

ANNEX C-3: FOREIGN WORKFORCE POLICIES

(I) Reduction in S Pass Sub-Dependency Ratio Ceiling (DRC)

The S Pass sub-DRC will be reduced¹ for the Manufacturing sector starting from 1 January 2022.

Table 1: DRC and Sub-DRC changes

Sector	Current	Changes
DRC		
Services	35%	No change
Manufacturing	60%	No change
Construction	87.5%	No change
Process	87.5%	No change
Marine Shipyard	77.8%	No change
S Pass sub-DRC		
Services	10%	No change
Manufacturing	20%	To be reduced to 18% from 1 Jan 2022, and to 15% from 1 Jan 2023 as announced at Budget 2021
Construction	18%	To be reduced to 15% on 1 Jan 2023 as previously announced at Budget 2020
Process		
Marine Shipyard		

¹ When a DRC or a sub-DRC cut is implemented, firms that have exceeded the revised DRC or sub-DRC will not be able to renew work passes of foreign workers or hire new foreign workers. However, for the foreign workers above the DRC/sub-DRC limits, firms can retain them until their work passes expire to avoid disrupting existing operations.

(II) Foreign Worker Levy (FWL) rates

FWL rates will remain unchanged for all sectors. The earlier-announced FWL rate increases for the Marine Shipyard and Process sectors will be deferred for another year.

Table 2: FWL rates

EP Pass Types	Tier	Dependency Ratio Ceiling (DRC)	Levy Rates (\$) (Higher-Skilled(R1)/Basic-Skilled(R2))		
			1 Jul 2020	1 Jul 2021	1 Jul 2022
S Pass	Basic Tier	$\leq 10\%$	330	330	To be announced in 2022
	Tier 2	$>10\%^*$	650	650	
Services Work Permit holders (WPH)	Basic Tier	$\leq 10\%$	300/450	300/450	
	Tier 2	10-25%	400/600	400/600	
	Tier 3	25-35%	600/800	600/800	
Manufacturing WPH	Basic Tier	$\leq 25\%$	250/370	250/370	
	Tier 2	25-50%	350/470	350/470	
	Tier 3	50-60%	550/650	550/650	
Construction WPH	Man- Year Entitlement (MYE)	$\leq 87.5\%$	300/700	300/700	300/700
	MYE- Waiver		600/950	600/950	600/950
Process WPH	MYE	$\leq 87.5\%$	300/500 300/450	300/500 300/450	To be announced in 2022
	MYE- Waiver		600/800 600/750	600/800 600/750	
Marine Shipyard WPH	Basic Tier	$\leq 77.8\%$	350/500 300/400	350/500 300/400	

Notes:

1. Strike-outs refer to earlier-announced levy rates which were deferred.
2. *The S Pass sub-DRC is 20% in Manufacturing, 18% in Construction, Marine Shipyard and Process, and 10% in Services sector.

MORE INFORMATION

For more information, please visit (www.mom.gov.sg), or contact the MOM hotline at 6438 5122.