

**KEY FEATURES OF THE CHANGES TO BE IMPLEMENTED FROM JANUARY 2013**

- a. All FDWs are entitled to one rest day every week. Employers and their FDW will be given flexibility to mutually agree on which day of the week the rest day falls.
- b. If the employer would like his FDW to work on her rest day, he should come to a mutual agreement with the FDW on the number of rest days to forgo each month. For each rest day forgone, the FDW shall be compensated with at least one day's wage<sup>1</sup> on top of her monthly salary;
- c. Instead of monetary compensation for a rest day forgone, employers can also give FDWs a replacement rest day which shall fall within the same month as the rest day forgone.
- d. Transitional arrangements will be in place to give employers time to adjust:
  - **The weekly rest day requirement is planned to take effect for all Work Permits issued or renewed from 1 January 2013;**
  - **FDWs with Work Permits issued or renewed *before* 1 January 2013 are not covered by the new regulation and will be allowed to continue with any existing arrangements<sup>2</sup>, until the Work Permit expires** (see Annex B for illustration and examples of how this will work).

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<sup>1</sup> One day's wage is calculated by dividing the monthly wage by 26 working days.

<sup>2</sup> In 2006, a standard employment contract was introduced by the Association of Employment Agencies (Singapore) and CaseTrust requiring employers to stipulate the number of rest days in a month and compensation in-lieu for rest days not taken.