

# GATEWAY<sub>LAW CORPORATION</sub>

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## UPDATE ON SUPPORT FOR PLATFORM WORKERS

We mentioned in our April 2024 newsletter that regulatory frameworks will be updated to strengthen protections for platform workers.

The Minister for Manpower announced in his speech at the 112th International Labour Conference that new legislation will be introduced to require platform operators to financially support platform workers who suffer injuries at work. The Ministry of Manpower ("MOM") also intends to improve the adequacy of their retirement and allow them access to the benefits of collective representation.

## REPORT ON WAGE PRACTICES 2023

The MOM released the Report on Wage Practices 2023, which reported that the Singapore economy expanded by 1.1% in 2023, with wages growing, albeit at a more moderate pace compared to 2022. The main findings of the report are as follows:

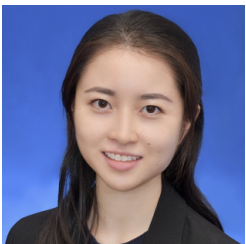
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- Nominal and real wages continued to grow in 2023, despite wage growth slowing from 6.5% in 2022 to 5.2% in 2023. After accounting for inflation, which eased in 2023 from 2022, real wages grew by 0.4% in 2023.
- The proportion of profitable establishments remained high (82.1%) in 2023. However, due to slower economic growth, the proportion of establishments which gave wage increases to their employees declined from 72.2% in 2022 to 65.6% in 2023. 6% of establishments cut the wages of their employees, and the remaining 27.9% held the wages of their employees constant.
- All types of employees experienced wage growth in 2023.
- All industries continued to see wage growth in 2023, though the magnitude of wage change across industries was generally lower than the past year.
- The proportion of establishments which have fully adopted the Flexible Wage System (“FWS”) remained low at 10.3%, though a majority of establishments had implemented some form of FWS in 2023 (80.4%).

The full report may be accessed at this link:  
[https://stats.mom.gov.sg/iMAS\\_PdfLibrary/mrsd-report-on-wage-practices-2023.pdf](https://stats.mom.gov.sg/iMAS_PdfLibrary/mrsd-report-on-wage-practices-2023.pdf)

*Should you have any queries as to how this update may affect you or your organisation or require further information, please do not hesitate to email us.*



Josephine Tan  
Associate  
Gateway Law Corporation

Email: [josephine.tan@gateway-law.com](mailto:josephine.tan@gateway-law.com)

*This newsletter is intended to discuss the Employment Law Updates, and it is not intended to be comprehensive nor should it be construed as legal advice. This newsletter is updated as of 01 July 2024*

## ABOUT GATEWAY LAW CORPORATION:

Gateway Law is an Asia-Pacific regional full service legal practice with strengths in the areas of intellectual property, franchising, technology, media (and entertainment), telecommunications, data protection and cybersecurity as well as employment and immigration. In addition to our niche areas, Gateway also provides services in the general areas of litigation and dispute resolution, corporate and commercial law, real estate conveyancing and advisory, medical and family law.

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### GATEWAY LAW CORPORATION

(Headquarters)  
3 Anson Road  
#24-02 Springleaf Tower  
Singapore 079909  
Tel: +65 6221 6360  
Fax: +65 6221 6375  
Email: [sg@gateway-law.com](mailto:sg@gateway-law.com)

### GATEWAY IP SERVICES

A-30-3 Level 30 Tower A  
Menara UOA Bangsar  
No. 5 Jalan Bangsar Utama 1  
59000 Kuala Lumpur 1  
Malaysia  
Tel: +603 2201 5886  
Fax: +603 2283 1882  
Email: [my@gateway-law.com](mailto:my@gateway-law.com)

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