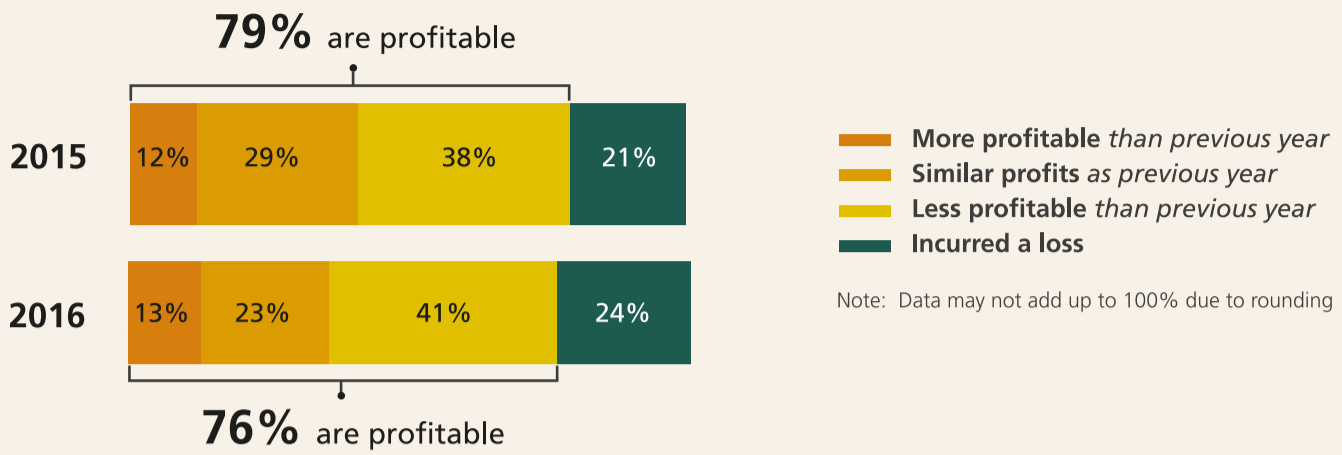


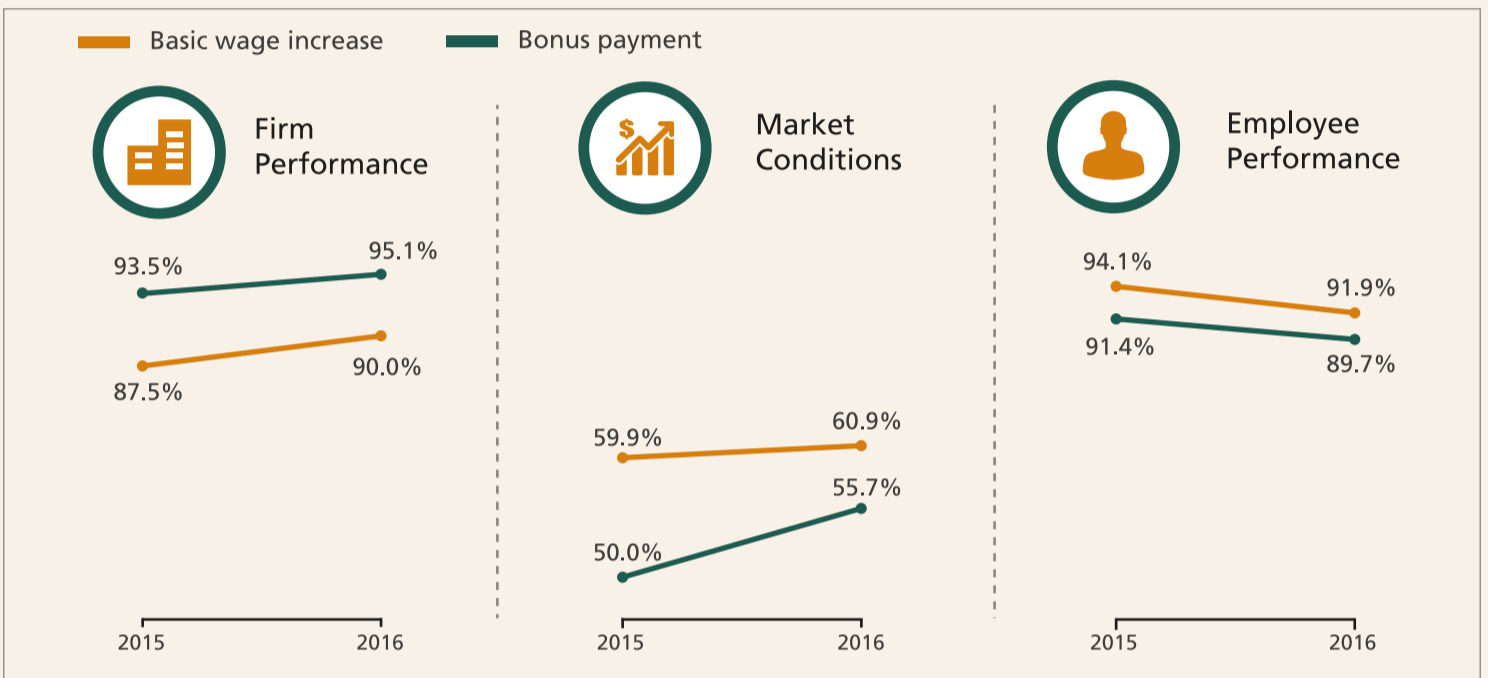


Wage Practices 2016

Fewer profitable firms in 2016



More firms cited firm performance and market conditions as considerations for wage increases and bonuses



As coverage for a flexible and performance-based wage system remained high

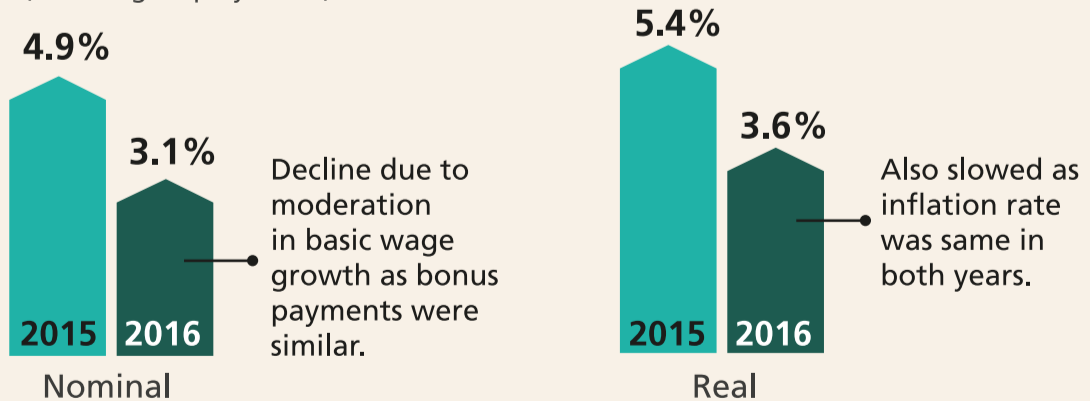


90%

of private sector employees work in firms with some form of flexible wage system in 2016

Wage increases continued to moderate in 2016

Total Wage Growth (Including Employer CPF)



Proportion of employees who received total wage increase also declined

