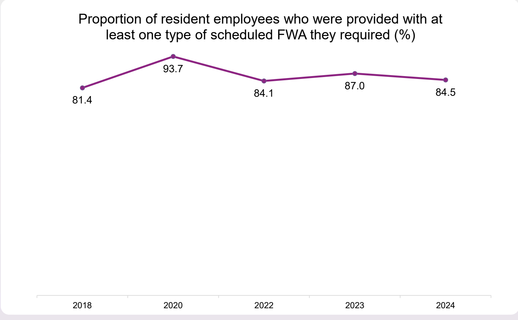
EMPLOYEES' WORKING CONDITIONS 2024

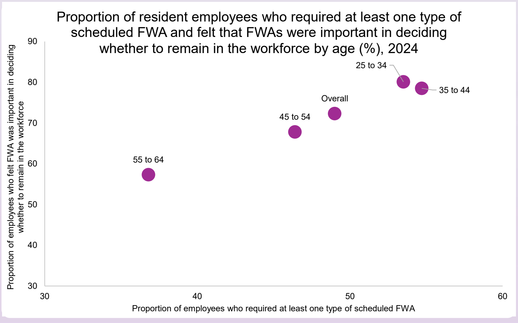
Manpower Research and Statistics Department

Access to FWA remains high in 2024.

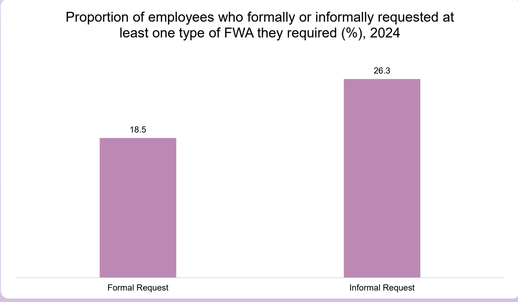


Notes:
(1) 'At least one type of scheduled FWA' covers part-time work, staggered hours, flexi-hours, scheduled tele-working, home-working, job sharing, and compressed work-week.
(2) There are newly collected types of FWA in 2022. They include three types of scheduled FWA (employees' choice of days off, shift swapping, time banking), as well as the non-scheduled FWAs (time-off to attend to personal matters, non-scheduled tele-working). The percentage of employees who were provided with at least one scheduled FWA required would be 89.5% in 2024 if the newly collected types of scheduled FWA were included.

Younger employees were not only more likely to require FWAs, but also more likely to feel that FWA provisions are important in their decision to remain in the workforce.

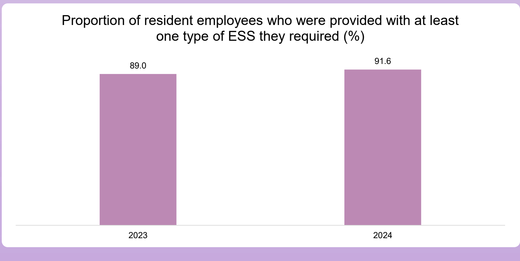


Most employees used informal channels for FWA requests despite high approval rates for formal requests, which the TG-FWAR aims to address by clarifying processes and norms.

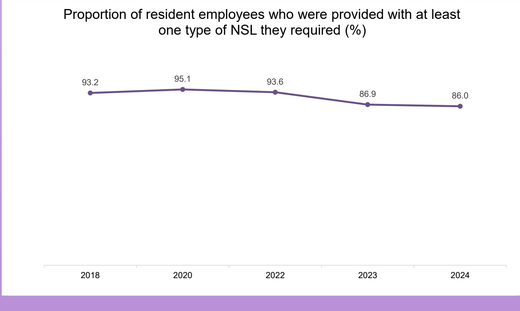


Note:
At least one type FWA refers to the following: Part-Time Work, Staggered Hours, Flexi-hours, Scheduled Tele-Working, Non-Scheduled Tele-Working, Job Sharing and Compressed Work-week.

ESS provision remained high, reflecting employers' commitment to holistic employee welfare beyond work-related matters.



Provision of required NSL remained high, although this has declined slightly. This suggests a gradual rebalancing towards more flexible, ongoing work-arrangement solutions, rather than discretionary leave.



To know more about these indicators, please visit stats.mom.gov.sg

Source: Survey on Employees' Working Conditions 2024

Notes:
(1) The Survey on Employees' Working Conditions, 2024 was conducted by the Manpower Research and Statistics Department of the Ministry of Manpower under the Statistics Act 1973 (2020 Revised Edition).
(2) The survey was conducted from 5 March 2025 to 16 May 2025.
(3) The report covers full-time resident employees aged 25 to 64.

Ministry of Manpower