

SINGAPORE PR ELIGIBILITY GUIDE

How ICA Evaluates Permanent Residency Applications

Obtaining Singapore Permanent Residency (PR) is not based on a single factor.

ICA (Immigration & Checkpoints Authority) assesses the overall profile, long-term commitment, and contribution potential of each applicant.

This guide outlines the core criteria ICA typically considers, helping you understand your strengths and areas to improve before applying.

1. Employment & Professional Background

Your job role, industry, and stability of employment in Singapore play a major role.

ICA considers:

- Type of work pass (EP, S Pass, ONE Pass, etc.)
- Employer's profile (size, industry relevance, contribution to SG economy)
- Job stability and consistency of income
- Future career growth in Singapore
- Whether your skills are in an industry that supports Singapore's long-term plans

A strong employment track record signals long-term stability and contribution potential.

2. Salary Level & Financial Standing

ICA reviews financial capability to determine whether applicants can support themselves and their families.

Key factors include:

- Monthly salary
- Annual income and bonuses
- Central Provident Fund (CPF) contributions (if applicable)
- Tax filing records (NOA)
- Saving patterns and financial discipline

Higher financial stability may enhance the overall profile, but salary alone does not guarantee PR.

3. Duration of Stay in Singapore

Time spent living and working in Singapore is an important indicator of stability.

Typical expectations:

- At least 6-12 months of employment history before applying
- Longer stays (2-3+ years) may improve the strength of your profile
- ICA examines consistency—not frequent job changes or short-term stays

Duration helps demonstrate long-term commitment.

- Your company's stability, size, and track record

This helps determine your long-term contributions.

4. Education & Qualifications

ICA reviews academic background to assess professional competency and contribution ability.

Considerations include:

- Recognized diplomas, degrees, or postgraduate qualifications
- Industry-relevant certifications
- Institutions and accreditation
- Alignment with your Singapore employment

While education is not the deciding factor, strong qualifications support your professional profile.

5. Family Profile & Ties to Singapore

Applicants with strong family connections or dependants in Singapore may have improved integration potential.

Considerations:

- Applying together with spouse and children
- Child studying in Singapore (local or international schools)
- Family members who are existing PRs or citizens
- Stable family structure

ICA places emphasis on family unit and long-term societal contribution.

6. Age & Long-Term Economic Contribution

Singapore evaluates your potential contribution over time.

- Younger applicants (20s–40s) may have longer working runway
- Mature applicants must show stable financial strength and skills relevance

Age is not a strict rule, but part of the overall evaluation.

7. Community Integration & Social Contribution

Community integration shows genuine commitment to living in Singapore.

Examples:

- Involvement in community events
- Volunteering or participation in social organisations
- Contributions to local charities or societies
- Integration within local culture and environment

This helps ICA assess whether applicants will become part of Singapore society.

8. Employer & Industry Contribution

ICA also evaluates:

- Whether your industry supports Singapore's growth sectors
- The economic footprint of your employer
- Local vs foreign workforce balance
- Your company's stability, size, and track record

This helps determine your long-term contributions.

9. Special Achievements & Skills

Exceptional applicants may be evaluated on:

- Awards, innovation projects, patents
- Contributions to tech, science, sports, arts
- Public achievements or noteworthy career milestones

These can strengthen overall competitiveness.

10. Overall Profile Balance ("Holistic Assessment")

ICA does not use a points system.

They consider the entire profile, including:

- Economic contribution
- Social contribution
- Family unit
- Integration
- Long-term commitment

No single factor guarantees success—balance is the key.