

Progressive Enhancements to Parental Leave

The Government has enhanced parental leave which include Government-Paid Maternity Leave (GPML), Government-Paid Paternity Leave (GPPL) and Shared Parental Leave (SPL), over the years to support working couples in caring for their newborns*.



Year

Parental Leave

2001

Introduced 8 weeks of GPML for third child**

2004

Extended GPML to 12 weeks for first four children**

2008

Extended GPML to 16 weeks for all birth orders**

2013

Introduced
 • 1 week of GPPL
 • 1 week of SPL, drawn from GPML

2015

Extended GPPL to 2 weeks (1 week on voluntary basis)

2017

• Mandated 2 weeks of GPPL
 • Extended SPL to 4 weeks, drawn from GPML

2024

Extended GPPL to 4 weeks
 (2 weeks on voluntary basis)

**[New]
2025**

• **Mandate additional 2 weeks of GPPL**
 i.e. total of 4 weeks of GPPL
 • **Introduce 6 weeks of new SPL**

**[New]
2026**

Extend new SPL to 10 weeks



* In addition to above, parents may also be eligible for Adoption Leave, Childcare Leave, Extended Childcare Leave and Unpaid Infant Care Leave, as well as Government-Paid Leave Benefit schemes.
 ** For the first and second child, the first 8 weeks of maternity leave are employer-paid.

Scan the QR code or visit madeforfamilies.gov.sg to find out more!

