



GUIDELINES ON COMPUTATION OF COMPANY'S QUOTA BALANCE (6th Edition)

Guidelines on Computation of Company's Quota Balance (6th Edition)

Manufacturing Sector

	Symbol	DR Limit	Quota Entitlement		Levy Rate			
			Total Workforce*	Entitlement (includes existing foreign workforce)	Tier	Utilisation (% of total allowable workforce)	Skilled	Unskilled
Sectoral Dependency Ratio (DR)								
(a) Work Permit ¹	R	65%	100	$65 R + S^{\#}$	Basic 2 3	$\leq 30\%$ 30% - 50% 50% - 65%	\$190 \$270	\$290 \$370
								\$ 450
Sub-Dependency Ratio (sub-DR)								
(b) S Pass	S	25%	100	$25 S$	Basic 2	$\leq 15\%$ 15% - 25%	\$160 \$250	
(c) Work Permit PRC	R_N	25%	100	$25 R_N$	Levy rate is based on overall R utilisation. [Refer to Levy Rate in (a) above].			

* : Total Workforce = Local workers (L) + S + R

: Subject to (b) S Pass sub-DR of 25%.

Note:

- (a) Sectoral DR limit of 65% means that a company can employ foreign workers (S Pass and Work Permit) up to 65% of the company's total workforce (sum of local workers, S Pass holders and Work Permit holders).
- (b) S Pass sub-DR limit of 25% means that a company can employ S Pass holders up to 25% of the company's total workforce. This entitlement is within the Sectoral DR of 65%.
- (c) Work Permit PRC sub-DR limit of 25% means that a company can employ PRC Work Permit holders up to 25% of the company's total workforce. This entitlement is within the Sectoral DR of 65%.

¹ Approved Sources for Work Permits in the Manufacturing sector are: Malaysia, Taiwan, Hong Kong, South Korea, Macau and PRC. However, PRC access is subjected to prevailing sub-Dependency Ratio.

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Services Sector

	Symbol	DR Limit	Quota Entitlement		Levy Rate			
			Total Workforce*	Entitlement (includes existing foreign workforce)	Tier	Utilisation (% of total allowable workforce)	Skilled	Unskilled
Sectoral Dependency Ratio (DR)								
(a) Work Permit ²	R	50%	100	$50R + S^{\#}$	Basic 2 3	≤ 20% 20% - 30% 30% - 50%	\$210 \$330	\$310 \$430
								\$470
Sub-Dependency Ratio (sub-DR)								
(b) S Pass	S	25%	100	$25S$	Basic 2	≤ 15% 15% - 25%	\$160 \$250	
(c) Work Permit PRC	R_N	10%	100	$10R_N$	Levy rate is based on overall R utilisation. [Refer to Levy Rate in (a) above].			

* : Total Workforce = Local workers (L) + S + R

: Subject to (b) S Pass sub-DR of 25%.

Note:

- (a) Sectoral DR limit of 50% means that a company can employ foreign workers (S Pass and Work Permit) up to 50% of the company's total workforce (sum of local workers, S Pass holders and Work Permit holders).
- (b) S Pass sub-DR limit of 25% means that a company can employ S Pass holders up to 25% of the company's total workforce. This entitlement is within the Sectoral DR of 50%.
- (c) Work Permit PRC sub-DR limit of 10% means that a company can employ PRC Work Permit holders up to 10% of the company's total workforce. This entitlement is within the Sectoral DR of 50%.

² Approved Sources for Work Permits in the Services Sector are: Malaysia, Taiwan, Hong Kong, South Korea, Macau and PRC. However, PRC access is subjected to prevailing sub-Dependency Ratio

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Construction Sector

	Symbol	DR Limit	Quota Entitlement		Levy Rate			
			Total Workforce*	Entitlement (includes existing foreign workforce)	Utilisation (% of total allowable workforce)	Higher Skilled	Basic Skilled	MYE Waiver
Sectoral Dependency Ratio (DR)								
(a) Work Permit ³	R	87.5%	80	$70R + S^{\#}$	Up to 87.5%	\$200	\$300	\$450
Sub-Dependency Ratio (sub-DR)								
(b) S Pass	S	25%	80	20 S	≤ 15% 15% - 25%	\$160 \$250		

* : Total Workforce = Local workers (L) + S + R

: Subject to (b) S Pass sub-DR of 25%.

Note:

- (a) Sectoral DR limit of 87.5% means that a company can employ foreign workers (S Pass and Work Permit) up to 87.5% of the company's total workforce (sum of local workers, S Pass holders and Work Permit holders).
- (b) S Pass sub-DR limit of 25% means that a company can employ S Pass holders up to 25% of the company's total workforce. This entitlement is within the Sectoral DR of 87.5%.

³ Approved Sources for Work Permits in the Construction Sector are: Malaysia, Taiwan, Hong Kong, South Korea, Macau, PRC, India, Sri Lanka, Thailand, Bangladesh, The Republic of the Union of Myanmar and Philippines.

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Process Sector

	Symbol	DR Limit	Quota Entitlement		Levy Rate			
			Total Workforce*	Entitlement (includes existing foreign workforce)	Utilisation (% of total allowable workforce)	Skilled	Unskilled	MYE Waiver
Sectoral Dependency Ratio (DR)								
(a) Work Permit ⁴	R	87.5%	80	$70R + S^{\#}$	Up to 87.5%	\$ 180	\$ 300	\$ 380
Sub-Dependency Ratio (sub-DR)								
(b) S Pass	S	25%	80	20 S	≤ 15% 15% - 25%	\$160 \$250		

* : Total Workforce = Local workers (L) + S + R

: Subject to (b) S Pass sub-DR of 25%.

Note:

- (a) Sectoral DR limit of 87.5% means that a company can employ foreign workers (S Pass and Work Permit) up to 87.5% of the company's total workforce (sum of local workers, S Pass holders and Work Permit holders).
- (b) S Pass sub-DR limit of 25% means that a company can employ S Pass holders up to 25% of the company's total workforce. This entitlement is within the Sectoral DR of 87.5%.

⁴ Approved Sources for Work Permits in the Process Sector are: Malaysia, Taiwan, Hong Kong, South Korea, Macau, PRC, India, Sri Lanka, Thailand, Bangladesh, The Republic of the Union of Myanmar and Philippines.

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Marine Sector

	Symbol	DR Limit	Quota Entitlement		Levy Rate		
			Total Workforce*	Entitlement (includes existing foreign workforce)	Utilisation (% of total allowable workforce)	Skilled	Unskilled
Sectoral Dependency Ratio (DR)							
(a) Work Permit ⁵	R	83.3%	60	50 R + S [#]	Up to 83.3%	\$190	\$ 300
Sub-Dependency Ratio (sub-DR)							
(b) S Pass	S	25%	60	15 S	≤ 15% 15% - 25%	\$160 \$250	

* : Total Workforce = Local workers (*L*) + *S* + *R*

: Subject to (b) S Pass sub-DR of 25%.

Note:

- (a) Sectoral DR limit of 83.3% means that a company can employ foreign workers (S Pass and Work Permit) up to 83.3% of the company's total workforce (sum of local workers, S Pass holders and Work Permit holders).
- (b) S Pass sub-DR limit of 25% means that a company can employ S Pass holders up to 25% of the company's total workforce. This entitlement is within the Sectoral DR of 83.3%.

⁵ Approved Sources for Work Permits in the Marine Sector are: Malaysia, Taiwan, Hong Kong, South Korea, Macau, PRC, India, Sri Lanka, Thailand, Bangladesh, The Republic of the Union of Myanmar and Philippines.

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Landscaping/Agri-technology/Incinerator Plant Sector

	Symbol	DR Limit	Quota Entitlement		Levy Rate			
			Total Workforce*	Entitlement (includes existing foreign workforce)	Utilisation (% of total allowable workforce)	Skilled	Unskilled	
Sectoral Dependency Ratio (DR)								
(a) Work Permit ⁶	R	50%	100	50 R + S [#]	Basic	≤ 20%	\$210	\$310
					2	20% -30%	\$330	\$430
					3	30% - 50%	\$470	
Sub-Dependency Ratio (sub-DR)								
(b) S Pass	S	25%	100	25 S	≤ 15%		\$160	
					15% - 25%		\$250	

* : Total Workforce = Local workers (L) + S + R

: Subject to (b) S Pass sub-DR of 25%.

Note:

- (a) Sectoral DR limit of 50% means that a company can employ foreign workers (S Pass and Work Permit) up to 50% of the company's total workforce (sum of local workers, S Pass holders and Work Permit holders).
- (b) S Pass sub-DR limit of 25% means that a company can employ S Pass holders up to 25% of the company's total workforce. This entitlement is within the Sectoral DR of 50%.

This Guide is updated on 1 Jan 2012.

⁶ Approved Sources for Work Permits in the Process Sector are: Malaysia, Taiwan, Hong Kong, South Korea, Macau, PRC, India, Sri Lanka, Thailand, Bangladesh, The Republic of the Union of Myanmar and Philippines.