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Australia proposes more flexible paid parental leave

By Mercer's Fiona Webster and Stephanie Rosseau
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Proposals that would increase paid parental leave options for employees feature in a bill introduced into Australia's parliament on 6 Feb 2020. The [Paid Parental Leave Amendment \(Flexibility Measures\) Bill 2020](#) aims to increase the employment rate for women, but wouldn't increase the duration of paid parental leave.

Currently, paid parental leave must be taken in a single continuous block of 18 weeks within the first 12 months following a child's birth or adoption. The bill proposes that parents would be able to divide their parental leave entitlement into two blocks over a two-year period. The first 12 weeks would have to be taken continuously within 12 months following a child's birth or adoption. The remaining six weeks of leave could be taken at any time until the child is aged two — or up to two years following an adoption, and doesn't have to be taken in a single block. The new measures would apply to children born or adopted on or after 1 Jul 2020, but employees would be able to apply for leave from 1 Apr 2020.

Related resource

- [Paid Parental Leave Amendment \(Flexibility Measures\) Bill 2020](#) (Australian parliament, 6 Feb 2020)

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