth);
- d) Child's parents are lawfully married;
- e) Child is the 1st to the 4th child of the mother.

In the case of an adopted child, the eligibility criteria are:

- a) Child is born on or after 26 Aug 2012;
- b) Child is or becomes a Singapore Citizen before turning 24 months;
- c) Adoptive parents are lawfully married at the time of adoption.

Other Features of the Baby Bonus Scheme

³ To be more inclusive, the Government has decided for the Baby Bonus quantum increase and the Medisave grant for newborns to apply to births on or after 26 Aug 2012, the date of PM's National Day Rally when these measures were first mentioned.

5. The Child Development Account (CDA) is also part of the Baby Bonus Scheme. It is a savings account where parents' deposits are matched dollar-for-dollar by the Government, up to a cap ranging from \$6,000 to \$18,000, depending on the birth order of the child.

6. With effect from 1 January 2013, the CDA is extended by 6 years to cover children up to the age of 12, instead of up to the age of 6. Parents thus have 6 more years to save into the CDA and use the CDA funds for the child and his/her siblings. The approved uses of CDA were also expanded in July 2012 to cover healthcare items at pharmacies, eye-related products at optical shops and assistive technology devices.

7. For more details on the Baby Bonus Scheme, the public can visit the Baby Bonus website www.babybonus.gov.sg or call the Baby Bonus Hotline at **1800-253-7707**.

(vi) Medisave Grant for Newborns

8. Today, parents can tap on their own Medisave or the Baby Bonus to pay for their children's medical expenses. To further support parents with their children's healthcare needs, the Government will provide a **Medisave account with a grant of \$3,000** to each Singapore Citizen who is born on or after **26 Aug 2012**.⁴

9. Parents can use the grant to pay for their children's MediShield premiums and ensure that their children are protected against large medical bills. The grant can also help to defray some of their children's other healthcare expenses in the same way as other Medisave balances. Examples include hospitalisations, selected vaccinations and outpatient expenses for selected chronic diseases such as asthma.

10. Eligible newborns will receive the grant in two tranches – the first \$1,500 after the registration of their birth, and the remaining \$1,500 in the subsequent year, provided that they remain enrolled in MediShield or a Medisave-approved Integrated Shield Plan.

11. Newborns will receive the Medisave grant automatically after the registration of birth. Parents do not need to apply for the grant.

(vii) MediShield Coverage for Congenital and Neonatal Conditions

12. The Government will extend MediShield to cover newly diagnosed congenital and neonatal conditions from **1 Mar 2013**. This will help relieve the financial burden on parents whose children require hospitalisation upon, or soon after birth for medical complications or treatment of congenital anomalies.

⁴ See footnote 3.

13. With this extension, all Singapore Citizens who are born on or after 1 Mar 2013 will automatically be covered under MediShield from birth without underwriting, if their parents do not opt them out. For existing policyholders, such as insured children, they will automatically receive coverage for any congenital conditions diagnosed on or after 1 Mar 2013.

14. For more details on the Medisave grant or the extension of MediShield coverage to congenital and neonatal conditions, the public can visit the MOH website www.moh.gov.sg (MediShield) or call CPF Board at **1800-227-1188**.

ENHANCING WORK-LIFE MEASURES TO HELP WORKING COUPLES TO BALANCE WORK AND FAMILY COMMITMENTS

(viii) Government-Paid Child Care Leave for Parents of Children Aged 7-12

1. Currently, parents with children aged 7 and below are given 6 days of child care leave per year, with the first 3 days paid by the employer and the remaining 3 days paid by the Government.

2. The Government recognises that working parents will also need time away from work to see to their children's needs when they are in primary school. From 1 May 2013, each parent will be entitled to 2 days of Government-Paid Child Care Leave annually if they have at least one Singapore Citizen child between the ages of 7 and 12.

3. Working parents, including those who are self-employed, will be entitled to the 2 days of Government-Paid Child Care Leave per parent per year if they fulfil the following criteria:

- a) Child is between 7 and 12 years of age on or after 1 May 2013;
- b) Child is a Singapore Citizen;
- c) Parent is lawfully married;
- d) Parent must have served his or her employer for a continuous duration of at least 3 calendar months;

or

For a parent who is self-employed, he or she must have been engaged in a particular business/ trade/ profession for a continuous duration of at least 3 calendar months; and have lost income as a result of not engaging in the trade, business, profession or vocation during the child care leave period.

4. Parents with children in both age groups, i.e. those below 7 years, as well as those between 7 and 12 years, will have a total child care leave entitlement of 6 days per year for each parent.

5. The 2 days of child care leave for parents with children between the ages of 7 and 12 will be funded by the Government (capped at \$500 per day including CPF contributions).

6. From 1 May 2013, employers will be required to provide Government-Paid Child Care Leave to parents of children aged 7-12 years by law. However, employers may offer this leave to employees on a voluntary basis from **1 Jan 2013**. The Government will reimburse the employers from 1 May 2013.

(ix) Government-Paid Adoption Leave

7. Adoption leave is granted to enable mothers to care for and bond with their adopted infants. Currently, the Government reimburses up to 4 calendar weeks of Government-Paid Adoption Leave (subject to a cap of \$10,000) to

employers who voluntarily grant adoption leave to their employees.

8. From 1 May 2013, employers will be required by law to provide 4 weeks of Government-Paid Adoption Leave for mothers who have adopted a child, to be taken within 12 months after the child is born. The move to make adoption leave a statutory entitlement seeks to better support adoptive parents in caring for their adopted child in his/her infant year.

9. Mothers will be entitled to adoption leave provided they meet the following criteria:

- a) The adopted child is below the age of 12 months at the point of 'formal intent to adopt', i.e. Court Application to adopt (for local child) or issuance of in-principle approval for Dependant's Pass (for foreign child);
- b) The adopted child is a Singapore Citizen;
- c) If the child is a foreigner, one of the adoptive parents must be a Singapore Citizen;
- d) For a foreign child, the child must become a Singapore Citizen within 6 months of the child's adoption.
- e) The adoptive mother is lawfully married at the point of 'formal intent to adopt';
- f) The mother has served the employer for at least 3 calendar months, or was engaged in the trade, business, profession or vocation preceding the point of 'formal intent to adopt';
- g) The Adoption Order is passed within 1 year from the point of 'formal intent to adopt'.

10. Adoptive mothers who meet the eligibility criteria can start to consume their adoption leave from the date of Court Application (for local child) or issuance of in-principle approval for Dependant's Pass (for foreign child). Government-Paid Adoption Leave has to be consumed before the child's first birthday. The Government will reimburse employers up to a cap of \$10,000 for the 4 weeks.

11. From **1 May 2013**, employers will be required to provide Government-Paid Adoption Leave by law. Employers who have been offering adoption leave on a voluntary basis can continue to seek reimbursement from the Government.

(x) Government-Paid Maternity Benefit (GPMB)

12. With the evolving nature of work, some women are employed in shorter-term contract work. In other instances, the contracts of pregnant employees who may have worked for longer periods may expire before their child's delivery. Both types of employees would not qualify for maternity leave under the existing provisions, even though they are economically active women.

13. The GPMB is introduced to support these working women, to provide them with some income in the months after childbirth, when they are

recuperating from childbirth and bonding with their newborn. Working mothers will be entitled to GPMB, as long as they have worked for a total of 90 days in the 12 calendar months preceding the birth of the child (even if it is for different employers), and fulfil other eligibility criteria.

14. Working mothers will be entitled to GPMB for all birth orders provided they meet the following qualifying criteria:

- a) Mother does not qualify for paid maternity leave;
- b) Child is a Singapore Citizen born on or after 1 Jan 2013;
- c) The child's parents are lawfully married;
- d) Mother must have served her employer(s) at least 90 days in the 12 calendar months preceding the birth of the child. (If she has worked for different employers over the past 12 months, these employment periods can be added up to qualify for the GPMB.)

15. The GPMB will be equivalent to the Government-paid portion of the maternity leave entitlement⁵, computed based on the total income earned in the 12 calendar months before childbirth, divided over 365 days to obtain a daily GPMB rate. GPMB will be paid as a lump sum, capped at \$10,000 per 4 weeks.

16. Mothers who give birth to citizen children on or after **1 Jan 2013** can apply for GPMB from 1 May 2013, if they do not qualify for paid maternity leave, but meet the eligibility criteria.

17. For more details on child care leave, adoption leave or GPMB, the public can visit the following website <http://www.profamilyleave.gov.sg> or call CPF Board at **1800-227-1188**.

(xi) Extended Maternity Protection Period

18. From **1 May 2013**, maternity protection for retrenchment and for dismissal without sufficient cause will cover the full pregnancy period, up from the current 3 months and 6 months before delivery respectively. This means that if a pregnant employee is retrenched or dismissed without sufficient cause during any point of her pregnancy, the employer will be required to pay her maternity benefits. This is to discourage employers from terminating the services of female employees the moment they are aware of their pregnancy status, to deny them of maternity benefits in order to cut cost.

19. To qualify for enhanced maternity protection, the employee must have served her employer for at least 3 months prior to receiving the notice of dismissal or retrenchment. The 3 month period would provide an employer a reasonable period of time to assess a female employee's suitability for employment before taking on responsibility for her maternity benefits.

20. For more details on the extended maternity protection period, the public can visit the following website <http://www.mom.gov.sg> or call CPF Board at **1800-227-1188**.

⁵ 8 weeks for 1st and 2nd order births; 16 weeks for 3rd or higher order births.

SIGNAL TO FATHERS TO PLAY A BIGGER ROLE IN BRINGING UP THEIR CHILDREN

(xii) Government-Paid Paternity Leave

1. The Government recognises that fathers play an important role in raising children. To emphasise the importance of shared parenting responsibility, and to support fathers in bonding with and caring for their newborn, working fathers will receive 1 week of Government-Paid Paternity Leave, to be taken within 16 weeks after the birth of their Singapore Citizen child. Paternity leave can be taken flexibly within 12 months after the birth of the child, if there is mutual agreement between the employer and employee.

2. Working fathers, including those who are self-employed, will be entitled to 1 week of Government-Paid Paternity Leave for all births provided they meet the following criteria:

- a) Child is a Singapore Citizen born on or after 1 May 2013;
- b) The child's parents are lawfully married;
- c) Father must have served his employer for a continuous duration of at least 3 calendar months immediately preceding the birth of the child;

or

For self-employed fathers, they must have been engaged in a particular business/ trade/ profession for a continuous duration of at least 3 calendar months immediately preceding the birth of the child; and have lost income as a result of not engaging in the trade, business, profession or vocation during the paternity leave period.

3. The 1 week of paternity leave will be funded by the Government (capped at \$2,500 including CPF contributions). Employers will be required to provide the 1 week of paternity leave for births on or after 1 May 2013. However, employers may offer the paternity leave, on a voluntary basis, to employees with children born on or after **1 Jan 2013**. The Government will reimburse the employers from 1 May 2013.

(xiii) Government-Paid Shared Parental Leave

4. To encourage shared parental responsibility and give working couples additional flexibility for care-giving arrangements, working fathers will also be entitled to share 1 week of the 16 weeks of maternity leave, subject to the agreement of the mother, if the mother qualifies for Government-Paid Maternity Leave.

5. Working fathers, including those who are self-employed, will be entitled to 1 week of shared parental leave provided they meet the following criteria:

- a) Child is a Singapore Citizen born on or after 1 May 2013;
- b) Mother qualifies for Government-Paid Maternity Leave;
- c) Father is lawfully married to the child's mother.

6. The shared parental leave is to be consumed as a continuous block within 12 months of the birth of the child. If there is mutual agreement between the employer and employee, the leave can be taken flexibly (i.e. in a non-continuous manner) within 12 months of the birth of the child.

7. The 1 week of shared parental leave will be funded by the Government (capped at \$2,500 including CPF contributions).

8. Employers will be required by law to provide **shared parental leave** for births on or after 1 May 2013. However, employers may voluntarily offer shared parental leave to employees whose children are born on or after **1 Jan 2013**. The Government will reimburse the employers from 1 May 2013.

9. For more details on the above, the public can visit the following website **<http://www.profamilyleave.gov.sg>** or call CPF Board at **1800-227-1188**

**SUMMARY OF THE
ENHANCED MARRIAGE AND PARENTHOOD PACKAGE 2013**

Measure	What it is	From
GETTING MARRIED		
Finding a Partner	Singles have access to dating services through the Social Development Network (SDN), its partners and SDN-accredited private dating agencies.	Existing
SETTING UP A HOME		
Housing for Couples	Priority is given to first-timer applicants in the purchase of new HDB flats. First-timers may also apply for CPF Housing Grants (such as the Family Grant, Additional CPF Housing Grant, Special CPF Housing Grant) to help them finance their flat purchase. Parents with 3 or more children are given priority allocation for new HDB flats.	Existing
Parenthood Priority Scheme	First-timer married couples with children will be given priority allocation for their HDB flats by setting aside a proportion of flats for them.	Jan 2013
Parenthood Provisional Housing Scheme	First-timer married couples with children can rent a flat from HDB at an affordable rental rate while awaiting the completion of their flats.	Jan 2013
HAVING CHILDREN		
Medisave Maternity Package	Parents can utilise their Medisave to help pay for both delivery and pre-delivery medical expenses.	Existing
Medisave for Assisted Conception Procedures (ACP)	Couples can withdraw up to \$6,000, \$5,000 and \$4,000 from Medisave for their 1st, 2nd and 3rd withdrawals for ACP respectively.	Existing
Enhanced Co-Funding for Assisted Reproduction Technology (ART) Treatment	The Government will co-fund up to 75% of the cost of each ART treatment received at public hospitals, with co-funding now extended to three fresh and three frozen cycles. ⁶ Couples with more than one child will now also be eligible for co-funding.	1 Jan 2013
Accouchement Fees for Higher-Order Births	Accouchement fees in public hospitals will no longer be differentiated across birth order.	1 Jan 2013

⁶ Capped at \$6,300 and \$1,200 respectively for fresh and frozen treatment cycles.

RAISING AND CARING FOR YOUR CHILDREN

Enhanced Baby Bonus	Parents will receive an enhanced cash gift of \$6,000 (up from \$4,000) each for their 1st and 2nd child, and \$8,000 (up from \$6,000) each for their 3rd and 4th child. The cash gift will be fully disbursed earlier, within 12 months of the child's birth instead of the current 18 months.	26 Aug 2012
	Savings to a child's Child Development Account (CDA) are matched dollar-for-dollar by the Government for up to \$6,000 each for the 1st and 2nd child, up to \$12,000 each for the 3rd and 4th child, and up to \$18,000 each from the 5th child onwards. With effect from 1 January 2013, the CDA will be extended by 6 years. This means that children born on or after 1 January 2006 will continue to have their CDAs open until 31 December of the year they turn 12, instead of 31 December of the year they turn 6. Parents can continue to save into the CDA and use CDA funds for their children and their siblings until 31 December of the year they turn 12.	Existing 1 Jan 2013
Medisave Grant for Newborns	Each citizen newborn will have a CPF Medisave account opened for him/her, with a Medisave grant of \$3,000 deposited. The first \$1,500 will be deposited after birth registration, and the remaining \$1,500 will be deposited in the subsequent year, provided that the child remains enrolled in MediShield or a Medisave-approved Integrated Shield Plan.	26 Aug 2012
MediShield Coverage for Congenital & Neonatal Conditions	Newborns will be covered under MediShield from birth with no underwriting, including for congenital and neonatal conditions, so long as their parents do not opt them out.	1 Mar 2013
Parenthood Tax Rebate (PTR)	Parents can claim the PTR of \$5,000 for their 1st child, \$10,000 for their 2nd child, and \$20,000 each for all subsequent children.	Existing
Qualifying/ Handicapped Child Relief (QCR/HCR)	Parents can claim \$4,000 per child under QCR or \$5,500 per child under HCR.	Existing
Working Mother's Child Relief (WMCR)	Working mothers can claim the WMCR at 15% of earned income for their 1st child, 20% for the 2nd, and 25% per child for all subsequent children.	Existing
Grandparent Caregiver Relief (GCR)	Working mothers can claim a GCR of \$3,000 if their children aged 12 years and below are cared for by the child's grandparents.	Existing
Subsidies for Centre-Based	Parents currently enjoy monthly subsidies of up to \$600 for infant care and \$300 for child care	Existing

Infant Care & Child Care	respectively.	
Foreign Domestic Worker Levy Concession	Parents can enjoy a \$95 foreign domestic worker levy concession if they have a young child aged below 12, an elderly family member, or family members with disabilities staying in the same household.	Existing
SUPPORTING WORK-LIFE HARMONY		
Maternity Leave	Working mothers are entitled to 16 weeks of paid maternity leave.	Existing
Extended Child Care Leave	Both parents have 6 days of paid child care leave per year each if they have at least one child aged below 7 years.	Existing
	Both parents have 2 days of paid child care leave per year if they have at least one child aged 7-12 years ⁷ .	1 May 2013*
Infant Care Leave	Both parents have 6 days of unpaid infant care leave per year each if they have at least one child aged below 2 years.	Existing
Adoption Leave	Adoptive mothers with an adopted infant aged below 12 months will be entitled to 4 weeks of paid adoption leave.	1 May 2013
Enhanced Maternity Protection for Pregnant Employees	Working mothers will be entitled to maternity leave benefits if they are dismissed without sufficient cause or retrenched within the full duration of their pregnancy.	1 May 2013
Government-Paid Maternity Benefit for Shorter-Term Workers	Working mothers who are not eligible for maternity leave may apply to receive the Government-Paid Maternity Benefit as long as they have been in employment for at least 90 days in the 12 months leading up to childbirth.	1 Jan 2013**
Work-Life Works! Fund	Organisations may tap on the Work-Life Works! (WoW!) Fund to subsidise consultancy, training and infrastructure costs that lead to the implementation of better work-life strategies.	Existing
	The existing WoW! Fund will be enhanced to provide incentives to encourage employers to offer flexible work arrangements for their employees.	1 Apr 2013
ENCOURAGING SHARED PARENTAL RESPONSIBILITY		
Paternity Leave	Working fathers will be entitled to one week of paid paternity leave.	1 May 2013*

⁷ Parents with children in both age groups, i.e. those below 7 years, as well as those between 7 and 12 years, will have a total child care leave entitlement of 6 days per year for each parent.

Shared Parental Leave	Working fathers will be entitled to share 1 week of the 16 weeks of maternity leave, subject to the agreement of the mother.	1 May 2013*
-----------------------	--	-------------

* Employers are encouraged to introduce these policies from 1 Jan 2013 onwards. After 1 May 2013, employers will be legally required to comply with these policies.

** Claims will be processed from 1 May 2013 onwards when the systems are ready.