

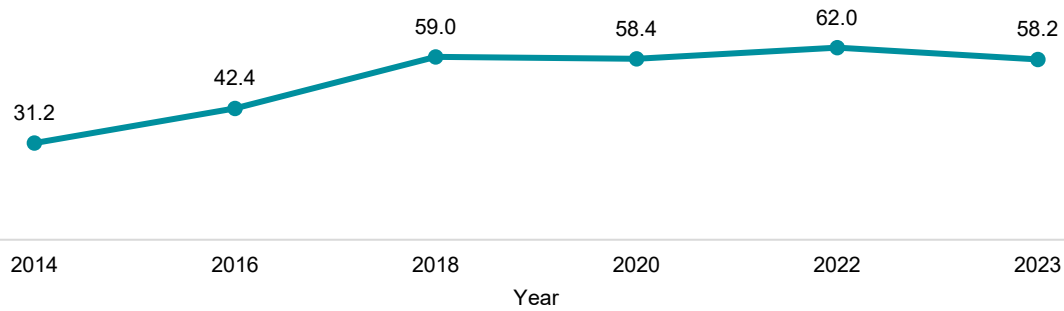
# Employees' Working Conditions

In 2023, most employees required all 3 types of work-life harmony arrangement i.e. flexible work arrangements (FWA), non-statutory leave (NSL) benefits, and employee support schemes (ESS).

FWA continued to be a need for employees. In 2023, 58.2% indicated they required at least one scheduled FWA. Most workers required FWA was provided with them by their employers (89.6%), reflecting firm's support for employees' requirement for work-life harmony.

In 2023, 76.2% required at least one type of NSL. More than half of employees (64.4%) required some form of paid care leave, such as parental care, family care and childcare sick leave. Firms supported employees' NSL needs; 86.9% of the employees have access to some form of NSL they required.

Chart 1: Proportion of employees who required at least 1 scheduled FWA (%)



Notes:  
 (1) 'At least 1 scheduled FWA' covers part-time work, staggered hours, flexi-hours, scheduled tele-working, home-working, job sharing, and compressed work-week. From 2022 onwards, three new types of scheduled FWA (employees' choice of days off, shift swapping, time banking) were collected.  
 (2) Excluding these new FWA, the proportion of employees who were provided at least 1 FWA they required was 53.6% in 2022 and 52.1% in 2023.

## Scheduled teleworking remained the most required type of FWA amongst employees

Chart 2: Proportion of employees by type of FWA required

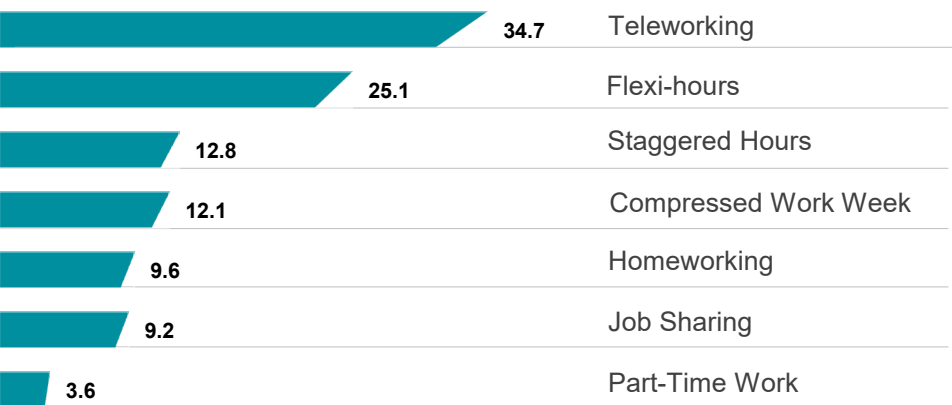
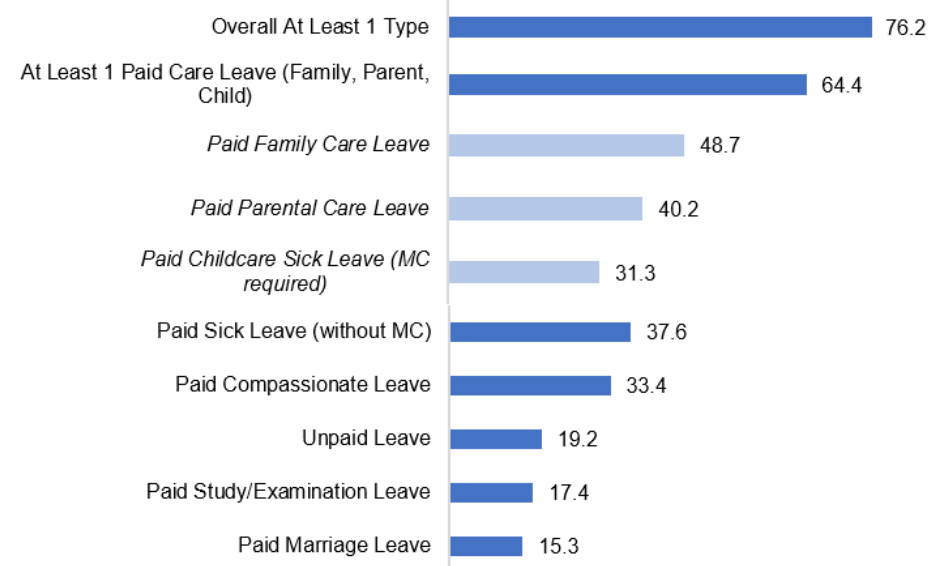
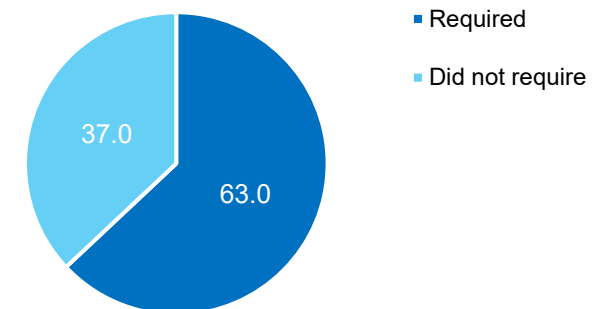


Chart 3: Proportion of employees by NSL required, 2023 (%)



In 2023, 63.0% of the employees required at least one type of ESS, and 89.0% employees were provided the ESS they required.

Chart 4: Proportion of employees who required at least one type of ESS, 2023 (%)



To know more about these indicators, please visit [stats.mom.gov.sg](https://stats.mom.gov.sg)  
 Source: Survey on Employees' Working Conditions, Manpower Research & Statistics Department, MOM. The survey covers full-time resident employees aged 25 to 64.