

# **SURVEY FINDINGS ON OCCUPATIONAL WAGES, 2009**

## **1 Introduction**

This is a report on wages of common occupations in Singapore. It examines wages of different occupations within the same industries as well as similar occupations across different industries, the effects of age and gender on occupational wages, and the changes in wages over time. As the occupational wage data are based on aggregates of similar jobs, they can only serve as a guide for expected wages of individuals, given that no workers and jobs are totally alike<sup>1</sup> and wages are determined by prevailing market conditions.

The wage data are obtained from the Occupational Wage Survey, 2009 on a representative sample of private sector establishments each with at least 25 employees. The survey was conducted by the Central Provident Fund (CPF) Board on behalf of the Ministry of Manpower. The wages captured refer to basic and gross monthly wages (excluding bonuses and profit sharing) of full-time private sector employees who contributed to CPF in the month of June 2009. With a response rate of 91%, the survey covered an effective sample of 3,225 private sector establishments employing some 221,400 CPF contributors on a full-time basis. The survey concepts and methodology are explained in the Annex.

## **2 Monthly Basic and Gross Wages**

With a median gross monthly wage of \$6,300, managers were the highest paid in June 2009, lifted by high earners who were managing directors (\$15,000) and general managers (\$11,500). This was followed by professionals with a median monthly wage of \$4,375, pulled down by the entry of fresh graduates and the downward bias created by professionals who were promoted to managerial positions and hence no longer classified as professionals. The third highest paid were the associate professionals & technicians who drew a median pay of \$2,940. Occupations with earnings clustered around the median for this occupational group were bank officers (\$3,153), sales & marketing executives (\$3,000), operations executives (\$2,978) and management executives (\$2,902).

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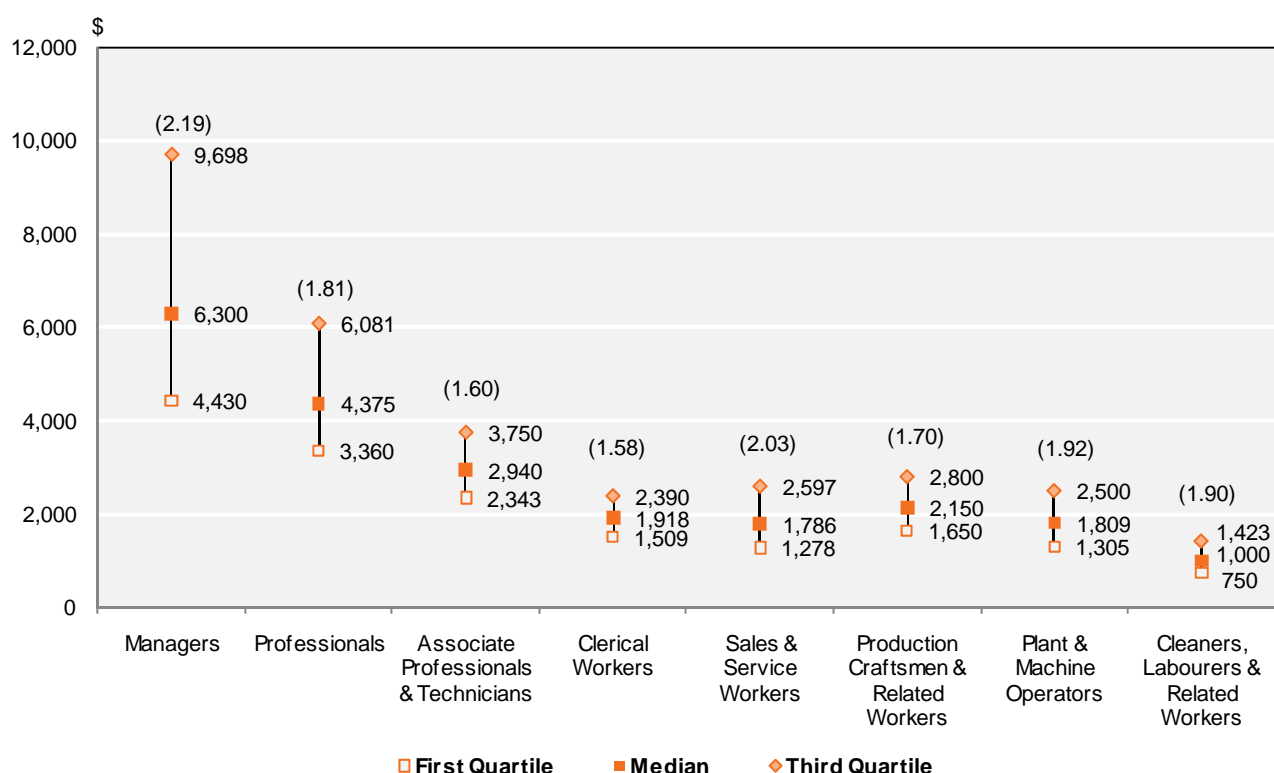
<sup>1</sup> For example, some jobs have better working conditions and employment benefits than others and not all workers have the same skills, productivity and innate ability.

Clerical workers (\$1,918) were typically paid around \$2,000. Sales & service workers (\$1,786) ranged from the higher-paid chef/ executive cooks (\$3,804) to the lower-paid hawker/stall holders (prepared food or drinks) (\$900) and fast food preparation & servicing workers (\$968).

Reflective of the wage premium paid for skills and craftsmanship among the blue-collar workers, production craftsmen (\$2,150) and plant & machine operators (\$1,809) were paid more than cleaners, labourers & related workers (\$1,000). The top and bottom 5 occupations ranked by the median gross wage for each occupational group are listed in [Appendix 1](#).

Besides the median wage, one can look at the range of wages paid to the middle 50% of workers in the occupational group, i.e. the wages bound by the 25<sup>th</sup> and 75<sup>th</sup> percentile. The middle range for the managerial group was from \$4,430 to \$9,698. This translated to a ratio of 2.19, which was the highest among the occupational groups, reflecting the diversity of managerial occupations. This was followed by the sales & service workers group with a ratio of 2.03. On the other hand, the clerical workers and associate professionals & technicians had the narrowest ratio of 1.58 and 1.60 respectively.

**Chart 1: Monthly Gross Wage by Occupational Group, June 2009**

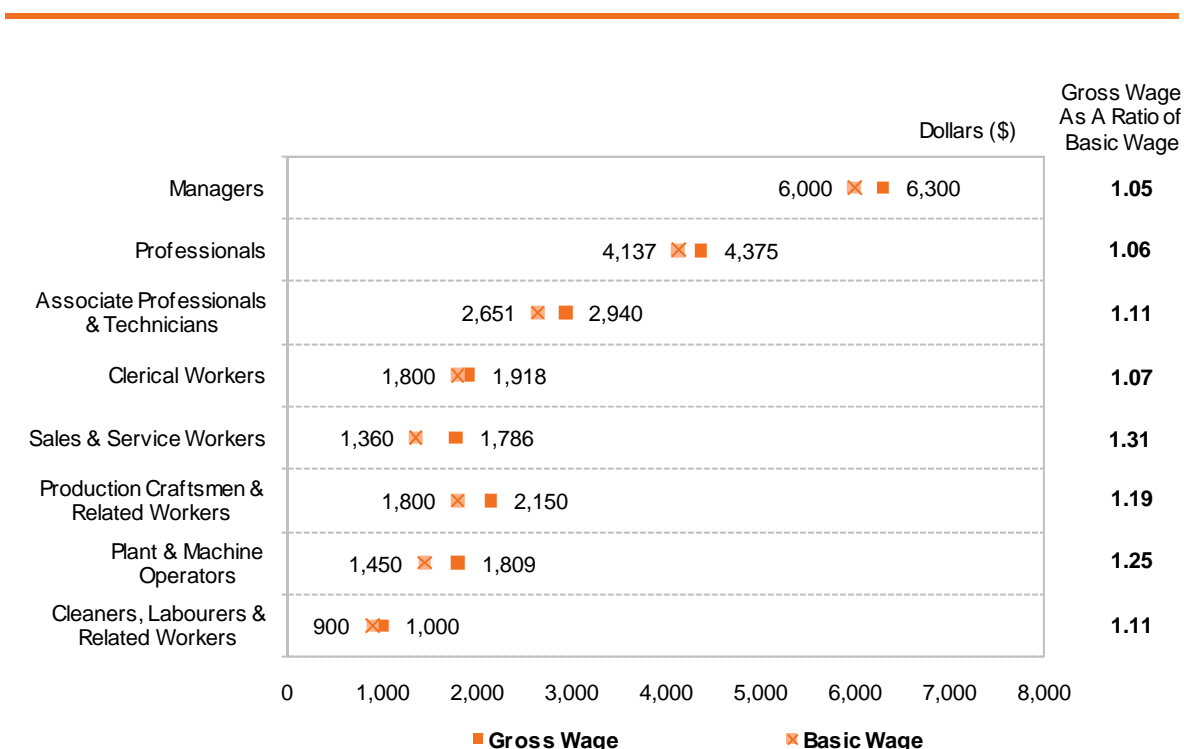


Source : Occupational Wage Survey, MOM

Note : Figures in parentheses refer to the ratio of the third to first quartile wages.

In occupations where payment of commissions, allowances (e.g. shift, food, and transport) and overtime formed a sizeable share of the remuneration, there was a significant gap between gross and basic wages. This was observed with sales & service workers and plant & machine operators as their gross wages were about 25% to 30% higher than the basic wages ([Chart 2](#)). In contrast, managers and professionals saw little difference between basic and gross wages as their variable pay in the form of performance bonuses, profit sharing and stock options are not captured in this survey.

**Chart 2: Median Monthly Gross and Basic Wages by Occupational Group, June 2009**



Source : Occupational Wage Survey, MOM

### High- and Low-Paying Occupations

Expectedly, many of the occupations with median gross wage in the top 10% were from the Professionals, Managers, Executives and Technicians (PMET) category. Top-paying occupations included managing directors (\$15,000), general managers (\$11,500) and foreign exchange dealers & brokers (\$10,562).

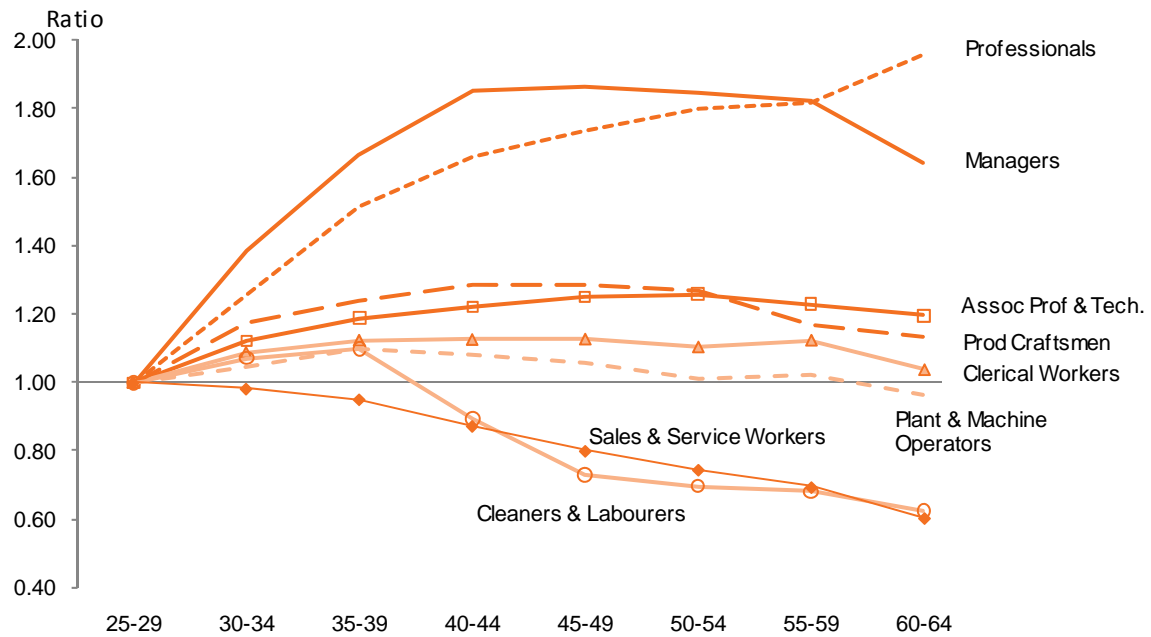
Occupations in the bottom 10% were paid a median gross wage ranging from around \$600 to \$1,300. At the higher end were the lorry attendants (\$1,358), data entry operators (\$1,335), cleaner supervisors (\$1,300), electronic equipment/component assemblers (\$1,281) and cashiers (\$1,238). Cleaners, labourers & related workers were paid lower e.g. construction labourers & related workers (\$618), office cleaners (\$767) and kitchen assistants (\$900). Details are in [Appendix 2](#).

### 3 Gross Wage by Age

Wages tend to increase with age as workers gain experience and become more productive over the years. This is reinforced by the seniority-based wage system in some companies. In 2009, the pace of wage increase with age was more pronounced among the managerial and professional groups reflecting the knowledge-intensive nature of their work. The wages of professionals rose with advancing age groups, peaking for those aged 60 – 64 in 2009. While the rise in wages was steeper for managers, the wages peaked earlier in the 45 – 49 age group ([Chart 3](#)).

The wages of non-PMET groups rose more gradually, reaching their peaks in their late thirties and forties. On the other hand, wages of the group of cleaners, labourers & related workers started to decline from their thirties onwards. The decline accelerated to the extent that cleaners, labourers & related workers aged 60 – 64 earned only 60% the pay of those in younger age group of 25 – 29. Advancing age works against workers in manual occupations, given the physical nature of the job.

**Chart 3: Ratio of Median Monthly Gross Wage Relative to Age Group 25 – 29 by Age and Occupational Group, June 2009**



	Ratio of Median Monthly Gross Wage Relative to Age Group 25 - 29							
	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64
Managers	1.00	1.38	1.67	1.85	1.86	1.84	1.82	1.64
Professionals	1.00	1.26	1.51	1.66	1.74	1.80	1.82	1.96
Associate Professionals & Technicians	1.00	1.12	1.19	1.22	1.25	1.26	1.23	1.19
Clerical Workers	1.00	1.09	1.12	1.13	1.13	1.10	1.12	1.04
Sales & Service Workers	1.00	1.07	1.10	0.89	0.73	0.70	0.68	0.62
Production Craftsmen & Related Workers	1.00	1.17	1.24	1.28	1.28	1.27	1.17	1.13
Plant & Machine Operators	1.00	1.05	1.10	1.08	1.06	1.01	1.02	0.96
Cleaners, Labourers & Related Workers	1.00	0.98	0.95	0.87	0.80	0.75	0.69	0.60

	Median Monthly Gross Wage (\$)							
	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64
Managers	3,800	5,250	6,328	7,031	7,073	7,010	6,930	6,240
Professionals	3,283	4,125	4,970	5,448	5,700	5,902	5,965	6,419
Associate Professionals & Technicians	2,611	2,924	3,100	3,190	3,265	3,284	3,208	3,120
Clerical Workers	1,825	1,986	2,050	2,054	2,056	2,014	2,050	1,893
Sales & Service Workers	2,178	2,332	2,392	1,946	1,590	1,518	1,480	1,360
Production Craftsmen & Related Workers	1,794	2,102	2,222	2,300	2,300	2,271	2,099	2,029
Plant & Machine Operators	1,765	1,849	1,939	1,902	1,863	1,782	1,799	1,702
Cleaners, Labourers & Related Workers	1,374	1,350	1,307	1,200	1,100	1,024	954	830

Source : Occupational Wage Survey, MOM

Note : Shaded cells indicate the age group where the wages peak for the respective occupational group.

## 4 Wage Trends

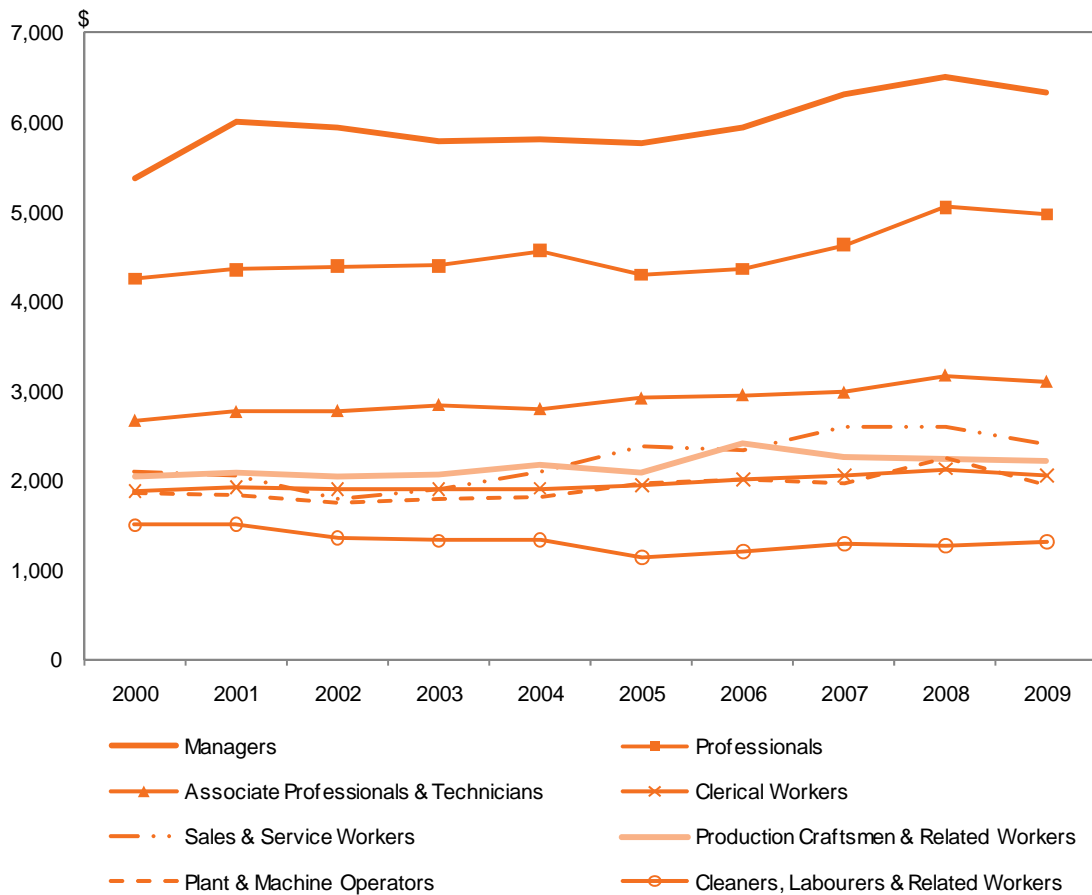
In order that wage comparison over time is not affected by changes in the age composition of the workforce, the analysis in this section will focus on workers in the same age group of 35 – 39 years who are likely to be near or at the prime of their careers.

Reflecting the poorer economic conditions in 2009, the median gross wages of workers aged 35 – 39 in all the occupational groups declined from a year ago, except for the group of cleaners, labourers & related workers which saw an increase in monthly wages from \$1,270 to \$1,307, lifted by wage gains in occupations such as store hands and manufacturing & related labourers ([Chart 4](#)). Nonetheless, reflecting the downward pressures on wages of the unskilled due to globalisation and technological changes, wages of the group of cleaners, labourers & related workers in 2009 were still lower than in 2000.

For white-collar workers, the wage growth from 2000 to 2009 averaged around 1.0% p.a. to 1.8% p.a. at the broad occupational group level ([Table 1](#)). Nevertheless within the PMET group, some common occupations saw higher annualised wage growth, for instance, operations managers (finance) at 3.2% p.a., general managers at 2.8% p.a. and computer & information systems managers at 2.5% p.a.

Within the non-PMET category, sales & service workers (1.5% p.a.) experienced higher wage gains than production craftsmen (0.9% p.a.) and plant & machine operators (0.5% p.a.).

**Chart 4: Median Monthly Gross Wage of Workers Aged 35 – 39 Years by Occupational Group, 2000 – 2009 (As at June)**



Source : Occupational Wage Survey, MOM

Note : Data before 2000 are not strictly comparable due to changes to the Singapore Standard of Occupational Classification.

**Table 1: Median Monthly Gross Wage of Workers Aged 35 – 39 Years by Occupational Group, 2000, 2008 and 2009 (As at June)**

	2000		2008		2009		Annualised Wage Change (% p.a.)	
	No. Covered	Wage (\$)	No. Covered	Wage (\$)	No. Covered	Wage (\$)	2000-2009	2008-2009
Managers	4,649	5,370	8,302	6,500	8,578	6,328	1.8	-2.6
Professionals	3,714	4,250	7,515	5,048	7,012	4,970	1.8	-1.5
Associate Professionals & Technicians	6,507	2,671	10,353	3,170	9,952	3,100	1.7	-2.2
Clerical Workers	5,144	1,877	4,673	2,128	3,932	2,050	1.0	-3.7
Sales & Service Workers	2,033	2,100	2,850	2,600	2,752	2,392	1.5	-8.0
Production Craftsmen & Related Workers	2,010	2,052	1,105	2,228	1,156	2,222	0.9	-0.3
Plant & Machine Operators	3,968	1,850	1,959	2,249	1,583	1,939	0.5	-13.8
Cleaners, Labourers & Related Workers	1,452	1,500	989	1,270	912	1,307	-1.5	2.9

Source : Occupational Wage Survey, MOM

Notes : (1) The number covered refers to the actual number of observations in the survey.

(2) Data before 2000 are not strictly comparable due to changes to the Singapore Standard of Occupational Classification.

## 5 Wages by Industry

This section looks at the median gross wages of workers aged 35 – 39 across industries in four occupational groups namely managers, professionals, associate professionals & technicians and clerical workers. Comparison of wages in the other occupational groups across industries would not be meaningful as they are typically concentrated in a couple of industries.

The higher value-added industries tend to pay better. Specifically, professional services and information & communications were among the top three highest-paying industries across the four occupational groups ([Chart 5](#)). On the other hand, hotels & restaurants was consistently among the lower-paying industries.

**Chart 5: Median Monthly Gross Wage of Workers Aged 35 – 39 by Industry and Occupational Group, June 2009**



Source : Occupational Wage Survey, MOM

Note : Shaded cells refer to industries with the median gross monthly wage higher than the overall median for the respective occupational groups.

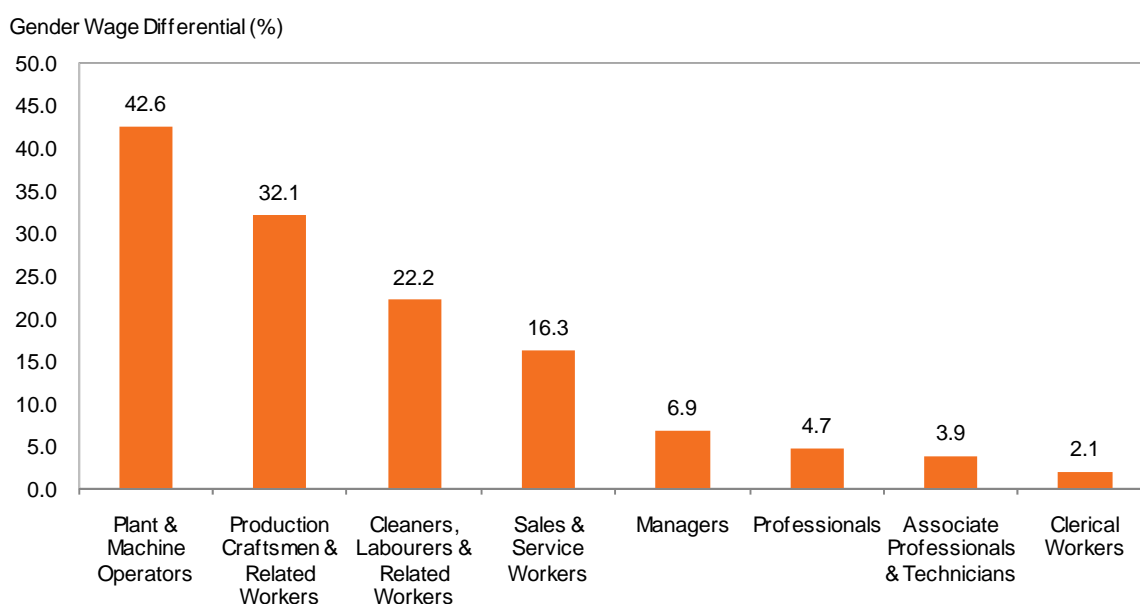
Managers aged 35 – 39 in financial services commanded the highest median wage (\$8,500), nearly 2.5 times that of their peers in hotels & restaurants (\$3,422). Managers in professional services (\$8,041) and information & communications (\$7,213) were also paid higher than the median for all industries (\$6,328).

Although not as diverse in pay across industries compared to managers, professionals in the wholesale & retail trade (\$5,694), professional services (\$5,502) and information & communications (\$5,400) drew higher median salaries than those in hotels & restaurants (\$3,749) and construction (\$3,900). A listing of the common occupations by industry is in [Appendix 3](#).

## 6 Wages by Gender

Females typically earn less than males, similar to the experience in other countries. The gender differential in gross wages was smaller for white-collar occupations, ranging from 2.1% for clerical workers to 6.9% for managers for workers aged 35 to 39 in 2009 (Chart 6). The wage gap was larger for blue-collar workers, especially for plant & machine operators at 43% and production craftsmen at 32%. This was generally reflective of the occupation mix of the gender groups; female plant & machine operators were more commonly working as electronic equipment/ component assemblers who were not as well paid as male-dominated crane & hoist operators and lorry drivers.

**Chart 6: Gender Differential<sup>1</sup> in Median Gross Wages (%) for Workers Aged 35 – 39 by Occupational Group, June 2009**



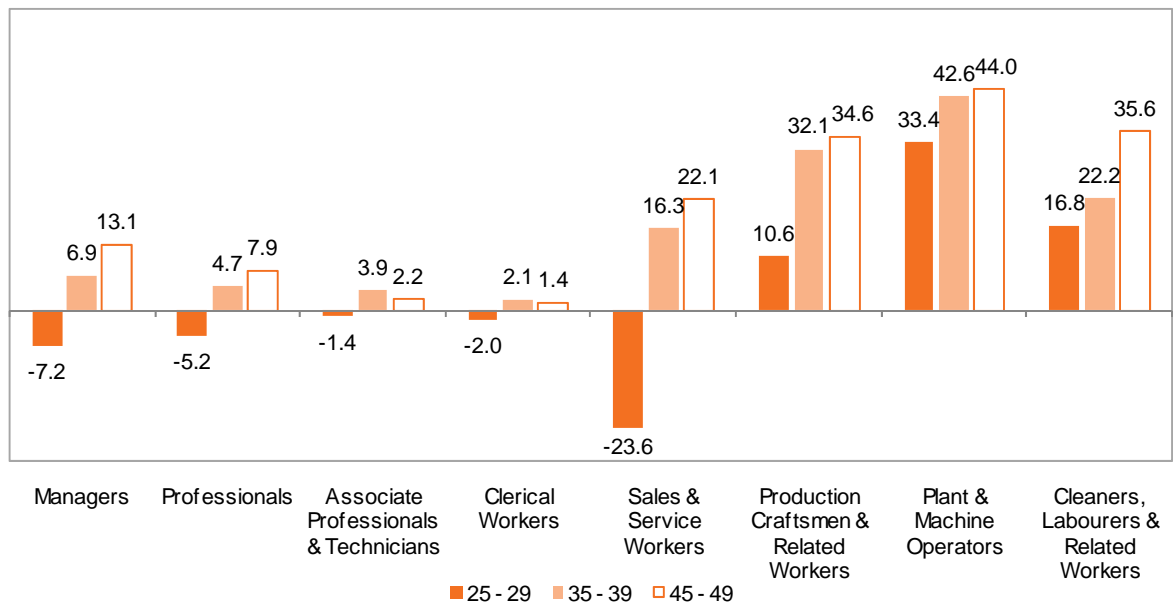
Source : Occupational Wage Survey, MOM

<sup>1</sup>Gender Wage Differential =  $(1 - (\text{Female Median Gross Wage} / \text{Male Median Gross Wage})) \times 100\%$

Across most occupational groups, the gender differential in gross wages increased with age (Chart 7). In fact, within the age group of 25-29, females earned more than males in many white-collar occupations<sup>2</sup>. However, the reverse was true for the blue-collar occupations. With age, females were more likely to take career breaks to care for their family which reduced their work experience and hence pay, relative to men.

<sup>2</sup> Generally, females enter the workforce earlier than males who are required to serve a mandatory 2-year national service, which delayed their entry into the labour market.

**Chart 7: Gender Differential<sup>1</sup> in Median Gross Wages (%) by Occupational and Selected Age Groups, June 2009**



Source : Occupational Wage Survey, MOM

<sup>1</sup>Gender Wage Differential =  $(1 - (\text{Female Median Gross Wage} / \text{Male Median Gross Wage})) \times 100\%$

## 7 Concluding Remarks

Attesting to the value of specialised skills and knowledge, workers at the upper occupational tier generally earned higher wages than their semi-skilled and unskilled counterparts. Within the same occupational group, there were also varying levels of pay with a premium paid to jobs that require skills in demand by employers. This underscores the importance of keeping skills relevant through training and upgrading.

## Appendix 1

### Top and Bottom 5 Occupations in Terms of Median Monthly Gross Wage Within Each Occupational Group, June 2009

Top 5 Occupations	Number Covered	Gross Wage (\$)	Bottom 5 Occupations	Number Covered	Gross Wage (\$)
<b><u>Managers</u></b>	<b>39,298</b>	<b>6,300</b>	<b><u>Managers</u></b>	<b>39,298</b>	<b>6,300</b>
Managing Director	1,389	15,000	Restaurant Manager	443	2,220
General Managers	3,273	11,500	Karaoke Pub Manager (Including Disco & Nightclubs)	48	2,731
Company Director	5,014	10,000	Catering Manager	13	3,200
Legal Service Manager	111	7,940	Lodging Services Manager	267	3,200
Operations Manager (Finance)	3,556	7,000	Hotel Services Manager	44	3,200
<b><u>Professionals</u></b>	<b>33,944</b>	<b>4,375</b>	<b><u>Professionals</u></b>	<b>33,944</b>	<b>4,375</b>
Hydrographic Surveyor	73	9,618	Advertising Accounts Executive	67	2,500
General Physician	179	8,830	Social Worker	85	2,604
Information Technology Auditor	10	7,525	Editor (Newspapers & Periodicals)	136	2,755
Computer & Information Systems Manager	1,370	7,131	Teacher of the mentally handicapped	300	2,761
Lawyer (Except Advocate & Solicitor)	88	7,000	Advertising Copywriter	12	2,880
<b><u>Associate Professionals &amp; Technicians</u></b>	<b>57,012</b>	<b>2,940</b>	<b><u>Associate Professionals &amp; Technicians</u></b>	<b>57,012</b>	<b>2,940</b>
Foreign Exchange Dealer & Broker	120	10,562	Pre-Primary Education Teacher	362	1,555
Marine Superintendent (Deck)	16	7,400	Dental Nurses	58	1,724
Chemical Engineering Technician (Petrochemicals)	151	5,433	Enrolled Nurse	738	1,787
Flight Operations Officer	151	4,640	Marine Engineer Officer	18	1,850
Ship-Master	22	4,500	Exhibition/Convention Organiser/Coordinator	32	1,946
<b><u>Clerical Workers</u></b>	<b>29,846</b>	<b>1,918</b>	<b><u>Clerical Workers</u></b>	<b>29,846</b>	<b>1,918</b>
Typist	67	2,938	Cashier	1,781	1,238
Bookkeeper	10	2,635	Data Entry Operator	147	1,335
Clerical Supervisor	2,098	2,611	Telephone Operators	100	1,550
Secretary	1,293	2,600	Medical/Dental Receptionist	826	1,644
Airport Receptionist/Clerk	262	2,568	Hotel Receptionist	267	1,649
<b><u>Sales &amp; Service Workers</u></b>	<b>22,808</b>	<b>1,786</b>	<b><u>Sales &amp; Service Workers</u></b>	<b>22,808</b>	<b>1,786</b>
Chief/Executive Cook	100	3,804	Hawker/Stall Holder (Prepared Food Or Drinks)	76	900
Sous Chef (Second-In-Charge)	153	2,756	Bar/Lounge Hostess	34	913
Specialty Cook	64	2,735	Fast Food Preparation & Servicing Worker	42	968
Beautician	369	2,198	Hawker/Stall Holder (Other Than Prepared Food Or Drinks)	307	1,101
Telemarketer	93	2,167	Waiter	860	1,135

Top 5 Occupations	Number Covered	Gross Wage (\$)	Bottom 5 Occupations	Number Covered	Gross Wage (\$)
<b><u>Production Craftsmen &amp; Related Workers</u></b>	<b>9,193</b>	<b>2,150</b>	<b><u>Production Craftsmen &amp; Related Workers</u></b>	<b>9,193</b>	<b>2,150</b>
Supervisor & General Foremen (Precision, Handicraft, Printing & Related Trades)	40	2,929	Structural Steel & Ship Painter	13	750
Watch & Clock Repairer	52	2,773	Cabinet & Furniture Maker	10	800
Supervisor & General Foreman (Metal, Machinery & Related Trades)	1,589	2,724	Plasterer	30	1,000
Aircraft Engine Mechanic	180	2,624	Mattress Maker	30	1,106
Scaffolder	30	2,581	Silk Screen, Block & Textile Printer	21	1,116
<b><u>Plant &amp; Machine Operators &amp; Assemblers</u></b>	<b>14,114</b>	<b>1,809</b>	<b><u>Plant &amp; Machine Operators &amp; Assemblers</u></b>	<b>14,114</b>	<b>1,809</b>
Stationary Plant Supervisor & General Foreman	232	3,569	Sandblaster/Shotblaster (Metal)	11	800
Concrete Mixing Plant Operator (Including Concrete Mixer Operator)	11	3,213	Fruit, Vegetable & Nut Processing Machine Operators	17	1,100
Machine Supervisor & General Foreman	1,110	2,870	Sewing Machine Operator	77	1,121
Excavating Machine Operator	90	2,868	Rubber Products Machine Operators	53	1,153
Crane & Hoist Operator	1,385	2,584	Bus Driver	274	1,200
<b><u>Cleaners, Labourers &amp; Related Workers</u></b>	<b>15,062</b>	<b>1,000</b>	<b><u>Cleaners, Labourers &amp; Related Workers</u></b>	<b>15,062</b>	<b>1,000</b>
Hotel Concierge	22	1,900	Construction Labourer & Related Worker	1,084	618
Bell Captain	19	1,881	Ship & Ship Tank Cleaner	89	700
Godown Labourer	463	1,640	Garbage Collectors	38	734
Laboratory Attendant	66	1,584	Aircraft Cleaner	181	750
Store Hand	1,333	1,568	Office Cleaner	1,849	767

Source : Occupational Wage Survey, MOM

Notes : (1) Some detailed occupations are not listed to maintain confidentiality of information provided by respondents.

(2) The number covered refers to the actual number of observations in the survey.

## Appendix 2

### Top and Bottom 10 Percent of Occupations by Median Monthly Gross Wage, June 2009

TOP 10 PERCENT					
Occupation	Number Covered	Gross Wage (\$)	Occupation	Number Covered	Gross Wage (\$)
Managing Director	1,389	15,000	Personnel/Human Resource Manager	775	6,010
General Managers	3,273	11,500	Manufacturing Plant & Production Manager	2,765	6,000
Foreign Exchange Dealer & Broker	120	10,562	Marketing Manager	1,213	6,000
Company Director	5,014	10,000	Industrial Health, Safety & Environment Engineer	226	5,853
Hydrographic Surveyor	73	9,618	Legal Officer	181	5,742
General Physician	179	8,830	Industrial Relations Manager	42	5,624
Legal Service Manager	111	7,940	Customer Service Manager	698	5,605
Information Technology Auditor	10	7,525	Business Management Consultant	395	5,551
Marine Superintendent (Deck)	16	7,400	Sales Manager	3,485	5,532
Computer & Information Systems Manager	1,370	7,131	Building Architect	212	5,500
Operations Manager (Finance)	3,556	7,000	Advocate & Solicitor	393	5,480
Lawyer (Except Advocate & Solicitor)	88	7,000	Medical Scientist	77	5,450
Engineering Manager	882	6,950	Procurement Manager	645	5,445
Computer Operations & Network Manager	523	6,780	Chemical Engineering Technician (Petrochemicals)	151	5,433
Risk Management Manager	60	6,646	Logistics Manager	358	5,375
Chemical Engineer (Petrochemicals)	90	6,578	Business Analyst	373	5,293
Fund Manager	58	6,530	Creative Director (Advertising)	51	5,250
Corporate Planning Manager	163	6,416	Advertising & Public Relations Manager	382	5,175
Business Development Manager	1,277	6,350	Property/Estate Manager	628	5,168
Research & Development Manager	191	6,300	Operations Manager	2,470	5,100
Budgeting & Financial Accounting Manager	2,199	6,270	Administration Manager	1,207	5,085
Chemical Engineer (Petroleum)	120	6,252	Premises Maintenance Manager	425	5,008
Technical Manager	544	6,248	Transport Operations Manager	865	5,000
Training Manager	149	6,060	Producer (Stage, Film, Television & Radio)	37	5,000
Treasury Manager	139	6,033	Shipping Manager	219	4,998
Quality Assurance Manager	418	6,031	Computer Engineer	270	4,952
Structural Engineer	124	6,030	Materials Engineer	30	4,945

Source : Occupational Wage Survey, MOM

- Notes : (1) Some detailed occupations are not listed to maintain confidentiality of information provided by respondents.  
 (2) The number covered refers to the actual number of observations in the survey.

BOTTOM 10 PERCENT					
Occupation	Number Covered	Gross Wage (\$)	Occupation	Number Covered	Gross Wage (\$)
Construction Labourer & Related Worker	1,084	618	Sewing Machine Operator	77	1,121
Ship & Ship Tank Cleaner	89	700	Waiter	860	1,135
Garbage Collectors	38	734	Buffing & Polishing Machine Operator	14	1,145
Aircraft Cleaner	181	750	Stevedore	27	1,150
Structural Steel & Ship Painter	13	750	Rubber Products Machine Operators	53	1,153
Office Cleaner	1,849	767	Bellboy/Hotel Porter	84	1,172
Building Caretaker/Watchman	84	780	Room Steward/Chambermaid	279	1,194
Food & Drink Stall Assistant	224	800	Bus Driver	274	1,200
Sandblaster/Shotblaster (Metal)	11	800	Pest Exterminator	172	1,204
Cabinet & Furniture Maker	10	800	Leather Goods Maker/Assembler	44	1,217
Cleaner (Industrial Establishment)	589	850	Cashier	1,781	1,238
Manufacturing Labourer & Related Worker	831	857	Plastic Product Machine Operator	341	1,247
Kitchen Assistant	685	900	Office/Library Attendant	260	1,250
Hawker/Stall Holder (Prepared Food or Drinks)	76	900	Ambulance Driver	39	1,260
Bar/Lounge Hostess	34	913	Car Park Attendant	77	1,265
Motor Vehicle Cleaner/Polisher	134	920	Building Painter	35	1,271
Dish Washer	128	962	Electronic Equipment/Component Assembler	2,520	1,281
Gardener	374	965	Hospital Attendant	802	1,284
Fast Food Preparation & Servicing Worker	42	968	School Attendant	13	1,300
Valet Parking Attendant	21	992	Cleaner Supervisor	386	1,300
Laundry & Dry Cleaning Worker	266	995	Carton & Paper Box Making Machine Operator	48	1,300
Plasterer	30	1,000	Hotel Cleaner	22	1,318
Hand Packer	403	1,004	Motorcycle Delivery Man	32	1,318
Fruit, Vegetable & Nut Processing Machine Operators	17	1,100	Electrical Equipment/Component Assembler	51	1,331
Hawker/Stall Holder (Other Than Prepared Food or Drinks)	307	1,101	Door, Window Frame, Grill & Dry Wall Installer	20	1,332
Mattress Maker	30	1,106	Data Entry Operator	147	1,335
Silk Screen, Block & Textile Printer	21	1,116	Lorry Attendant	308	1,358

Source : Occupational Wage Survey, MOM

Notes : (1) Some detailed occupations are not listed to maintain confidentiality of information provided by respondents.

(2) The number covered refers to the actual number of observations in the survey.

## Appendix 3

### Median Monthly Gross Wage of Workers Aged 35 – 39 in Common Occupations Within Sectors, June 2009

	Number Covered	Gross Wage (\$)		Number Covered	Gross Wage (\$)
<b><u>Manufacturing</u></b>			<b><u>Construction</u></b>		
Manufacturing Plant & Production Manager	623	6,100	Building & Construction Project Manager	209	4,300
Semi-Conductor Engineer	480	4,823	Supervisor & General Foreman (Building Trades)	162	2,500
Electronic Equipment/Component Assembler	293	1,336	Office Clerk	134	1,200
Assistant Electronics Engineer	248	3,070	Quantity Surveyor	88	4,100
Semi-Conductor Technician	201	2,544	Company Director	73	5,500
<b><u>Wholesale &amp; Retail Trade</u></b>			<b><u>Transport &amp; Storage</u></b>		
Sales Manager	483	5,705	Operations Executive (Including Warehousing & Shipping Executive)	205	2,985
Shop Sales Assistant	472	1,664	Quality Assurance Technician	170	3,140
Sales Representative (Technical)	361	4,729	Shipping Clerk	146	2,057
Sales & Marketing Executive	227	3,437	Transport Operations Manager	142	4,977
Marketing Manager	157	6,504	Clerical Supervisor	112	2,506
<b><u>Hotels &amp; Restaurants</u></b>			<b><u>Information &amp; Communications</u></b>		
Cook	112	2,200	Software Engineer	213	4,662
Restaurant Manager	80	2,533	Systems Designer & Analyst	164	4,613
Waiter	56	1,204	Computer Operations & Network Manager	133	6,550
Lodging Services Manager	50	3,375	Computer & Information Systems Manager	121	7,000
Captain/Waiter Supervisor	50	1,800	Sales Manager	115	7,163
<b><u>Financial Services</u></b>			<b><u>Real Estate &amp; Leasing Services</u></b>		
Operations Manager (Finance)	907	7,550	Property/ Estate Manager	126	5,290
Bank Officer	572	3,034	Premises Maintenance Officer	77	2,623
General Managers	345	12,250	Property Management Executive	61	3,200
Company Director	155	14,833	Cleaners in Offices & Other Establishments	58	850
Bank Clerk	142	2,268	Ledger & Accounts Clerk	54	2,165
<b><u>Professional Services</u></b>			<b><u>Administrative &amp; Support Services</u></b>		
Budgeting & Financial Accounting Manager	134	7,315	Private Security Guard	131	1,298
Executive Secretary	105	3,396	Cleaners in Offices & Other Establishments	73	850
Company Director	100	11,650	Travel Agency & Related Clerk	69	2,374
Secretary	95	2,700	Company Director	34	7,266
Management Executive	94	3,281	Management Executive	27	3,400

	Number Covered	Gross Wage (\$)		Number Covered	Gross Wage (\$)
<b><u>Community, Social &amp; Personal Services</u></b>					
Professional Nurse	263	2,674			
Operations Manager	251	4,930			
Office Clerk	180	2,165			
Management Executive	154	3,541			
Administration Manager	104	6,012			

Source : Occupational Wage Survey, MOM

Notes : (1) Some detailed occupations are not listed to maintain confidentiality of information provided by respondents.  
(2) The number covered refers to the actual number of observations in the survey.