

Japan

Amendments to the Childcare and Family Care Leave Act took effect on 1 April 2025, with further amendments to take effect on 1 October 2025.



- 1. Expansion of eligibility for overtime exemption request** – Eligible parents can now request an exemption from overtime if they care for children up to elementary school (primary school) age. Previously, this was only available to eligible parents caring for children up to 3 years of age.
- 2. Expansion of eligibility for family care leave** – Eligible employees who have worked for less than six months are now able to avail themselves of family care leave. Previously, employers can omit such employees by executing a labour-management agreement.
- 3. Extension of sick/injured etc. childcare leave** – Eligible employees may now utilise this leave for events integral to school life such as starting school ceremony and graduation ceremony. Previously, this was limited to use when a child is sick or injured or requires a vaccination or health check.
- 4. Introduction of flexible working options** – Employers are now required to offer remote working options to those caring for family members who need continuous care or have a child under 3 years of age.

From October 2025, employers are also required to offer at least two flexible working options to parents with children aged between 3 and 6.

Singapore

Amendments to the Child Development Co-Savings Act 2001 took effect on 1 April 2025.



- 1. Replacement of shared parental leave** – Eligible working parents are now entitled to six weeks of shared parental leave. Previously, eligible working fathers could only share a portion of the mother's government-paid maternity leave.
- 2. Expansion of government-paid paternity leave** – Eligible working fathers are now entitled to four weeks of government-paid paternity leave. Previously, eligible working fathers were only entitled to two weeks of government-paid paternity leave.

Indonesia

Law No. 4 of 2024 regarding Maternal and Child Welfare During the First Thousand Days of Life took effect on 2 July 2024 (Law 4/2024).



- 1. Extension of maternity leave** – Eligible working mothers may now take up to six months of maternity leave (four months at full pay, two months at 75% pay). This new law augments the position set out in Law No. 13 of 2003 regarding Manpower, as amended (Manpower Law), which provided for paid maternity leave, to be taken 1.5 months prior to giving birth and 1.5 months after giving birth.
- 2. Introduction of paternity leave** – Eligible working fathers are now entitled to two days of paid paternity leave during delivery and up to an additional three days of paternity after delivery or other period as may be agreed with the employer. Eligible working fathers are also entitled to two days of paid leave in the event of a miscarriage. Previously, the Manpower Law only provided for two days of paid leave for both instances.



Australia

Amendments to the unpaid parental leave (UPL) provisions in the FairWork Act 2009 (Cth) (FW Act) took effect on 1 July 2023.



- Increased flexible UPL entitlements** – As part of their entitlement to up to 24 months of UPL, eligible employees are entitled to the following amounts of flexible UPL:

Flexible UPL Entitlement	Date of Birth or Adoption of Child
100 days	1 July 2023 – 30 June 2024
110 days	1 July 2024 – 30 June 2025
120 days	1 July 2025 – 30 June 2026
130 days	On and from 1 July 2026

Prior to 1 July 2023, eligible employees were entitled to 30 days of UPL. Flexible UPL, which can be used in periods of one day or more at a time, may be taken at any time within 24 months of the birth or adoption of their child.

- Full UPL entitlement for employee couples** – “Employee couples”, being couples where both employees have access to UPL, may access their full UPL entitlement (being 12 months of UPL with the right to request a further period of 12 months), regardless of how much leave their spouse or partner takes. Prior to 1 July 2023, an employee couple could only take a combined period of 24 months of UPL.
- No limitation to concurrent leave** – Employee couples may take UPL concurrently without any limitation. Prior to 1 July 2023, the FW Act imposed certain limitations on employee couples who were taking UPL at the same time (e.g. employee couples could not take more than eight weeks of UPL concurrently).

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