

Definition of Terms

Graduates in the **Labour Force** – Defined as those who are working (i.e. employed), or not working but actively looking and available for a job (i.e. unemployed).

Fresh graduates – Defined as those who have less than one year of full-time permanent work experience.

Employment – Refers to graduates working on a full-time permanent, part-time, temporary or freelance basis. The employment rate is the number of employed graduates, as a proportion of graduates in the labour force (i.e. those who were working or not working but actively looking and available for work).

Secured Employment – Refers to graduates who are in employment, have accepted a job offer and will start later, or taking active steps to start a business venture.

Full-time Permanent Employment – Refers to employment of at least 35 hours a week and where the employment is not temporary. This includes those on contracts of one year or more.

Freelancers – Refer to those who operate their own business without employing any paid worker in the conduct of their business or trade.

Part-time Employment – Refers to employment of less than 35 hours a week.

Temporary Employment – Refers to casual, interim or seasonal employment, including those on contracts of less than one year.

Voluntary Part-time/Temporary employment – Refers to those who indicated that they were in part-time/temporary employment as they were pursuing/preparing to commence further studies, taking active steps to start a business venture, due to personal choice and other reasons.

Involuntary Part-time/Temporary Employment – Refers to those who indicated that they were in part-time/temporary employment as they tried but were unable to obtain a full-time permanent job offer so far.

Gross Monthly Salary – Comprises basic salary, fixed allowances, over-time pay, commissions and other regular cash payments, before deduction of the employee's CPF contributions and personal income tax. Employer's CPF contributions, bonuses, stock options, other lump sum payments and payments-in-kind are excluded.