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MINISTRY OF MANPOWER

OVERVIEW

Mission Statement

We empower Singaporeans to access good job opportunities and have a secure retirement. We ensure workers are able to work in safe, fair and progressive workplaces. We enable businesses to thrive and create good jobs for Singaporeans.

FY2026 EXPENDITURE ESTIMATES

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2024	Estimated FY2025	Revised FY2025	Estimated FY2026	Change Over Revised FY2025	
		\$	\$	\$	\$	\$	%
	TOTAL EXPENDITURE	3,085,934,992	3,704,023,500	4,072,781,700	4,099,689,500	26,907,800	0.7
	MAIN ESTIMATES						
	OPERATING EXPENDITURE	2,967,671,028	3,584,806,700	3,931,289,900	3,920,999,400	(10,290,500)	(0.3)
	<i>RUNNING COSTS</i>	<i>1,056,638,407</i>	<i>1,088,896,100</i>	<i>1,125,055,700</i>	<i>1,153,048,400</i>	<i>27,992,700</i>	<i>2.5</i>
	Expenditure on Manpower	330,744,850	316,130,700	346,788,900	354,666,400	7,877,500	2.3
1200	Political Appointments	1,753,580	1,725,800	2,215,200	2,187,100	(28,100)	(1.3)
1500	Permanent Staff	328,656,832	313,986,400	344,132,000	352,037,600	7,905,600	2.3
1600	Temporary, Daily-Rated and Other Staff	334,438	418,500	441,700	441,700	–	–
	Other Operating Expenditure	384,247,621	417,047,400	415,457,600	410,670,200	(4,787,400)	(1.2)
2100	Consumption of Products and Services	365,198,179	396,330,700	393,545,900	369,284,700	(24,261,200)	(6.2)
2200	Maintenance	–	–	–	28,722,400	28,722,400	n.a.
2300	Staff Development and Well-Being	–	–	–	8,448,300	8,448,300	n.a.
2300A	Manpower Development	5,795,155	8,200,500	9,855,600	–	(9,855,600)	(100.0)
2400	International and Public Relations, Communications	7,844,797	6,342,300	8,213,000	221,600	(7,991,400)	(97.3)
2700	Asset Acquisition	5,353,583	6,089,100	3,794,100	3,973,300	179,200	4.7
2800	Miscellaneous	55,907	84,800	49,000	19,900	(29,100)	(59.4)
	Grants, Transfers and Capital Injections	341,645,937	355,718,000	362,809,200	387,711,800	24,902,600	6.9
3100	Grants and Capital Injections to Statutory Boards	221,439,935	227,663,800	234,955,800	258,392,600	23,436,800	10.0
3400	Grants and Capital Injections to Others	120,206,002	128,054,200	127,853,400	129,319,200	1,465,800	1.1
	<i>TRANSFERS</i>	<i>1,911,032,620</i>	<i>2,495,910,600</i>	<i>2,806,234,200</i>	<i>2,767,951,000</i>	<i>(38,283,200)</i>	<i>(1.4)</i>
3500	Social Transfers to Individuals	1,822,709,256	2,423,808,900	2,714,590,800	2,609,164,400	(105,426,400)	(3.9)
3600	Transfers to Institutions and Organisations	85,375,107	69,238,100	88,779,700	155,923,000	67,143,300	75.6
3800	International Organisations and Overseas Development Assistance	2,948,258	2,863,600	2,863,700	2,863,600	(100)	0.0

Code	Object Class	Actual FY2024	Estimated FY2025	Revised FY2025	Estimated FY2026	Change Over Revised FY2025	
		\$	\$	\$	\$	\$	%
DEVELOPMENT ESTIMATES							
	DEVELOPMENT EXPENDITURE	118,263,964	119,216,800	141,491,800	178,690,100	37,198,300	26.3
5100	Government Development	84,609,361	103,722,800	112,587,700	175,317,000	62,729,300	55.7
5200	Grants and Capital Injections to Organisations	33,654,603	15,494,000	28,904,100	3,373,100	(25,531,000)	(88.3)

Establishment List

Category/Personnel	Actual FY2024	Estimated FY2025	Revised FY2025	Estimated FY2026
POLITICAL APPOINTMENTS	4	4	4	4
Minister	1	1	1	1
Senior Minister of State	2	2	1	1
Minister of State	1	1	1	1
Senior Parliamentary Secretary	–	–	1	1
OTHER STATUTORY APPOINTMENTS	1	1	1	1
President, Industrial Arbitration Court	1	1	1	1
PERMANENT STAFF	2,174	2,192	2,320	2,494
Administrative	12	12	23	23
Corporate Support	13	13	13	13
Deputy President, Industrial Arbitration Court	1	1	1	1
Economist Service	4	4	8	10
Engineering Profession (Manpower)	136	136	146	149
Finance Profession Scheme (2024)	4	4	3	4
Home Affairs Uniformed Services (Police) 2016	–	–	2	2
Home Team Specialist Scheme (HTSS)	–	–	1	1
Information Service (2008)	–	–	16	15
Legal	8	8	5	5
Management Executive Scheme (2008)	1,832	1,850	1,854	2,023
Management Support Scheme (2008)	124	124	184	184
Medical Scheme (2014)	–	–	3	3
Medical Scheme (Manpower)	5	5	2	2
Operations Support	–	–	9	9
Others	–	–	40	40
Statistician (Manpower) (2008)	34	34	1	1
Technical Support Scheme (2008)	1	1	8	8
Youth Executive	–	–	1	1
TEMPORARY, DAILY-RATED & OTHER STAFF	991	480	–	–
Engineering Profession (Manpower)	28	28	–	–
Management Executive Scheme (2008)	958	447	–	–
Statistician (Manpower) (2008)	5	5	–	–
TOTAL	3,170	2,677	2,325	2,499

FY2025 BUDGET

The revised FY2025 total expenditure of the Ministry of Manpower is expected to be \$4.07 billion. This is an increase of \$986.85 million or 32.0% compared to the actual FY2024 total expenditure of \$3.09 billion. Of the revised FY2025 total expenditure, \$3.93 billion or 96.5% is for operating expenditure while \$141.49 million or 3.5% is for development expenditure.

Operating Expenditure

The revised FY2025 operating expenditure of the Ministry of Manpower is expected to be \$3.93 billion. This is an increase of \$963.62 million or 32.5% compared to the actual FY2024 operating expenditure of \$2.97 billion. The increase is mainly due to higher requirements for schemes in FY2025 due to enhancements taking effect from 2025 such as the Matched Retirement Savings Scheme (MRSS), Workfare Income Supplement Scheme (WIS) and Silver Support Scheme (SSS).

Development Expenditure

The revised FY2025 development expenditure of the Ministry of Manpower is expected to be \$141.49 million. This is an increase of \$23.23 million or 19.6% compared to the actual FY2024 development expenditure of \$118.26 million. The increase is mainly due to higher cashflow requirements for the Ministry's development projects.

FY2026 BUDGET

The FY2026 total expenditure of the Ministry of Manpower is projected to be \$4.10 billion. This is an increase of \$26.91 million or 0.7% compared to the revised FY2025 total expenditure of \$4.07 billion. Of the FY2026 total expenditure, \$3.92 billion or 95.6% is for operating expenditure while \$178.69 million or 4.4% is for development expenditure.

Operating Expenditure

The FY2026 operating expenditure of the Ministry of Manpower is projected to be \$3.92 billion. This is a decrease of \$10.29 million or 0.3% compared to the revised FY2025 operating expenditure of \$3.93 billion. The decrease is mainly due to lower projected expenditure on transfers.

Development Expenditure

The FY2026 development expenditure of the Ministry of Manpower is projected to be \$178.69 million. This is an increase of \$37.20 million or 26.3% compared to the revised FY2025 development expenditure of \$141.49 million. The increase is mainly due to higher cashflow requirements for development projects in the Ministry.

Total Expenditure by Programmes

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. The FY2026 operating budget for this programme is \$2.65 billion or 67.6% of the total FY2026 operating expenditure.

Productive Workforce Programme

The Productive Workforce Programme aims to develop an agile, productive and resilient workforce that supports a competitive economy. The FY2026 operating budget for this programme is \$602.57 million or 15.4% of the total FY2026 operating expenditure. The FY2026 development budget for this programme is \$23.52 million or 13.2% of the total FY2026 development expenditure.

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. The FY2026 operating budget for this programme is \$408.59 million or 10.4% of the total FY2026 operating expenditure. The FY2026 development budget for this programme is \$125.56 million or 70.3% of the total FY2026 development expenditure.

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. The FY2026 operating budget for this programme is \$257.26 million or 6.6% of the total FY2026 operating expenditure. The FY2026 development budget for this programme is \$29.61 million or 16.6% of the total FY2026 development expenditure.

Total Expenditure by Programme

Code	Programme	Running Costs	Transfers	Operating Expenditure	Development Expenditure	Total Expenditure
		\$	\$	\$	\$	\$
S-Q	Financial Security for Singaporeans Programme	72,584,100	2,579,988,700	2,652,572,800	–	2,652,572,800
S-R	Corporate Services and Information Technology Programme	252,397,800	4,863,600	257,261,400	29,608,300	286,869,700
S-S	Productive Workforce Programme	422,587,100	179,984,800	602,571,900	23,519,200	626,091,100
S-T	Progressive Workplaces Programme	405,479,400	3,113,900	408,593,300	125,562,600	534,155,900
Total		1,153,048,400	2,767,951,000	3,920,999,400	178,690,100	4,099,689,500

Development Expenditure by Project

Project Title	Total Project Cost	Actual Expenditure Up to End of FY2023	Actual FY2024	Estimated FY2025	Revised FY2025	Estimated FY2026
	\$	\$	\$	\$	\$	\$
DEVELOPMENT EXPENDITURE	...	...	118,263,964	119,216,800	141,491,800	178,690,100
<i>GOVERNMENT DEVELOPMENT</i>	...	...	<i>84,609,361</i>	<i>103,722,800</i>	<i>112,587,700</i>	<i>175,317,000</i>
FINANCIAL SECURITY FOR SINGAPOREANS PROGRAMME						
Completed Projects	...	...	–	1,982,800	287,300	–
CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME						
Development of Citizen Disbursement IT System	87,104,200	3,001,905	–	–	–	2,919,600
MOM Headquarters Workplace Renovation	26,000,000	–	1,440,483	13,600,000	750,800	4,275,000
Feasibility Study of Development Site for MOM Headquarters	6,407,400	–	–	–	–	1,918,100
MOM Integrated Workspace	6,076,100	–	–	–	–	3,914,800
Minor Development Projects (ISTD)	...	...	–	427,300	1,706,100	2,197,900
Minor Development Projects (CRD)	...	...	–	1,182,900	1,164,000	5,469,500
Minor Development Projects (CMD)	...	...	–	5,635,300	1,507,600	8,913,400
Completed Projects	...	...	16,639,073	2,809,300	2,739,500	–
PRODUCTIVE WORKFORCE PROGRAMME						
Future-Ready Work Pass Integrated System	150,818,500	115,540,885	17,623,312	9,228,300	7,746,400	725,000
Call Management System	5,820,800	4,980,936	–	320,000	–	238,100
Labour Market Statistics Website Revamp	2,509,600	2,145,319	–	200,500	–	108,000
Development of Technology Initiatives for Career Health	10,713,800	–	2,205,546	–	4,345,600	3,076,400
First Phase Transformation of Work Permit Policies and Processes in Work Pass Integrated Systems (Back-end module)	14,283,900	–	–	–	–	7,676,700
Minor Development Projects (MRSD)	...	...	–	243,300	763,800	417,900
Minor Development Projects (WPD/WINS)	...	...	–	1,941,400	2,821,900	8,522,100
Completed Projects	...	...	5,666,364	619,300	235,900	–

Project Title	Actual Expenditure		Actual FY2024	Estimated FY2025	Revised FY2025	Estimated FY2026
	Total Project Cost	Up to End of FY2023				
	\$	\$	\$	\$	\$	\$
PROGRESSIVE WORKPLACES PROGRAMME						
iOSH Technology Refresh	7,105,700	3,102,275	1,039,154	400,000	1,403,500	256,500
Development of Migrant Worker Purpose-Built Dormitory at Tukang Innovation Lane on a Government Build-Own-Lease model	87,379,000	24,589,624	20,261,980	14,085,700	27,653,600	6,236,100
Management of Migrant Worker Recreation Centres	29,858,900	15,662,669	172,006	4,649,200	–	5,240,900
Integrated Foreign Manpower Management 2.0	51,813,000	–	4,102,000	10,309,800	32,571,700	6,612,000
Systems Enhancement for Platform Worker Protection (LRWD)	754,759	–	527,450	116,600	145,200	48,100
Systems Enhancement for Platform Worker Protection (OSHD)	3,520,000	–	1,482,042	1,218,200	1,200,000	515,700
Development of Operation Management System	5,771,800	–	–	–	2,852,300	2,415,900
Sengkang West Purpose-Built Dormitory and Onboard Centre	279,714,700	–	–	–	5,885,900	68,550,200
Development of Licence Processing System	6,606,500	–	–	–	509,500	4,619,100
Minor Development Projects (FMMD)	...	...	–	25,389,800	6,237,400	19,552,400
Minor Development Projects (LRWD)	...	...	–	553,200	–	518,600
Minor Development Projects (OSHD)	...	...	–	753,000	–	1,651,500
Minor Development Projects (WPSD)	...	...	–	–	–	4,862,200
Minor Development Projects (ACE)	...	...	–	5,576,100	2,117,900	3,865,300
Completed Projects	...	...	13,449,951	2,480,800	7,941,800	–
<i>GRANTS & CAPITAL INJECTIONS TO ORGANISATIONS</i>	...	...	33,654,603	15,494,000	28,904,100	3,373,100
CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME						
Development of Citizen Disbursement IT System	87,104,200	46,227,475	22,439,946	9,882,800	12,515,200	–
Minor Development Projects (CMD)	...	...	–	–	7,827,500	–
Completed Projects	...	...	545,593	–	–	–
PRODUCTIVE WORKFORCE PROGRAMME						
MyCareersFuture	41,527,600	31,361,500	3,397,000	113,000	4,470,600	1,722,000
Development of Technology Initiatives for Career Health	10,713,800	–	–	–	–	54,200
Minor Development Projects (WSG)	...	...	–	1,024,000	2,925,400	978,800
Completed Projects	...	...	6,991,767	500	656,000	–
PROGRESSIVE WORKPLACES PROGRAMME						
Systems Enhancement for Platform Worker Protection (TAL)	1,214,311	–	280,298	136,800	345,500	380,000
Minor Development Projects (FMMD)	...	...	–	3,776,900	–	–
Minor Development Projects (OSHD)	...	...	–	–	24,800	33,300
Minor Development Projects (TAL)	...	...	–	560,000	139,100	204,800

KEY PERFORMANCE INDICATORS

Desired Outcomes

- Productive workforce
- Financial security for Singaporeans
- Safe and progressive workplaces

Key Performance Indicators

Desired Outcome	Performance Indicator	Actual FY2023	Actual FY2024	Revised FY2025	Estimated FY2026
Productive workforce	Resident long-term unemployment rate (%) ^{1, 2, 3}	0.7	0.8	0.9	n.a.
	Resident employment rate (aged 25 to 64) (%) ^{1, 3, 4}	82.6	83.4	83.3	n.a.
	Female labour force participation rate (aged 25 to 64) (%) ^{1, 3, 4}	79.0	80.7	80.5	n.a.
	No. of job placements ^{1, 5}	54,605	56,336	55,000	55,000
	6-month cohort-based placement rate across all Career Matching Services at physical touchpoints (%) ⁶	60.6	58.8	60	60
Financial security for Singaporeans	% of active CPF members who are able to attain Required Retirement Sum at age 55 ^{1, 7}	67.6	70.5	72.0	73.1
	Labour force participation rate of older residents (aged 50 to 59) (%) ^{1, 3, 4}	80.6	81.9	81.9	n.a.
	Labour force participation rate of older residents (aged 60 to 69) (%) ^{1, 3, 4}	58.6	59.7	59.6	n.a.
Safe and progressive workplaces	No. of workplace fatal injuries per 100,000 employed persons ^{1, 8}	0.99	1.2	0.92	1.0
	No. of major injuries per 100,000 employed persons ^{1, 8}	16.1	15.9	15.5	12.2
	No. of collective disputes per unionised establishment ^{1, 9, 10}	0.03	0.03	0.04	0.06
	No. of individual disputes per 1,000 employees ^{1, 10}	2.53	3.12	3.47	3.82
	No. of employment offences per 1,000 employed persons ^{1, 11}	11.23	12.55	9.69	11.02

¹ Figures for these indicators are reported on a Calendar Year (CY) basis.

² The FY2025 figure is a quarterly average of the seasonally adjusted rate from March 2025 to September 2025. The full year rate will be reported in 4Q 2025 Labour Market Report.

³ 2026 estimates are unavailable as employment forecasts depend on multiple factors, some of which may be difficult to project.

⁴ Figures reported are as at June, based on the Comprehensive Labour Force Survey.

⁵ Figures, rounded to the nearest thousand, refer to unique counts of jobseekers placed under Workforce Singapore's (WSG) jobseeker-centric programmes and services. These include Career Matching Services by WSG and NTUC's e2i at physical and digital touchpoints, Career Conversion Programmes and other programmes. Targets are set yearly, with 2025 and 2026 figures being targets.

⁶ Figures refer to the proportion of jobseekers who were placed within 6 months after registering with WSG/e2i for career matching services at physical touchpoints. Targets are set yearly, with 2025 and 2026 figures being targets. The Actual FY2023 figure of 60.0% reported in the FY2025 Revenue and Expenditure Estimates was an estimate. The Actual FY2023 data is 60.6%.

⁷ CY2025 and CY2026 figures are forecasts.

⁸ The CY2025 figure is annualised based on 1H2025 data. The CY2026 figure is interpolated from the Workplace Safety and Health (WSH) 2028 target.

⁹ Collective disputes affect groups of union members and involve issues like Collective Agreements, National Wages Council (NWC) Guidelines, service conditions, retrenchment benefits and bonus payments.

¹⁰ The CY2025 figure is annualised based on January 2025 to September 2025 data; the full year figure will be available in Q1 2026. The CY2026 figure is a forecast.

¹¹ This indicator tracks the cumulative offence rates across all of MOM's key legislations, i.e. the Employment Act (EA), the Workplace Safety and Health Act (WSHA), the Work Injury Compensation Act (WICA), the Employment of Foreign Manpower Act (EFMA), and the Foreign Employee Dormitories Act (FEDA). The CY2025 figure is annualised based on the actual results for all the different offence rates. The CY2026 figure is a forecast.