

# CHANGES TO EMPLOYMENT LAW IN SINGAPORE

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In late 2012, the Singapore Ministry of Manpower embarked on an exercise to review the Employment Act ("EA") to ensure that it remains relevant and responsive to the changing labour market conditions and trends. The review of the EA was conducted in two separate phases. Phase 1 of the review was completed earlier in March 2013 and the Employment, Parental Leave and Other Measures Act was subsequently enacted on 12 November 2013 to amend various provisions in the EA with a majority of the amendments taking effect from 1 April 2014. Phase 2 of the review, which was focused on further protection of vulnerable workers, particularly those in non-traditional work arrangements (e.g. term contract workers, outsourced workers and freelancers) and the EFMA, was closed in October 2013.

Please refer to our CNP Guide to Employment Law in Singapore to find out more about these changes and employment law in Singapore by requesting a copy [here](#).

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