# Paternity leave

From 1 Jan 2017, eligible working fathers, including those who are self-employed, are entitled to 2 weeks of paid paternity leave funded by the Government.

## Eligibility

As a working father, you are entitled to Government-Paid Paternity Leave (GPPL) for all births if you meet the following requirements:

The Father is entitled to Government Paid Paternity Leave (GPPL) for all births if

The Child is a Singapore citizen and

The Father is lawfully married to the Child’s Mother between Conception and Birth and

The Father is not an adoptive father whose formal intent to adopt is on or after 1 January 2017 and

The Father fulfils the minimum work period

either

The Father fulfils the minimum work period as an employee

The Father is an employee and

The Father has served his employer for a continuous period of at least 3 months before the birth of his child

The Father fulfils the minimum work period as self-employed

The Father is self-employed and

The Father have been engaged in his work for a continuous period of at least 3 months before the birth of his child and

The Father has lost income during the paternity leave period

## Entitlement

Days of GPPL the Father is entitled to = number of weeks of GPPL \* number of working days a week

|  |  |
| --- | --- |
| Number of weeks of GPPL | |
| 2 | the Father is entitled to Government Paid Paternity Leave (GPPL) for all births and  either  the Child is born on or after 1 January 2017  the Child’s estimated delivery date (EDD) is on or after 1 January 2017 |
| 1 | the Father is entitled to Government Paid Paternity Leave (GPPL) for all births and  both  the Child is not born on or after 1 January 2017  the Child's estimated delivery date (EDD) is not on or after 1 January 2017 |
| uncertain | otherwise |

Each week of GPPL is capped at $2,500, including CPF contributions.

You can take your leave as follows:

Arrangement 2 weeks GPPL.

Default, without any mutual agreement Take 2 continuous weeks within 16 weeks after the birth of the child.

Flexibly, by mutual agreement

Take 2 continuous weeks any time within 12 months after the birth of the child.

Split the 2 weeks into working days and take them in any combination within 12 months after the birth of the child.

Calculating actual leave days

2 weeks X the number of working days in the week.

Capped at 6 working days per week.

## Appendix

The Child is a Singapore citizen if

the Child's Nationality = "SG"

The Father is lawfully married to the Child's Mother between Conception and Birth if

the marriage status = “MARRIED”

the Father is an adoptive father whose formal intent to adopt is on or after 1 January 2017 if

the child is adopted and

the date of formal intent to adopt >= 2017-01-01

The Father is an employee if

the Father's employment status = "EMPLOYED"

The Father is self-employed if

The Father’s employment status = “SELF-EMPLOYED”

The Father has served his employer for a continuous period of at least 3 months before the birth of his child if

the Father's last employment start date < addmonths(date of birth of child, -3)

The Father have been engaged in his work for a continuous period of at least 3 months before the birth of his child if

the Father's last work start date < addmonths(date of birth of child, -3)

the Child is born on or after 1 January 2017 if

the date of birth >= 2017-01-01

the Child’s estimated delivery date (EDD) is on or after 1 January 2017 if

the estimated delivery date >= 2017-01-01