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MINISTRY OF MANPOWER

OVERVIEW

Mission Statement

To develop a productive workforce and progressive workplaces, for Singaporeans to have better jobs and a secure retirement.

FY2025 EXPENDITURE ESTIMATES

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2023	Estimated FY2024	Revised FY2024	Estimated FY2025	Change Over Revised FY2024	
		\$	\$	\$	\$	\$	%
	TOTAL EXPENDITURE	3,405,431,755	3,188,736,000	3,079,014,200	3,704,023,500	625,009,300	20.3
	MAIN ESTIMATES						
	OPERATING EXPENDITURE	3,283,422,625	3,056,864,300	2,972,595,000	3,584,806,700	612,211,700	20.6
	<i>RUNNING COSTS</i>	<i>1,031,636,509</i>	<i>1,072,419,200</i>	<i>1,046,453,000</i>	<i>1,088,896,100</i>	<i>42,443,100</i>	<i>4.1</i>
	Expenditure on Manpower	337,575,232	322,621,600	322,199,000	316,130,700	(6,068,300)	(1.9)
1200	Political Appointments	1,931,361	2,000,200	1,758,800	1,725,800	(33,000)	(1.9)
1500	Permanent Staff	335,488,462	320,468,700	320,021,700	313,986,400	(6,035,300)	(1.9)
1600	Temporary, Daily-Rated and Other Staff	155,409	152,700	418,500	418,500	-	-
	Other Operating Expenditure	402,091,775	449,553,600	381,342,400	417,047,400	35,705,000	9.4
2100	Consumption of Products and Services	380,517,779	433,809,100	361,681,400	396,330,700	34,649,300	9.6
2300	Manpower Development	5,240,741	5,522,400	8,225,000	8,200,500	(24,500)	(0.3)
2400	International and Public Relations, Public Communications	2,263,366	3,738,700	7,293,600	6,342,300	(951,300)	(13.0)
2700	Asset Acquisition	13,839,869	6,454,500	4,074,600	6,089,100	2,014,500	49.4
2800	Miscellaneous	230,020	28,900	67,800	84,800	17,000	25.1
	Grants, Subventions and Capital Injections to Organisations	291,969,502	300,244,000	342,911,600	355,718,000	12,806,400	3.7
3100	Grants, Subventions and Capital Injections to Statutory Boards	196,499,000	205,703,800	212,800,500	227,663,800	14,863,300	7.0
3400	Grants, Subventions and Capital Injections to Other Organisations	95,470,503	94,540,200	130,111,100	128,054,200	(2,056,900)	(1.6)
	<i>TRANSFERS</i>	<i>2,251,786,116</i>	<i>1,984,445,100</i>	<i>1,926,142,000</i>	<i>2,495,910,600</i>	<i>569,768,600</i>	<i>29.6</i>
3500	Social Transfers to Individuals	1,732,163,544	1,861,668,000	1,820,583,600	2,423,808,900	603,225,300	33.1
3600	Transfers to Institutions and Organisations	516,506,546	120,104,100	105,101,600	69,238,100	(35,863,500)	(34.1)
3800	International Organisations and Overseas Development Assistance	3,116,026	2,673,000	456,800	2,863,600	2,406,800	526.9

Code	Object Class	Actual FY2023	Estimated FY2024	Revised FY2024	Estimated FY2025	Change Over Revised FY2024	
		\$	\$	\$	\$	\$	%
DEVELOPMENT ESTIMATES							
	DEVELOPMENT EXPENDITURE	122,009,130	131,871,700	106,419,200	119,216,800	12,797,600	12.0
5100	Government Development	99,324,006	113,094,200	98,454,800	103,722,800	5,268,000	5.4
5200	Grants and Capital Injections to Organisations	22,685,124	18,777,500	7,964,400	15,494,000	7,529,600	94.5

Establishment List

Category/Personnel	Actual FY2023	Estimated FY2024	Revised FY2024	Estimated FY2025
POLITICAL APPOINTMENTS	4	4	4	4
Minister	1	1	1	1
Senior Minister of State	2	2	2	2
Minister of State	1	1	1	1
OTHER STATUTORY APPOINTMENTS	1	1	1	1
President, Industrial Arbitration Court	1	1	1	1
PERMANENT STAFF	2,043	2,110	2,175	2,192
Accounting Profession (2008)	4	4	–	–
Administrative	12	12	12	12
Corporate Support	14	13	13	13
Deputy President, Industrial Arbitration Court	1	1	1	1
Economist Service	4	4	4	4
Engineering Profession (Manpower)	120	136	136	136
Finance Profession Scheme (2024)	–	–	4	4
Legal	5	8	8	8
Management Executive Scheme (2008)	1,716	1,768	1,833	1,850
Management Support Scheme (2008)	123	124	124	124
Medical Scheme (Manpower)	8	5	5	5
Statistician (Manpower) (2008)	34	34	34	34
Technical Support Scheme (2008)	2	1	1	1
TEMPORARY, DAILY-RATED & OTHER STAFF	1,475	1,522	1,028	480
Engineering Profession (Manpower)	63	47	28	28
Management Executive Scheme (2008)	1,400	1,461	995	447
Statistician (Manpower) (2008)	12	14	5	5
OTHERS	481	492	459	460
Workforce Singapore	481	492	459	460
TOTAL	4,004	4,129	3,667	3,137

FY2024 BUDGET

The Ministry of Manpower's (MOM) FY2024 total expenditure is projected to be \$3.08 billion, which is \$326.42 million or 9.6% lower than the actual FY2023 total expenditure of \$3.41 billion.

Operating expenditure in FY2024 is projected to be \$2.97 billion, a decrease of \$310.83 million or 9.5% from the actual FY2023 operating expenditure of \$3.28 billion. The decrease is mainly due to the tailing down of COVID-19 support measures such as the Jobs Growth Incentive (JGI).

Development expenditure in FY2024 is projected to be \$106.42 million, a decrease of \$15.59 million or 12.8% from the actual FY2023 development expenditure of \$122.01 million. The decrease is mainly due to lower cashflow requirements for the Ministry's development projects.

FY2025 BUDGET

The total expenditure of MOM in FY2025 is projected to be \$3.70 billion, which is an increase of \$625.01 million or 20.3% over the FY2024 revised expenditure of \$3.08 billion. Of the FY2025 projected total expenditure, \$3.58 billion or 96.8% will be set aside as operating expenditure, with the remaining \$119.22 million or 3.2% as development expenditure.

\$2.37 billion or 64.1% of the total FY2025 budget will be allocated to the Financial Security for Singaporeans Programme. The Productive Workforce Programme will be allocated \$611.48 million or 16.5% and the Progressive Workplaces Programme will be allocated \$467.95 million or 12.6%. The balance of \$251.55 million or 6.8% will be allocated to the Corporate Services and Information Technology Programme.

Operating Expenditure

The provision of \$3.58 billion for FY2025 operating expenditure represents an increase of \$612.21 million or 20.6% over the FY2024 expenditure of \$2.97 billion. The increase is mainly due to higher projected expenditure on transfers. Of the operating expenditure, \$733.18 million or 20.5% will be set aside for operating expenses, \$355.72 million or 9.9% for grants and the remaining \$2.50 billion or 69.6% for transfers.

Productive Workforce Programme

The Productive Workforce Programme aims to develop an agile, productive and resilient workforce that supports a competitive economy. This includes strengthening employment facilitation to help Singaporeans adapt and grow, secure good jobs and progress in their careers, and achieve sustainable real income growth. It also includes efforts to ensure a complementary and sustainable foreign workforce, develop the Human Resource sector and enable companies to be more manpower-lean. The total FY2025 operating budget for this programme is \$597.79 million.

Financial Security for Singaporeans Programme

The Financial Security for Singaporeans Programme aims to help Singaporeans achieve financial security throughout their working lives, and peace of mind in retirement. This is done through the Central Provident Fund (CPF) system, lifelong employability, and educating Singaporeans to manage and plan their finances. MOM drives and coordinates the Government's efforts to improve Singaporeans' financial well-being. The total FY2025 operating budget for this programme is \$2.37 billion.

Progressive Workplaces Programme

The Progressive Workplaces Programme seeks to build an inclusive workforce and progressive workplaces to ensure worker well-being, workplace health and safety, and harmonious labour relations. This includes encouraging progressive work practices, fostering greater inclusivity in the workforce, uplifting and improving incomes and employment outcomes for older workers and lower-wage workers, raising occupational safety and health standards, and supporting self-employed persons and freelancers. MOM also works closely with stakeholders to strengthen industrial relationships and ensure that the foreign workforce is well-managed. The total FY2025 operating budget for this programme is \$397.94 million.

Corporate Services and Information Technology Programme

The Corporate Services and Information Technology Programme covers the setting of broad policy and strategic directions for the Ministry, legal and prosecution services, customer responsiveness and communications. It also includes central management and administration functions, such as information systems and technology, finance, human resource management, internal audit and facilities management, as well as efforts to improve processes and raise productivity. The total FY2025 operating budget for this programme is \$218.02 million.

Development Expenditure

The provision of \$119.22 million for FY2025 is an increase of \$12.80 million or 12.0% over the revised FY2024 development expenditure of \$106.42 million. The increase is mainly due to higher cashflow requirements for development projects in the Ministry.

Total Expenditure by Programme

Code	Programme	Running	Transfers	Operating	Development	Total
		Costs		Expenditure	Expenditure	Expenditure
		\$	\$	\$	\$	\$
S-Q	Financial Security for Singaporeans Programme	69,166,900	2,301,890,900	2,371,057,800	1,982,800	2,373,040,600
S-R	Corporate Services and Information Technology Programme	213,565,600	4,451,600	218,017,200	33,537,600	251,554,800
S-S	Productive Workforce Programme	413,436,100	184,356,500	597,792,600	13,690,300	611,482,900
S-T	Progressive Workplaces Programme	392,727,500	5,211,600	397,939,100	70,006,100	467,945,200
Total		1,088,896,100	2,495,910,600	3,584,806,700	119,216,800	3,704,023,500

Development Expenditure by Project

Project Title	Total Project Cost	Actual Expenditure	Actual FY2023	Estimated FY2024	Revised FY2024	Estimated FY2025
		Up to end of FY2022				
		\$	\$	\$	\$	\$
DEVELOPMENT EXPENDITURE	...	...	122,009,130	131,871,700	106,419,200	119,216,800
<i>GOVERNMENT DEVELOPMENT</i>	...	...	99,324,006	113,094,200	98,454,800	103,722,800
FINANCIAL SECURITY FOR SINGAPOREANS PROGRAMME						
Minor Development Projects (ISPD)	...	...	–	–	4,434,000	1,982,800
Completed Projects	...	...	8,655	71,000	–	–
CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME						
Secured Data and Analytical Development Platforms (SEDAP) for Data-Driven MOM	19,170,600	9,613,993	4,105,253	2,160,000	–	1,834,400
MOMHQ Workplace Renovation	26,000,000	–	–	–	–	13,600,000
Minor Development Projects (ISTD)	...	...	–	–	–	427,300
Minor Development Projects (HRD/MOMA)	...	...	–	–	203,200	974,900
Minor Development Projects (CRD)	...	...	–	–	89,300	1,182,900
Minor Development Projects (CMD)	...	...	–	–	14,243,100	5,635,300
Completed Projects	...	...	18,196,876	19,304,500	–	–
PRODUCTIVE WORKFORCE PROGRAMME						
Future-Ready Work Pass Integrated System (WINS)	150,818,500	100,218,445	15,322,440	22,708,000	15,855,900	9,228,300
Call Management System	5,820,800	4,980,936	–	998,700	–	320,000
Work Permit Online (WPOL) and Integrated Work Permit System (IWPS) Tech Refresh	5,308,400	3,819,394	866,209	128,000	32,600	190,600
Labour Market Statistics Website Revamp	2,509,600	2,145,319	–	291,400	–	200,500
Minor Development Projects (MPPD)	...	...	–	–	1,422,400	428,700
Minor Development Projects (MRSD)	...	...	–	–	–	243,300
Minor Development Projects (WPD)	...	...	–	–	705,400	1,941,400
Completed Projects	...	...	7,164,066	5,124,100	400,200	–

Project Title	Total Project Cost	Actual Expenditure		Estimated FY2024	Revised FY2024	Estimated FY2025
		Up to end of FY2022	Actual FY2023			
	\$	\$	\$	\$	\$	\$
PROGRESSIVE WORKPLACES PROGRAMME						
Development of the Integrated Intelligence System (IRIS)	5,457,200	–	3,280,968	1,874,700	1,567,500	421,000
iOSH Technology Refresh	7,105,700	1,543,233	1,559,041	2,878,200	570,000	400,000
PBD at Tukang Innovation Lane on BOL Model	72,909,000	787,577	23,802,047	25,243,500	21,702,700	14,085,700
Migrant Worker Address Service (MiWA)	6,891,600	–	807,119	–	4,688,300	1,396,100
Management of Migrant Worker Recreation Centres	24,875,100	–	15,662,669	4,754,700	–	4,649,200
An integrated enforcement, compliance and legal system for better case management in MOM	35,094,400	–	–	16,151,400	3,896,900	10,309,800
Systems Enhancement: Platform Worker Protection (LWRD)	754,759	–	–	–	502,000	116,600
Systems Enhancement: Platform Worker Protection (OSHD)	3,520,000	–	–	–	–	1,218,200
Fair and Progressive Work Practices System (iWORK)	28,782,500	–	–	–	–	663,700
Minor Development Projects (FMMD)	...	...	–	–	5,248,200	25,389,800
Minor Development Projects (LRWD)	...	...	–	–	–	553,200
Minor Development Projects (OSHD)	...	...	–	–	130,000	753,000
Minor Development Projects (ACE)	...	...	–	–	14,629,000	5,576,100
Completed Projects	...	...	8,548,662	11,406,000	8,134,100	–
<i>GRANTS & CAPITAL INJECTIONS TO ORGANISATIONS</i>	...	...	22,685,124	18,777,500	7,964,400	15,494,000
FINANCIAL SECURITY FOR SINGAPOREANS PROGRAMME						
Minor Development Projects (ISPD)	...	...	–	–	17,100	–
Completed Projects	...	...	35,100	–	–	–
CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME						
Emerging Cross-Cutting Issues (ECCI) Workgroup Recommendations for Effective & Sustainable Policy Delivery: Development of Citizen Disbursement IT System	76,425,800	37,098,969	9,128,506	6,857,000	2,644,700	9,882,800
Completed Projects	...	...	376,518	1,394,100	–	–
PRODUCTIVE WORKFORCE PROGRAMME						
Career Coach 4.0	22,775,600	16,007,917	4,840,000	1,119,200	1,329,100	500
Enhance Jobs Bank to provide one-stop online marketplace for Jobseekers and Employers (OJMP) / MyCareersFuture (Devf)	41,527,600	23,056,500	8,305,000	9,407,200	3,227,200	113,000
Minor Development Projects (WSG)	...	...	–	–	440,000	1,024,000
PROGRESSIVE WORKPLACES PROGRAMME						
Systems Enhancement: Platform Worker Protection (TAL)	1,214,311	–	–	–	285,000	136,800
Minor Development Projects (FMMD)	...	...	–	–	–	3,776,900
Minor Development Projects (TAL)	...	...	–	–	21,300	560,000

KEY PERFORMANCE INDICATORS

Desired Outcomes

- Productive Workforce
- Financial Security for Singaporeans
- Progressive Workplaces
- Service Excellence

Key Performance Indicators

Desired Outcome	Performance Indicator	Actual FY2022	Actual FY2023	Revised FY2024	Estimated FY2025
Productive Workforce	Resident long-term unemployment rate (%) ^{1,2,3}	0.7	0.7	NA	NA
	Resident employment rate (age 25-64) (%) ^{3,4}	82.7	82.6	83.4	NA
	Female resident employment rate (aged 25-64) (%) ^{3,4}	76.2	76.6	78.3	NA
	World Competitiveness Yearbook by Institute for Management Development (IMD), (Labour Market Sub-Factor) ^{1,5}	12th	4th	1st	NA
	No. of job placements ^{1,6}	59,000	54,605	55,000	50,000
	Cohort-based placement rate (%) ⁷	60.6	60.0	60.0	60.0
Financial Security for Singaporeans	% of active CPF members who are able to meet the required retirement sum at age 55 ^{1,8}	66.7	67.6	69.0	71.0
	Resident employment rate (age 60-64) (%) ^{3,4}	65.4	64.9	66.0	NA
	Resident employment rate (age 65-69) (%) ^{3,4}	47.5	48.3	49.1	NA
Progressive Workplaces	Workplace fatal injuries per 100,000 employees ^{1,9}	1.3	0.99	1.0	1.0
	Major Injuries per 100,000 employees ^{1,9}	17.3	16.1	16.0	12.3
	No. of collective disputes per unionised establishment ^{1,10,11}	0.04	0.03	0.03	0.04
	No. of individual disputes per 1,000 employees ^{1,11}	1.97	2.53	3.08	3.40
	Employment offences per 1,000 employed persons ^{1,12,13}	11.11	11.23	11.15	9.16
Service Excellence	Customer Satisfaction Index (%) ^{1,14}	74	77	81	85

¹ Figures are tracked by Calendar Year (CY).

² The 2024 final rate will only be available in the Labour Market Report 4Q 2024 that will be released in mid-Mar 2025. The most recent available figure is the seasonally adjusted long-term unemployment rate for Sep 2024, which is 0.8%.

³ 2025 estimates are unavailable as forecasts for employment creation, and employment and unemployment rates, are influenced by multiple factors and difficult to project.

⁴ Figures reported are as at Jun of the CY based on the annual Comprehensive Labour Force Survey.

⁵ The CY2025 estimate is unavailable as information is provided annually by external source.

⁶ Figures, rounded to the nearest thousand, refer to unique counts of jobseekers placed under WSG's jobseeker-centric programmes and services. These include Career Matching Services by WSG and NTUC's e2i at physical and digital touchpoints, Career Conversion Programmes (CCP) and other programmes. Due to the change in economic situation from year-to-year, the target is currently set on a yearly basis. CY2024 and CY2025 figures are targets.

⁷ Figures refer to the proportion of jobseekers who were placed within 6 months after registering with WSG/e2i for assistance.

⁸ Figures provided for CY2024 and CY2025 are forecasts.

⁹ CY2024's figure is annualised based on 1H2024 data. CY2025's figure is the interpolated Workplace Safety and Health (WSH) 2028 target for 2025.

¹⁰ Collective disputes¹⁰ refer to disputes of a collective nature and affect a group of union members (e.g. disputes relating to Collective Agreements, implementation of National Wages Council (NWC) Guidelines, Conditions of Service, Retrenchment Benefits, Bonus payments). The FY2022 figure of "0.04" reflected in this FY2025 Budget Book supersedes that in the FY2024 Budget Book.

¹¹ CY2024's figures are annualised, based on actual data from Jan – Sep 2024. The actual full year 2024 figure will only be available in 1Q 2025.

¹² This tracks the offence rates of MOM's key legislations, i.e. the Employment Act (EA), the Employment of Foreign Manpower Act (EFMA), the Foreign Employee Dormitories Act (FEDA) [included from FY23 figures onwards], the Workplace Safety and Health Act (WSHA) and the Work Injury Compensation Act (WICA).

¹³ CY2024's figure is annualised based on the actual results for the different offence rates. CY2025's figure is a forecast.

¹⁴ Figures provided for CY2024 and CY2025 are targets.