

Well-being of Workers in Singapore



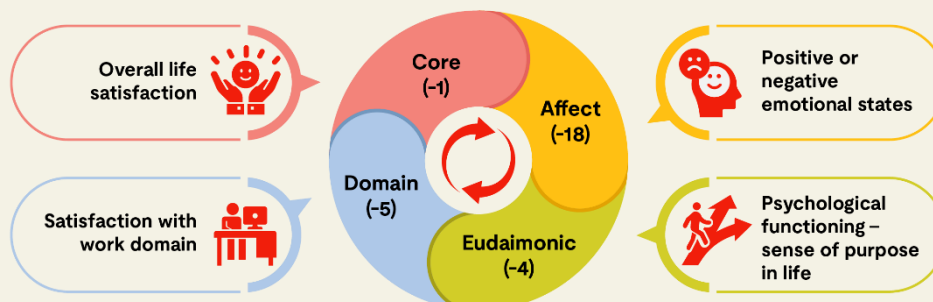
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Human capital is one of the most important resources in Singapore's strategic economic plan. To drive higher productivity and economic growth, Singapore must support the health, resilience, and well-being of workers. This research study **investigates the well-being of workers in Singapore** and seeks to understand the factors affecting worker well-being to offer appropriate support.

What is Well-being?

The Organisation for Economic Co-operation and Development (OECD) defines well-being as **good mental states, encompassing positive and negative life evaluations and emotional responses to experiences**. Well-being is measured across four dimensions adapted from the OECD: Core, Affect, Domain, and Eudaimonic.

Well-being ranking difference between Singapore vs OECD countries



Profile of Workers Experiencing High vs. Low Well-being

Work autonomy and flexible work arrangements are among key conditions that could **enhance well-being**.

Low Well-being 😞	High Well-being 😊
Aged 30 – 39 years	Aged 40 years and above
Rank-and-file worker (i.e. non-managerial or non-professional worker)	Have attained a degree, relative to diploma-level qualifications
Employed on fixed-term or short-term contracts	Have job security, regardless of contract type
Experience job insecurity	Do not experience high work intensity
Work long hours, especially over 50 hours per week	Do not work excessive hours (i.e. not over 50 hours a week)
Perform highly repetitive tasks	Have work autonomy and able to make decisions about their work tasks
Undertake complex work	Participate in training, both structured and informal
Lack work autonomy and are unable to make decisions about their tasks	Engage in workplace learning
Do not have access to employer well-being programmes and resources	Have access to employers' well-being programmes and resources
Work in environments with poor working relationships	Work in an environment with strong working relationships

Consequences of Well-being

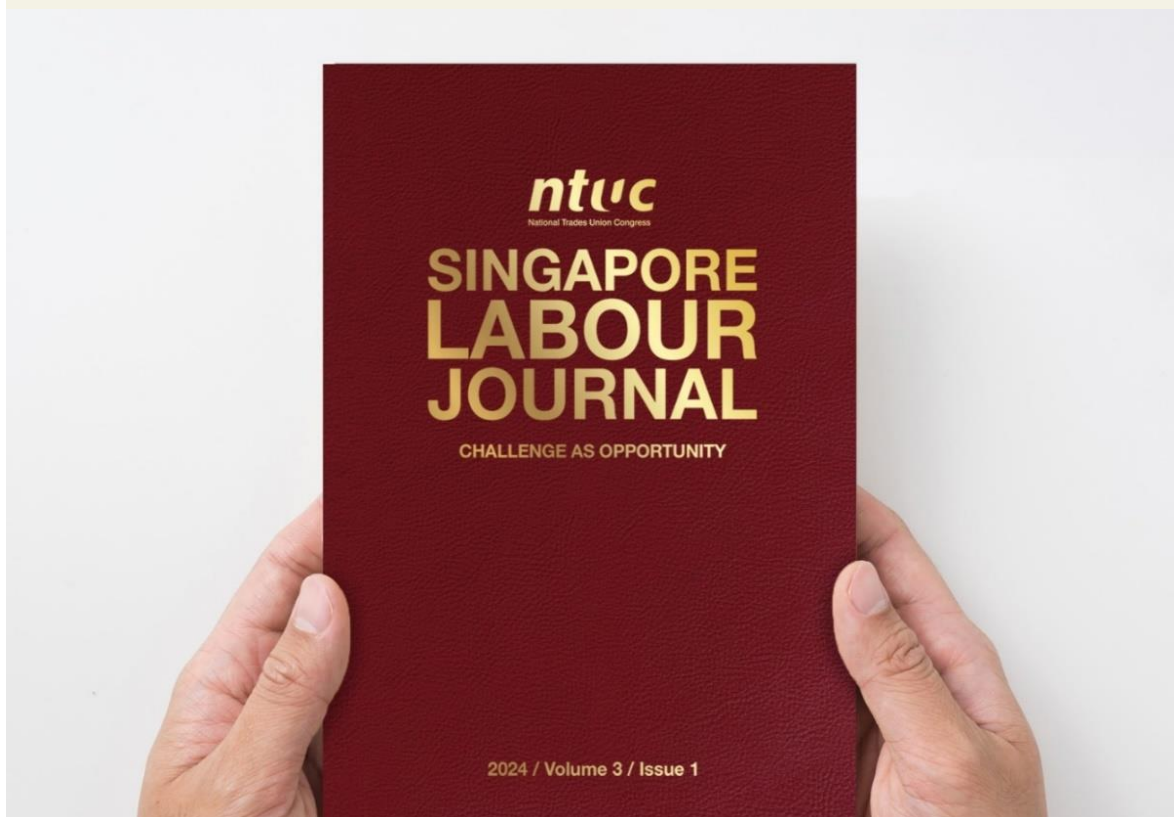


NTUC's Key Recommendations Moving Forward

Call on the **Government** to identify groups with low and very-low well-being for targeted interventions

Call on **employers** to train managers and supervisors to mitigate workplace stressors and to engage with mental well-being as a health issue

NTUC can reframe excessive working hours and prolonged burnout and stress as occupational health hazards, collaborating with tripartite partners to promote FWAs and mental wellness support



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NTUC Strategy recently successfully launched the fourth volume of NTUC's *Singapore Labour Journal* in November 2025! The theme of this edition is "Diversity · Dignity · Drive", which reflects the Labour Movement's commitment to building a workforce where every individual is valued. This reflects the Ordinary Delegates Conference 2025 theme of a more representative Labour Movement, championing workers' interests, towards better jobs and better lives for all. Check out individual articles from the latest Volume 4 [here](#).

If you're interested in contributing an article to the Singapore Labour Journal, please get in touch with us at: strategy@ntuc.org.sg

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Have feedback you would like to share or are interested in a research collaboration? Get in touch with us at strategy@ntuc.org.sg.

Stay tuned for our next newsletter!

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Worker
Matters 

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