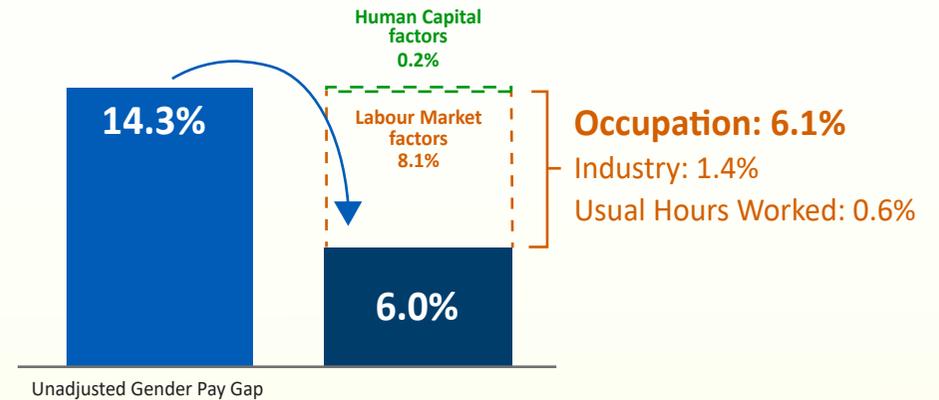


Update on Singapore's Adjusted Gender Pay Gap

After accounting for human capital and labour market factors, the **adjusted gender pay gap in 2023 is 6.0%**, lower than the 6.7%² in 2018.

Decomposition of Unadjusted Median Gender Pay Gap in 2023

Among the factors examined, **occupation differences** remained the **key driver** in 2023, accounting for 6.1%-pts of the unadjusted gender pay gap.

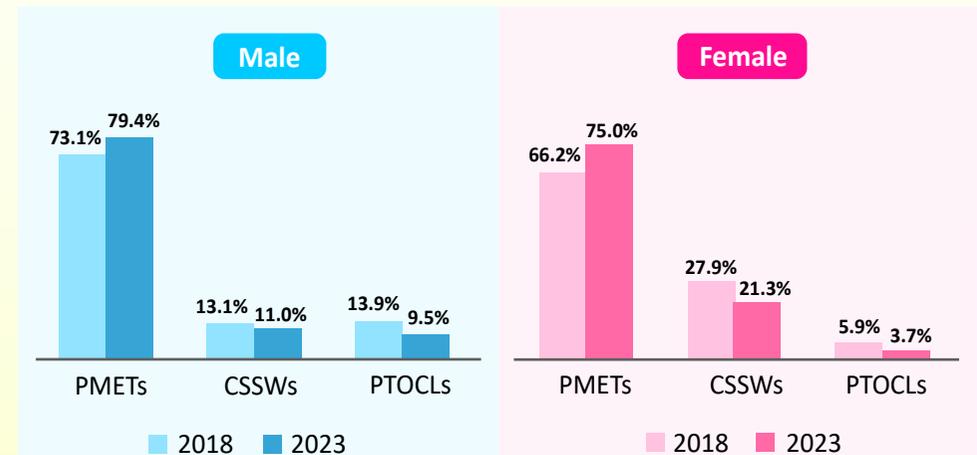


In 2023,

full-time female employees aged 25 to 54¹ earned **14.3%** lower than their male counterparts, narrowing from 16.3% in 2018.



From 2018 to 2023, the gender pay gap narrowed as the **occupational profile of females improved** more than the improvement seen for men.



Note: CSSWs refers to clerical support, service and sales workers. PTOCLs refers to craftsmen and related trade workers, plant and machine operators and assemblers, cleaners, labourers and related workers. PTOCLs also includes agricultural and fishery workers and workers not elsewhere classified.

Source: Comprehensive Labour Force Survey

¹ The analysis on gender pay gap focuses on full-time resident employees in the prime working-ages of 25 to 54, to ensure comparison of men and women with similarly strong labour market attachment. Details are in MRSD's occasional paper on *Singapore's Adjusted Gender Pay Gap* released in January 2020.

² Results based on revised model using latest occupational classification, SSOC 2020.