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Singapore's Labour Law & Employment Regulations 2026

Overview

Singapore remains a leading regional hub for businesses expanding across Asia, supported by an open talent market, a mature digital economy and a well-established regulatory environment. Its position as a regional headquarters centre also enables companies to manage recruitment, payroll, talent development and workforce mobility across ASEAN and APAC.

Singapore's foreign workforce reached approximately 1.64 million in 2025 ([Ministry of Manpower](#)), while its digital economy contributed S\$128.1 billion, or 18.6% of GDP, in 2024 ([IMDA](#)). As businesses deepen their use of digital technologies and AI, workforce structures and HR practices are also evolving. In this issue of BIPO TIMES, we highlight the key employment and manpower updates businesses should be aware of in 2026.

Basic Country Facts



Capital
Singapore



Population
6.12 million
[IMF](#)



Currency
Singapore Dollar (SGD, \$)



GDP per Capita
USD 107,760
[IMF](#)

Labour Law & Employment Regulations

CPF Ordinary Wage Ceiling

The Ordinary Wage (OW) ceiling sets the maximum amount of OW that attracts Central Provident Fund (CPF) contributions in a calendar month for all employees. It was gradually raised and reached \$8,000 in 2026. The increase took place in four steps, as shown in the table below, to allow employers and employees to adjust to the changes.

	CPF Ordinary Wage ceiling	CPF annual salary ceiling
From 1 Jan 2016 to 31 Aug 2023	\$6,000	\$102,000 (no change)
From 1 Sep to 31 Dec 2023	\$6,300 (+\$300)	
From 1 Jan to 31 Dec 2024	\$6,800 (+\$500)	
From 1 Jan to 31 Dec 2025	\$7,400 (+\$600)	
From 1 Jan 2026	\$8,000 (+\$600)	

From 1 January 2026, the CPF Ordinary Wage (OW) ceiling increased from S\$7,400 to S\$8,000 per month. The CPF annual salary ceiling remains unchanged at S\$102,000.

The OW ceiling determines the maximum amount of Ordinary Wages in a calendar month that attracts CPF contributions. For employees whose monthly Ordinary Wages exceed the previous ceiling, the change means a larger portion of their wages are now subject to CPF contributions.

CPF contributions generally apply to Singapore Citizen and Singapore Permanent Resident (PR) employees; foreign employees who are not Singapore Citizens or PRs do not receive CPF contributions.

Employment Pass Qualifying Salaries

Singapore will raise the minimum Employment Pass (EP) qualifying salary for new applications from 1 January 2027.

For all sectors except financial services, the minimum will increase from S\$5,600 to S\$6,000. For financial services, it will increase from S\$6,200 to S\$6,600. The revised requirements will apply to renewals for passes expiring from 1 January 2028.

Sector	Current minimum qualifying salary	Minimum qualifying salary for new applications from 1 Jan 2027, and for renewal of passes expiring from 1 Jan 2028
All (except financial services)	\$5,600 (increases progressively with age from age 23, up to \$10,700 at age 45 and above)	\$6,000 (increases progressively with age from age 23, up to \$11,500 at age 45 and above)
Financial services	\$6,200 (increases progressively with age from age 23, up to \$11,800 at age 45 and above)	\$6,600 (increases progressively with age from age 23, up to \$12,700 at age 45 and above)

For workforce planning, employers considering foreign professional hires in 2027 should assess both the revised salary benchmark and the other prevailing EP requirements early in the recruitment process.

S Pass Qualifying Salaries

The minimum S Pass qualifying salary will similarly increase from 1 January 2027.

For sectors other than financial services, the minimum will rise from S\$3,300 to S\$3,600. In financial services, it will rise from S\$3,800 to S\$4,000. The new levels apply to new applications from 1 January 2027 and renewals for passes expiring from 1 January 2028.

Sector	Current minimum qualifying salary	For new applications submitted from 1 Jan 2027, and renewal of passes expiring from 1 Jan 2028
All (except financial services)	\$3,300 (increases progressively with age from age 23, up to \$4,800 at age 45 and above)	\$3,600 (increases progressively with age from age 23, up to \$5,100 at age 45 and above)
Financial services	\$3,800 (increases progressively with age from age 23, up to \$5,650 at age 45 and above)	\$4,000 (increases progressively with age from age 23, up to \$5,650 at age 45 and above)

As with EPs, the qualifying salary increases progressively with age. Employers must also account for the S Pass quota and levy, meaning salary eligibility alone does not determine whether an organisation can hire another S Pass holder.

Companies with significant S Pass populations should review upcoming renewals, salary bands and quota utilisation together rather than assessing each requirement separately.

Expansion of the Non-Traditional Source Occupation List

From September 2026, Singapore expanded the Non-Traditional Source Occupation List (NTS-OL) with eight additional occupations across air transportation, social services and food services. Firms in Manufacturing and Services sectors can hire Work Permit holders from NTS for a restricted set of occupations in the NTS Occupation List.

Sector-specific eligibility and licensing conditions continue to apply, so inclusion of an occupation on the list should not be interpreted as automatic eligibility to hire.

For businesses in affected industries, the expansion provides a broader manpower option but should be considered alongside sector quota, levy and Work Permit requirements.

Local Qualifying Salary

Effective 1 July 2026, Singapore's Local Qualifying Salary (LQS) increased from SGD 1,600 to SGD 1,800 per month, marking this year's most operationally impactful adjustment to the minimum wage threshold for small and medium-sized enterprises.

Importantly, LQS is not a general minimum wage, but rather a salary threshold that Singapore citizens or permanent residents must meet in order for their employers to count them toward the company's S Pass and Work Pass (WP) foreign worker quotas. If an employer fails to complete the transition on time, they may face difficulties in applying for or renewing work visas for foreign employees due to insufficient quota availability.

For quota computation, a Singapore Citizen or Permanent Resident employed under a contract of service is generally counted as:

- one local employee if they earn at least S\$1,800 per month
- 0.5 local employee if they earn at least S\$900 but below S\$1,800 per month

This means the LQS change should not be viewed solely as a payroll adjustment. Employers relying on foreign manpower should review the salaries of their local workforce because non-compliance can affect their ability to apply for or renew work passes.

Family-Related Leave Changes

Enhanced Childcare Leave

Childcare Leave (CCL) will be increased to give working parents more protected time to care for their children. The current CCL and Extended Childcare Leave (ECL) schemes will be merged into a streamlined CCL scheme for working parents with children aged 12 and below:

Number of Children (Aged 12 and below)	Days of CCL Per Year	
	Per Working Parent	Both Working Parents Combined
1 child	8 days	16 days
2 children	10 days	20 days
3 or more children	12 days (capped)	24 days (capped)

To reduce the financial costs borne by employers, the Government will cover the cost for all child-related leave, i.e. GPML, GPAL, GPPL, SPL and CCL for all child orders, up to the reimbursement limit.

This reduces the costs for employers and supports them in building work-life friendly workplaces where parents can take leave with greater confidence. Employees are encouraged to discuss leave plans with their employers early where possible, so that caregiving needs and workplace operations can be managed well.

This will also apply to eligible Self-Employed Persons (SEPs), who can currently claim compensation for income lost during the Government-paid portion of respective child-related leave schemes.

Shared Parental Leave

Singapore’s Shared Parental Leave (SPL) entitlement entered its second implementation phase in 2026. As working parents, SPL will be shared between parents and taken within 12 months from the child's date of birth, including the date of birth.

Eligible working parents are entitled to:

- 6 weeks of SPL for children born from 1 April 2025 to 31 March 2026.
- 10 weeks of SPL for children born from 1 April 2026 onwards.

Eligibility Working parents are entitled to SPL with following requirements:

- Child is a Singapore citizen.
- For employees: you have served your employer for a continuous period of at least 3 months before the birth of your child.
- For self-employed: you have been engaged in your work for a continuous period of at least 3 months before the birth of your child and have lost income during your SPL period.

All mothers are eligible for SPL. Fathers will be eligible for SPL if they had been lawfully married to the child's mother between conception and birth, or within 12 months from the child's date of birth, inclusive of date of birth.

Adoptive parents who meet the following requirements are also entitled to SPL:

- The date of formal intent to adopt is on or after 1 April 2025.
- Child is below 12 months old on the date of the formal intent to adopt.
- The adopted child is a Singapore citizen.
Note: If your child is not a Singapore citizen, one of the adoptive parents must be a Singapore citizen.
- For employees: you have served your employer for a continuous period of at least 3 months before the date of your formal intent to adopt.
- For self-employed: you have been engaged in your work for a continuous period of at least 3 months before the date of your formal intent to adopt, and have lost income during your SPL period.

Retirement and Re-employment

In accordance with the Retirement and Re-employment Act (RRA), from 1 July 2026, the minimum retirement age is 64 years. Employers are not allowed to dismiss any employee based on an employee's age.

Employers must offer re-employment to eligible employees who turn 64, up to age 69, to continue their employment in the organisation. The re-employment age was raised from 68 to 69 from 1 July 2026 to help older workers who wish to continue working as long as they are willing and able to.

The retirement and re-employment ages are:

Age	Retirement age	Re-employment age
Born on or after 1 July 1958 and up to 30 June 1960 (>66 to ≤68 years old on 1 July 2026)	62	69
Born on or after 1 July 1960 and up to 30 June 1963 (>63 to ≤66 years old on 1 July 2026)	63	69
Born on or after 1 July 1963 (≤63 years old on 1 July 2026)	64	69

Eligibility

Employees are eligible for re-employment if:

- Are a Singapore citizen or Singapore permanent resident.
- Have served current employer for at least 2 years before turning 64 for employees hired at age 55 and above.
- Have satisfactory work performance, as assessed by the employer.
- Are medically fit to continue working.

If employees are eligible for re-employment but the employer is unable to offer you a position, then the employer must:

- Transfer the re-employment obligation to another employer, with employee's agreement, OR
- Offering a one-off Employment Assistance Payment (EAP).

Employment Assistance Payment (EAP)

If employer has considered all available re-employment options within the organisation and is still unable to identify a suitable job, the company may offer an Employment Assistance Payment (EAP).

The EAP is:

- Offered only after a thorough review, as a last resort.
- Meant to help employees tide over a period of time while seek for alternative employment.
- A one-off payment equivalent to 3.5 months' salary, subject to a minimum of \$6,250 and a maximum of \$14,750.

Workplace Fairness (Dispute Resolution) Bill

Workplace Fairness (Dispute Resolution) Bill, was passed on November 4, 2025 to establish the legal framework and enforcement process for the Workplace Fairness Act (WFA), which covers protected characteristics accounting for more than 95% of all workplace discrimination complaints received by the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP) and the Ministry of Manpower (MOM).

It emphasizes resolving disputes amicably between worker and employer. Employers are required to put in place grievance handling processes to facilitate dispute resolution at the firm level, and workers are strongly encouraged to raise disputes through these processes. Failing which, the worker and employer must attempt mediation via a third-party mediator before any workplace discrimination claim can proceed to the Employment Claims Tribunals (ECT) or the High Court for adjudication.

The ECT adopts a judge-led approach with simplified rules and procedures, and legal representation is not allowed. This process makes it more affordable, expeditious, and easier to navigate.

Given the sensitive nature of workplace discrimination disputes, all workplace discrimination claims will be heard in private at both the ECT and High Court. Private forums create a safe space for parties to share their views and exclude third parties who may publicly misrepresent and sensationalize issues.

Singapore Employment Act Review

Singapore's Employment Act (EA) is also undergoing a major review. The Act is Singapore's principal labour law and provides basic employment protections including salary payment, leave and other employment conditions for most employees.

In August 2025, the tripartite partners formed a Tripartite Workgroup (TWG) to review the Employment Act, Singapore's principal labour law.

Three stated objectives guided by TWG:

- To safeguard basic employment standards
- To strike the right balance between business and labour interests while maintaining space for employers, employees and unions to reach sustainable and mutually beneficial agreements; and
- To preserve a well-functioning labour market as Singapore's competitive advantage

The TWG will consult and engage with stakeholders, including businesses and employees, to provide its recommendations. The TWG is expected to complete its work in the second half of 2026 and submit its recommendations to the government.

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Disclaimer: The content in this BIPO TIMES issue is accurate as of the publication date. For the latest updates or tailored advice, please consult a BIPO representative.

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