

Singapore

How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
Working Hours	Common work arrangement 44 hours weekly	40 hours weekly	Flexible working hours
Overtime Compensation	1.5 times the hourly rate		
Paid Time Off	7-14 days depending on service length	14-20 days	Unlimited time off
Public Holidays	11 public holidays + day off for general and presidential elections		

General Benefits

Pension	Employers and employees both contribute at rates determined by age group and salary	Up to 15% contribution to the supplementary retirement scheme	
Healthcare	Employers and employees both contribute at rates determined by age group and salary	Private healthcare or an allowance for it, including dependents	
Flexible Working		Flexible working hours; WFH 1-3 days a week	Option to WFH full time
Home Office Budget		A one off home office allowance of up to SGD\$800	Ergonomic consultation and workstation, and additional equipment
Life Insurance		Life insurance to executive employees	Life insurance extended to all employees
Profit Sharing		One month's salary as a bonus	2-3 times the monthly salary as a bonus

Leave

Sick Leave	14 days outpatient sick leave 60 days hospitalisation incl. the 14 days	Extra 6 days outpatient leave 10 hospitalisation days	Unlimited sick leave
Maternity Leave	16 weeks paid* for Singaporean children, 12 weeks paid for non-Singaporean children	No distinction between the leaves based on the child's citizenship	Up to 26 weeks of paid leave, covered by the employer
Paternity Leave	2 weeks of paid paternity leave, funded by the government, capped at SGD 2,500 per week**	2 weeks of paid leave for all fathers regardless of child citizenship	Additional 2 to 6 weeks paid leave
Shared Parental Leave	4 weeks of the wife's government-paid maternity or adoption leave***	No civil status or child citizenship limitation	
Adoption Leave	12 weeks of paid adoption leave for adoptive mothers		
Childcare Leave	Paid leave per parent depending on the citizenship of the child Singapore citizen - 6 days; non-citizen - 2 days	6 days of paid leave per child, regardless of citizenship status	Up to 4 additional paid days off to care for sick children
Infant Care Leave	6 days of unpaid leave per parent if the child has Singaporean citizenship	6 days of paid leave regardless of citizenship status	The extra 4 day extended for Childcare Leave can be applied for Infant Care as well
National Service Leave	40 days of unpaid leave for training annually, extended to men		