

COMPANIES ARE NOT ALLOWED TO HIRE PHANTOM LOCAL WORKERS 公司不准虚报雇佣资料聘用“幽灵员工”

Dear Employer, industry practitioners and stakeholders,
致雇主、建筑业者和有关人士，

This is a second advisory to all construction companies to remind them of their obligations under the Employment of Foreign Manpower Act (EFMA). 这是向所有建筑业者发出的第二份通告，提醒业者应严格遵守《雇用外来人力法令》（EFMA）。

2 In 2024, four construction companies were investigated by the Ministry of Manpower (MOM) for making false CPF contributions to locals who did not perform any work for these companies, in an attempt to inflate their companies' qualifying foreign worker quota. **Financial penalties totalling \$225,000 were imposed on the individuals and companies** for their involvement in hiring phantom local workers. The companies were also **barred from hiring migrant workers**.

在 2024 年，人力部（MOM）对四家建筑公司展开了调查，原因是这些公司为没有雇佣关系的新加坡公民和永久居民虚假缴交公积金，以符合条件获得更多外籍劳工名额。这些违例的个人和公司因涉及虚报雇佣资料让本地人充当幽灵员工而被罚款，总额达22万5000元。这些公司也被禁止雇用外籍员工。

Ongoing Vigilance 持续监察

3 The authorities have been conducting regular inspections on companies suspected of hiring phantom local workers, and other offences under the EFMA. On 21 Jan 2025, MOM conducted raids at 37 locations and arrested a total of 11 people, including five Singaporean directors, from eight construction companies. The remaining six people, four Singaporeans and two permanent residents, were arrested for allegedly abetting the directors. **MOM will take strong actions against companies found to have contravened the EFMA. Companies' registration on BCA's Contractors Registration System (CRS) may also be affected.** Anyone who is aware of phantom worker activities or other offences under EFMA can report them to [MOM](#).

有关当局定期对涉嫌聘用本地人充当幽灵员工，以及违反《雇用外来人力法令》与其他条例的公司进行稽查。在2025年1月21日，人力部在37个地点进行了突击检查，共逮捕了8家建筑公司的11人，其中包括5名新加坡籍董事。其余6人，包括4名新加坡公民和2名永久居民，因涉嫌教唆董事违例而被捕。人力部将对被发现违反《雇用外来人力法令》的公司采取严厉惩处行动。这些违例的公司在新加坡建设局承包商注册系统（CRS）上的注册也可能受到

影响。任何人如发现雇主涉及聘幽灵员工或违反《雇用外来人力法令》下其他条例的行为，均可向[人力部](#)举报。

Productivity Support Measures

提高生产力措施

4 Instead of circumventing the law to artificially inflate the foreign worker quota, companies should focus on implementing productivity measures to reduce the manpower demand. Many progressive employers have already transformed by adopting robotics, automation, productive technologies, and upskilling their workforce. In addition, more building owners and developers, including key government procuring entities (GPEs), are now stipulating such productive measures for their projects. Therefore, to remain competitive and thrive, companies need to focus on improving productivity.

与其铤而走险通过聘请幽灵员工来获得更多外籍员工名额，业者不如集中精力实施提高生产力的措施，以减少对工作准证雇员的依赖。许多开明的雇主已经通过采用机器人、自动化、生产技术和提高劳动力技能实现业务转型。此外，越来越多的楼宇业主和开发商，包括主要政府采购机构（GPEs），也开始规定获标的建筑业者在其项目中采用这类提高生产力的措施。因此，业者要保持竞争力并蓬勃发展，就必须着重提高生产力。

5 Employers may refer to BCA's website for details on existing support^[1] measures to help make the transition.

雇主可上建设局网站上查阅现有支援措施[1]的详情，了解当局如何帮助业者过渡转型。

^[1] For detailed information about the BuildSG Transformation Fund, please visit go.gov.sg/btf. 有关 BuildSG 转型基金的详情，请上网 go.gov.sg/btf。

Yours sincerely

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Yours sincerely

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