

Annex A

Definition of Employment Indicators

Overall Employment Rate refers to the number of graduates working on a full-time permanent, part-time, temporary or freelance basis, as a proportion of graduates in the labour force (i.e. those who were working or not working but actively looking and available for work).

Full-time Permanent Employment refers to employment of at least 35 hours a week and where the employment is not temporary. It includes those on contracts of one year or more.

Part-time Employment refers to employment of less than 35 hours a week.

Temporary Employment refers to casual, interim or seasonal employment, including those on contracts of less than one year.

Freelancers refer to those who operate their own business without employing any paid worker in the conduct of their business or trade.

Gross Monthly Salary comprises basic salary, fixed allowances, over-time pay, commissions and other regular cash payments, before deduction of the employee's CPF contributions and personal income tax. Employer's CPF contributions, bonuses, stock options, other lump sum payments and payments-in-kind are excluded.

Involuntary part-time/temporary employment refers to those who indicated that they were in part-time/temporary employment as they tried but were unable to obtain a full-time permanent job offer so far.

Voluntary part-time/temporary employment refers to those who indicated that they were in part-time/temporary employment as they were pursuing/ preparing to commence further studies, taking active steps to start a business venture, due to personal choice and other reasons.

Unemployed but starting work soon refers to those who indicated that they were not working as they had accepted job offer and will start later, or were taking steps to start business venture.

Unemployed and still looking for a job refers to those who indicated that they were not working but actively looking and available for work.