

# HRSINGAPORE

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## **Question - Marriage Leave Benefit - Update 4**

Hi all,

Do employees deserve to get their second marriage (first marriage in the present company) leave to celebrate their ROM ceremony? If so, I would like to know Eligibility for Second marriage leave for staff.

Thank you.

SS

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## **REPLY 1**

Marriage leave should only be given on their first marriage and if they join the company with a status of married, they should not be given the marriage leave either.

Pauline

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## **REPLY 2**

In my company, marriage leave is only applicable for the first legal marriage in the employee's lifetime (Oil Trading industry).

HH

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## **REPLY 3**

We only provide marriage leave for 1st legal marriage.

CP

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#### **REPLY 4**

With the high divorce rate in Singapore, I think employers should consider more than just the first legal marriage. I am very sure if you look around your known circle, there is always someone that you know that is either divorced or into his/her 2nd marriage. Hence as employers, we should seriously consider and look beyond the first legal marriage.

By doing this, we are not encouraging for 2nd or more marriages, but to understand and cater to the needs of our present society. Anyone who went through a divorce would understand that this is not what they wish for, but under unavoidable and very unfortunate situation that this actually occurred. I hope that employers can also look one step further into the welfare or other aspect for those children from 2nd legal marriages as well.

Yamada

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#### **REPLY 5**

Regardless, likewise marriage leave is granted for the 1st legal marriage only.

EL

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#### **REPLY 6**

I agree with Yamada. Our Company does not limit the marriage leave benefits to just first marriage.

CH

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## **HRLAW Japan Seminar (5th Run)**

**- 20 April 2016 (Confirming Soon)**

### **Introduction**

As the business environment in Europe has deteriorated tremendously and the picture in the United States is also not so sanguine, the focus of global commerce has now shifted to Asia. As the third largest economy in the world, and one of the only two Asian members of the Organisation for Economic Co-operation and Development (OECD) which represents 34 of the most developed nations, Japan is one of the lynchpins of the economic stability in the region.

A country lesser understood than known in terms of its business environment and its governing frameworks, Japan has undergone many demographic, social, economic and political changes that have direct impact on its business, all of which affects the livelihood of its citizens. Therefore, it is timely to look at the framework within which employment and the labour markets are governed.

For details, please click on: <http://hrsingapore.org/hrlawjapan/>

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### **Outline**

Outline

I. Legal framework.

II. Historical basis.

III. Evolution of labour standards.

IV. Culture

- Some unique features
- Influence on social contracts

V. Some key indicators.

VI. The labour market and some statistics.

VII. Key economic indicators.

VIII. Labour Laws - some pertinent issues and legislations such as:

- Labour contract
- Insurances
- Dismissal and legal requirements
- Overtime work
- Regular versus non-regular employment
- Discrimination and redress
- Penalties for violations

IX. Case studies of controversy.

X. Brief overview of Industrial Relations

- Brief history of labour movement
- Governing legislation
- Some pertinent statistics





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HRSINGAPORE PTE LTD | [www.hrsingapore.org](http://www.hrsingapore.org) | [query@hrsingapore.org](mailto:query@hrsingapore.org) | Tel: 6337-8016 or 6338-5816 | 89  
Short Street #04-16 | Singapore 188216 | Co Reg. 200409860M