

2019 Asia Pacific Salary Budget Planning Report (Q3) – Singapore

In 2019, the salary increase budget remains flat at 4% in Singapore across most industries and employee categories. The increase is projected to remain the same in 2020.

Industry wages in Singapore

1. The following sectors show a smaller salary increase budget this year:

- Fintech at 3.0%; Construction, Property and Engineering at 3.1%; Banking at 3.5%; and Business and Technical Consulting at 3.9%.

However, the Fintech industry shows one of the highest salary budget increment next year with employers projecting a growth of 0.5% (3.5% in 2020 versus 3% in 2019). This could be due to the increase in Fintech investments in Singapore where the sector is looking to hire more employees to support the growth of the business.

Employers in the Construction, Property and Engineering industry are also projecting a higher growth in salary increase budget in 2020 with a potential growth of 0.9% (4% in 2020 versus 3.1% in 2019).

2. On the other hand, these sectors show a possible slowdown in salary increase next year:

- Retail – Projected 3.9% in 2020 versus 4% in 2019
- Chemicals – Projected 3.9% in 2020 versus 4% in 2019
- Media – Projected 3.8% in 2020 versus 4% in 2019

3. Variable pay comparison by industry – top highest paying sectors:

- In 2019, employers in the Banking and Insurance sectors pay the highest variable incentives to employees in Singapore based on 2018 performance - Banking at 3.3 months and Insurance at 2.4 months of base salary.
- For 2020, it is expected that variable pay by employers in Singapore will be one of the highest among Asia Pacific countries, slightly behind Thailand and Myanmar, at an average of about 2 months of base salary across all employee categories.

Recruitment plans by companies in the next 12 months:

- Planning to add headcount: 23% of the surveyed companies
- Maintain headcount: 71% of the surveyed companies
- Reduce headcount: 6% of the surveyed companies

Top 3 functions for recruitment in the next 12 months (from highest to lowest):

- Sales (54% of the surveyed companies)
- Engineering (43% of the surveyed companies)
- Technical Skilled Trades (34% of the surveyed companies)

Press
Release

Willis Towers Watson's latest survey on salary movement presents salary increases for 2019 and projected 2020. The survey was conducted globally in July 2019 with over 4,521 sets of responses from more than 1,128 companies across 20 markets in Asia Pacific.

In Asia Pacific, 20 markets were covered including: Australia, Bangladesh, Cambodia, China, Hong Kong, India, Indonesia, Japan, Macau, Malaysia, Myanmar, New Zealand, Pakistan, Philippines, Singapore, South Korea, Sri Lanka, Taiwan, Thailand and Vietnam.

The survey also tracks the salary movement across 14 different sectors including: Automotive; Banking; Business and Technical Consulting; Construction, Property and Engineering; Consumer Products and Retail; Energy and Natural Resources; Financial Services; Fintech; High Tech; Insurance; Manufacturing; Media; Oil and Gas; and Pharmaceutical, Health and Sciences.

Source: Willis Towers Watson 2019 Salary Budget Planning Report – Asia Pacific Q3 Edition