

# Benefits of parental leave

This is the first of our three-part series on parental leave.

Many employers offer parental leave to support employees in balancing work and family life. Benefits to employers include:

## Better staff retention

Our employees value taking time off to manage family commitments. So, **we try to be accommodating** when they need to take leave. That's how we retain them."

– Employer (SME, Manufacturing)

"If you want to retain your employees, you need to **provide flexibility and benefits** to support their needs."

– HR (MNC, Accommodation and Food Services)

## Increased staff productivity

**"We care for our employees** and advocate placing their family first. This allows them to contribute positively to the organisation."

– Employer (SME, Information and Communications)

"There are many long-term benefits when an organisation **provides sufficient leave support**. We receive a lot more from our employees when they return."

– Employer (Public Sector)

## Parents who took leave<sup>^</sup>:



Feel more motivated at work and have higher job satisfaction



Tend to stay longer in their organisation



Prioritise their time better and are more productive

<sup>^</sup>Sources: (1) McKinsey 2020 – Surveys and interviews conducted from Apr-Jul 2020, across 10 countries, including Singapore. (2) EY 2017 – Survey conducted in 2016 on US HR decision-makers and private sector employees.

Employers are **required by law to provide parental leave to eligible employees in Singapore**. These could be fully paid for by the Government, co-paid with employers (i.e. 50-50 split) or unpaid.

## Parental leave includes:



Maternity Leave (or Adoption Leave for adoptive mothers)



Paternity Leave



Shared Parental Leave



Childcare Leave



Unpaid Infant Care Leave

**Make a difference! Have a chat with your employees today on their leave entitlements.**



Visit [mom.gov.sg/employment-practices/leave](https://mom.gov.sg/employment-practices/leave) or scan the QR code for more information on parental leave.