

# Time-off to spend with your little ones

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Birth or Formal Intent to Adopt\*

1 year old

2 years old

7 years old

12 years old

Parents are eligible for the following for each birth or adoption:

## Mothers

Birth

**16 Weeks**  
Paid Maternity Leave<sup>#</sup>

Adoption

**12 Weeks**  
Paid Adoption Leave

## Fathers

Birth & Adoption

**2 Weeks**  
Paid Paternity Leave

Birth & Adoption

**4 Weeks**  
Shared Parental Leave  
(drawn from 16 weeks Paid Maternity Leave or 12 weeks Paid Adoption Leave)

In addition, each parent can tap on the following:

## Parents

**6 Days**

Paid Childcare Leave  
per parent, per year

**2 Days**

Paid Childcare Leave  
per parent, per year

**6 Days**

Unpaid Infant Care Leave  
per parent, per year<sup>^</sup>



\* The Formal Intent to Adopt happens when a) you file the court application to adopt (for a Singapore Citizen child), or b) when in-principle approval is granted for a Dependant's Pass (for a foreign child).

<sup>#</sup> Eligible working mothers who do not qualify for Maternity Leave (ML) may apply to receive Government-Paid Maternity Benefit, which is equivalent to up to 16 weeks of ML.

<sup>^</sup> Refers to leave without pay. Parents working in the public sector can take an additional 4 weeks of Unpaid Infant Care Leave per parent, within the child's first year.

### Note:

- The Tripartite Standards on Flexible Work Arrangements, and on Unpaid Leave for Unexpected Care Needs, were introduced in 2017 and 2018 respectively, to recognise progressive employers that provide family-friendly workplaces.
- Women undergoing Assisted Conception Procedures (ACPs) are entitled to Hospitalisation Leave. Husbands who accompany their wives for ACPs are given doctor's memos, which some employers recognise by extending a day off.

Visit [www.madeforfamilies.gov.sg](http://www.madeforfamilies.gov.sg) to find out more

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