

Labour Force in Singapore Advance Release 2016



**MINISTRY OF
MANPOWER**

Manpower Research and Statistics Department
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LABOUR FORCE IN SINGAPORE ADVANCE RELEASE 2016

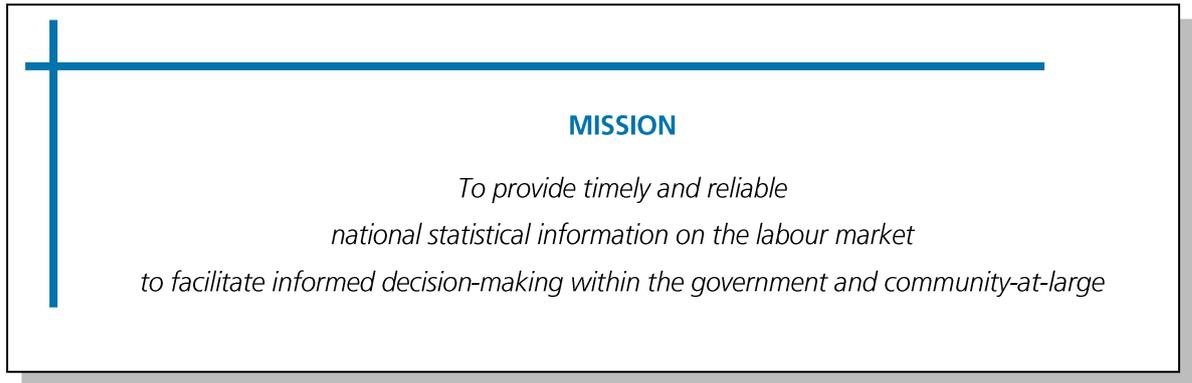
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NOTATIONS

–	: Nil or negligible
%-pt	: Percentage point
^a	: Adjusted figures for 2007
n.a.	: Not applicable
^P	: Preliminary

ABBREVIATIONS

Below Sec	: Below Secondary
CPF	: Central Provident Fund
CPI	: Consumer Price Index
Dip & Prof Qual	: Diploma & Professional Qualification
DOS	: Department of Statistics
LFPR	: Labour Force Participation Rate
MOM	: Ministry of Manpower
NS	: National Service
p.a.	: Per Annum
PMETs	: Professionals, Managers, Executives & Technicians
Post-Sec (Non-Tertiary)	: Post-Secondary (Non-Tertiary)
Sec	: Secondary
SSEC	: Singapore Standard Educational Classification
SSIC	: Singapore Standard Industrial Classification
SSOC	: Singapore Standard Occupational Classification
Yrs	: Years

HIGHLIGHTS

- The resident labour force participation rate (LFPR) dipped in 2016¹, after registering a sharp increase in 2015 which partly reflected the temporary boost from one-off policies. Discounting the dip, the LFPR has been on an uptrend in the last five years. This was due to the rise in female LFPR from 57.0% in 2011 to 60.4% in 2016, and the stable male LFPR at around 76%.
- The unemployment rate was stable in the range of 2.6% to 2.9% (seasonally adjusted) from 2012 to 2015, as the decline in female unemployment rate offset the increase for males. However the unemployment rate rose in 2016, as both males and females saw increases. As the rise in female employment rate balanced the fall for males, the employment rate for residents aged 25 to 64 in 2016 (80.3%) was similar to 2015 (80.5%).
- Year-on-year, the nominal median monthly income (including employer CPF contributions) of full-time employed residents rose by 2.7% to \$4,056 in June 2016, or 3.2%^p in real terms (after adjusting for inflation). This moderated from the increase of 4.7% (nominal) and 5.3% (real) in June 2015. From 2011 to 2016, there was sustained real income growth of 3.1% p.a.^p at the median and 2.6% p.a.^p at the 20th percentile.
- Time-related underemployment continued to decline but at a slower pace. The overall decline was due to a fall in the female underemployment rate, as the male underemployment rate rose. The time-related underemployment rate increased in external-oriented industries.
- The number of discouraged workers rose from 8,700 in June 2015 to 9,900 in June 2016, but was lower than the 11,100 in June 2009. The incidence of discouraged workers stayed low at 0.4% in June 2016, unchanged since June 2013.

¹ Unless otherwise stated, data in this report are for June of the respective years.

^p preliminary

LABOUR FORCE IN SINGAPORE ADVANCE RELEASE 2016

1. Introduction

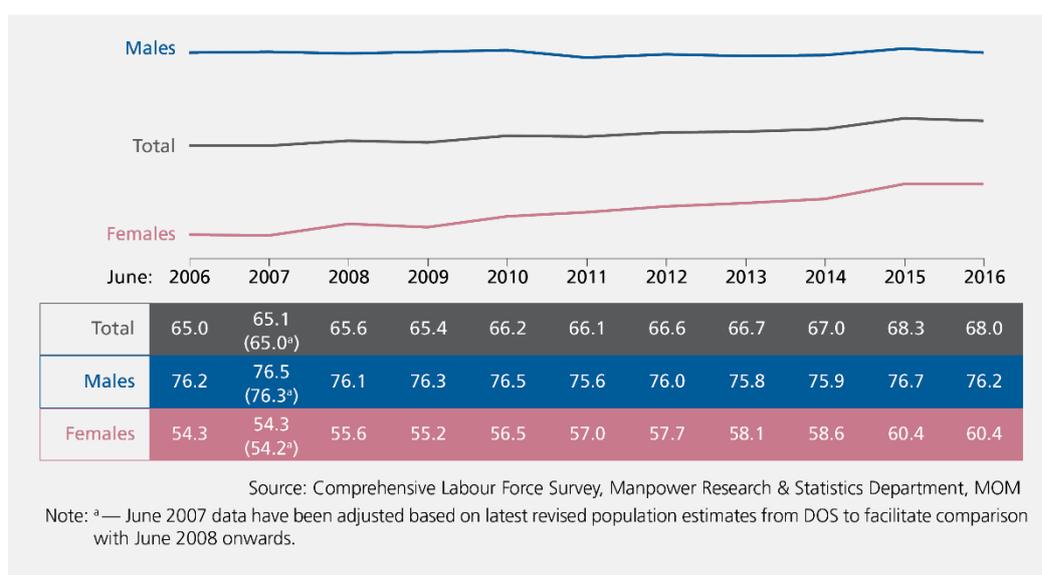
1.1 This report analyses the key trends and profile of Singapore’s resident labour force based on data from the Comprehensive Labour Force Survey conducted in the middle of 2016. A full report of the survey findings will be published in report on *Labour Force in Singapore 2016* on 26 January 2017. The survey methodology, coverage, concepts and definitions are in [Annex A](#).

2. Labour Force

Labour force participation rate trended up in the last five years

2.1 The resident labour force participation rate (LFPR) dipped to 68.0% in 2016¹, after registering a sharp increase in 2015 which partly reflected the temporary boost from one-off policies. Discounting the dip, the LFPR has been on an uptrend in the last five years. This was due to the rise in female LFPR from 57.0% in 2011 to 60.4% in 2016, and the stable male LFPR at around 76%.

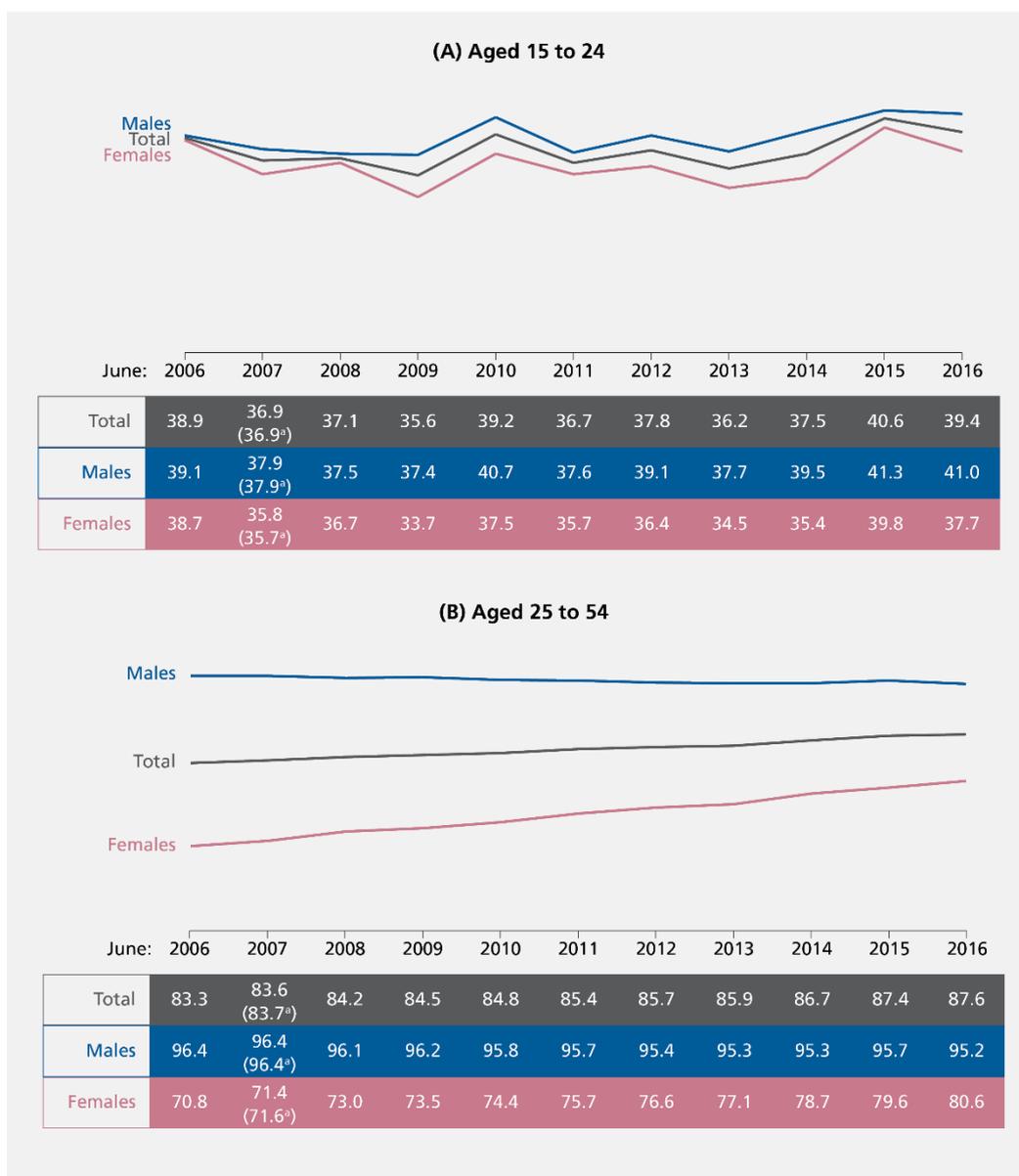
Chart 1 Resident labour force participation rate by sex
Per Cent

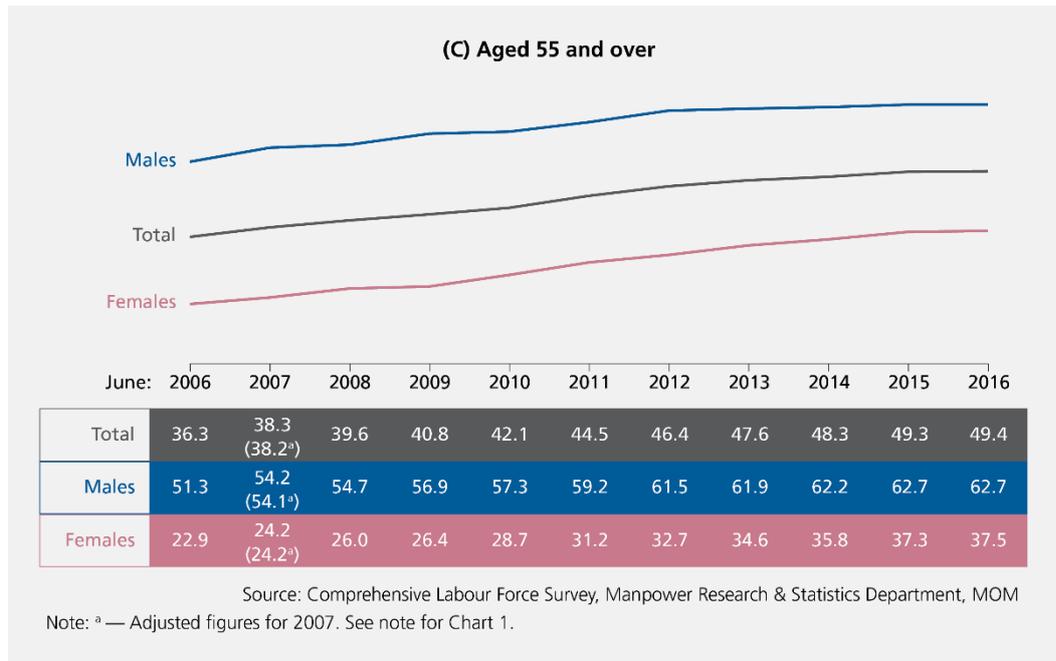


¹ Unless otherwise stated, data in this report are for June of the respective years.

2.2 The stable LFPR at the overall for males reflected the downtrend in LFPR for prime working-age males aged 25 to 54, and the continued increase among older men aged 55 and over. Among females, LFPR continued to rise across the prime-working and older age groups. On the whole, the increase in LFPR among older residents has slowed. LFPR among the young declined, after trending up in recent years, as fewer students were working.

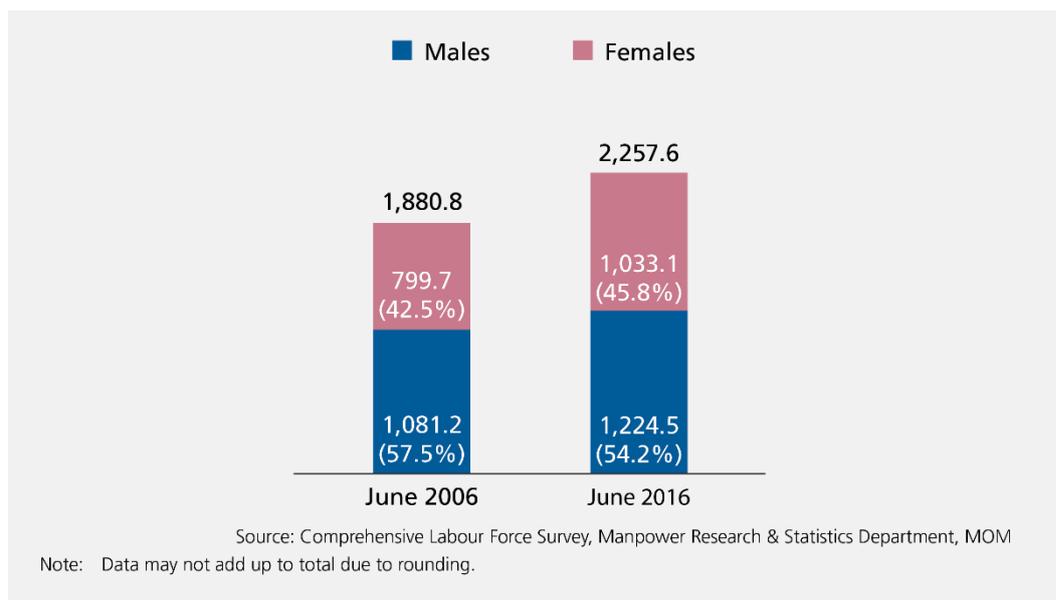
Chart 2 Resident labour force participation rate by age and sex
Per Cent





2.3 As the trend of rising female LFPR and stable male LFPR was also observed for the recent decade, the share of females in the resident labour force rose from 43% in 2006 to 46% in 2016. There were 2.26 million residents in the labour force in June 2016, comprising 1.22 million men and 1.03 million women.

Chart 3 Resident labour force by sex
 Number ('000)

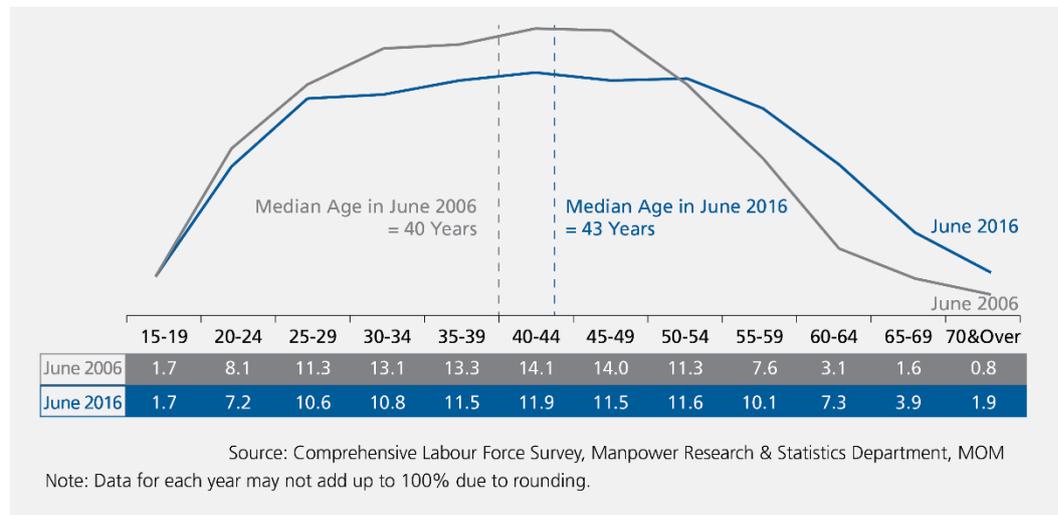


Labour force continued to age

- 2.4 As the earlier cohorts of post-war baby boomers moved into their 60s over the recent decade and the LFPR for older residents continued to rise, the share of those aged 60 & over in the resident labour force more than doubled from 5.5% in 2006 to 13% in 2016. The median age of residents in the labour force rose to 43 years in 2016 from 40 years in 2006.

Chart 4 Distribution of resident labour force by age

Per Cent

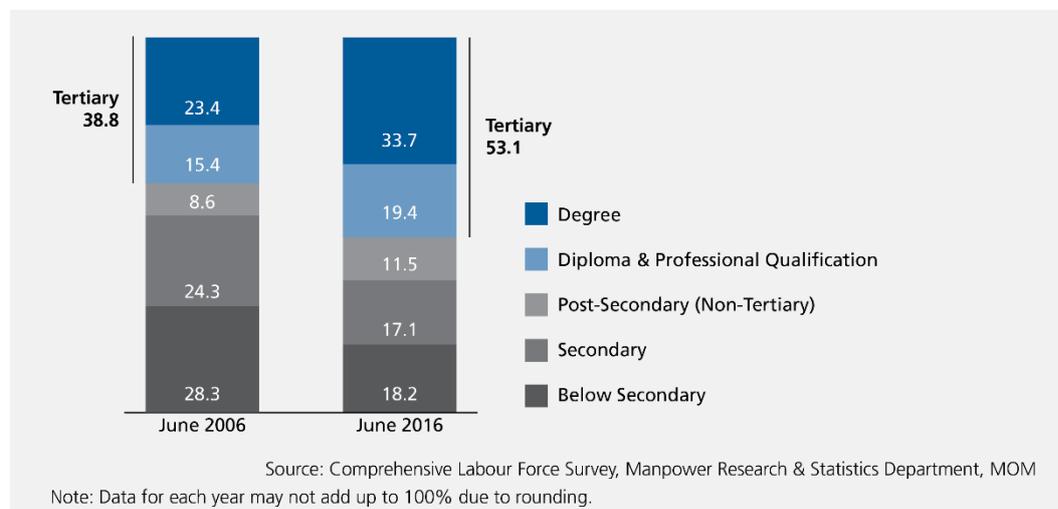


Shift towards a tertiary-educated labour force

- 2.5 The education profile of the resident labour force has improved over the decade. Tertiary-educated residents formed slightly more than half (53%) of the resident labour force in 2016, up from 39% in 2006. Most of the increase was from degree holders, whose share in the labour force rose from 23% to 34% over this period.

Chart 5 Distribution of resident labour force by highest qualification attained

Per Cent



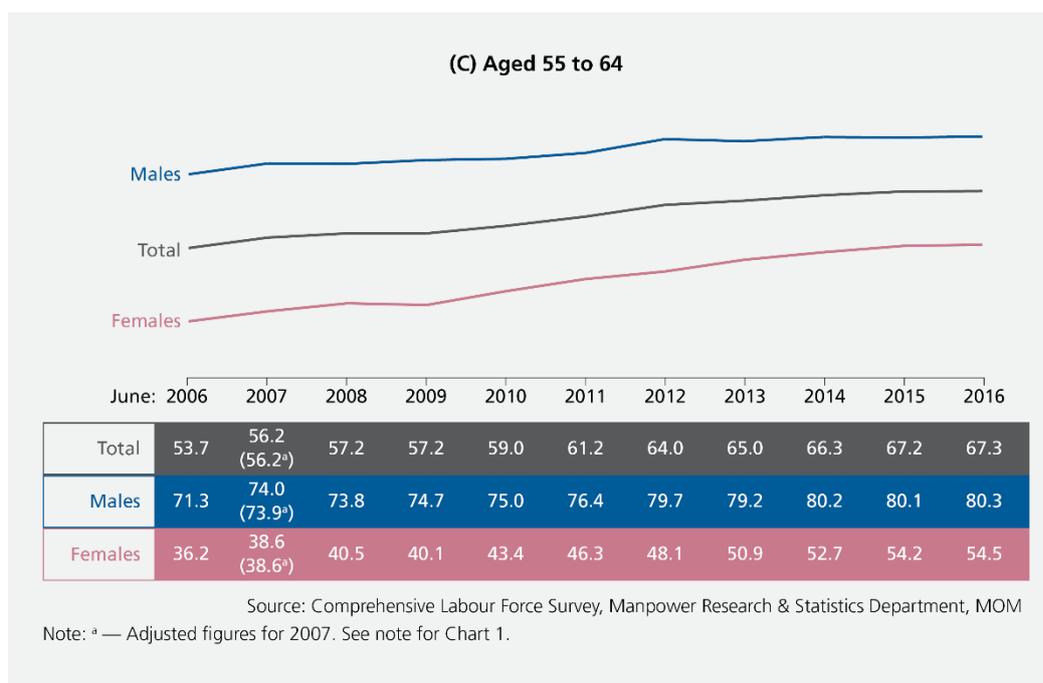
3. Employment

Employment rate similar to a year ago

3.1 The employment rate for residents aged 25 to 64 in 2016 (80.3%) stayed similar to 2015 (80.5%), as the continued increase in female employment rate offset the decline for males. The rate for males trended down from 89.7% in 2012 to 89.0% in 2016. In particular, the employment rate for prime working-age men aged 25 to 54 decreased significantly from 92.9% in 2015 to 91.9% in 2016, the lowest since 2009. The employment rate for older men aged 55 to 64 stayed flat at around 80% since 2012. The employment rate for females aged 25 to 54 and 55 to 64 continued to rise, but at a slower pace.

Chart 6 Resident employment rate by selected age groups and sex
Per Cent



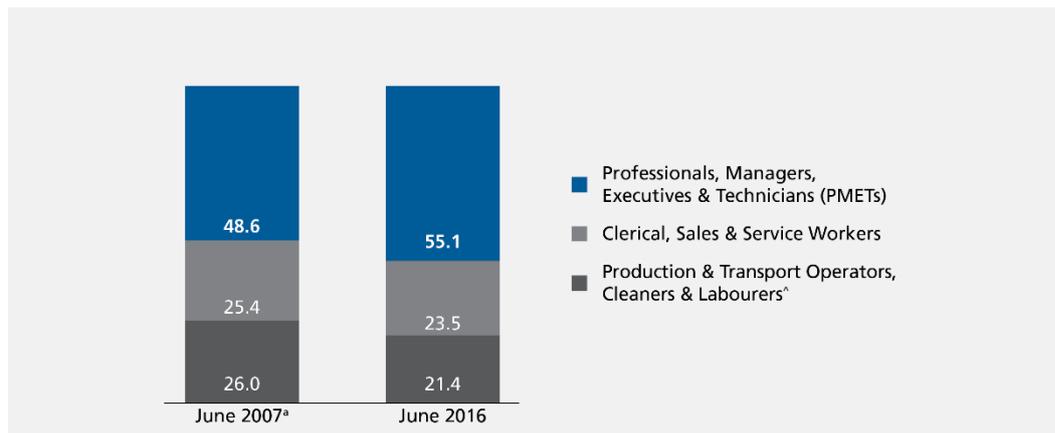


Rising share of residents in PMET jobs

3.2 The share of professionals, managers, executives & technicians (PMETs) among employed residents rose from 49% in 2007² to 55% in 2016. Even though PMET employment growth for residents was slower at 2.6% p.a. from 2011 to 2016 compared with 4.6% p.a. from 2007 to 2011, it was still faster than the increase for clerical, sales & service workers (0.9% p.a.) and production & transport operators, cleaners & labourers (0.1% p.a.) in the recent five years. Resident employment growth for clerical, sales & service workers from 2011 to 2016 was also slower than that from 2007 to 2011 (1.5% p.a.). Meanwhile, the flat growth for production & transport operators, cleaners & labourers was a reversal from the slight decline from 2007 to 2011 (-0.4% p.a.).

² The comparison was done for June 2007 and June 2016 instead of June 2006 and June 2016, as the level of occupational detail collected in 2006 did not support mapping to the latest version of the SSOC.

Chart 7 Distribution of employed residents by broad occupational group
Per Cent



Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

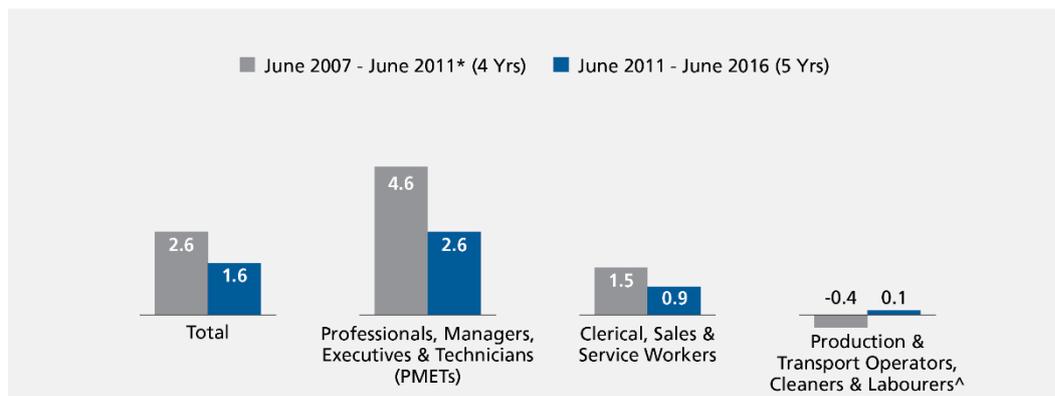
Notes: (1) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2015. Data before year 2015 which were coded based on earlier versions of the SSOC were mapped to SSOC 2015 as far as possible to facilitate data comparability. The comparison was done for June 2007 and June 2016 instead of June 2006 and June 2016, as the level of occupational detail collected in 2006 did not support mapping to the latest version of the SSOC.

(2) [^] — Includes Agricultural & Fishery Workers and Workers Not Elsewhere Classified.

(3) ^a — Adjusted figures for 2007. See note for Chart 1.

(4) Data for each year may not add up to 100% due to rounding.

Chart 8 Annualised change in employed residents by broad occupational group
Per Cent Per Annum (% p.a.)



Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes: (1) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2015. Data before year 2015 which were coded based on earlier versions of the SSOC were mapped to SSOC 2015 as far as possible to facilitate data comparability.

(2) [^] — Includes Agricultural & Fishery Workers and Workers Not Elsewhere Classified.

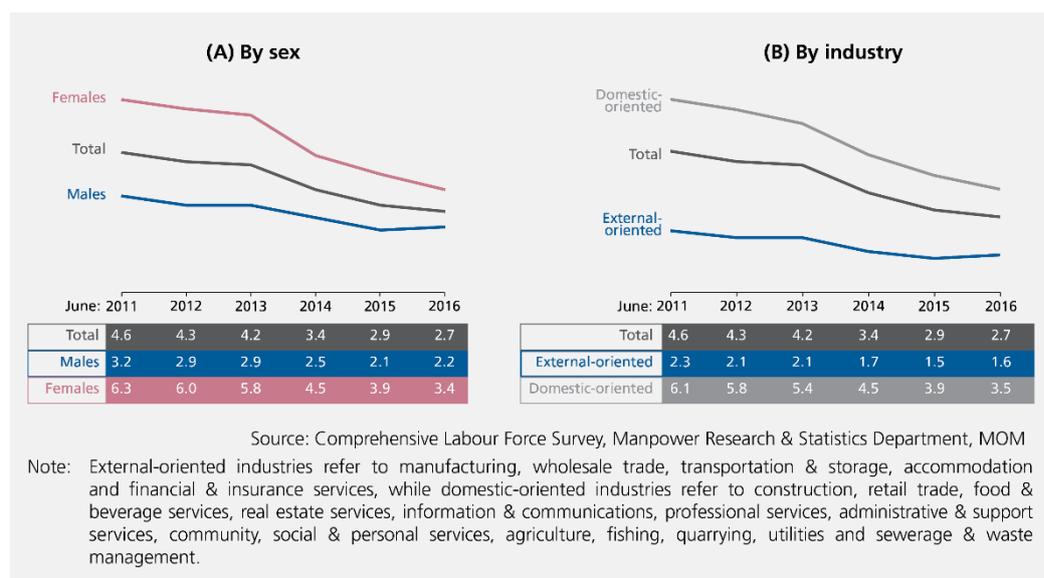
(3) ^{*} — Growth rates are computed using adjusted figures for 2007 (see note for Chart 1). The earlier period used in the comparison was for June 2007 to June 2011 instead of June 2006 to June 2011, as the level of occupational detail collected in 2006 did not support mapping to the latest version of the SSOC.

Time-related underemployment continued to decline but at a slower pace

- 3.3 The time-related underemployment rate, that is the proportion of employed residents working part-time but willing and available to work additional hours, continued to decline but at a slower pace to 2.7% in 2016. This occurred even as the proportion of part-timers among employed residents stayed similar in the last three years.³
- 3.4 The overall decline in time-related underemployment rate over the year was due to the fall among females (from 3.9% to 3.4%), as the rate for males rose (from 2.1% to 2.2%). The time-related underemployment rate increased in external-oriented industries (from 1.5% to 1.6%).

Chart 9 Resident time-related underemployment rate

Per Cent



³ There were 228,000 part-timers forming 10.5% of employed residents in 2016, similar to 223,100 or 10.4% in 2015 and 220,200 or 10.5% in 2014. This followed a general uptrend from 156,200 or 8.4% in 2009.

Real median income growth moderated in 2016

3.5 Median income grew at a slower pace amid the weaker economic environment. Year-on-year, the nominal median monthly income (including employer CPF contributions) of full-time employed residents rose by 2.7% to \$4,056 in 2016, or 3.2%^P in real terms (after adjusting for negative inflation⁴). This moderated from the increase of 4.7% (nominal) and 5.3% (real) in 2015.⁵

Chart 10 Median gross monthly income from work (including employer CPF contributions) of full-time employed residents
Dollars

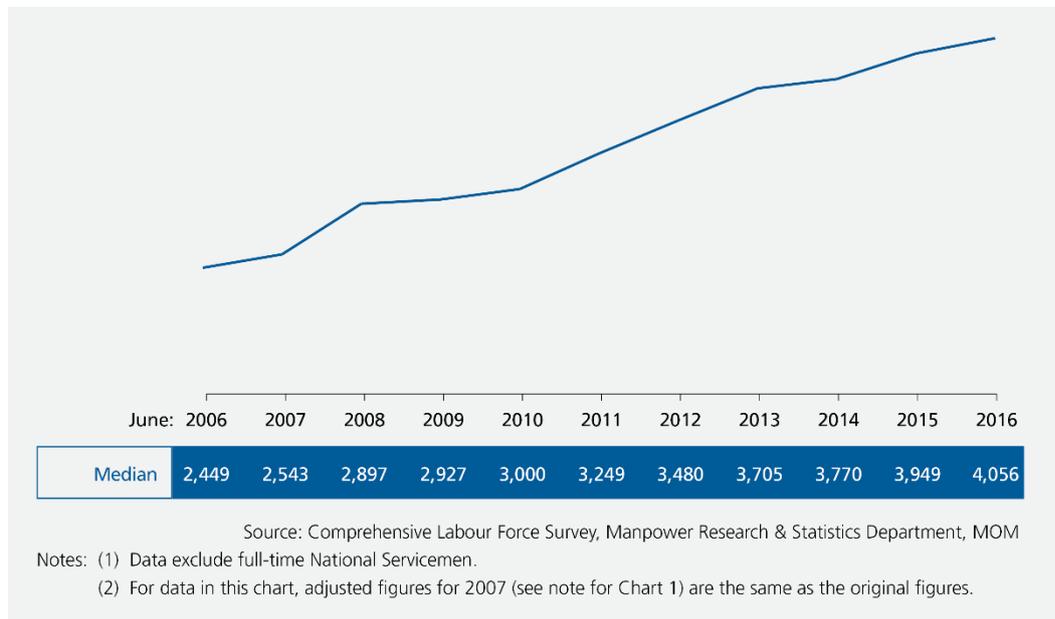
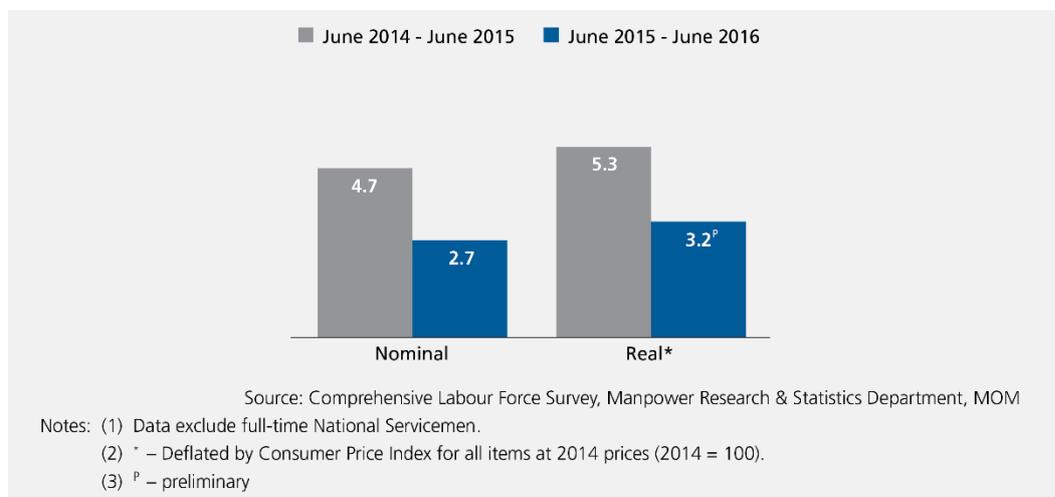


Chart 11 Year-on-year change in median gross monthly income from work (including employer CPF contributions) of full-time employed residents
Per Cent



^P preliminary

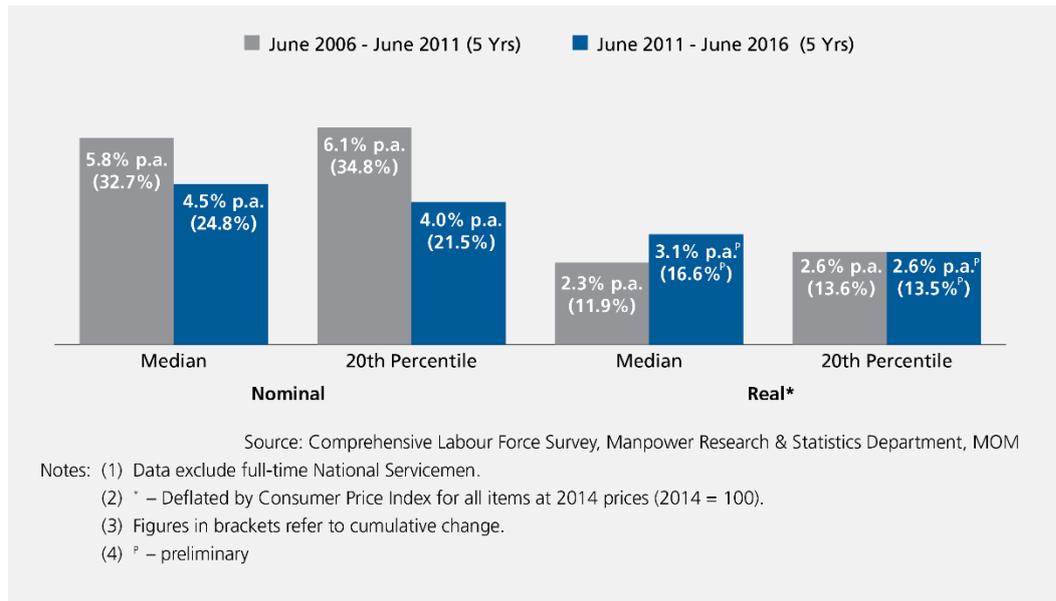
⁴ The Consumer Price Index (CPI) for all items is forecasted to fall by around 0.5% in 2016. Source: Monetary Policy Statement, 14 October 2016, Monetary Authority of Singapore

⁵ Real income growth adjusted using CPI less imputed rentals on owner-occupied accommodation, which relates more directly to the actual spending of households, was 2.4%^P in 2016, lower than the 4.6% growth in 2015.

Sustained rise in income at the median and 20th percentile over the last five years

3.6 Over the recent five years from 2011 to 2016, there was sustained median income growth of 25% or 4.5% p.a. in nominal terms from \$3,249 to \$4,056, and 17%^p or 3.1% p.a.^p in real terms. Income at the 20th percentile of full-time employed residents also continued to grow in the last five years, by 22% or 4.0% p.a. in nominal terms, and 14%^p or 2.6% p.a.^p in real terms.⁶ This raised their income from \$1,733 in 2011 to \$2,106⁷ in 2016.

Chart 12 Annualised change in gross monthly income from work (including employer CPF contributions) of full-time employed residents



⁶ As the data are captured from a sample survey, the income changes for the 20th percentile nearer the end of the income spectrum tend to be more volatile over shorter (e.g. year-on-year) than longer periods (e.g. 5 or 10 years). Studying income at the 20th percentile level over longer periods allows for more meaningful analysis of the income growth, as the year-on-year volatility in the data gets smoothed out.

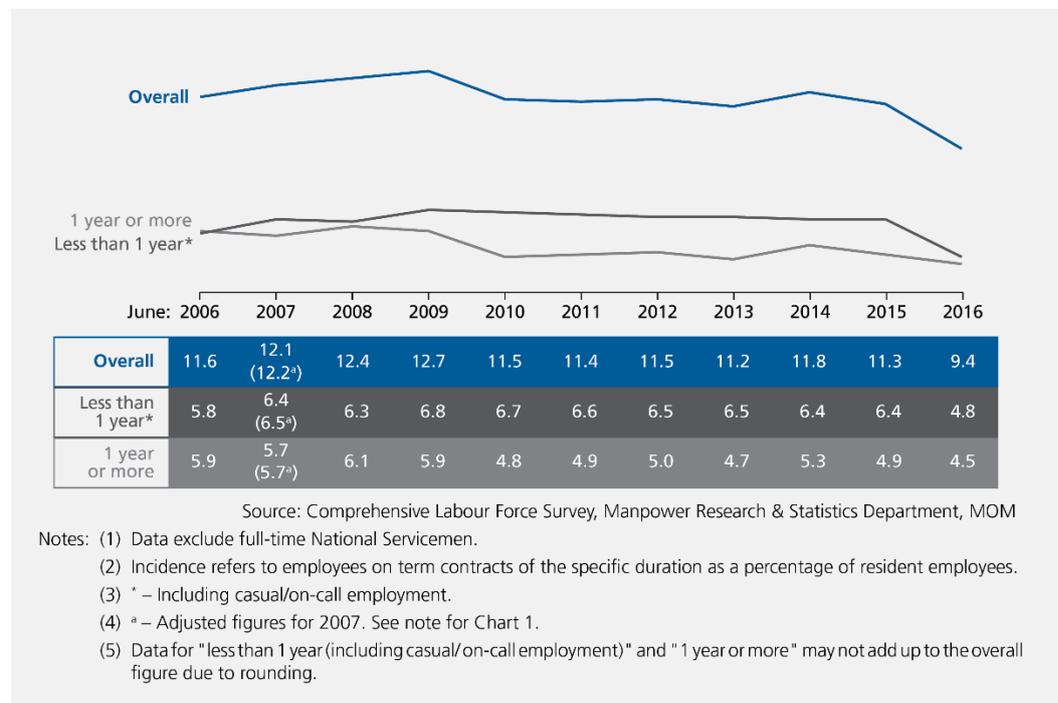
⁷ Excluding employer CPF contributions, the income of full-time employed residents at the 20th percentile was \$1,950 in June 2016.

Contract employment continued to fall

3.7 Less than one in ten (9.4%) resident employees were on term contracts⁸ in 2016, down from 11.3% in 2015 and the lowest since the series started in 2006. The decline was driven by a fall in residents on short-term contracts of less than a year from 6.4% in 2015 to 4.8% in 2016, particularly among those on casual/on-call employment. This reflects the exit of short-term/casual workers amid less optimistic business conditions in industries such as retail trade and accommodation & food services which had higher reliance on such workers. The proportion of resident employees on longer-term contracts of at least a year also fell, albeit less so from 4.9% in 2015 to 4.5% in 2016.

Chart 13 Incidence of resident term contract⁸ employment

Per Cent



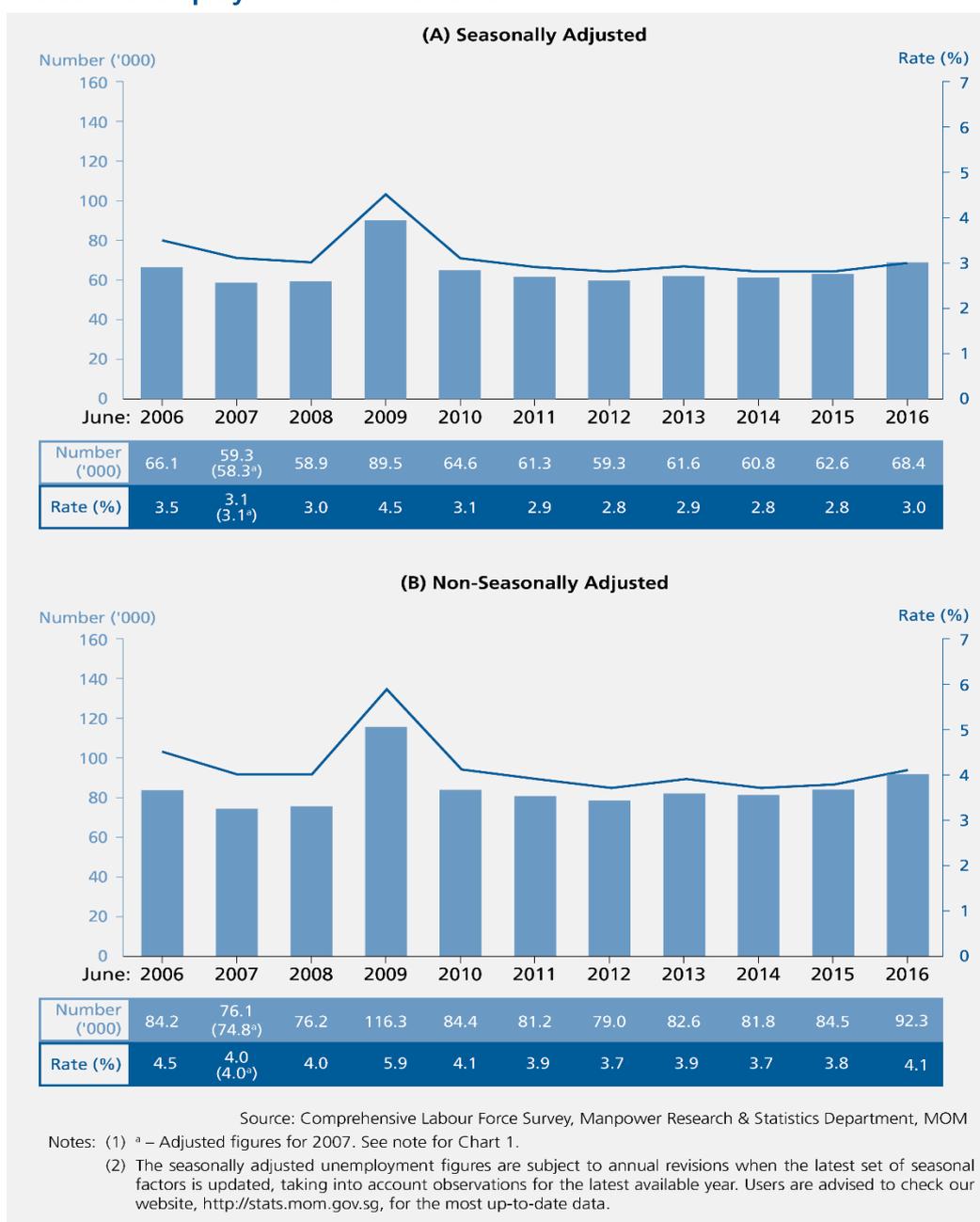
⁸ Employees on term contracts refer to those on fixed-term contract of employment that will terminate on the expiry of a specific term unless it is renewed, as well as those on casual/on-call employment (i.e. where persons are employed on ad hoc basis, as and when the company requires additional manpower). On the other hand, permanent employees refer to those employed for an unspecified duration, i.e. they are not on term contracts.

4. Unemployment

Unemployment rose amid softer economic conditions

- 4.1 Amid softer economic conditions and fewer job openings, the seasonally adjusted resident unemployment rate rose from 2.8% in June 2015 to 3.0% in June 2016, after staying in the range of 2.6% to 2.9% in the past five years.⁹ On a non-seasonally adjusted basis,¹⁰ the unemployment rate also rose from 3.8% to 4.1% over the same period. The resident long-term unemployment rate also rose from 0.7% to 0.8%, reaching its highest since 2010.¹¹

Chart 14 Resident unemployment rate and number



⁹ Refers to the range of values for seasonally adjusted resident unemployment rate based on the quarterly series from 2011 to 2015.

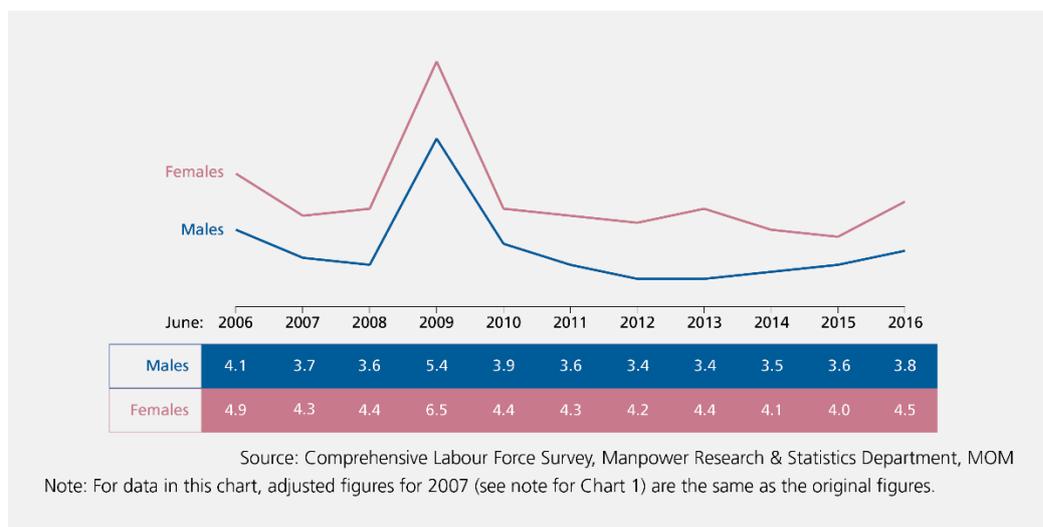
¹⁰ Data for the remaining sections on unemployment are non-seasonally adjusted.

¹¹ Data were earlier released in the Labour Market Report Second Quarter 2016.

4.2 Both male and female unemployment rate rose over the year in 2016, amid weaker economic conditions. This was unlike in the last few years, when the decline for females offset the increase for males. From 2012 to 2015, the unemployment rate for male residents crept up from 3.4% in 2012 to 3.6% in 2015, as more found it harder to secure employment. Over the same period, female unemployment rate generally trended downwards from 4.2% to 4.0%, continuing the improvement from the high of 6.5% in 2009.

Chart 15 Resident unemployment rate by sex

Per Cent



4.3 The unemployment rate for PMETs rose to 3.1% in 2016, resuming its uptrend from 2012. While PMETs remained less prone to unemployment than non-PMETs, the gap has narrowed in recent years. Among non-PMETs, the unemployment rate was higher for clerical, sales & service workers (5.3%) than production & transport operators, cleaners & labourers (3.5%), reflecting their faster staff turnover.¹²

¹² The average monthly resignation rate was 2.9% for clerical, sales & service workers in the second quarter of 2016, higher than 2.3% for production & transport operators, cleaners & labourers. Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Chart 16 Resident unemployment rate by broad occupational group
Per Cent

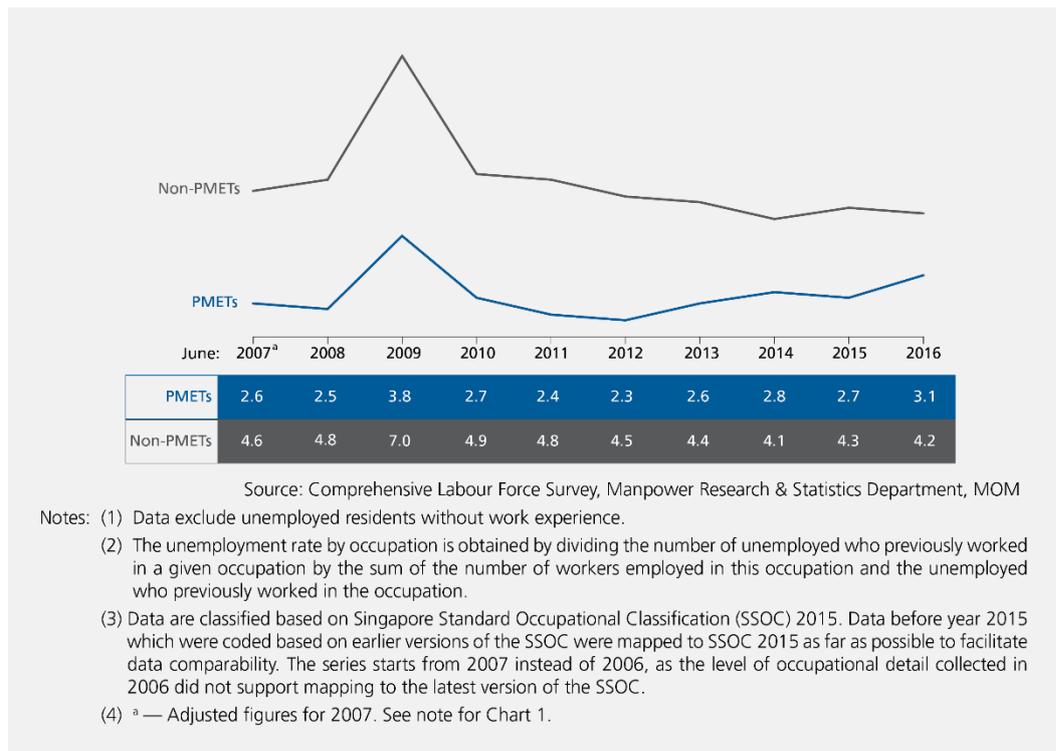
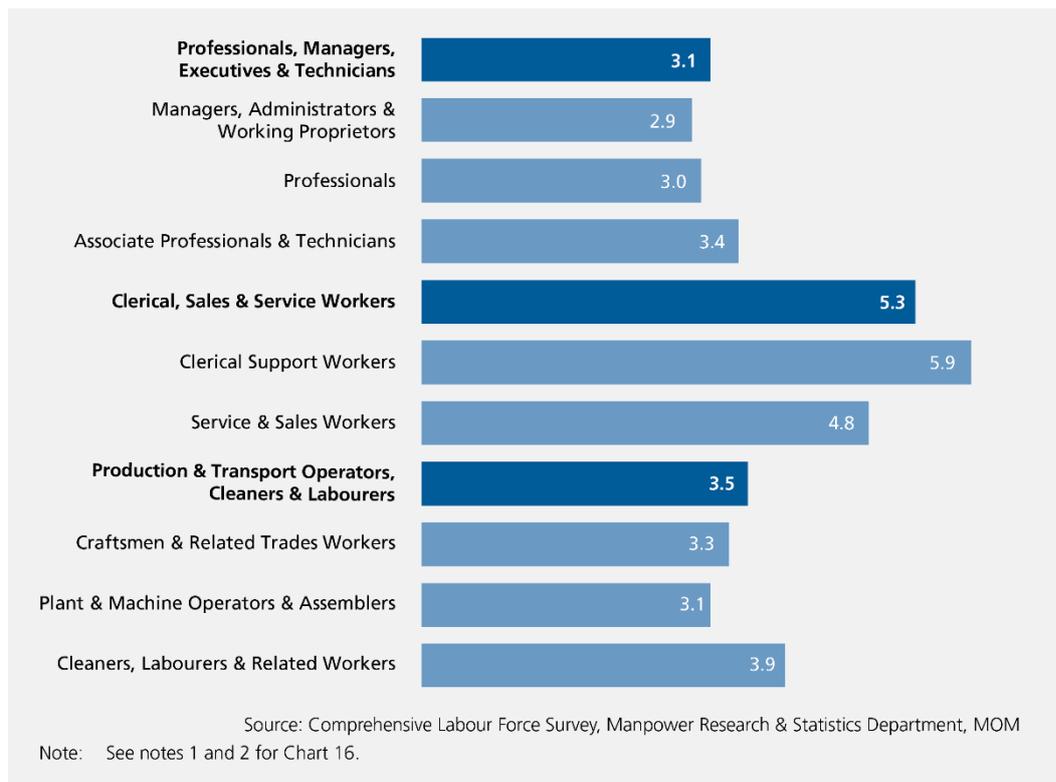
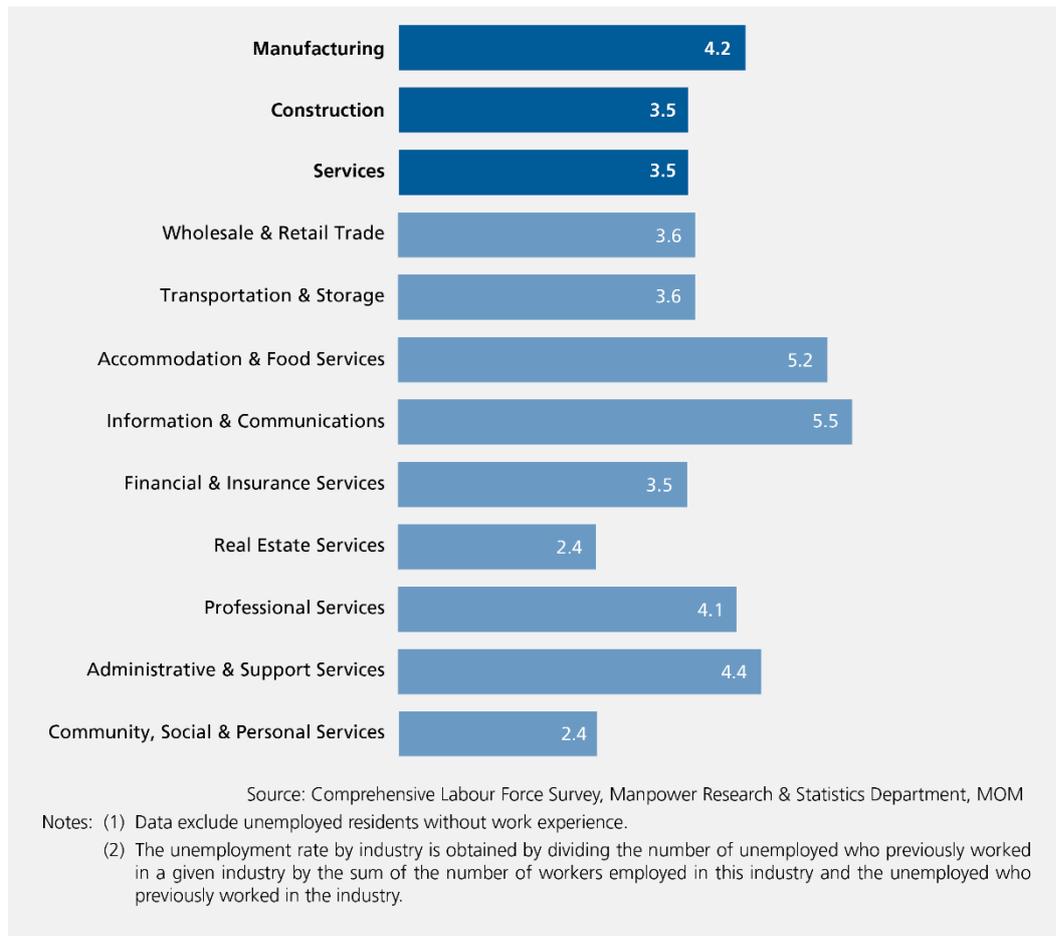


Chart 17 Resident unemployment rate by occupation, June 2016
Per Cent



4.4 Affected by its lacklustre performance, manufacturing (4.2%) had higher unemployment rate than construction (3.5%) and services (3.5%). Within services, unemployment rate was higher in information and communications (5.5%), accommodation & food services (5.2%) and administrative & support services (4.4%), with the latter two pulled up by their faster labour turnover.¹³

Chart 18 Resident unemployment rate by industry, June 2016
Per Cent



¹³ Accommodation & food services (3.9%) and administrative & support services (3.8%) had among the highest average monthly resignation rate in the second quarter of 2016, substantially above the overall rate (2.0%). Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

5. Persons Outside the Labour Force

Older residents formed the largest and increasing share among those outside the labour force

- 5.1 32.0% or 1.06 million residents aged 15 & over were outside the labour force in 2016. While this was higher than the 31.7% or 1.03 million a year ago, it remained lower than the incidence (33.0-33.9%) and number (around 1.07 million) from 2011 to 2014.
- 5.2 Older residents aged 60 & over formed the largest and increasing share among residents outside the labour force, from 37% in 2011 and 42% in 2015 to 44% in 2016 amid an ageing population and more workers retire. Youths also formed a sizable share (29%) among residents outside the labour force, as many of them were still schooling. The large majority (72%) of residents outside the labour force held secondary (25%) or lower (47%) qualifications, reflecting the high concentration of those in older age groups.

Table 1 Profile of residents outside the labour force, June 2016

Characteristics	Total			Males			Females		
	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)
Total	1,060,800	100.0	32.0	383,000	100.0	23.8	677,900	100.0	39.6
Age Group (Years)									
15 - 24	308,600	29.1	60.6	155,100	40.5	59.0	153,400	22.6	62.3
25 - 29	25,700	2.4	9.7	13,200	3.4	10.0	12,600	1.9	9.4
30 - 39	54,400	5.1	9.7	6,800	1.8	2.6	47,600	7.0	16.2
40 - 49	77,000	7.3	12.7	9,400	2.5	3.3	67,500	10.0	21.3
50 - 59	132,300	12.5	21.3	28,000	7.3	9.1	104,300	15.4	33.2
60 & Over	462,800	43.6	61.0	170,500	44.5	48.3	292,400	43.1	72.0
Highest Qualification Attained									
Below Secondary	498,000	46.9	54.8	163,700	42.7	41.4	334,400	49.3	65.1
Secondary	267,900	25.3	40.9	101,600	26.5	34.0	166,400	24.5	46.8
Post-Secondary (Non-Tertiary)	108,900	10.3	29.5	47,900	12.5	22.8	60,900	9.0	38.3
Diploma & Professional Qualification	91,800	8.7	17.3	39,900	10.4	14.3	52,000	7.7	20.6
Degree	94,200	8.9	11.0	29,900	7.8	7.0	64,300	9.5	14.9

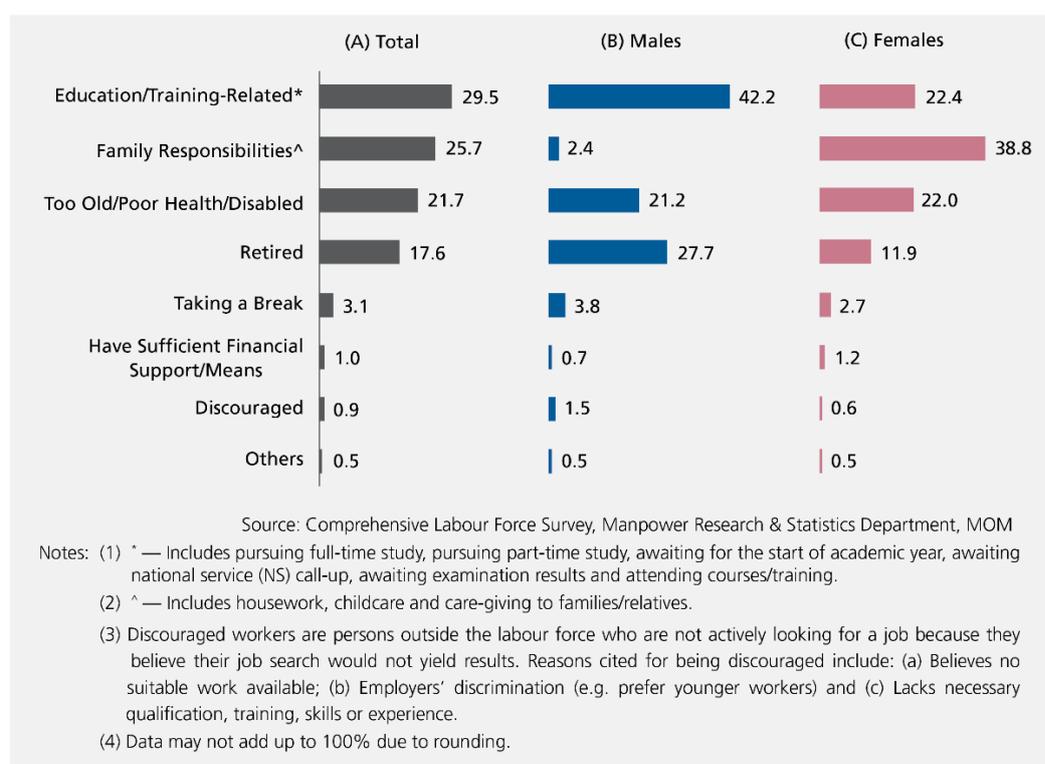
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes: (1) Data on number and distribution may not add up to the total due to rounding.
(2) Incidence refers to residents outside the labour force as a percentage of the resident population in the respective groups.

5.3 Women formed the majority (64% or 0.68 million) of residents outside the labour force, many of whom cited family responsibilities (housework, childcare, care-giving to families/relatives) (39%) as the main reason for not participating in the labour force. On the other hand, males tend to stay outside the labour force due to education/training-related reasons (42%). Old age, poor health or disability was also a common reason cited (males: 21%, females: 22%) as most of those outside the labour force were older residents. A larger proportion of males (28%) indicated retirement as the main reason for not participating in the labour force than females (12%), as the latter were more likely to have left the labour market when they were younger to take care of their families.

Chart 19 Residents outside the labour force by main reason for not working and not looking for a job, June 2016

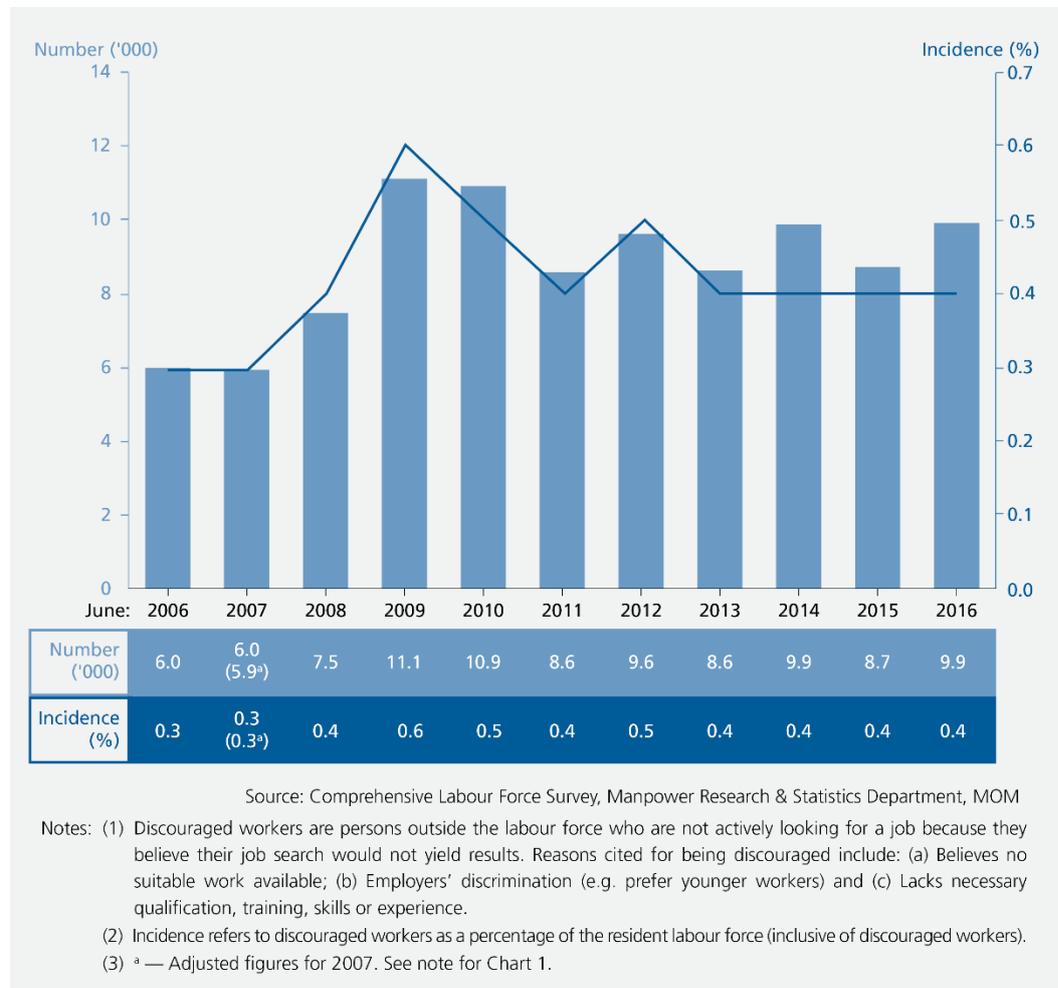
Per Cent



Incidence of discouraged workers stayed low

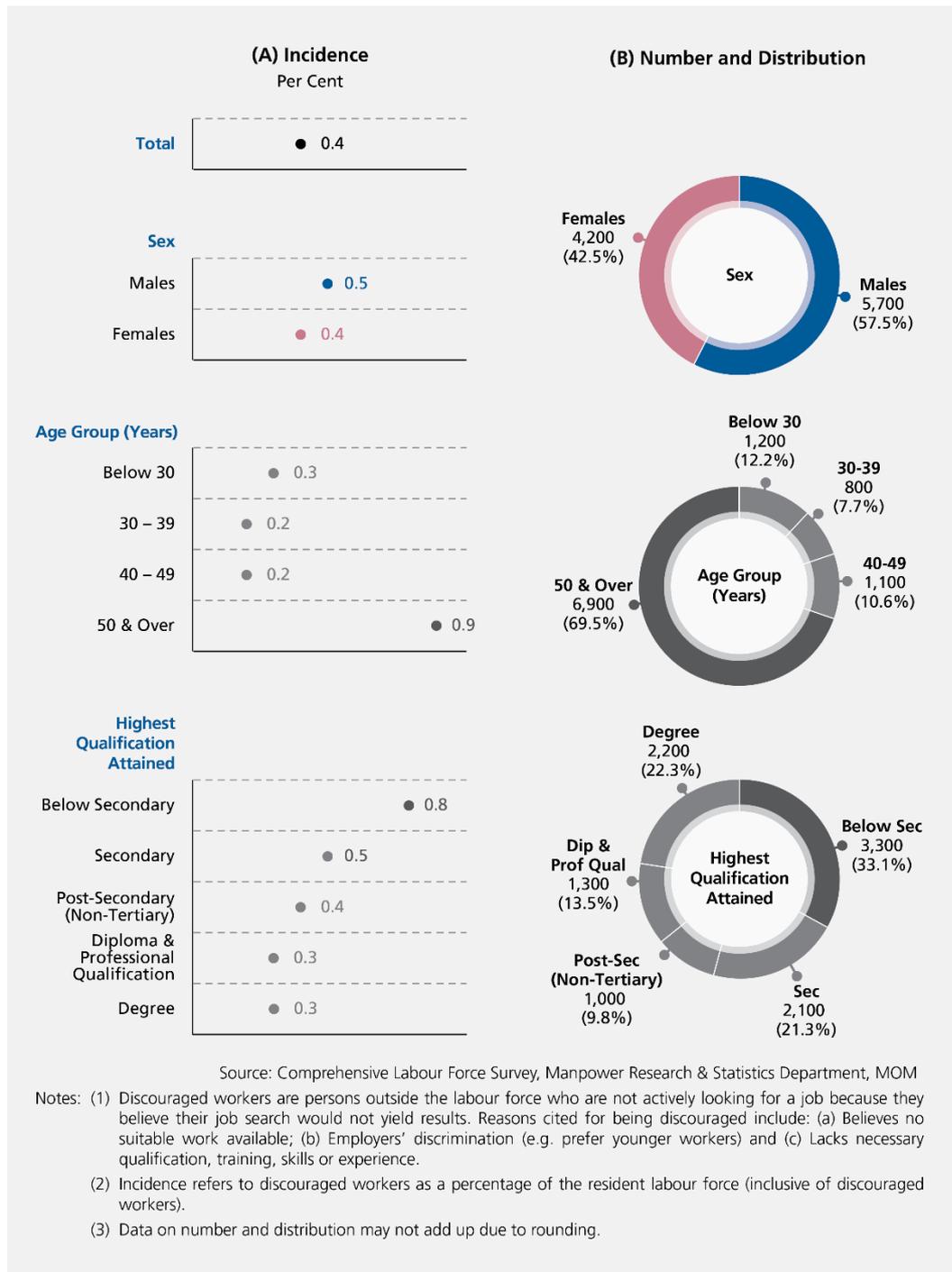
- 5.4 The number of discouraged workers rose from 8,700 in 2015 to 9,900 in 2016, but lower than the 11,100 during the 2009 recession. Their share in the resident labour force (inclusive of discouraged workers) stayed low at 0.4% in 2016, unchanged since 2013.

Chart 20 Residents discouraged from seeking work



- 5.5 Older residents aged 50 & over (69%) as well as those with below secondary (33%) qualifications formed the largest groups among those discouraged, reflecting their higher incidence of being discouraged from seeking work (0.9% and 0.8% respectively).

Chart 21 Profile of residents discouraged from seeking work, June 2016



- 5.6 14% or 144,900 residents outside the labour force in 2016 indicated their intention to look for job within the next two years, i.e. they were potential entrants. This was fewer than 16% or 161,500 potential entrants in 2015.¹⁴ Six out of every ten (62%) potential entrants were females.
- 5.7 The incidence of potential entrants generally rose with education, and was the highest among residents aged 25 to 29 (51%). Nonetheless, due to their larger share among residents outside the labour force, youths aged 15 to 24 (38%) and residents with secondary or lower qualifications (46%) formed the largest groups among the potential entrants.

Table 2 Profile of resident potential entrants into the labour force, June 2016

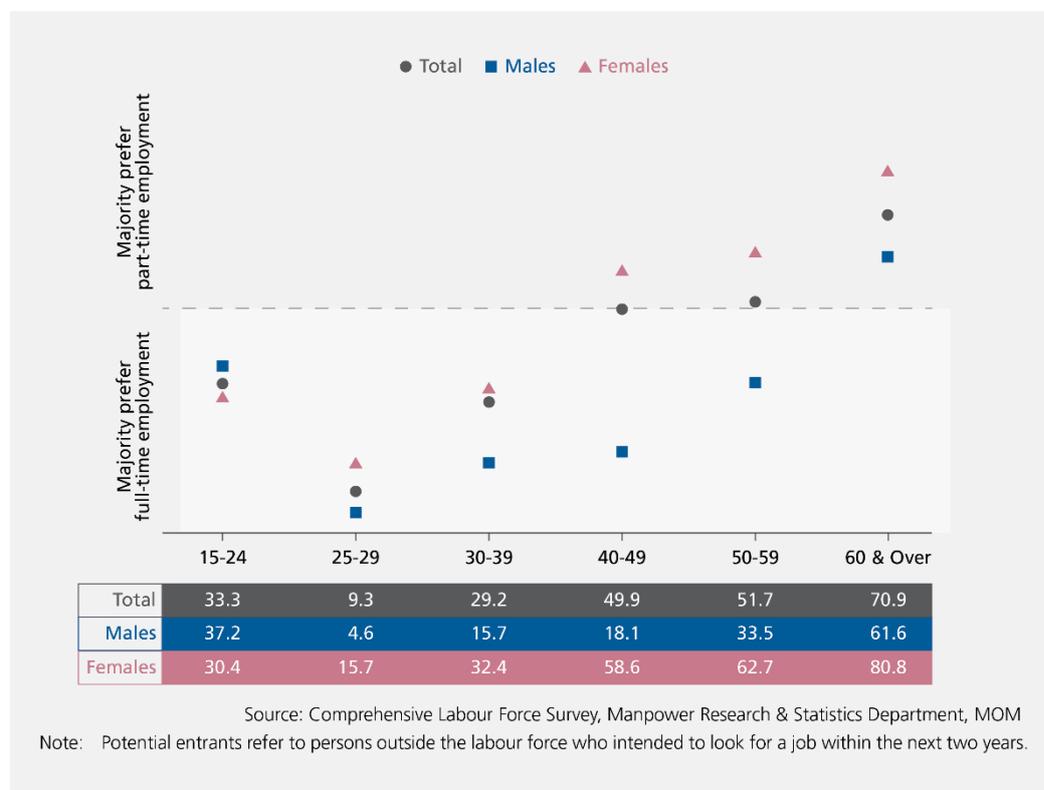
Characteristics	Total			Males			Females		
	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)
Total	144,900	100.0	13.7	55,700	100.0	14.6	89,200	100.0	13.2
Age Group (Years)									
15 - 24	54,600	37.7	17.7	22,900	41.0	14.7	31,700	35.6	20.7
25 - 29	13,000	9.0	50.5	7,500	13.5	57.0	5,500	6.2	43.8
30 - 39	19,700	13.6	36.1	3,800	6.9	56.5	15,800	17.7	33.2
40 - 49	17,900	12.3	23.2	3,900	6.9	40.9	14,000	15.7	20.7
50 - 59	20,500	14.2	15.5	7,800	13.9	27.7	12,700	14.3	12.2
60 & Over	19,300	13.3	4.2	9,900	17.8	5.8	9,400	10.5	3.2
Highest Qualification Attained									
Below Secondary	30,200	20.9	6.1	13,400	24.1	8.2	16,800	18.8	5.0
Secondary	36,100	24.9	13.5	13,200	23.7	13.0	22,900	25.6	13.7
Post-Secondary (Non-Tertiary)	23,000	15.8	21.1	10,000	18.0	20.9	13,000	14.5	21.3
Diploma & Professional Qualification	24,700	17.0	26.9	10,000	18.0	25.1	14,700	16.5	28.3
Degree	31,000	21.4	32.9	9,100	16.3	30.3	21,900	24.6	34.1
Work Experience									
With Work Experience	105,500	72.8	16.1	38,300	68.7	15.4	67,300	75.4	16.5
Without Work Experience	39,400	27.2	9.8	17,400	31.3	13.0	22,000	24.6	8.2
Preference for Full-Time / Part-Time Employment									
Full-Time	86,600	59.8	n.a.	36,900	66.2	n.a.	49,800	55.8	n.a.
Part-Time	58,300	40.2	n.a.	18,900	33.8	n.a.	39,500	44.2	n.a.

Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM
Notes: (1) Potential entrants refer to persons outside the labour force who intended to look for a job within the next two years.
(2) Incidence refers to potential entrants as a percentage of residents outside the labour force.
(3) n.a. — Not applicable.
(4) Data on number and distribution may not add up to the total due to rounding.

¹⁴ The number of potential entrants in 2016 was the lowest since 2007.

5.8 Every four in ten (40% or 58,300) potential entrants preferred to work part-time. Preference for part-time employment was higher among female potential entrants aged 40 & over and older males aged 60 & over. Most of the potential entrants in the younger prime working-ages, especially males, prefer full-time employment.

Chart 22 Proportion of resident potential entrants who preferred to work part-time by age group and sex, June 2016
Per Cent



6. Concluding Remarks

6.1 Labour force participation rate (LFPR) trended up in the last five years, due to higher female LFPR and stable male LFPR. Amid the weaker economic environment, unemployment rate rose and real median income growth moderated in 2016, while employment rate stayed similar. There is no evidence of higher time-related underemployment and the incidence of discouraged workers remained low.

SURVEY COVERAGE AND METHODOLOGY

Introduction

- 1 The 2016 Comprehensive Labour Force Survey is the thirty-ninth in the series of mid-year labour force surveys conducted in Singapore by the Manpower Research and Statistics Department of the Ministry of Manpower. The objective of the survey is to collect data on the economic activities of the population, including detailed information on employment and unemployment as well as characteristics of persons in and outside the labour force.
- 2 The survey is conducted under the Statistics Act (Chapter 317) which empowers the Director of the Manpower Research and Statistics Department to collect information from survey respondents. The Act also guarantees the confidentiality of individual information obtained from the survey.

Coverage

- 3 The survey covers private households in Singapore. It excludes workers living in construction worksites, dormitories and workers' quarters at the workplace and persons commuting from abroad to work in Singapore.

Concepts and Definitions

- 4 The concepts and definitions used in the survey conform to international guidelines recommended by the International Labour Organisation. The terms and definitions used are as follows:

Reference Period	This refers to the week preceding the date of the survey interview.
Labour Force Status	<p>Labour Force This refers to persons aged fifteen years and over who are either employed (i.e. working) or unemployed (i.e. actively looking for a job and available for work) during the reference period.</p> <p>Outside the Labour Force This refers to persons aged fifteen years and over who are neither employed nor unemployed during the reference period.</p>
Employed Persons	<p>This refers to persons aged fifteen years and over who, during the reference period:</p> <ul style="list-style-type: none"> (i) work for one hour or more either for pay, profit or family gains; or (ii) have a job or business to return to but are temporarily absent because of illness, injury, breakdown of machinery at workplace, labour management dispute or other reasons. <p>Members of the Singapore Armed Forces including full-time National Servicemen are included in the persons employed, unless otherwise specified.</p>

Unemployed Persons	This refers to persons aged fifteen years and over who are not working but are actively looking for a job and available for work during the reference period. They include persons who are not working but are taking steps to start their own business or taking up a new job after the reference period.
Labour Force Participation Rate	This is defined as the percentage of the labour force to the population.
Employment Rate	This is defined as the percentage of employed persons to the population.
Unemployment Rate	This is defined as the percentage of unemployed persons to the labour force.
Time-Related Underemployed Persons	This refers to persons aged fifteen years and over who normally work less than 35 hours a week but are willing and available to engage in additional work.
Time-Related Underemployment Rate	This is defined as the percentage of time-related underemployed persons to employed persons.
Discouraged Workers	This refers to persons outside the labour force who are not actively looking for a job because they believe their job search would not yield results. Reasons cited for being discouraged include believes that there is no suitable work available, employers' discrimination and lack of necessary qualifications, training, skills or experience.
Type of Employment	<p>Employed persons can be categorised into those working on full-time or part-time basis.</p> <p>Full-time This refers to employment where the normal hours of work is at least 35 hours a week.</p> <p>Part-time This refers to employment where the normal hours of work is less than 35 hours a week.</p> <p>Before 2009, full-time refers to employment where the normal hours of work is at least 30 hours a week while part-time refers to employment where the normal hours of work is less than 30 hours a week. From 2009 onwards, the threshold between full-time and part-time was revised from 30 hours to 35 hours to align with the revised definition in the Employment Act.</p> <p>Employees can be categorised into those employed on term contract or permanent basis.</p>

Term Contract

Employees on term contracts refer to those on fixed-term contract of employment that will terminate on the expiry of a specific term unless it is renewed, as well as those on casual/on-call employment (i.e. where persons are employed on ad hoc basis, as and when the company requires additional manpower).

Permanent

Permanent employees refer to those employed for an unspecified duration, i.e. they are not on term contracts.

Gross Monthly Income from Work

This refers to income earned from employment. For employees, it refers to the gross monthly wages or salaries before deduction of employee CPF contributions and personal income tax. It comprises basic wages, overtime pay, commissions, tips, other allowances and one-twelfth of annual bonuses. For self-employed persons, gross monthly income refers to the average monthly profits from their business, trade or profession (i.e. total receipts less business expenses incurred) before deduction of income tax.

Occupation

This refers to the type of work performed by a person, which may not necessarily be related to his training, skill or professional qualification. In the case of a person who performs two or more kinds of work, his occupation would refer to the one in which he usually works the longest hours during the reference period. The classification of occupations is based on the Singapore Standard Occupational Classification (SSOC), 2015, unless otherwise specified.

Industry

This refers to the major kind of activity undertaken by the establishment, enterprise, firm or organisation in which the person worked during the reference period. It is related to the principal class of goods produced or services rendered by the organisation. The classification of industries is based on the Singapore Standard Industrial Classification (SSIC), 2015 unless otherwise specified.

Highest Qualification Attained

This refers to the highest level or standard which a person has passed or attained either through attendance at an institution of learning or through correspondence or self-study. The classification of highest qualification attained is based on the Singapore Standard Educational Classification (SSEC), 2015.

Residents

Residents (also known as locals) refer to Singapore citizens and Permanent Residents.

Planning, Organisation, Fieldwork and Data Verification

- 5 The field operation for the 2016 survey was carried out mainly from 23 May to 31 July 2016. Around 140 temporary interviewers and 20 permanent staff were involved in the survey operations.
- 6 The majority of the households completed the survey through telephone or internet. Households that did not respond through these options were enumerated through face-to-face interviews.
- 7 The work of the interviewers was closely monitored to ensure the quality of the data collected. Supervisors conducted checks by calling up selected households to verify the information collected. The data were subjected to consistency and verification checks before tabulation.

Response

- 8 Of the 33,000 housing units selected in the initial sample, 1,552 households were excluded from the survey as they were unoccupied, non-residential or demolished. A total of 27,780 households responded to the survey, achieving an overall response rate of 88.3%.

Reliability of Data

- 9 The results of the survey were grossed up to the resident population in June 2016 (compiled by the Singapore Department of Statistics) using multiple estimation factors.
- 10 In a sample survey, inferences about the target population are drawn from the data collected from the sample. Errors due to extension of the conclusions based on one sample to the entire population are known as sampling errors. The sampling error of an estimate is the extent of variation between the estimated value obtained from a sample and the true value from the population. Factors influencing the sampling error include the sample size, the sample design, method of estimation, the variability of the population and the characteristics studied.
- 11 A common measure of the sampling error of an estimate is its standard error, which is a measure of the variation among the estimates derived from all possible samples. An alternative measure is the relative standard error of an estimate which indicates the standard error relative to the magnitude of the estimate. As a general rule, the smaller the group whose size is estimated or from which an estimate is being derived, the less precise that estimate is.
- 12 A sample estimate and an estimate of its standard error can be used to construct an interval that will, at specified levels of confidence, include the true value. By statistical convention, the confidence level has been set at 95 per cent.

- 13 For the 2016 survey, the estimated sampling errors of the main resident labour force estimates were as follows:

	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
				Lower	Upper
Resident Labour Force	2,257,600	6,900	0.3	2,244,100	2,271,100
Employed Residents	2,165,300	6,900	0.3	2,151,800	2,178,900
Unemployed Residents	92,300	2,100	2.3	88,200	96,400
Residents Outside the Labour Force	1,060,800	6,200	0.6	1,048,700	1,072,900
Resident Labour Force Participation Rate	68.0%	0.18%-pt	0.3	67.6%	68.4%
Resident Employment Rate of Population Aged 25 to 64	80.3%	0.19%-pt	0.2	79.9%	80.7%
Resident Unemployment Rate	4.1%	0.09%-pt	2.3	3.9%	4.3%

Note: Data are non-seasonally adjusted.

Impact of Population Revision on Labour Force Data

- 14 Being a sample survey, data obtained from the Comprehensive Labour Force Survey are grossed up using population estimates from Singapore Department of Statistics (DOS). DOS has refined the resident population estimates for June 2008 onwards to exclude Singapore residents who have been away from Singapore for a continuous period of 12 months or longer. Before June 2008, the labour force data are grossed up using DOS's original resident population estimates which comprise all persons whose usual residence is in Singapore. Hence, the resident labour force data for 2008 onwards are not strictly comparable with those published in earlier years.
- 15 To facilitate comparison with data for 2008 onwards, adjusted labour force estimates for 2007 based on the revised population estimates are published, alongside the original estimates in the key time series tabulations. The adjustment assumes that the proportion of persons overseas for at least 12 months in the 2007 Comprehensive Labour Force Survey was the same as that in the 2008 survey. Adjusted data for 2007 are denoted by the symbol ^a. The impact of the population revision is more significant for level data of large estimates such as the resident labour force or employed residents and less so for rates and proportions derived from level data of the same year as shown below.

	June 2007 (a)	June 2007 (adjusted) (b)	Difference (b) – (a)
Resident Labour Force	1,918,100	1,878,000	-40,100
Employed Residents	1,842,100	1,803,200	-38,900
Unemployed Residents	76,100	74,800	-1,300
Residents Outside The Labour Force	1,026,500	1,009,200	-17,300
Resident Labour Force Participation Rate (%)	65.1	65.0	-0.1
Resident Unemployment Rate (%)	4.0	4.0	–
Resident Employment Rate of Population Aged 25-64 (%)	76.5	76.5	–

Note: Data are non-seasonally adjusted.

TABLE 1
KEY CHARACTERISTICS OF RESIDENT LABOUR FORCE, 2006 - 2016 (June)

Mid-Year	Labour Force Participation Rate (%)						Employment Rate (%)					
	Aged 15 and Over			Aged 25 - 64			Aged 15 and Over			Aged 25 - 64		
	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females
2006	65.0	76.2	54.3	78.7	92.7	65.3	62.1	73.0	51.6	75.5	89.1	62.6
2007	65.1	76.5	54.3	79.2	93.0	66.0	62.6	73.7	51.9	76.5	89.9	63.6
2007 ^a	65.0	76.3	54.2	79.2	93.0	66.0	62.5	73.5	51.9	76.5	89.8	63.7
2008	65.6	76.1	55.6	79.7	92.5	67.4	63.0	73.3	53.2	77.0	89.4	65.1
2009	65.4	76.3	55.2	79.9	92.9	67.6	61.6	72.2	51.6	75.8	88.3	63.9
2010	66.2	76.5	56.5	80.0	92.1	68.4	63.5	73.5	54.0	77.1	88.8	66.1
2011	66.1	75.6	57.0	80.7	92.1	69.9	63.5	72.9	54.5	78.0	89.1	67.4
2012	66.6	76.0	57.7	81.4	92.5	70.9	64.1	73.4	55.3	78.8	89.7	68.5
2013	66.7	75.8	58.1	81.7	92.2	71.7	64.1	73.2	55.6	79.0	89.3	69.2
2014	67.0	75.9	58.6	82.3	92.2	73.0	64.5	73.3	56.2	79.7	89.3	70.5
2015	68.3	76.7	60.4	83.1	92.7	74.1	65.7	73.9	58.0	80.5	89.8	71.8
2016	68.0	76.2	60.4	83.3	92.2	74.9	65.3	73.3	57.7	80.3	89.0	72.1

Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Note : ^a June 2007 data have been adjusted based on latest revised population estimates from DOS to facilitate comparisons with June 2008 onwards.

TABLE 2
AGE - SEX SPECIFIC RESIDENT LABOUR FORCE PARTICIPATION RATE, 2006 - 2016 (June)
(TOTAL)

Age (Years)	2006	2007	2007 ^a	2008	2009	2010	2011	2012	2013	2014	2015	2016	Per Cent
Total	65.0	65.1	65.0	65.6	65.4	66.2	66.1	66.6	66.7	67.0	68.3	68.0	
15 - 19	12.4	13.6	13.6	12.8	11.8	15.4	12.3	12.4	11.8	12.3	15.8	15.3	
20 - 24	70.7	66.6	66.6	66.5	63.5	65.8	62.8	63.6	61.7	61.8	65.3	62.3	
25 - 29	89.0	89.9	90.1	88.7	89.3	89.4	89.2	88.3	88.5	89.0	90.3	90.3	
30 - 34	87.2	87.7	87.9	88.6	88.3	89.0	88.6	89.8	90.1	89.9	90.2	90.8	
35 - 39	83.8	84.5	84.6	85.6	85.8	86.2	87.3	88.0	88.0	88.8	89.1	89.7	
40 - 44	82.5	82.9	82.9	83.3	84.4	84.4	84.9	85.4	85.7	87.1	87.6	88.2	
45 - 49	81.4	80.8	80.9	82.8	82.1	82.4	83.7	84.4	84.5	84.7	85.9	86.3	
50 - 54	76.8	77.3	77.3	77.5	78.1	78.6	79.7	79.5	80.0	81.8	82.4	81.4	
55 - 59	63.5	66.0	66.0	66.6	68.4	68.3	70.2	72.4	73.2	74.3	75.5	75.8	
60 - 64	43.9	46.8	46.7	48.8	50.6	51.0	54.7	58.1	59.7	61.2	62.4	62.8	
65 - 69	25.3	26.6	26.6	27.5	29.9	30.9	36.2	38.6	40.2	41.2	42.2	43.2	
70 & Over	7.9	8.0	8.0	9.6	10.5	11.0	12.5	13.1	14.4	15.3	14.9	15.0	

Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Note : ^a June 2007 data have been adjusted based on latest revised population estimates from DOS to facilitate comparisons with June 2008 onwards.

TABLE 2 (continued)
AGE - SEX SPECIFIC RESIDENT LABOUR FORCE PARTICIPATION RATE, 2006 - 2016 (June)
(MALES)

Age (Years)	2006	2007	2007 ^a	2008	2009	2010	2011	2012	2013	2014	2015	2016	Per Cent
Total	76.2	76.5	76.3	76.1	76.3	76.5	75.6	76.0	75.8	75.9	76.7	76.2	
15 - 19	12.6	15.2	15.2	13.9	13.0	17.5	14.6	13.8	13.2	14.9	18.3	18.0	
20 - 24	71.4	67.6	67.5	66.1	65.2	66.2	63.2	64.5	63.2	63.6	64.4	62.6	
25 - 29	94.0	93.6	93.6	93.3	93.3	93.3	91.8	89.9	89.0	89.4	90.9	90.0	
30 - 34	98.0	98.3	98.3	98.1	97.7	97.7	97.4	97.2	97.2	97.5	97.4	97.0	
35 - 39	98.2	98.1	98.1	97.7	97.8	98.0	97.7	98.2	97.5	97.2	97.5	97.8	
40 - 44	97.7	97.2	97.2	97.5	97.8	96.8	97.1	97.1	97.1	96.8	97.1	97.2	
45 - 49	96.5	96.6	96.6	96.6	96.4	96.1	96.0	95.6	96.1	96.4	96.9	96.3	
50 - 54	93.3	94.1	94.0	93.0	93.5	92.6	93.5	93.8	94.0	93.8	94.2	92.9	
55 - 59	81.9	84.5	84.5	84.9	86.8	85.0	85.7	88.5	87.6	87.5	88.2	88.7	
60 - 64	62.5	65.6	65.5	64.7	69.5	67.5	71.1	74.6	75.0	77.0	77.2	76.9	
65 - 69	36.0	38.7	38.7	40.1	43.6	43.7	49.1	52.6	53.4	54.1	54.5	55.7	
70 & Over	12.8	13.5	13.5	15.9	17.6	17.9	20.5	20.7	22.9	23.7	22.3	22.1	

Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Note : ^a June 2007 data have been adjusted based on latest revised population estimates from DOS to facilitate comparisons with June 2008 onwards.

TABLE 2 (continued)
AGE - SEX SPECIFIC RESIDENT LABOUR FORCE PARTICIPATION RATE, 2006 - 2016 (June)
(FEMALES)

Age (Years)	Per Cent											
	2006	2007	2007 ^a	2008	2009	2010	2011	2012	2013	2014	2015	2016
Total	54.3	54.3	54.2	55.6	55.2	56.5	57.0	57.7	58.1	58.6	60.4	60.4
15 - 19	12.1	11.7	11.8	11.6	10.4	13.1	9.8	10.9	10.2	9.6	13.1	12.4
20 - 24	70.0	65.5	65.6	67.0	61.8	65.3	62.5	62.6	59.9	59.8	66.3	62.0
25 - 29	84.5	86.5	86.9	84.5	85.5	85.7	86.7	86.8	88.0	88.6	89.7	90.6
30 - 34	77.7	78.2	78.6	80.5	79.9	81.3	81.0	83.3	83.7	83.3	83.9	85.3
35 - 39	70.4	71.4	71.7	74.4	75.5	75.2	77.6	78.9	79.4	80.9	81.7	82.3
40 - 44	67.7	69.0	69.1	69.9	71.3	72.7	73.9	74.8	75.4	78.1	78.9	80.2
45 - 49	66.2	65.5	65.7	68.7	67.9	68.9	71.5	73.4	73.1	73.7	75.5	77.2
50 - 54	59.5	60.4	60.5	62.0	63.0	64.9	66.1	65.6	66.5	70.4	70.6	70.3
55 - 59	44.7	46.8	46.9	48.0	49.5	51.7	55.1	56.2	59.1	61.4	62.8	63.1
60 - 64	26.2	29.2	29.2	33.1	33.0	35.4	38.4	41.7	44.2	45.5	47.7	48.8
65 - 69	15.6	15.6	15.6	16.6	17.7	19.1	23.9	26.3	27.9	29.5	31.1	31.4
70 & Over	4.3	4.2	4.2	4.8	5.2	6.0	6.6	7.4	8.0	8.8	9.4	9.8

Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Note : ^a June 2007 data have been adjusted based on latest revised population estimates from DOS to facilitate comparisons with June 2008 onwards.

TABLE 3
RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2006 - 2016 (June)
(TOTAL)

Age (Years)	2006	2007	2007 ^a	2008	2009	2010	2011	2012	2013	2014	2015	2016	Per Cent
Total	62.1	62.6	62.5	63.0	61.6	63.5	63.5	64.1	64.1	64.5	65.7	65.3	
15 - 19	11.1	12.4	12.4	11.8	10.2	13.8	11.2	11.3	10.9	11.4	14.5	14.1	
20 - 24	64.6	60.6	60.6	60.2	55.4	59.3	57.1	58.0	55.7	56.2	59.0	56.5	
25 - 29	84.6	85.6	85.8	83.9	82.6	84.4	85.1	84.2	83.7	83.8	85.5	85.5	
30 - 34	83.9	85.1	85.3	85.9	84.4	85.9	85.7	87.3	87.3	87.0	87.5	88.0	
35 - 39	80.7	81.8	82.0	83.3	81.6	83.7	84.7	85.6	85.1	86.2	87.2	86.5	
40 - 44	79.5	80.3	80.4	80.6	80.5	81.6	82.4	83.1	83.2	84.2	85.2	85.5	
45 - 49	78.4	78.1	78.2	80.2	78.1	79.9	81.0	81.9	81.9	82.3	83.3	83.3	
50 - 54	73.6	74.6	74.6	75.0	74.3	75.8	77.0	77.0	77.8	80.0	80.1	78.8	
55 - 59	60.6	63.3	63.3	64.2	64.6	66.2	67.9	70.3	71.0	72.2	73.1	73.0	
60 - 64	41.9	44.9	44.9	47.2	47.8	49.4	52.7	56.1	57.7	59.3	60.1	60.8	
65 - 69	24.2	25.7	25.7	26.3	28.6	30.0	35.2	36.9	38.5	39.9	40.4	41.5	
70 & Over	7.7	7.9	7.9	9.5	10.0	10.7	12.0	12.6	14.0	14.8	14.4	14.4	

Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Note : ^a June 2007 data have been adjusted based on latest revised population estimates from DOS to facilitate comparisons with June 2008 onwards.

TABLE 3 (continued)
RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2006 - 2016 (June)
(MALES)

Age (Years)	2006	2007	2007 ^a	2008	2009	2010	2011	2012	2013	2014	2015	2016	Per Cent
Total	73.0	73.7	73.5	73.3	72.2	73.5	72.9	73.4	73.2	73.3	73.9	73.3	
15 - 19	12.0	14.4	14.4	13.6	12.3	16.6	14.0	13.0	12.6	14.2	17.4	17.4	
20 - 24	66.6	62.5	62.5	61.2	58.0	60.7	58.5	60.2	59.2	59.5	58.9	58.2	
25 - 29	89.4	88.5	88.5	87.0	85.5	87.8	87.1	84.9	83.5	83.4	85.7	83.9	
30 - 34	94.4	95.9	95.8	95.7	94.1	94.4	94.4	94.9	94.6	94.7	94.5	94.3	
35 - 39	95.1	95.7	95.6	95.6	93.5	95.1	95.3	96.4	95.1	94.7	95.5	94.9	
40 - 44	94.2	94.7	94.6	94.8	94.1	94.0	94.8	94.8	94.5	93.7	94.9	94.4	
45 - 49	93.4	93.4	93.4	93.7	92.2	93.3	93.4	92.9	93.6	94.0	94.0	93.4	
50 - 54	89.1	90.8	90.8	89.9	89.1	89.1	90.0	90.9	91.3	91.9	91.7	90.1	
55 - 59	78.0	80.8	80.8	81.5	81.7	82.1	82.6	85.9	85.2	84.8	85.2	85.4	
60 - 64	59.5	62.4	62.4	62.6	65.3	65.1	68.4	72.1	71.9	74.8	74.0	74.5	
65 - 69	34.4	37.4	37.3	37.9	41.4	42.4	47.3	49.8	51.1	52.1	51.8	53.1	
70 & Over	12.4	13.3	13.3	15.6	16.6	17.3	19.7	19.8	22.0	22.9	21.5	21.4	

Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Note : ^a June 2007 data have been adjusted based on latest revised population estimates from DOS to facilitate comparisons with June 2008 onwards.

TABLE 3 (continued)
RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2006 - 2016 (June)
(FEMALES)

Age (Years)	2006	2007	2007 ^a	2008	2009	2010	2011	2012	2013	2014	2015	2016	Per Cent
Total	51.6	51.9	51.9	53.2	51.6	54.0	54.5	55.3	55.6	56.2	58.0	57.7	
15 - 19	10.2	10.1	10.1	9.9	8.0	10.8	8.0	9.4	8.9	8.4	11.4	10.6	
20 - 24	62.5	58.6	58.7	59.2	52.4	57.8	55.6	55.5	51.9	52.9	59.1	54.5	
25 - 29	80.4	83.0	83.4	81.1	79.8	81.1	83.1	83.6	83.8	84.2	85.4	87.0	
30 - 34	74.8	75.5	75.9	77.4	75.7	78.2	78.2	80.7	80.8	80.4	81.2	82.4	
35 - 39	67.1	68.6	68.8	71.9	71.5	73.2	75.0	76.0	76.2	78.2	79.9	78.7	
40 - 44	65.1	66.4	66.5	67.2	67.3	69.9	71.3	72.5	72.9	75.5	76.2	77.6	
45 - 49	63.3	63.4	63.5	66.4	64.1	66.8	68.8	71.1	70.6	71.3	73.3	74.1	
50 - 54	57.4	58.4	58.4	60.2	59.8	62.9	64.1	63.4	64.7	68.6	68.5	67.9	
55 - 59	42.9	45.2	45.2	46.6	47.1	50.3	53.5	54.6	57.1	59.8	60.8	60.8	
60 - 64	25.2	28.6	28.6	32.0	31.5	34.4	37.1	40.2	43.2	44.0	46.4	47.1	
65 - 69	15.0	15.0	15.0	16.2	17.1	18.6	23.8	25.4	26.8	28.7	30.0	30.4	
70 & Over	4.2	4.1	4.1	4.8	5.0	5.9	6.4	7.1	7.9	8.5	9.1	9.4	

Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Note : ^a June 2007 data have been adjusted based on latest revised population estimates from DOS to facilitate comparisons with June 2008 onwards.

TABLE 4
MEDIAN GROSS MONTHLY INCOME FROM WORK OF EMPLOYED RESIDENTS, 2006 - 2016 (June)
 (Exclude Full-Time National Servicemen)

Mid-Year	Including Employer CPF			Excluding Employer CPF			Dollars
	Total	Full-Time ¹	Part-Time	Total	Full-Time ¹	Part-Time	
2006	2,260	2,449	565	2,042	2,167	500	
2007	2,449	2,543	583	2,167	2,333	542	
2007 ^a	2,449	2,543	582	2,167	2,333	542	
2008	2,708	2,897	600	2,450	2,588	600	
2009	2,671	2,927	683	2,420	2,600	619	
2010	2,817	3,000	745	2,500	2,708	700	
2011	3,000	3,249	800	2,633	2,925	750	
2012	3,133	3,480	812	2,800	3,000	800	
2013	3,364	3,705	885	3,000	3,250	800	
2014	3,444	3,770	928	3,000	3,276	827	
2015	3,549	3,949	943	3,125	3,467	850	
2016	3,680	4,056	1,000	3,250	3,500	938	

Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes :

1) Before 2009, full-time employment refers to employment where the normal hours of work is at least 30 hours per week. From 2009 onwards, it refers to employment where the normal hours of work is at least 35 hours per week.

2) ^a June 2007 data have been adjusted based on latest revised population estimates from DOS to facilitate comparisons with June 2008 onwards.

TABLE 5
UNEMPLOYMENT RATE AND LONG-TERM UNEMPLOYMENT RATE BY AGE AND HIGHEST QUALIFICATION ATTAINED, 2015 AND 2016 (June)

Characteristics	Unemployment Rate		Long-Term Unemployment Rate		Per Cent
	2015	2016	2015	2016	
Total	3.8	4.1	0.7	0.8	
Age (Years)					
Below 30	7.2	7.1	0.6	0.6	
30-39	2.6	3.4	0.5	0.6	
40-49	2.9	3.2	0.6	0.9	
50 & Over	3.3	3.4	0.9	1.1	
Highest Qualification Attained					
Below Secondary	3.5	3.7	0.6	0.7	
Secondary	4.0	4.2	0.8	0.9	
Post-Secondary (Non-Tertiary)	4.2	4.0	0.6	0.5	
Diploma & Professional Qualification	4.0	4.1	0.6	0.7	
Degree	3.5	4.3	0.8	1.1	

Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

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