

Labour Force in Singapore Advance Release 2021



**MINISTRY OF
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LABOUR FORCE IN SINGAPORE ADVANCE RELEASE 2021

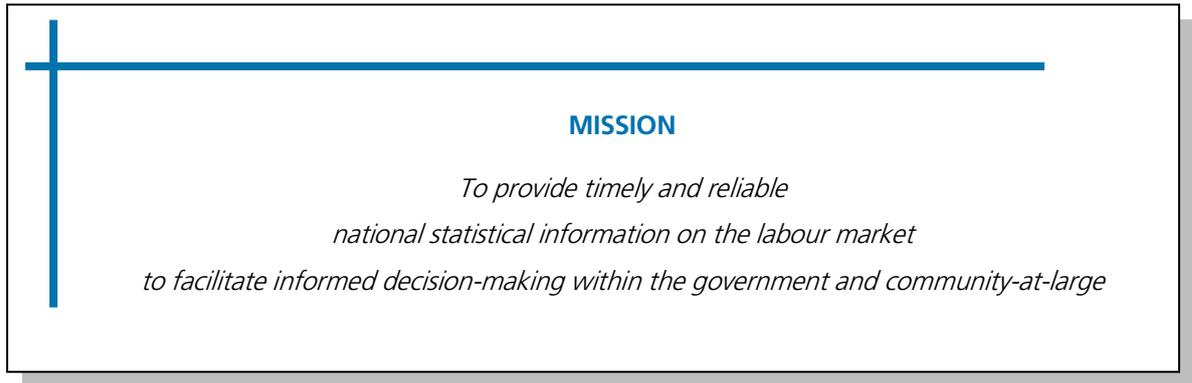
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NOTATIONS

%-pt	:	Percentage point
n.a.	:	Not applicable/ Not available
P	:	Preliminary

ABBREVIATIONS

Below Sec	:	Below Secondary
CLFS	:	Comprehensive Labour Force Survey
COVID-19	:	Coronavirus Disease 2019
CPF	:	Central Provident Fund
CSSWs	:	Clerical, Sales & Service Workers
CPI	:	Consumer Price Index
Dip & Prof Qual	:	Diploma & Professional Qualification
ILO	:	International Labour Organisation
Incl.	:	Including
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)
PTOCLs	:	Production & Transport Operators, Cleaners & Labourers
Sec	:	Secondary
SSEC	:	Singapore Standard Educational Classification
SSIC	:	Singapore Standard Industrial Classification
SSOC	:	Singapore Standard Occupational Classification
WIS	:	Workfare Income Supplement
Yrs	:	Years

HIGHLIGHTS

Various indicators performed better in 2021 than in 2020. In fact, some have already recovered to or performed better than pre-COVID levels.

The employment rate has risen significantly from 64.5% in June 2020 to 67.2% in June 2021. It is also higher than June 2019 (65.2%). The increase was broad-based across men, women, seniors and youths, bolstered by government support through the SGUnited Jobs and Skills Package. Expectedly, some of the increase in the employment rate was driven by demand for manpower arising from COVID-related activities. However, the number of residents in permanent jobs also grew.

Median income has risen above pre-COVID levels, so did the 20th percentile after including WIS-related transfers. Nominal median income of full-time employed residents grew in June 2021 (3.2%). Real median income growth remained positive at 1.1%^p, compared to the decline of 0.4% in June 2020. Over the past five years, the real income growth rate for lower-wage workers at the 20th percentile (2.8% p.a.^p) was faster than that at the median (2.2% p.a.^p).

The unemployment rates for resident non-PMETs improved significantly (-1.3%-point) after its sharp increase last year. It edged down for PMETs (-0.1%-point). Nevertheless, they have yet to return to pre-COVID rates. The long-term unemployment rates for PMETs and non-PMETs remained unchanged after increasing last year, suggesting challenges in job search for some workers who were displaced during the pandemic.

Time-related under-employment rate eased from 4.1% in June 2020 to 3.5% in June 2021. Most age and education groups experienced improvements. Similarly, we also observe a broad-based decline in the number (from 16,400 to 11,600) and proportion (from 0.7% of the resident labour force¹ to 0.5%) of discouraged workers. However, as both indicators are still above pre-COVID levels, labour under-utilisation remains a concern.

^p Preliminary as the full-year Consumer Price Index (CPI) data for 2021 is not available yet.

¹ Inclusive of discouraged workers.

LABOUR FORCE IN SINGAPORE

ADVANCE RELEASE 2021

1. Introduction

- 1.1 This report² provides early findings from the Comprehensive Labour Force Survey (CLFS). Unlike the Monthly Labour Force Surveys, the CLFS is run annually with a larger sample, longer survey duration, and measuring a wider range of labour market indicators.

2. Labour Force

Broad-based increase in employment rates

- 2.1 After declining in 2020, the employment rate for residents aged 15 & over increased significantly from 64.5% in 2020 to 67.2% in 2021. This reflected the economic recovery and measures such as the SGUnited Jobs and Skills Package, Jobs Support Scheme and Jobs Growth Incentive.
- 2.2 The improvement was broad-based. Among residents aged 25 to 64, employment rate rose from 80.3% to 81.8%. This reflected increases in employment rate among men (from 87.9% to 88.9%) and women (from 73.2% to 75.1%).
- 2.3 Sustained efforts to raise the employability of seniors continue to yield results. The employment rate of seniors aged 65 & over rose in 2020 despite the recession. In 2021, it continued to increase at a faster pace (from 28.5% to 31.7%).
- 2.4 The employment rate of youths (aged 15 to 24) is relatively lower than residents aged 25 to 64, as the majority of youths in Singapore are in education or training. The employment rate of youths rose from 30.9% in 2020 to 37.2% in 2021. This was mainly due to more students taking on part-time or temporary work on the sides.

² Data in this report are for June periods and pertain to residents (comprising Singapore citizens and permanent residents) aged 15 & over, unless stated otherwise. The survey coverage, methodology, concepts and definitions are in [Annex A](#).

Chart 1 Employment rate of residents aged 15 and over
Per Cent

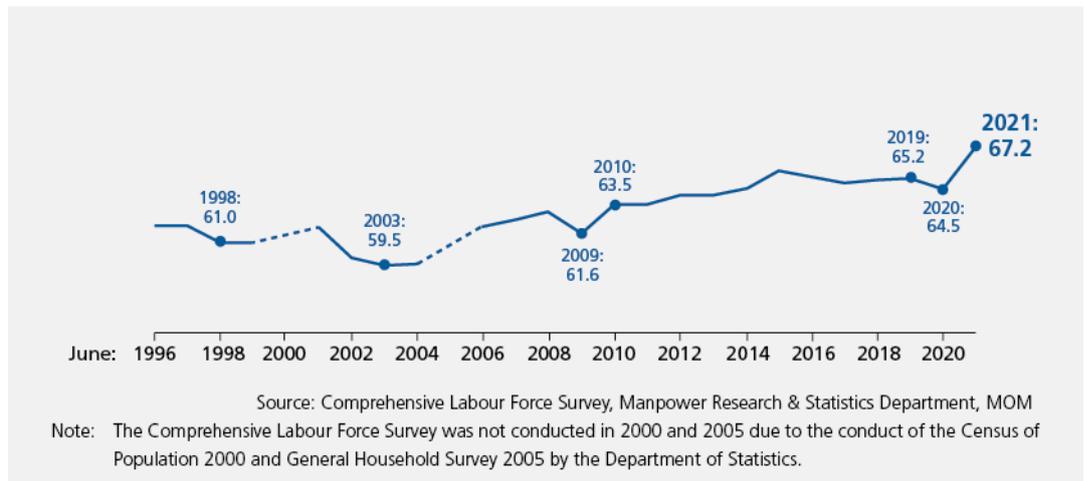


Chart 2 Resident employment rate by age
Per Cent

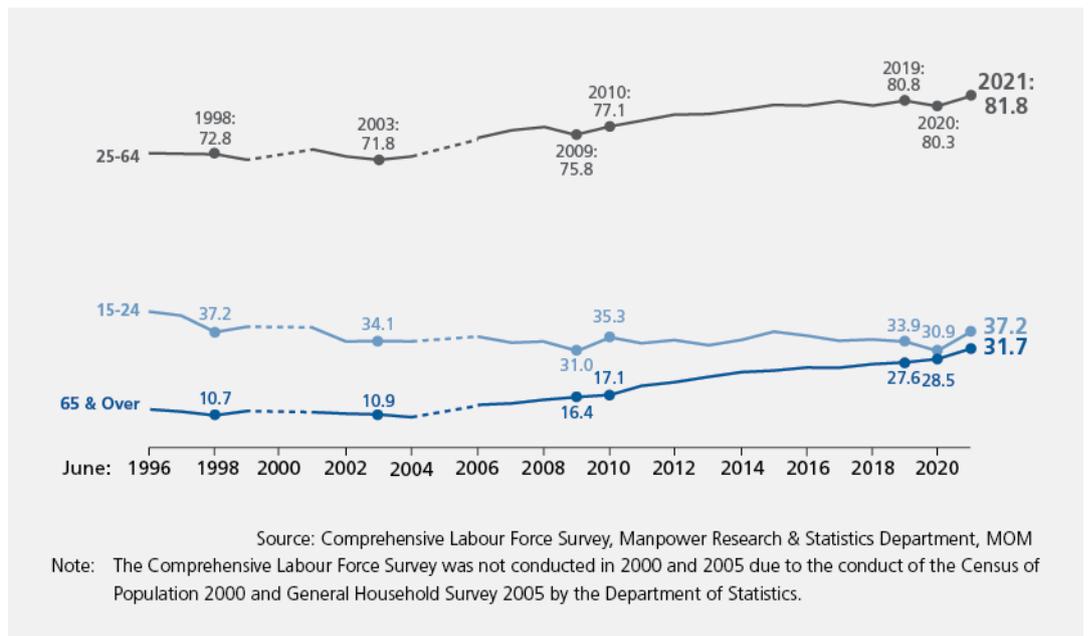
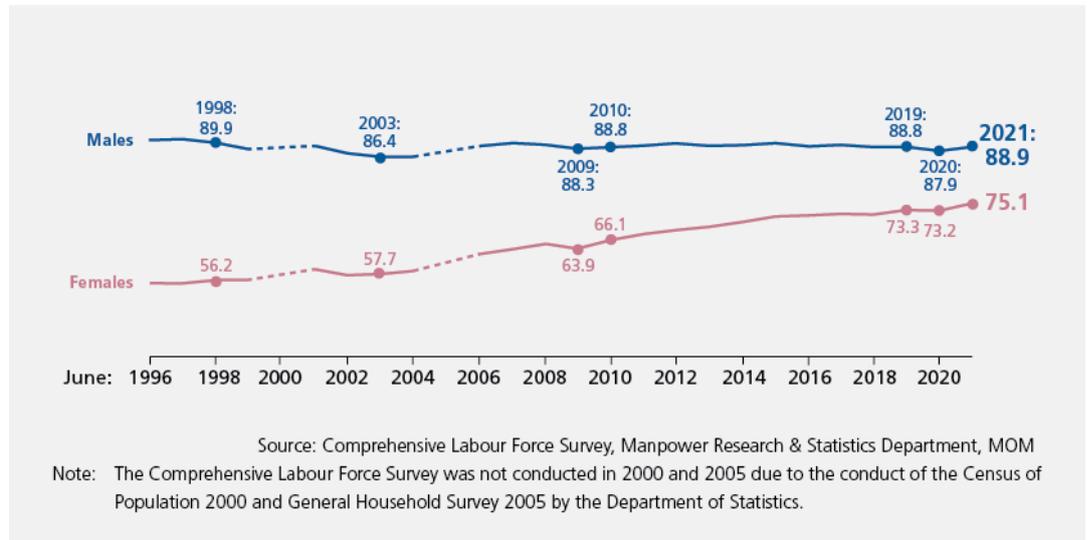


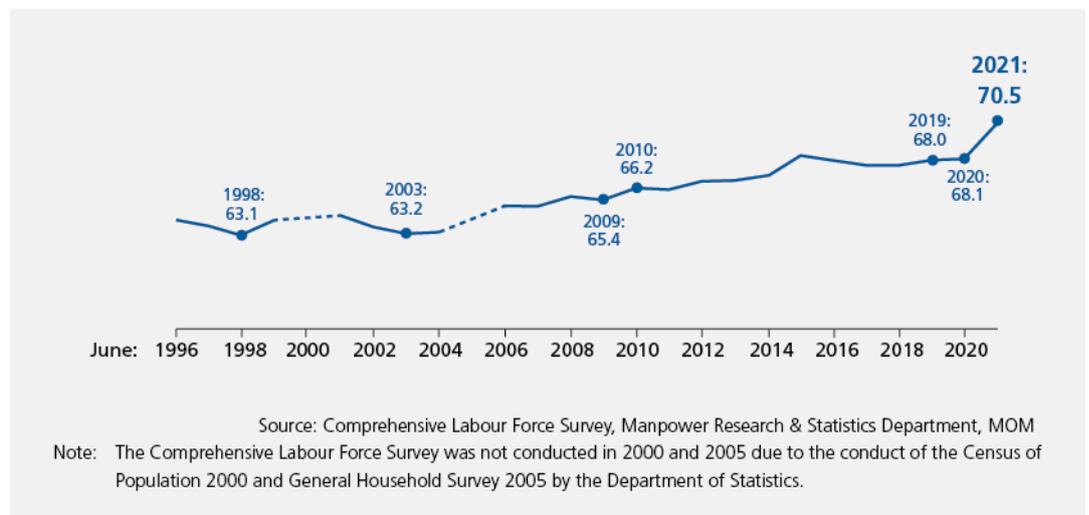
Chart 3 Employment rate of residents aged 25 to 64 by sex
Per Cent



Labour force participation rate rose at a faster pace in 2021

2.5 The improvement in employment rates was largely due to a rise in labour force participation rate. Labour force participation rate for residents aged 15 & over rose at a faster pace in 2021, from 68.1% in 2020 to 70.5% in 2021. The increase was broad-based across broad age groups and gender.

Chart 4 Labour force participation rate of residents aged 15 and over
Per Cent

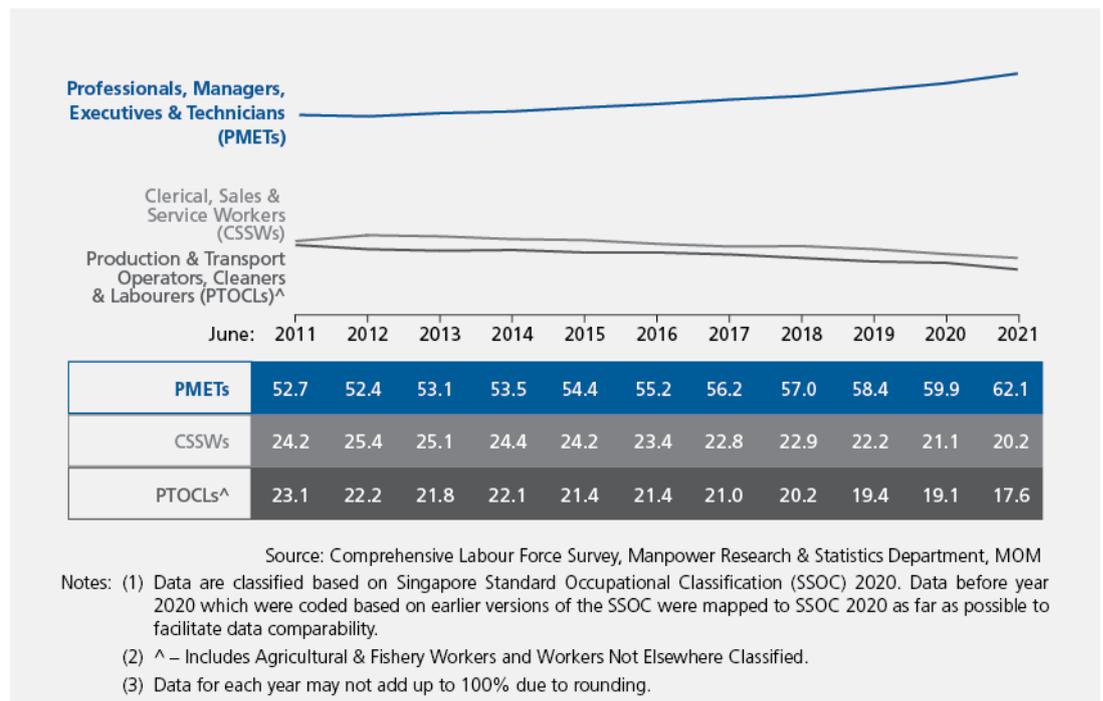


Share of PMETs in the resident workforce rose faster

- 2.6 The share of professionals, managers, executives & technicians (PMETs) among employed residents rose at a faster pace compared to earlier years. More residents were hired into PMET roles reflecting demand from *Public Administration & Education, Healthcare, Financial & Insurance Services, and Professional Services*. On the other hand, non-PMET employment continued to decline, as sectors with higher share of non-PMETs in their workforce e.g. *Administrative & Support Services, Transportation & Storage* and *Accommodation* continue to be affected by travel and safe management measures.

Chart 5 Employed residents by occupation

Per Cent



Higher share of employees on fixed-term contracts

- 2.7 The vast majority of resident employees were permanent employees (88%). However, an increase in demand for temporary manpower for COVID-related activities and economic uncertainty led to a new high in the share of those on fixed-term contracts at 8.4%. This was up from 7.3% in 2020, and driven by increases among residents on shorter contracts of less than one year.
- 2.8 The increase in incidence of fixed-term contract employees was led by *Public Administration & Defence, Accommodation, Health & Social Services* and *Real Estate*. The increase was more notable among non-PMETs (e.g. *clerks, temperature screeners, safe distancing ambassadors, swabbers/swab assistants* and *healthcare assistants*), and younger workers aged below 30 (including those on vacation jobs/internships).
- 2.9 Currently, temporary work is largely driven by demand from COVID-ops. As the COVID situation stabilises, demand for manpower from these activities will start to fall but we do not expect demand

to completely disappear. Fixed-term contracts of one year or less was already rising in pre-COVID years. Hence, while the proportion is unlikely to remain at this heightened level, it may possibly settle above pre-COVID norms.

Chart 6 Incidence of resident employees by type of employment
Per Cent

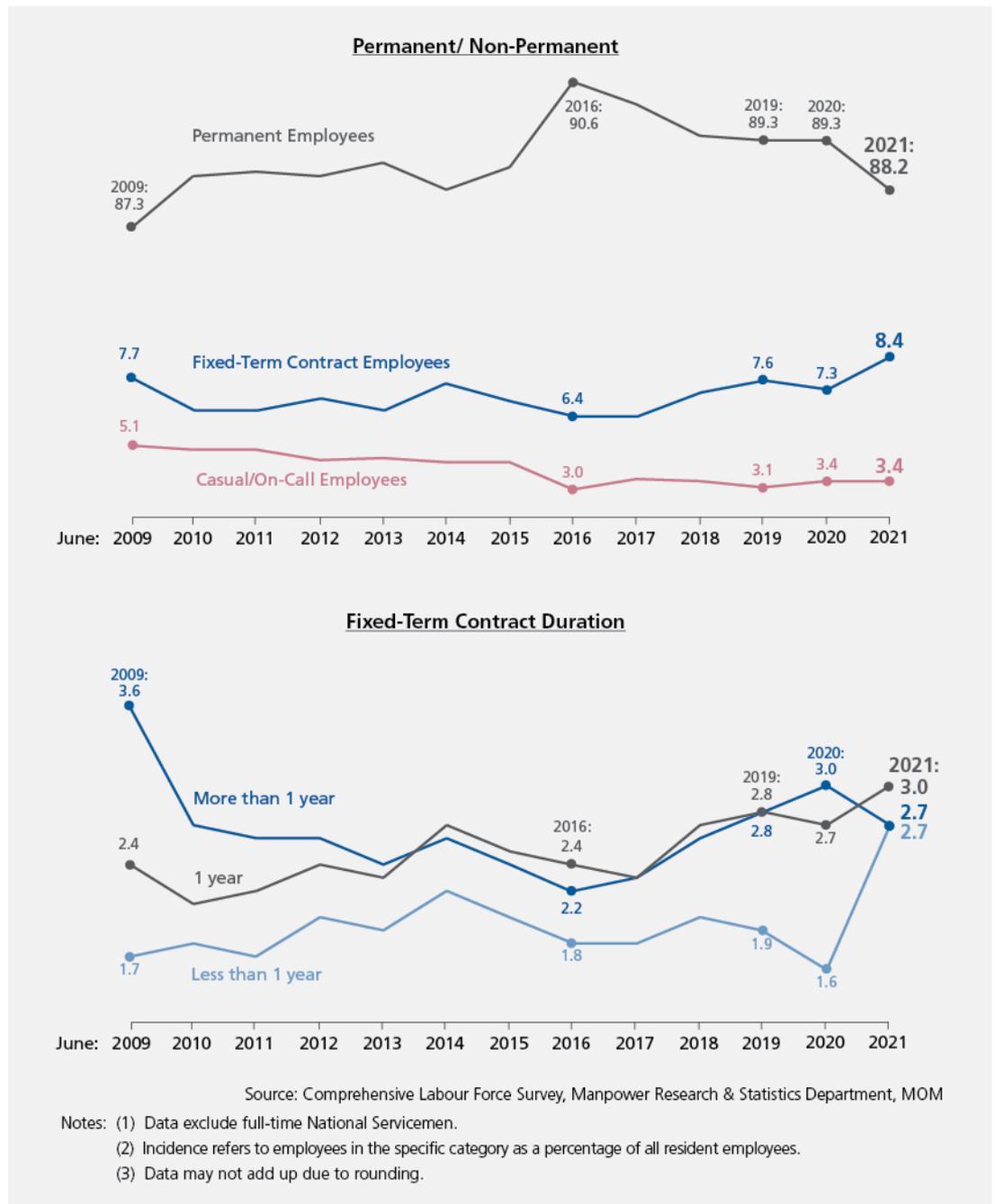
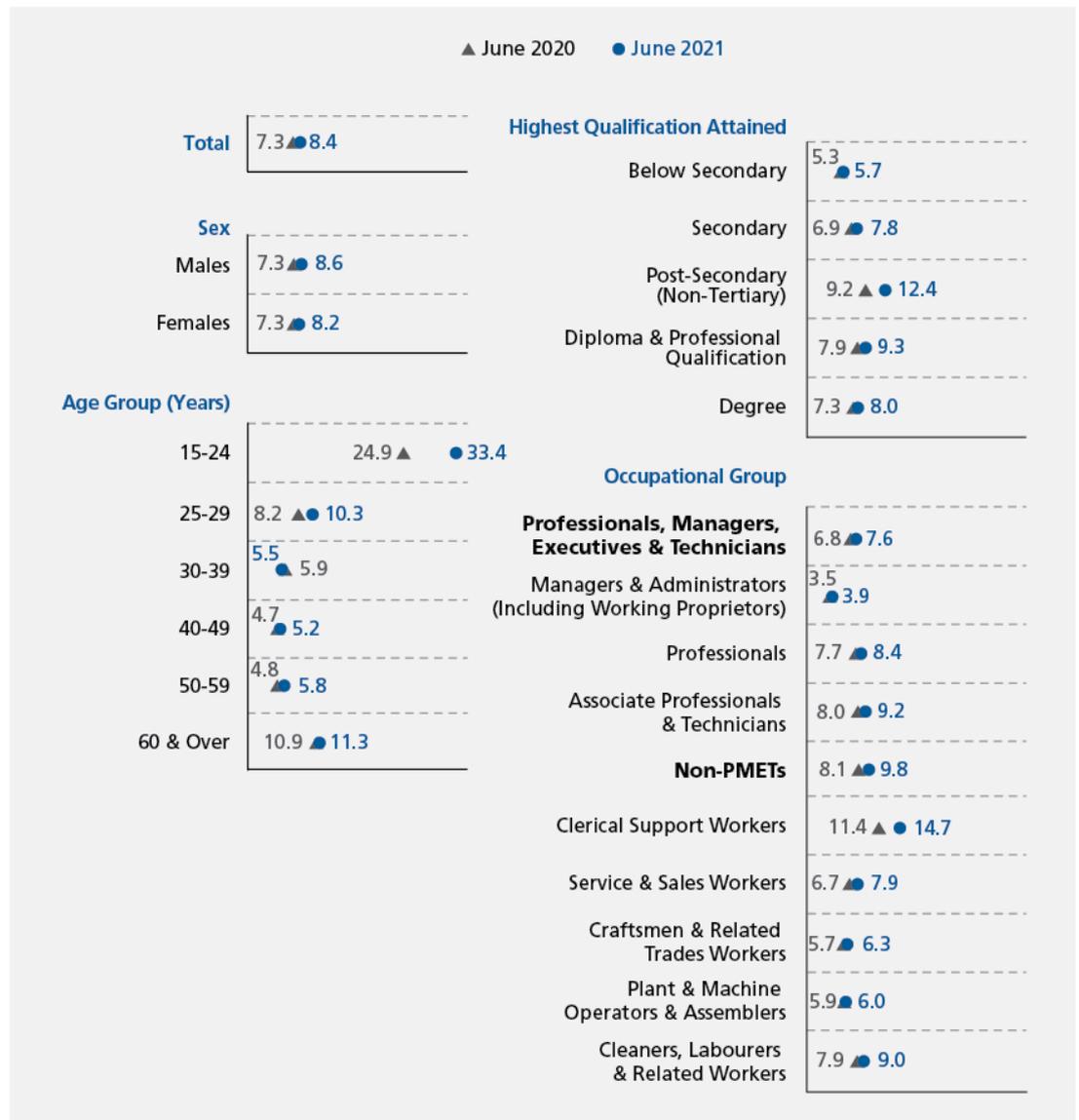


Chart 7 Incidence of fixed-term contract resident employees by characteristics
Per Cent





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

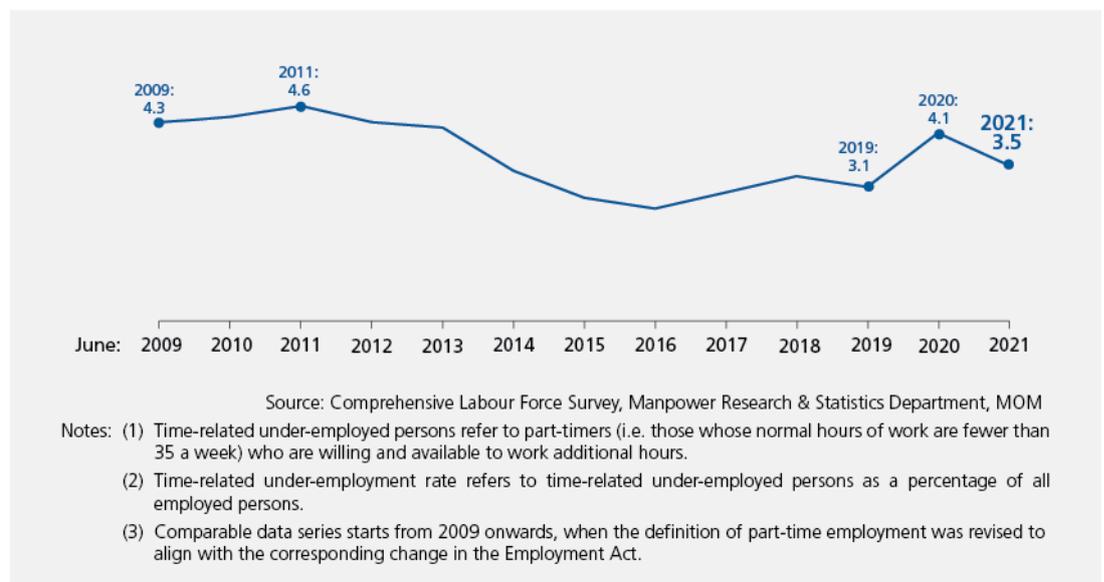
Notes: (1) Data exclude full-time National Servicemen.

(2) Incidence refers to fixed-term contract employees as a percentage of resident employees in the respective categories.

Time-related under-employment rate eased, though it remained above pre-COVID rates

2.10 Resident time-related under-employment rate³ eased from 4.1% in 2020 to 3.5% in 2021, though it remains above pre-COVID levels. Most groups experienced improvements, including lower-educated and older workers who were more affected last year. By industry, time-related under-employment rate was highest in *Food & Beverage Services* and *Education* in 2021 and remained above pre-COVID levels. This reflects the suspension of dine-in and in-person tuition/enrichment classes during the Heightened Alert period. *Administrative & Support Services* (reflecting trends in Cleaning and Employment Agencies)⁴, *Real Estate Services*⁵ and *Transportation & Storage* (reflecting Air Transport)⁶ also had notably higher rates than their pre-COVID levels.

Chart 8 Resident time-related under-employment rate
Per Cent



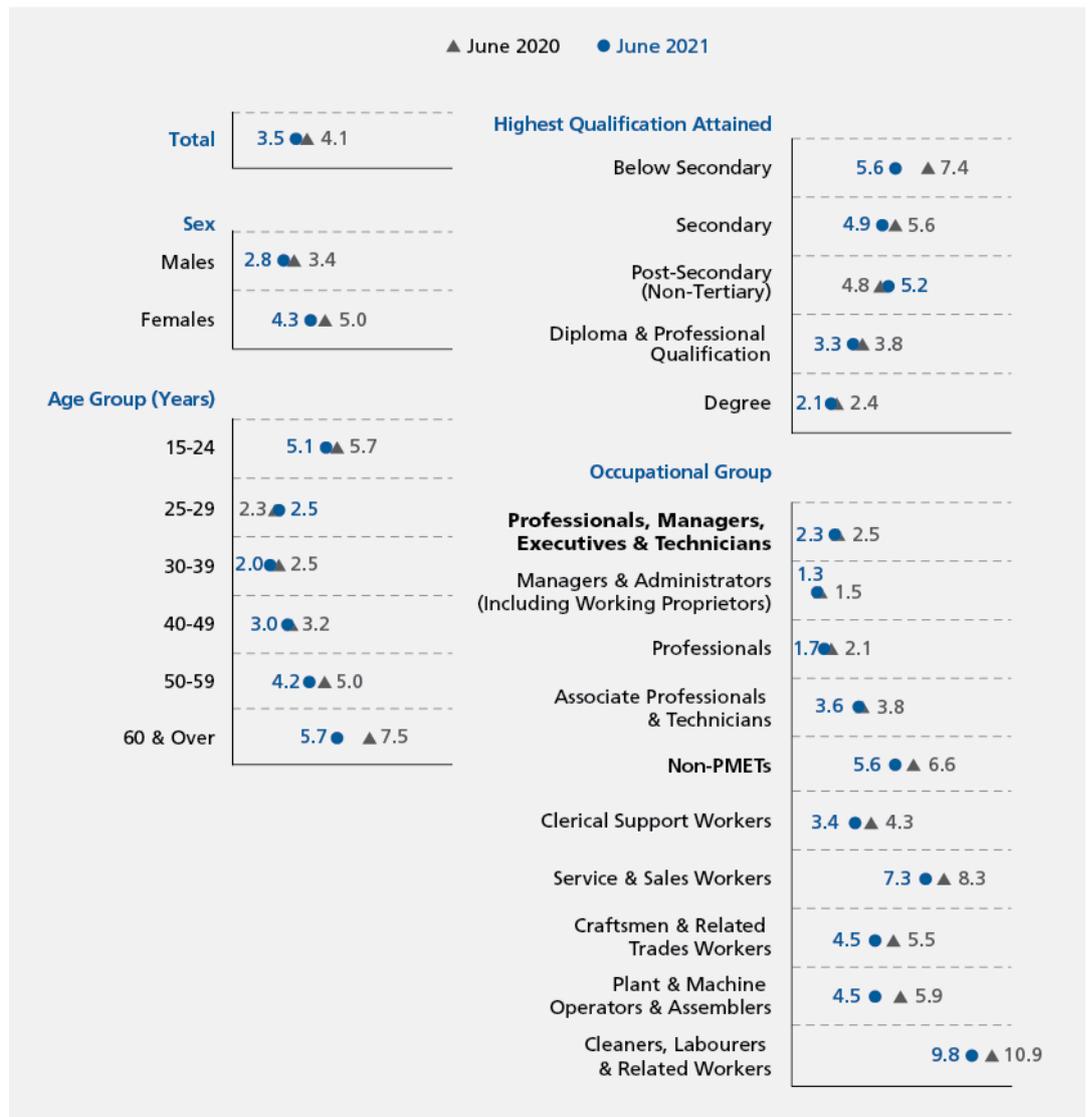
³ Time-related under-employment rate refers to part-timers who are willing and available to engage in additional work, as a percentage of all (full-time and part-time) employed persons.

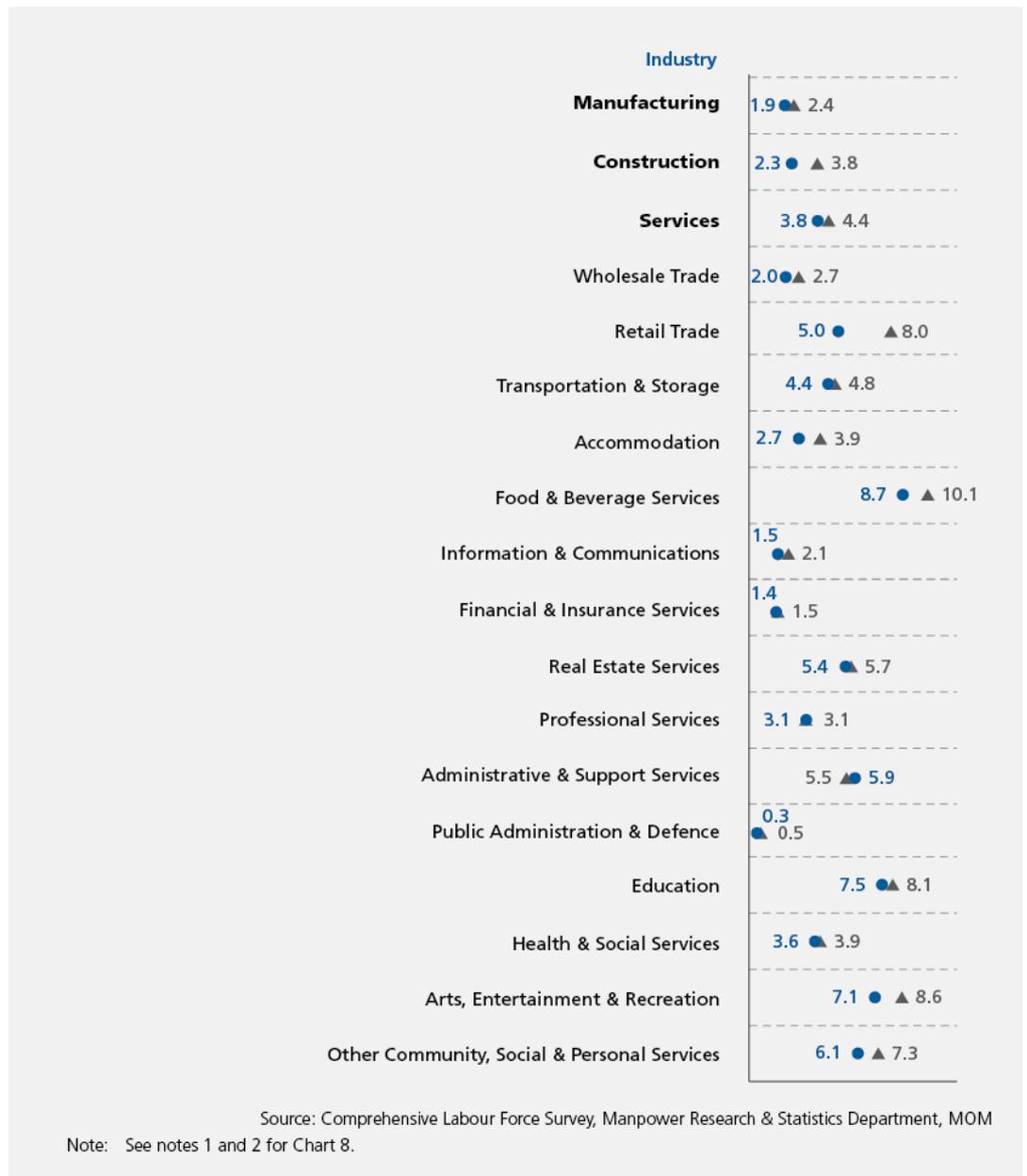
⁴ This reflects reduced demand for office and home cleaning services due to work-from-home arrangements and restrictions on household visitors. In addition, more took up non-permanent part-time jobs via employment agencies but would like to work additional hours.

⁵ This reflects the cap on visitors for property viewing during the Heightened Alert.

⁶ This reflects international travel restrictions.

Chart 9 Resident time-related under-employment rate by characteristics
Per Cent



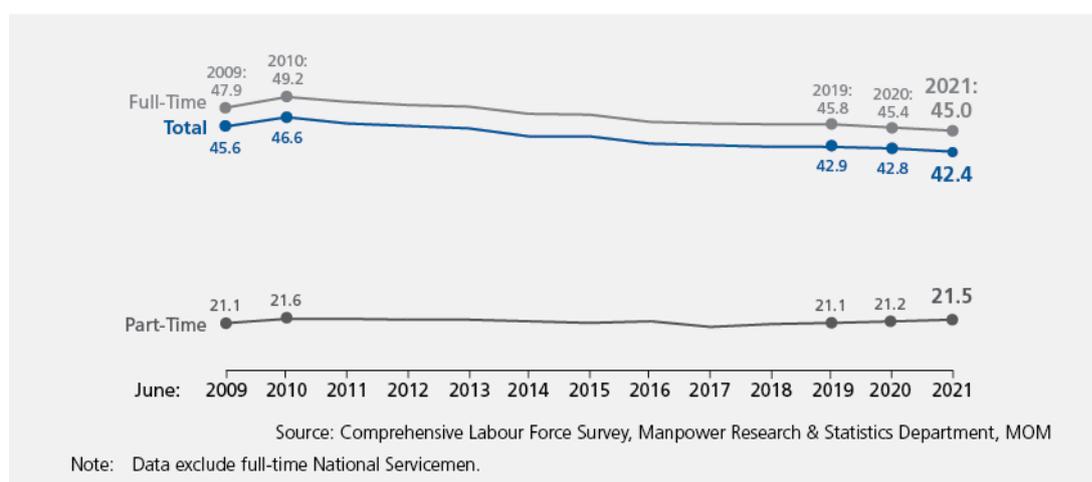


3. Usual Hours Worked

Average usual hours worked of full-timers continued to decline, but rose among part-timers

- 3.1 Full-timers continued to put in fewer hours of work in 2021, reflecting an underlying downtrend which we have observed since 2010. The average weekly usual hours worked among full-time employed residents was 45.0 hours in 2021, lower than 45.4 hours in 2020. The decline was observed across industries⁷. In some industries, there were higher than average declines in usual hours worked - e.g. in *Transportation & Storage, Food & Beverage Services, Arts, Entertainment & Recreation, Accommodation* and *Retail Trade*. The decline reflects the on-going dining and travel restrictions which have impacted the volume of work available.
- 3.2 On the other hand, the average usual hours worked of part-timers edged up. Part-timers put in more hours of work across most industries over the year, but declined in sectors affected by the on-going restrictions such as *Accommodation, Transportation & Storage* and *Wholesale Trade*.
- 3.3 As full-timers formed the vast majority of employed residents, the decline in average usual hours worked among full-timers outweighed the increase among part-timers. As a result, the average weekly usual hours worked of employed residents declined from 42.8 hours in 2020 to 42.4 hours in 2021.⁸

Chart 10 Average (mean) usual hours worked per week of employed residents by nature of employment
Hours Per Week



⁷ Average usual hours worked per week of full-timers edged up only in *Information & Communications* over the year (+0.1 hours).

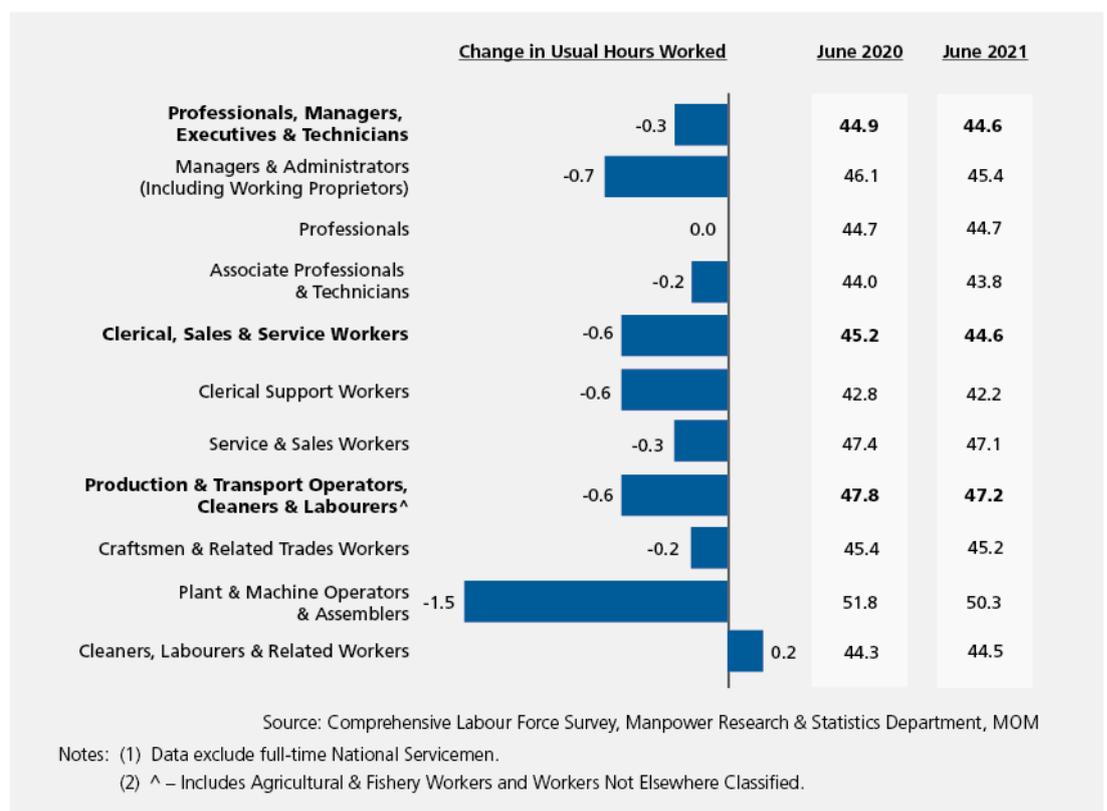
⁸ The Labour Market Report Second Quarter 2021 reported that there was an increase in average weekly total paid hours worked per employee in June 2021. This was due to more pronounced declines in average weekly total paid hours (-1.3 hours) compared to weekly usual hours worked (-0.1 hour) last year, as employees experienced temporary decreases in working hours at the height of COVID-19 restrictions in June 2020. Comparing the change between June 2019 and June 2021, both average usual hours worked per week and average weekly paid hours worked per employee declined, and by a similar magnitude.

Average usual hours worked of full-timers declined across occupational groups, except for cleaners, labourers & related workers which edged up over the year

3.4 Among full-timers, the average usual hours worked per week declined across occupational groups over the year, except a slight increase among *cleaners, labourers & related workers*. This reflects demand for more frequent cleaning and disinfection in commercial and industrial buildings due to the COVID-19 situation, and longer working hours among manufacturing labourers and attendants in the healthcare sector. In contrast, *plant & machine operators & assemblers* posted a larger decline over the year. This was driven by *private-hire car drivers*, whose usual hours worked declined back to pre-COVID levels, following an increase last year.

Chart 11 Change in average (mean) usual hours worked per week of full-time employed residents by occupation

Hours Per Week



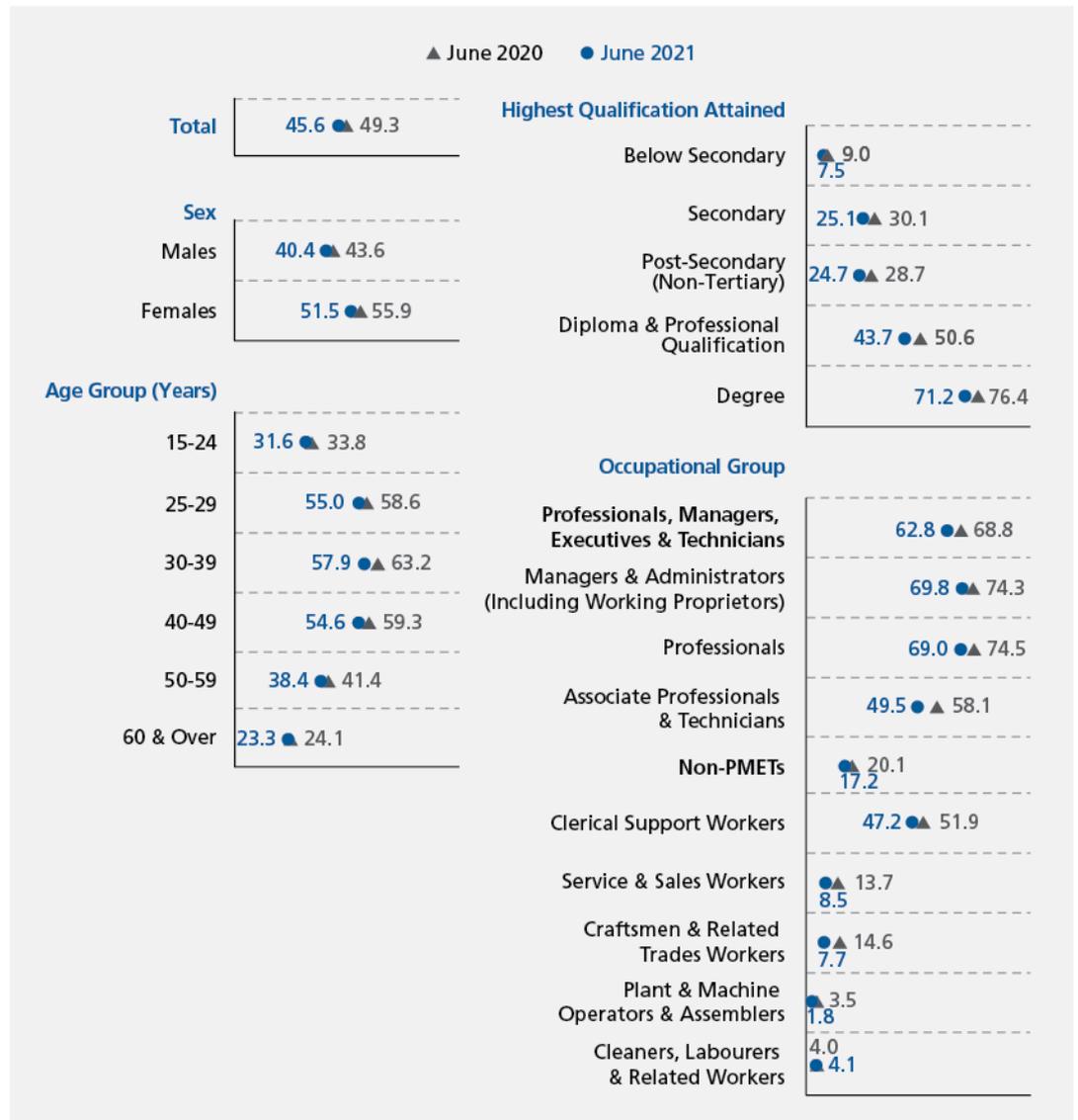
4. Working from Home Due to COVID-19 Situation

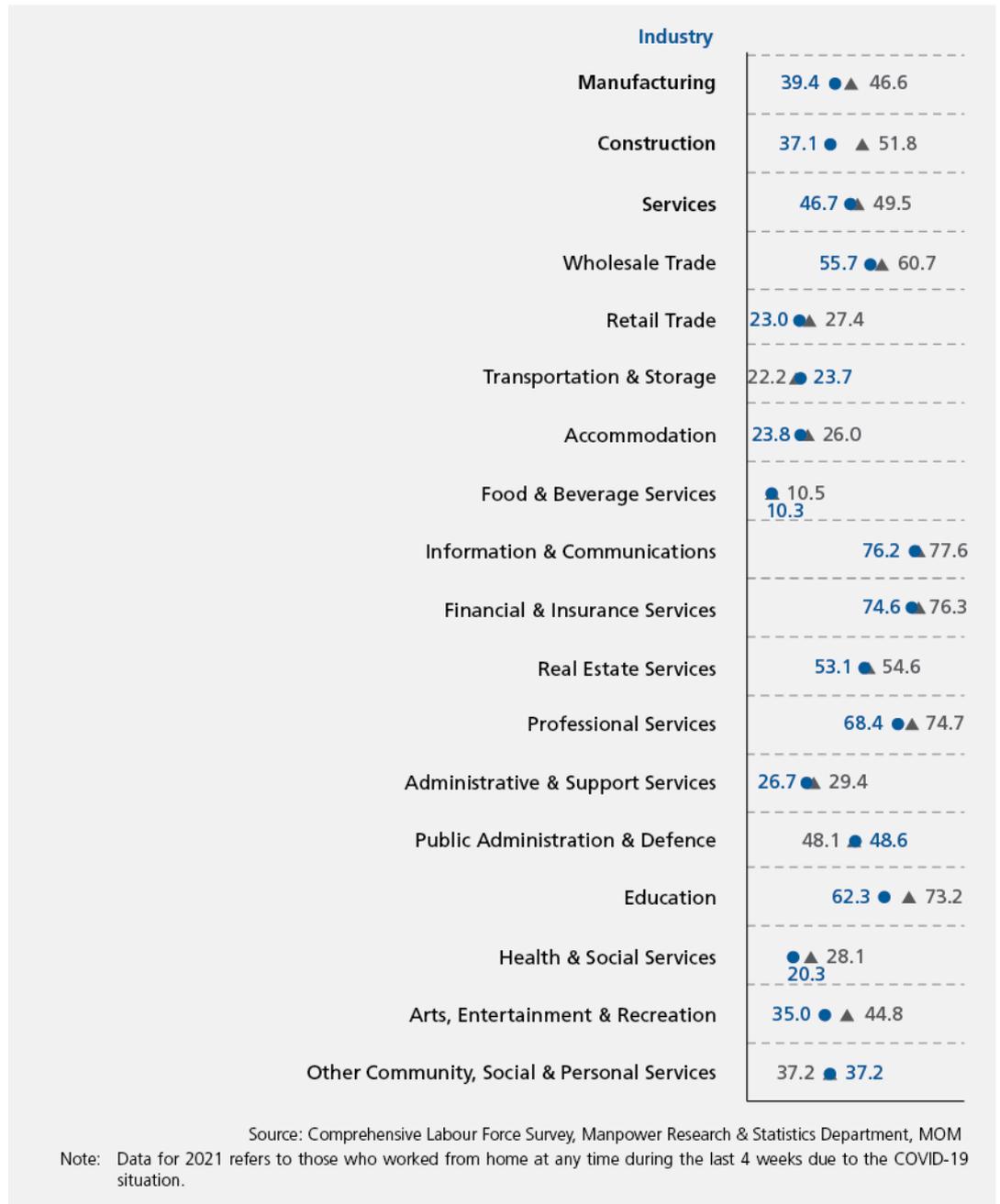
Working-from-home remained prevalent, with larger decreases in industries with greater need for workers to be on-site

- 4.1 The proportion of employed residents who worked from home due to the COVID-19 situation remained high at 46% in June 2021, as this was the default work arrangement for workers who could do so. This is lower than the 49% a year ago, as more workplaces allowed more workers on site.
- 4.2 Industries where there is greater need for workers to be on site, use specialised equipment or require face-to-face interactions saw more workers returning to the physical workplace. Hence, *Construction, Education, Arts, Entertainment & Recreation, Health & Social Services, Manufacturing* and *Professional Services* saw the largest decrease in proportion of workers working from home.

Chart 12 Proportion of employed residents who worked from home because of COVID-19 situation

Per Cent





5. Income

Higher inflation dampened improvements in income growth

- 5.1 The nominal median income of full-time employed residents grew from \$4,534 in 2020 to \$4,680 in 2021 (3.2%), after decreasing in 2020 (-0.6%). After adjusting for inflation,⁹ real median income growth was smaller but remained positive at 1.1%^P in 2021, more than offsetting the decline of 0.4% in 2020.

Income at the 20th percentile rebounded, and surpassed pre-COVID levels after including government transfers

- 5.2 Income at the 20th percentile of full-time employed residents rose by 4.6%^P in real terms in 2021, and recovered to around its pre-COVID level. After including Workfare Income Supplement (WIS)-related payouts, the 20th percentile income surpassed its pre-COVID level by 0.6% p.a.^P.¹⁰ WIS and the Workfare Special Payment also helped stabilise the ratio of income at the median to 20th percentile in the last two years during the pandemic.
- 5.3 When compared over a five-year period (2016 to 2021), real income growth for middle- and lower-income earners remained positive. Real income growth at the 20th percentile (2.8% p.a.^P) of full-time employed residents was higher than the median income growth (2.2% p.a.^P).

⁹ Inflation based on the Consumer Price Index for all items is forecasted to come in at around 2% in 2021. Source: Monetary Authority of Singapore.

^P Preliminary as the full-year Consumer Price Index (CPI) data for 2021 is not available yet.

¹⁰ Data on WIS and related payouts (such as WSP) are preliminary, based on latest available data.

Chart 13 Gross monthly income from work (including employer CPF contributions) of full-time employed residents
Dollars

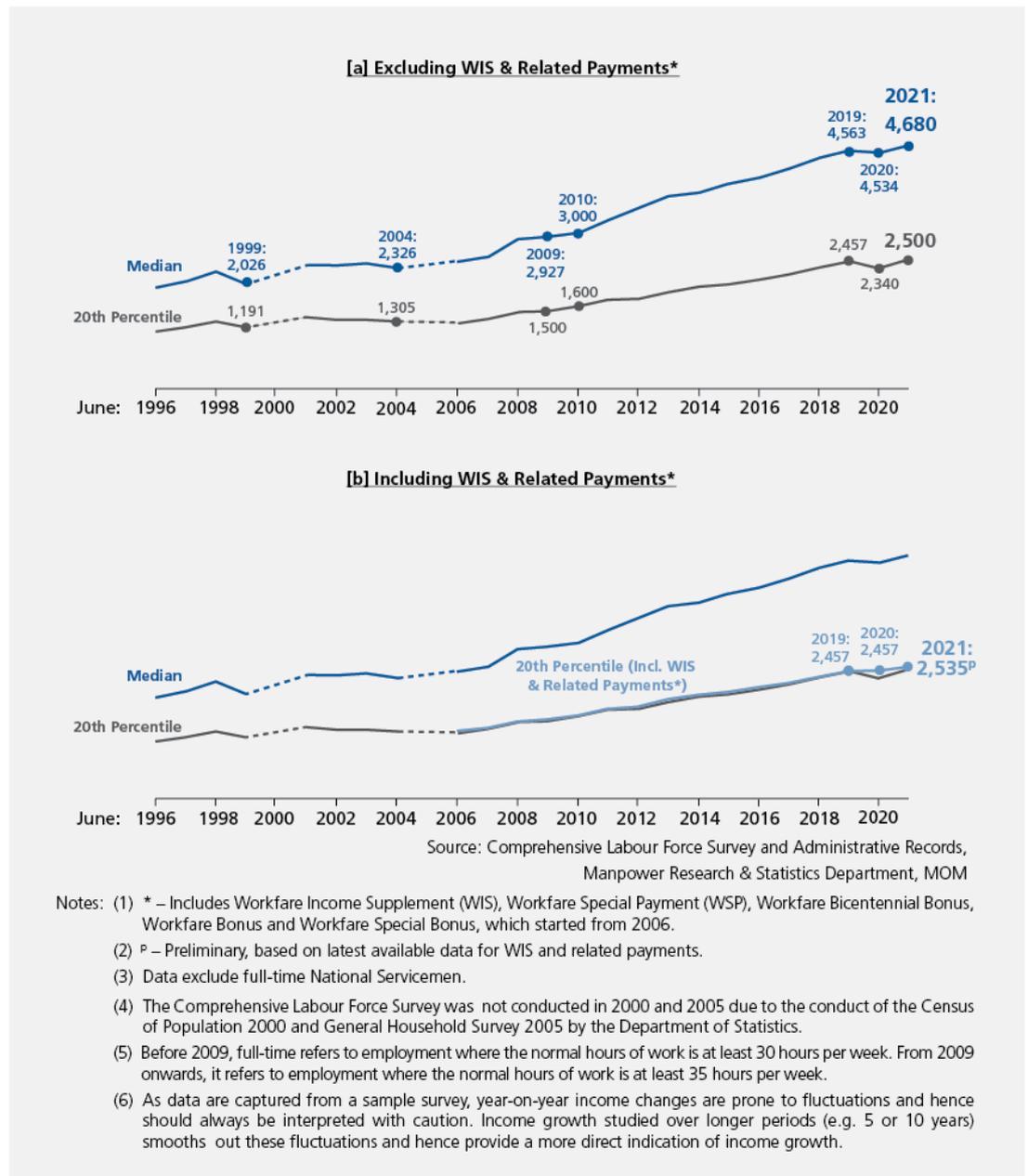
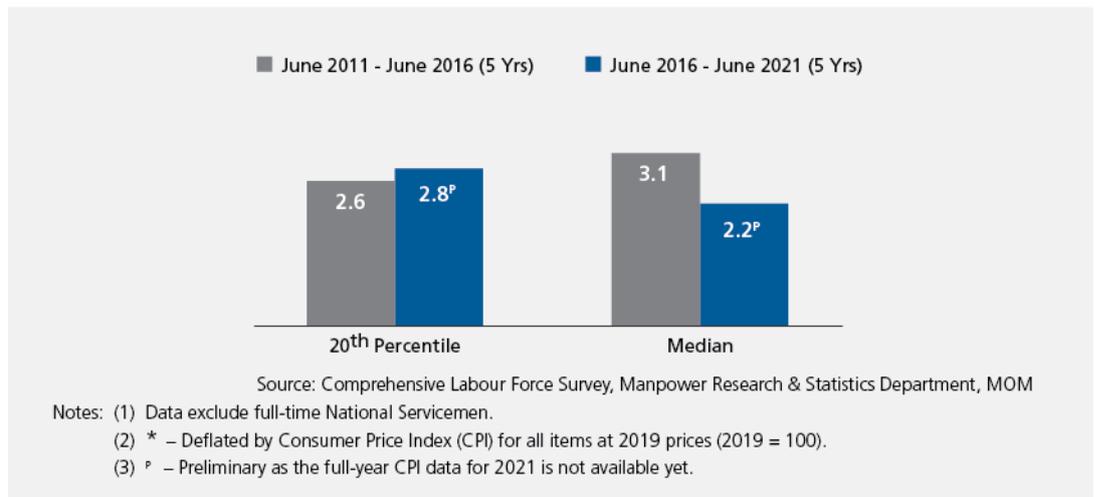


Chart 14 Annualised change in real* gross monthly income from work (including employer CPF contributions) of full-time employed residents
Per Cent Per Annum

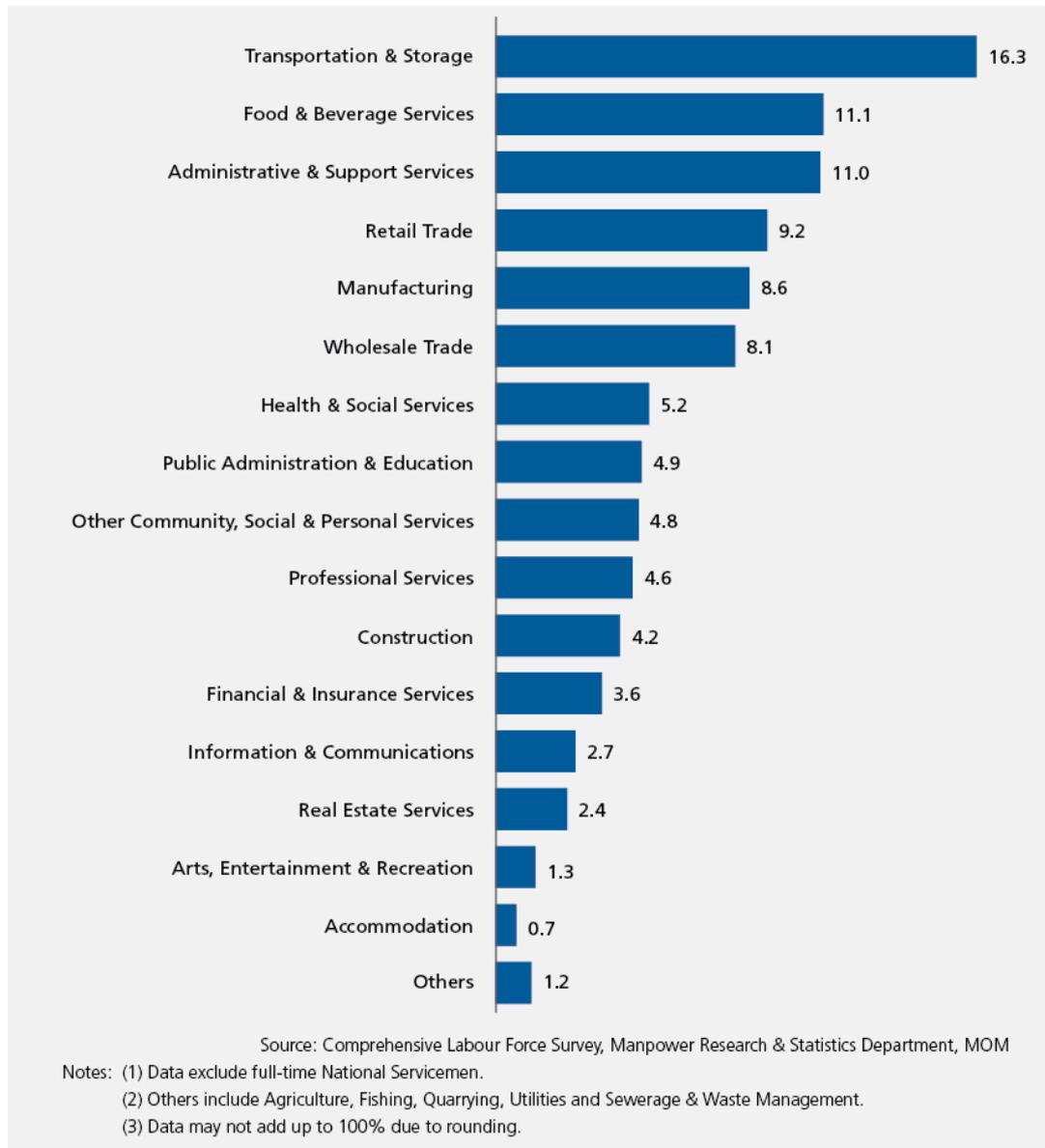


- 5.4 Lower-wage workers¹¹ numbered 402,200 in 2021, of which one in four (100,800) were self-employed and three in four (301,400) were employees.
- 5.5 Lower-wage workers were commonly employed in *Transportation & Storage* (16%) (e.g. *taxi drivers, private-hire car drivers*), *Food & Beverage Services* (11%) (e.g. *food & drink stall assistants, hawkers, waiters*), *Administrative & Support Services* (11%) (e.g. *cleaners, security officers*), *Retail Trade* (9.2%) (e.g. *shop sales assistants, cashiers*) and *Manufacturing* (8.6%) (e.g. *clerks*).

¹¹ Proxied by full-time employed residents earning less than or equal to the 20th percentile gross monthly income (excluding employer CPF contributions), which was \$2,200 in June 2021.

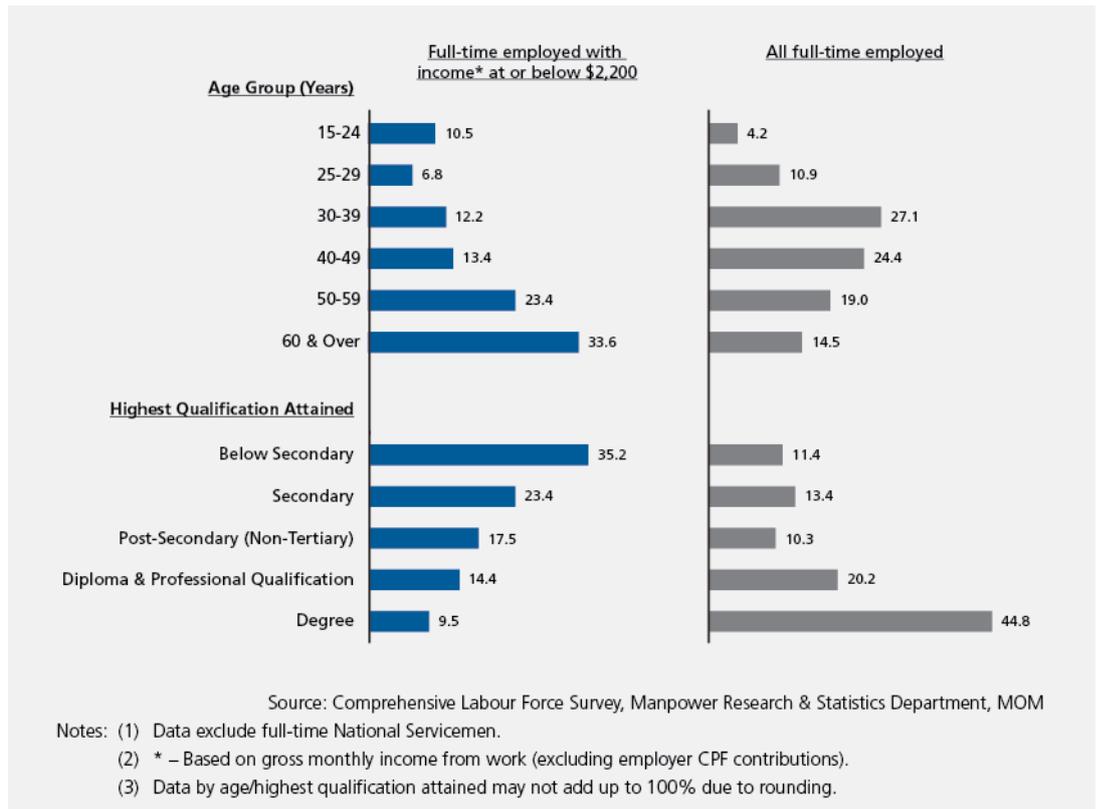
Chart 15 Distribution of full-time employed residents with gross monthly income from work (excluding employer CPF contributions) at or below \$2,200 by industry, June 2021

Per Cent



5.6 Most of the lower-wage workers were older workers aged 50 & over, or lower-educated residents with secondary or lower qualifications. The older and lower-educated formed a higher share among lower-wage workers than among all full-time employed residents. Even though they earn relatively lower income, home-ownership among the lower-wage workers is high. Over nine in ten (91%) lower-wage workers stayed in a house owned by themselves or their household members, most commonly in HDB 4-room flats (39%).

Chart 16 Distribution of full-time employed residents by age group and highest qualification attained, June 2021
Per Cent



6. Unemployment¹²

Unemployment rates improved, particularly among non-PMETs, though they have yet to decrease to pre-COVID rates

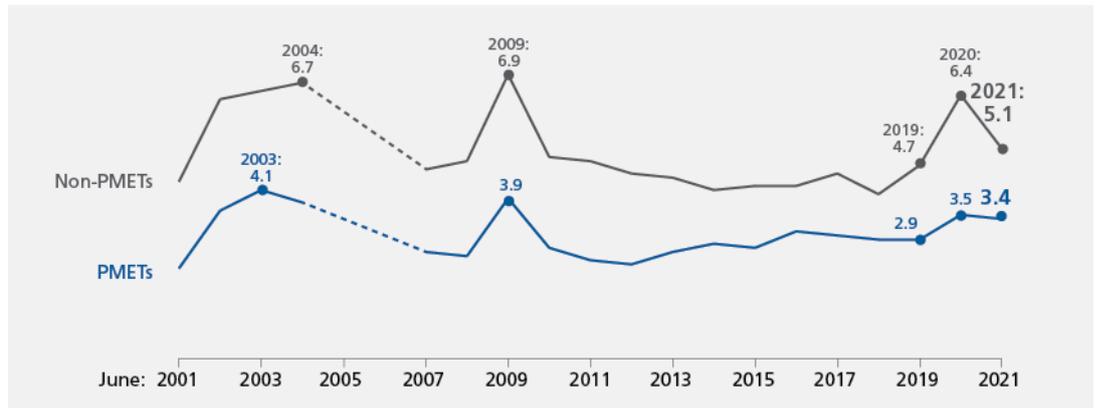
- 6.1 The unemployment rate (non-seasonally adjusted)¹³ for non-PMETs improved significantly by 1.3%-points, from 6.4% in 2020 to 5.1% in 2021. The unemployment rate for PMETs also edged down from 3.5% to 3.4%. Unemployment rates improved in most age groups, except that it rose for PMETs and non-PMETs in their 40s, contributed by more leaving their last jobs because they were dissatisfied with some aspects of the job.¹⁴ Nevertheless, unemployment rates remained above pre-COVID rates.
- 6.2 The long-term unemployment rates for PMETs and non-PMETs remained unchanged, after increasing last year. The rates improved for residents aged below 30, but mostly rose in other age groups. Additionally, the long-term unemployment rates remained relatively higher among residents aged 40 & over. The elevated long-term unemployment rate compared to pre-COVID suggests that some workers who were displaced earlier on during the pandemic could have faced challenges in their job search.

¹² Top-line seasonally adjusted unemployment rates are reported on a monthly basis, with breakdown by age and education available quarterly. With a larger sample size, the Comprehensive Labour Force Survey enables us to collect additional information of unemployment rates by occupation and industry. For analysis of unemployment trends at the top-line and by age, highest qualification attained and sex, please refer to the Monthly Unemployment Situation and quarterly Labour Market Reports.

¹³ The PMET and non-PMET unemployment rates are non-seasonally adjusted figures and refer to June periods. They should not be analysed alongside quarterly unemployment rates, which are adjusted for seasonality to facilitate quarter-on-quarter analysis.

¹⁴ There was an increase in unemployed PMETs and non-PMETs in their 40s who left their last job due to dissatisfaction with working hours, demanding work, pay, working conditions, lack of interest, or poor use of their skills/ qualifications.

Chart 17 Unemployment rate of resident PMETs and non-PMETs
Per Cent



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

- Notes: (1) Data exclude unemployed residents without work experience and are non-seasonally adjusted. They should not be analysed alongside quarterly unemployment rates, which are adjusted for seasonality to facilitate quarter-on-quarter analysis.
- (2) The unemployment rate by occupation is obtained by dividing the number of unemployed who previously worked in a given occupation by the sum of the number of workers employed in this occupation and the unemployed who previously worked in the occupation.
- (3) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2020. Data before year 2020 which were coded based on earlier versions of the SSOC were mapped to SSOC 2020 as far as possible to facilitate data comparability.
- (4) The Comprehensive Labour Force Survey was not conducted in 2005 due to the conduct of the General Household Survey 2005 by the Department of Statistics.
- (5) Data for 2006 are not available, as the level of occupational detail collected in 2006 did not support mapping to the latest version of the SSOC.

Chart 18 Unemployment rate of resident PMETs and non-PMETs by age
Per Cent

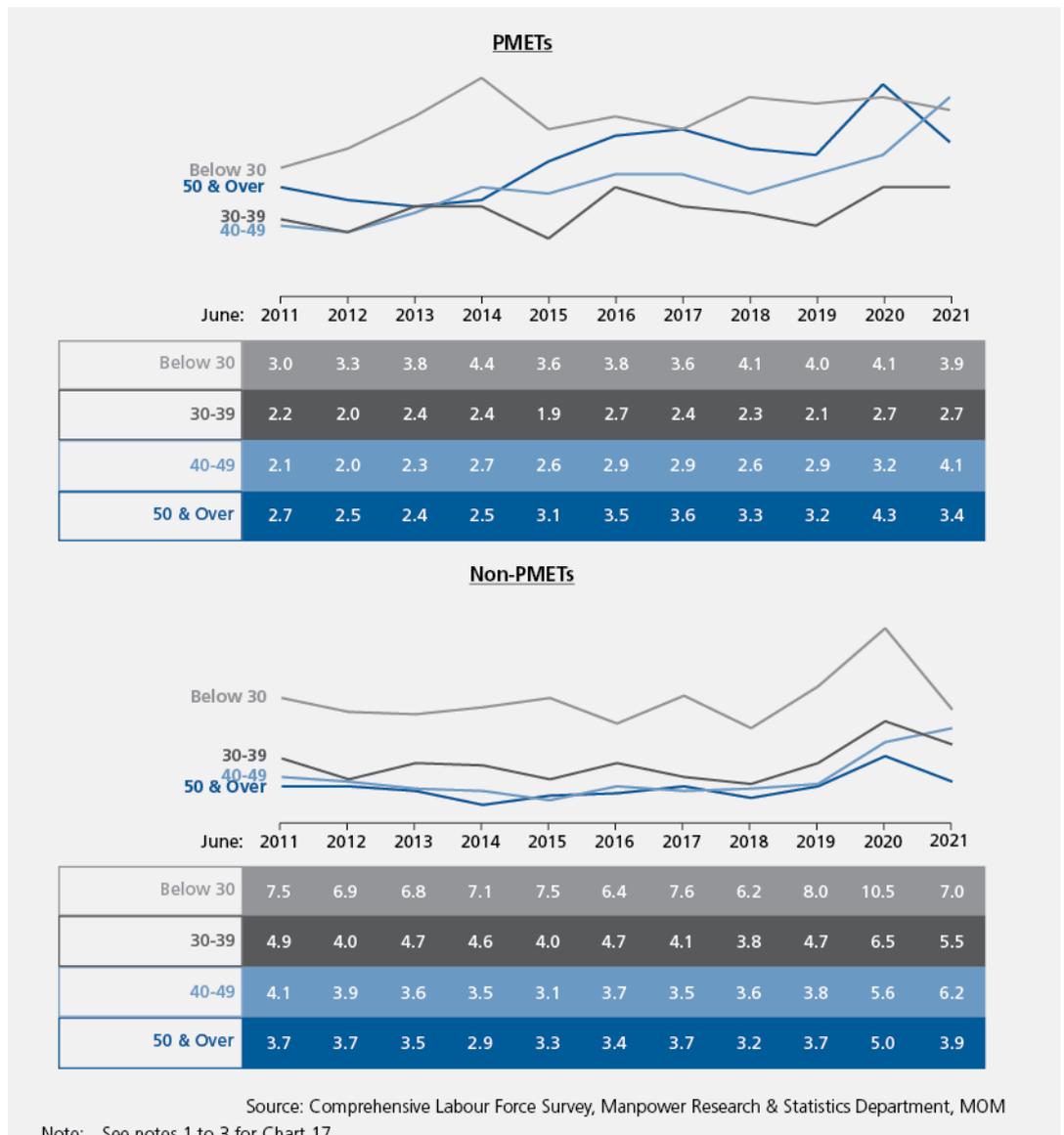
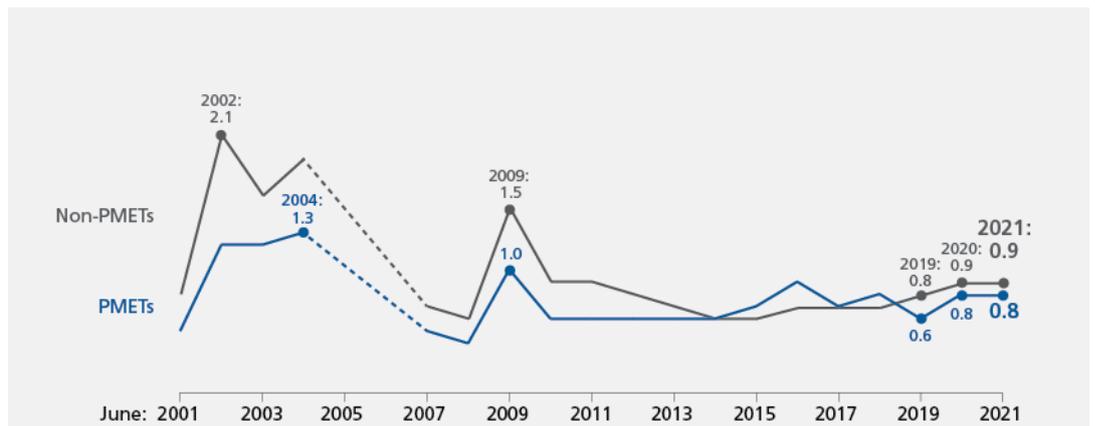


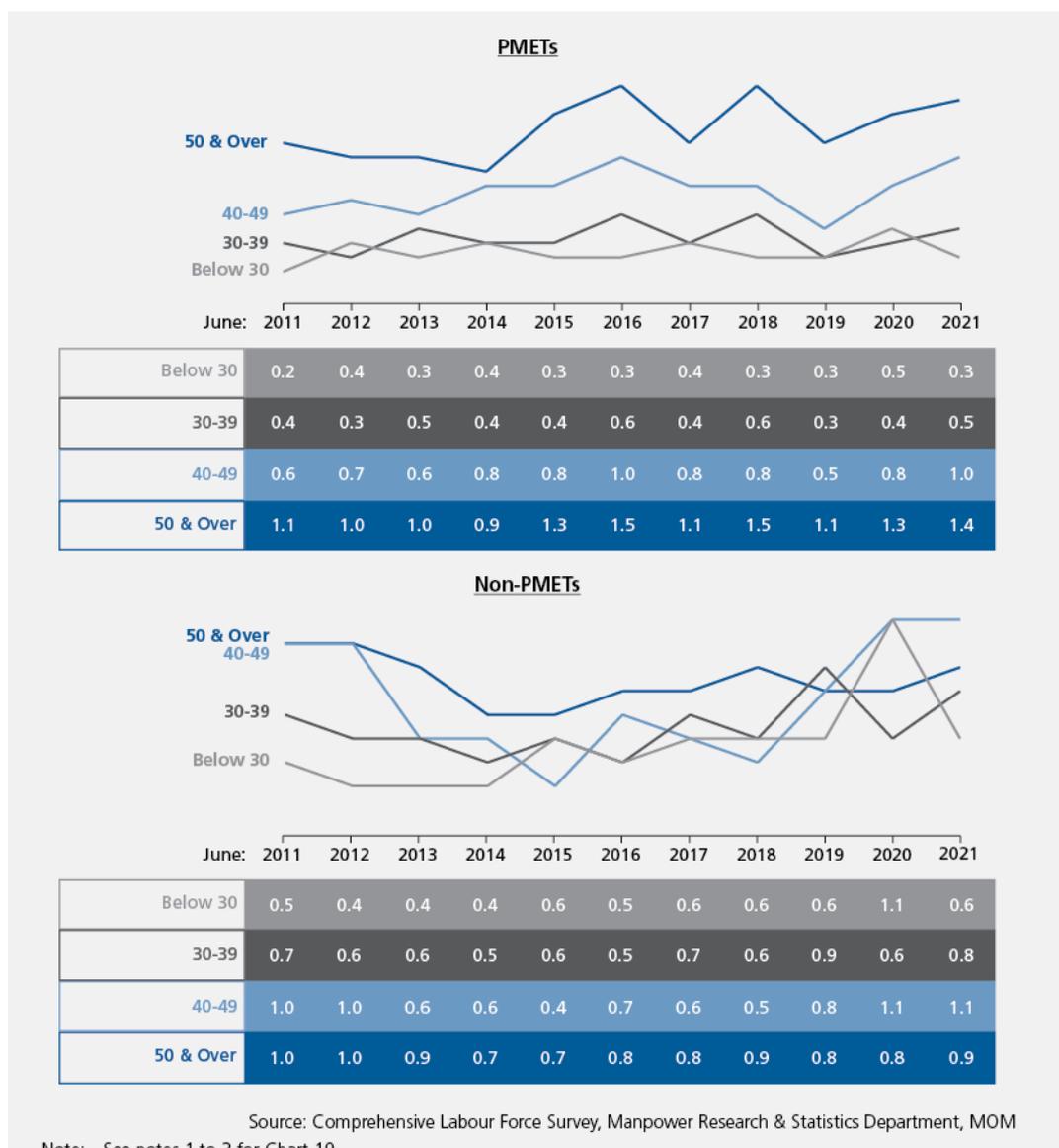
Chart 19 Long-term unemployment rate of resident PMETs and non-PMETs
Per Cent



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

- Notes: (1) Data exclude unemployed residents without work experience and are non-seasonally adjusted. They should not be analysed alongside quarterly long-term unemployment rates, which are adjusted for seasonality to facilitate quarter-on-quarter analysis.
- (2) The long-term unemployment rate by occupation is obtained by dividing the number of long-term unemployed who previously worked in a given occupation by the sum of the number of workers employed in this occupation and the unemployed who previously worked in the occupation.
- (3) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2020. Data before year 2020 which were coded based on earlier versions of the SSOC were mapped to SSOC 2020 as far as possible to facilitate data comparability.
- (4) The Comprehensive Labour Force Survey was not conducted in 2005 due to the conduct of the General Household Survey 2005 by the Department of Statistics.
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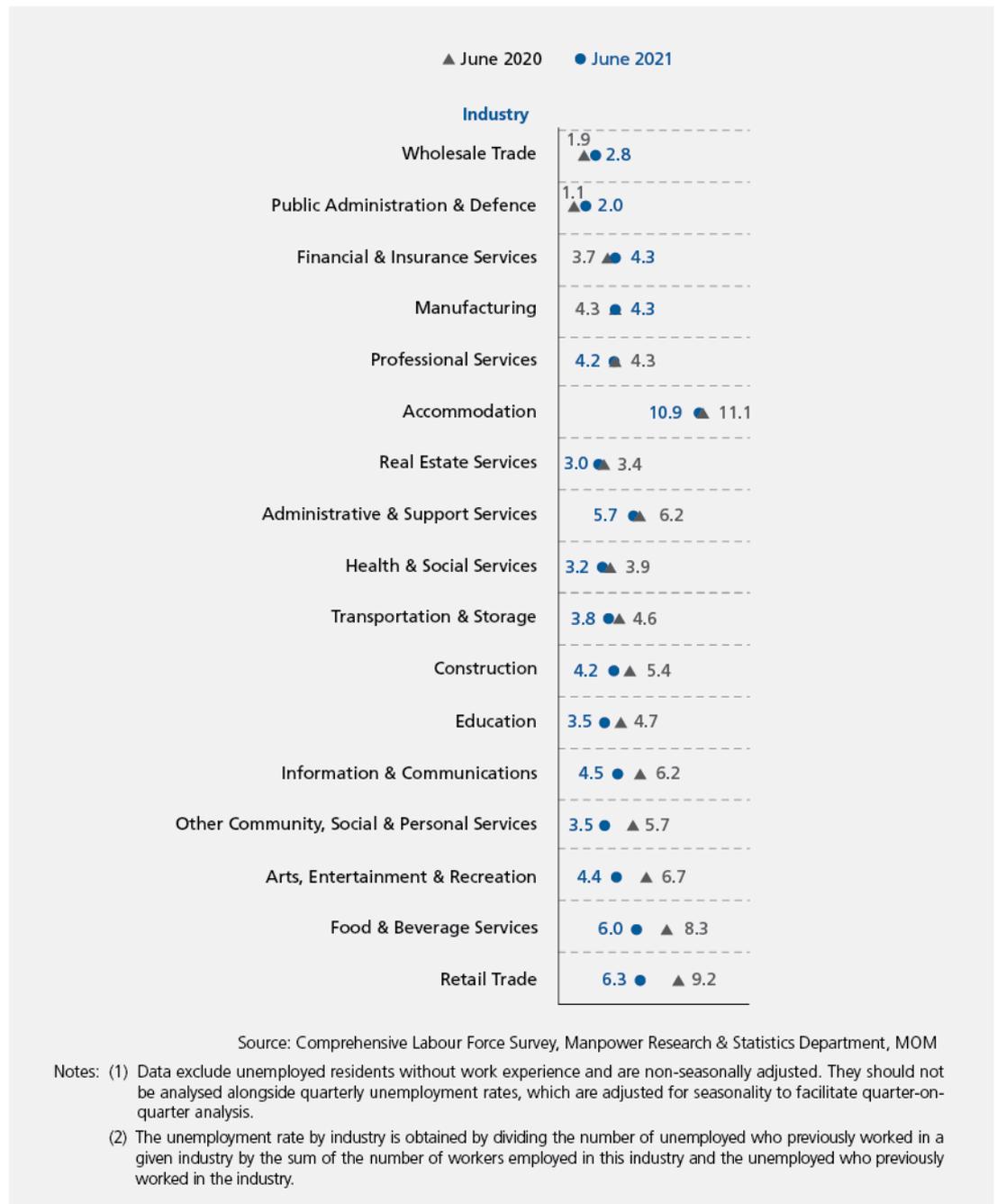
Chart 20 Long-term unemployment rate of resident PMETs and non-PMETs by age
Per Cent



6.3 Unemployment rates improved across most industries, with stronger improvements among industries that experienced higher increases last year, such as *Retail Trade*, *Food & Beverage Services*, *Other Community, Social & Personal Services*, *Construction* and *Education*. The unemployment rate eased slightly in *Accommodation*, but remained relatively high due to the impact of international travel restrictions and low visitor arrivals on this sector. Meanwhile, unemployment rate rose further in *Wholesale Trade* and *Financial & Insurance Services*, as more left their last jobs due to factors such as pay, working hours, demands of the job, amid an increase in job vacancies¹⁵ due to the economic recovery.

¹⁵ As reported in the Labour Market Report Second Quarter 2021, the number of job vacancies rose from 3,800 in June 2020 to 5,500 in June 2021 in *Wholesale Trade*, and from 4,500 to 7,000 in *Financial & Insurance Services*. There were also increases in job vacancies in many other industries.

Chart 21 Resident unemployment rate by industry
Per Cent



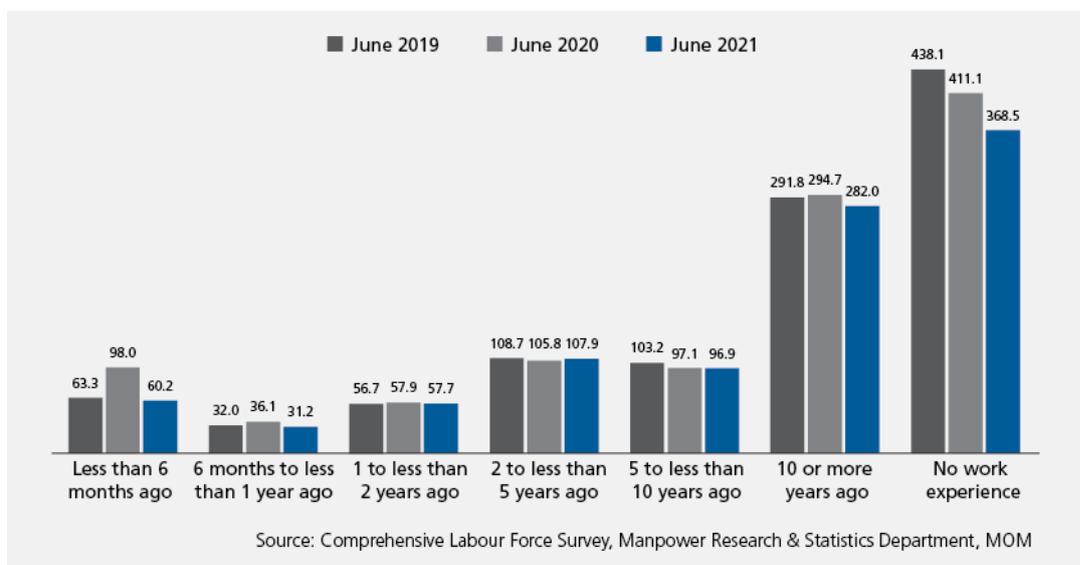
7. Persons Outside the Labour Force

Large decrease in residents outside the labour force, as labour force participation rate rose significantly

- 7.1 With the labour force participation rate increasing significantly, there was a correspondingly large decrease in number of residents outside the labour force from 1,100,800 in 2020 to 1,004,400 in 2021. This reflects a sharp fall in number of recent job leavers who were outside the labour force (i.e. those who had left their last jobs within the last six months). The number had risen markedly in 2020 as more left the labour market to pursue education/ training or took a break at the height of the COVID-19 restrictions, but decreased in 2021 to around pre-COVID level with the economic recovery. There were also fewer residents outside the labour force without work experience, as more youths participated in the labour force and the numbers in mature age groups gradually trended downwards amid rising female labour force participation.

Chart 22 Residents outside the labour force by when left last job

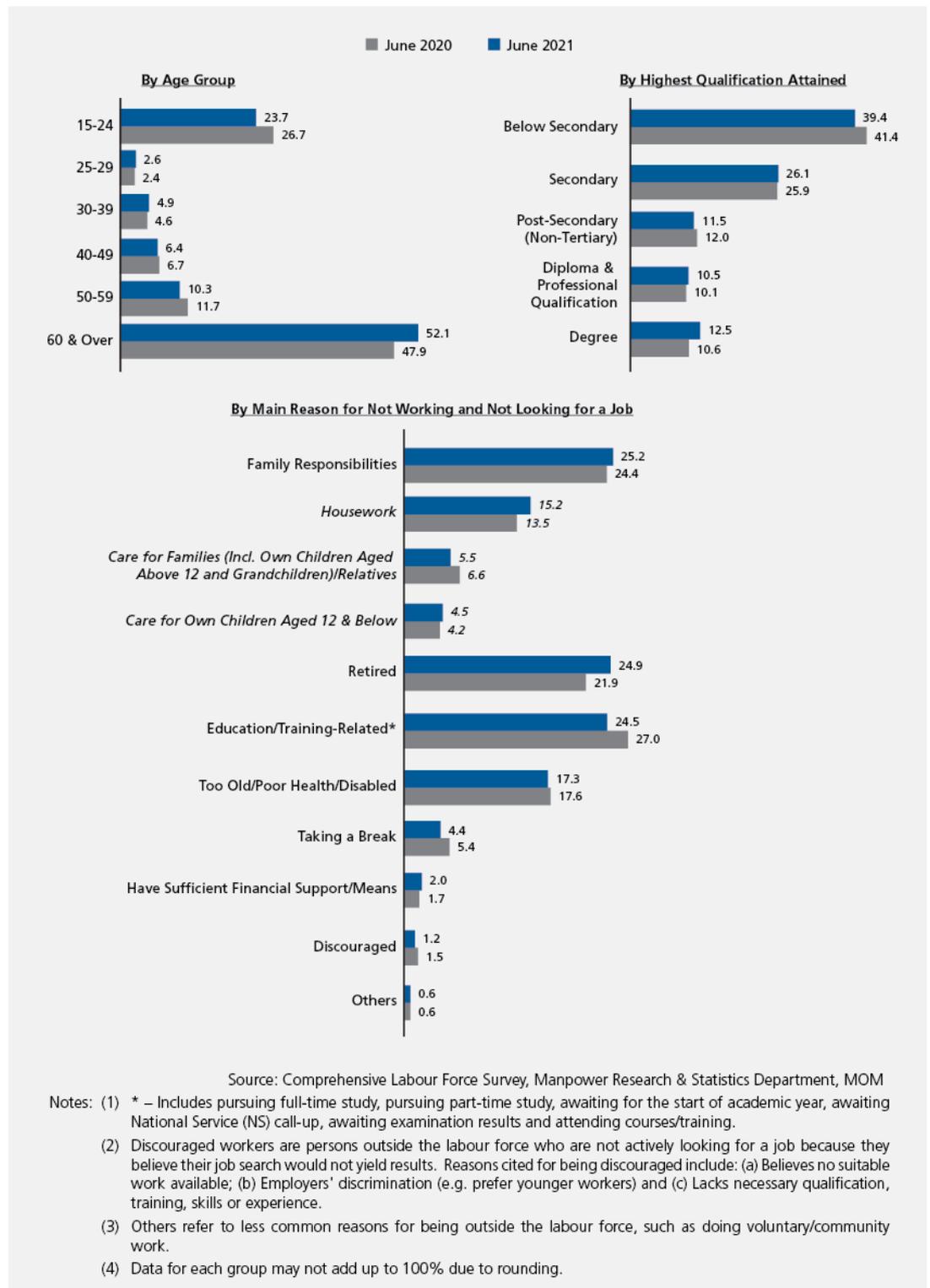
Number ('000)



- 7.2 Reflecting the notable increase in youth labour force participation rate and decrease in youth population, the share of those aged 15 to 24 among residents outside the labour force fell from 27% in 2020 to 24% in 2021. On the other hand, the share of seniors aged 60 & over increased from 48% to 52%. This reflects the impact of population ageing, as more baby boomers enter their senior years. Nevertheless, among the resident population aged 60 & over, labour force participation rate continued to trend upwards.
- 7.3 Reflecting the changes in age profile, there was an increase in share of residents outside the labour force who were not working because they were retired (from 22% to 25%), and a decrease in share of those pursuing education/training (from 27% to 25%). The proportion of residents outside the labour force who were taking a break also decreased, from 5.4% during the height of the COVID-19 restrictions in 2020 to 4.4% in 2021.

Chart 23 Profile of residents outside the labour force

Per Cent



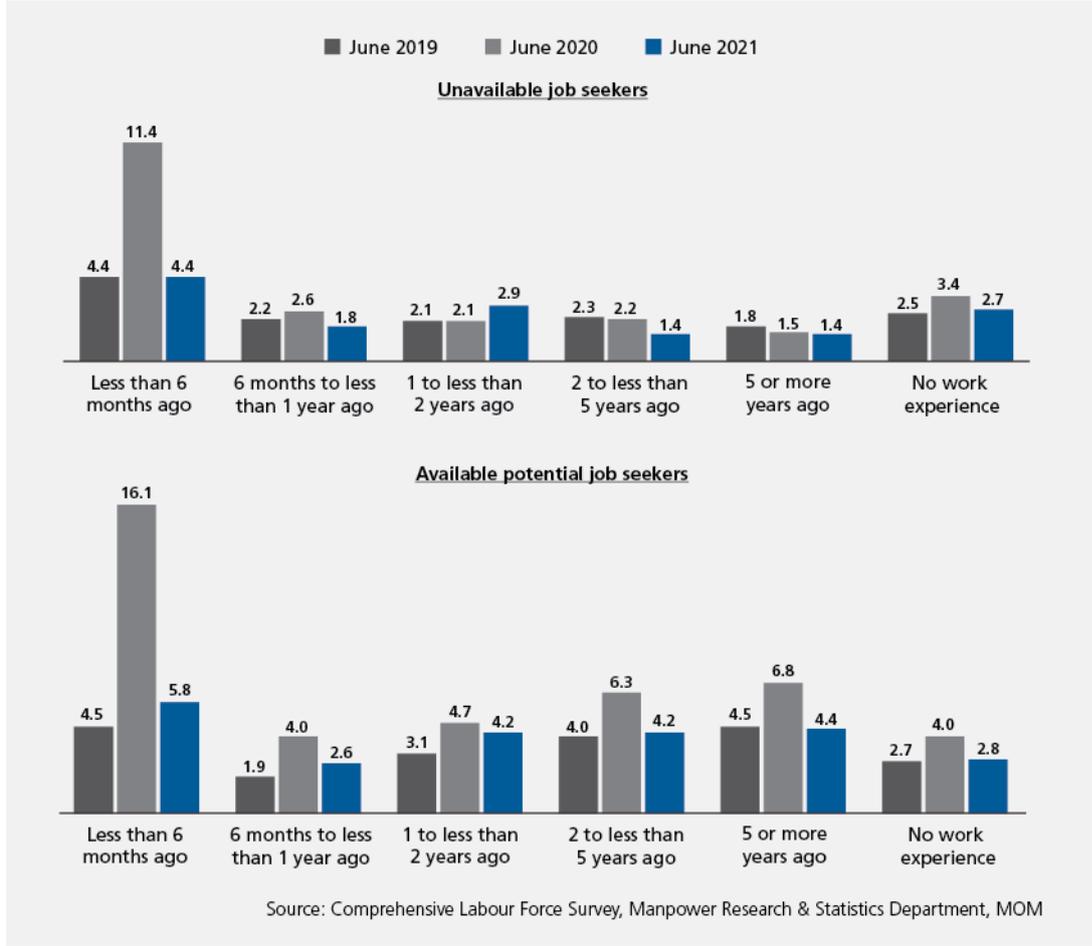
7.4 The International Labour Organisation (ILO) developed new indicators in recent years to identify residents outside the labour force with relatively stronger labour market attachment. Two new descriptors were developed i.e. “*unavailable job seekers*” – those who are actively looking for work but are currently not available for work as yet, and “*available potential job seekers*” – those who are not actively looking for jobs but want to and available to work.

Residents outside the labour force with relatively stronger labour market attachment decreased to around pre-COVID levels

7.5 As labour force participation rate has increased significantly, the number of residents outside the labour force with relatively stronger labour market attachment decreased to around pre-COVID levels. The number of unavailable job seekers fell from 23,300 (2.1% of residents outside the labour force) in 2020 to 14,500 (1.4%) in 2021, similar to 2019 levels (15,300 or 1.4%). The number of available potential job seekers decreased from 41,900 (3.8%) to 23,900 (2.4%), but was still slightly above 2019 levels (20,700 or 1.9%). The decreases were driven by residents who left their last job less than 6 months ago.

Chart 24 Unavailable job seekers and available potential job seekers by when left last job

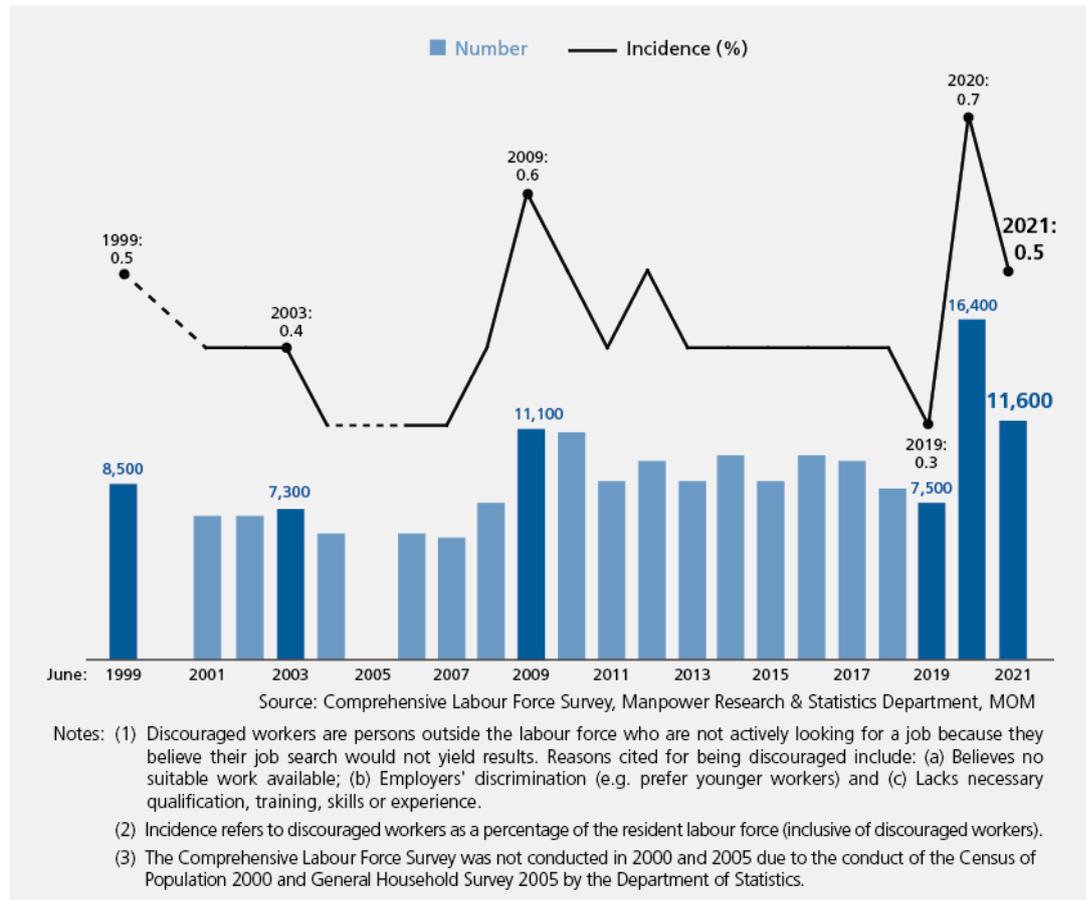
Number ('000)



Number and incidence of discouraged workers fell, though it remained high for older residents

7.6 The number of discouraged workers, i.e. those not looking for work because they felt their job search will not yield results,¹⁶ decreased from the high of 16,400 in 2020 (0.7% of the resident labour force¹⁷) to 11,600 (0.5%) in 2021.¹⁸ However, it remained higher than pre-COVID levels.

Chart 25 Residents discouraged from seeking work



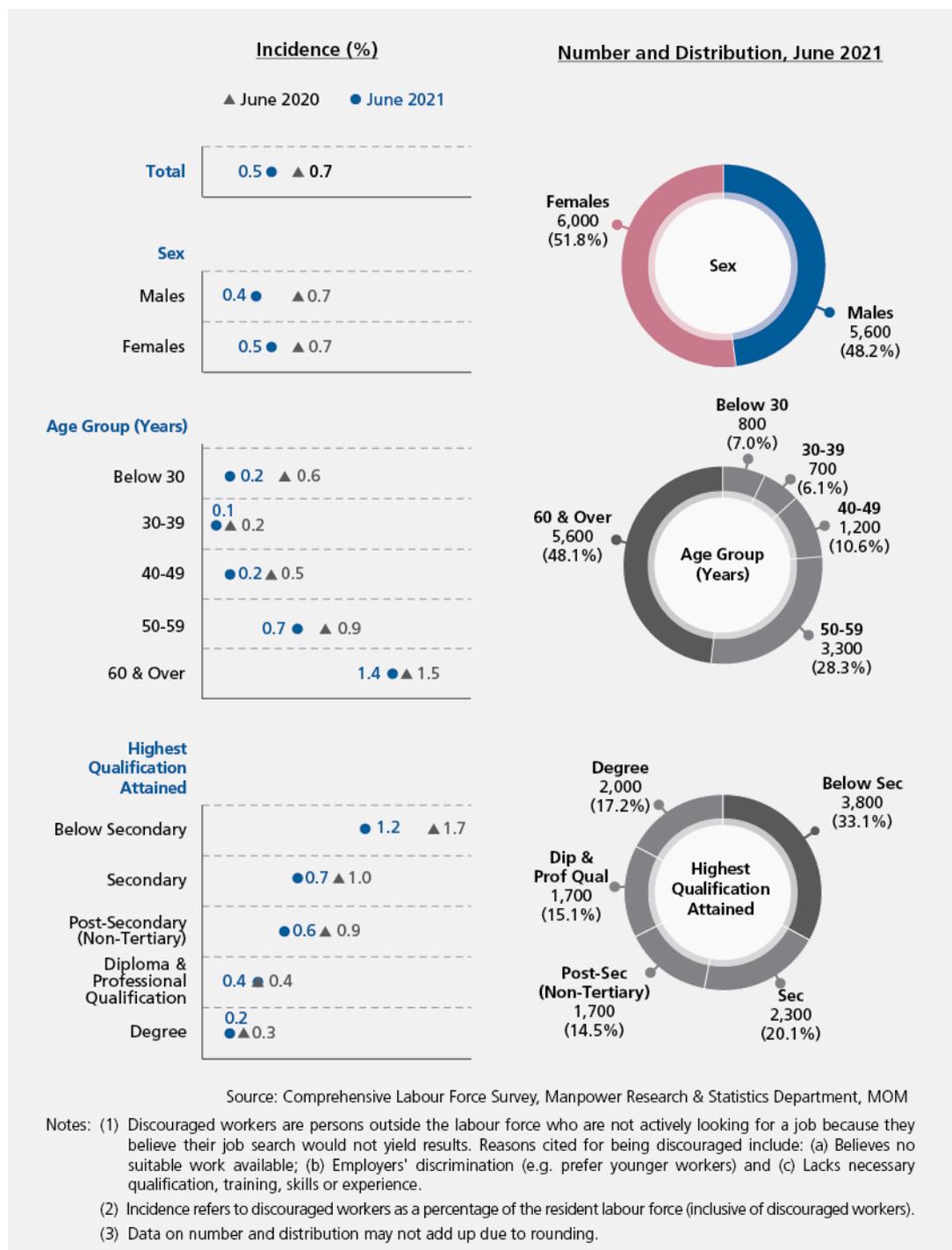
¹⁶ Reasons cited for being discouraged include: (a) Believes no suitable work available; (b) Employers' discrimination (e.g. prefer younger workers) and (c) Lacks necessary qualification, training, skills or experience.

¹⁷ Inclusive of discouraged workers.

¹⁸ ILO introduced a new definition of discouraged workers in recent years. This new definition required that aside from holding the belief that their job search would be futile, the individual would also need to show a continued desire for employment and be currently available to work (i.e. available potential job seekers). Based on the stricter criteria, the number of discouraged workers also decreased from 7,600 in 2020 to 4,400 in 2021.

7.7 The decrease in discouraged workers was experienced across most groups, including those with non-tertiary qualifications. However, the number (5,600) and incidence (1.4%) of discouraged workers was highest for residents aged 60 & over. They made up close to half or 48% of the discouraged workers in 2021.

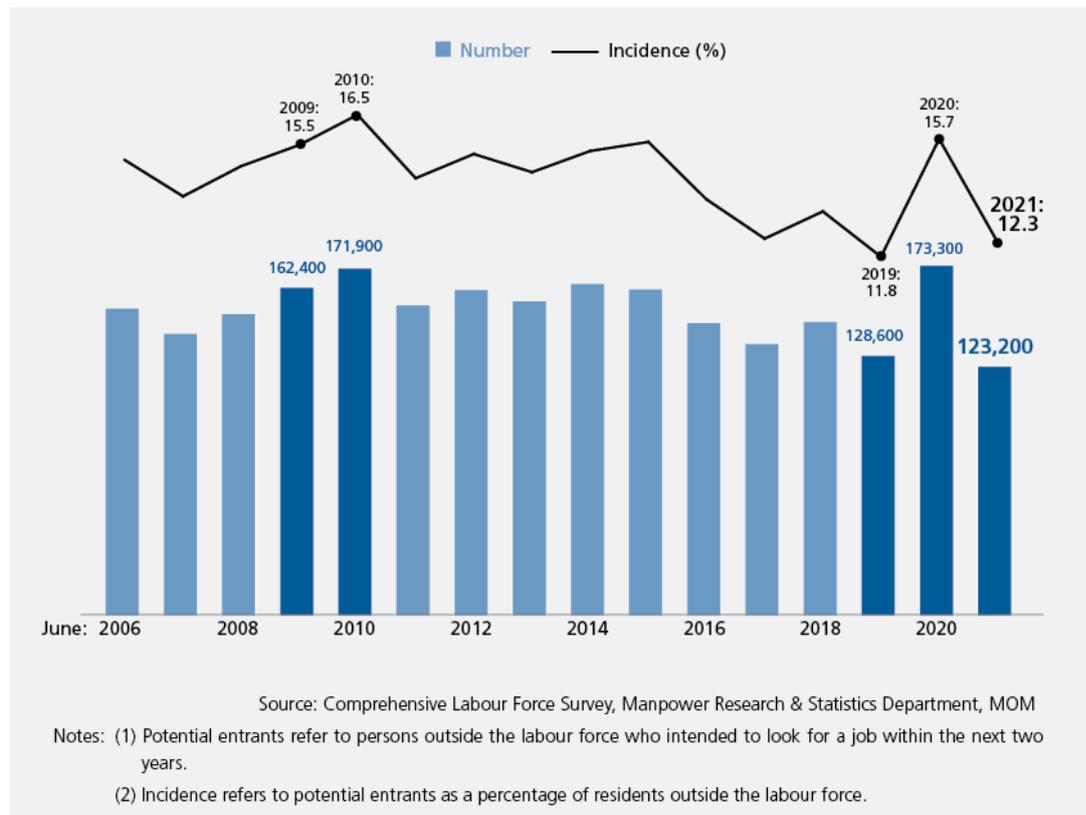
Chart 26 Profile of residents discouraged from seeking work



Number of potential entrants reverted to its previous downtrend

7.8 The number of potential entrants resumed its downtrend in 2021, following the spike in 2020 when many recent job leavers left the labour market temporarily amid the COVID-19 restrictions. 123,200 residents outside the labour force in 2021 intended to look for work in the next two years, a sizeable reduction from 173,300 in 2020. They formed 12.3% of the significantly reduced pool of residents outside the labour force in 2021, slightly higher than the 11.8% in 2019 before the onset of the pandemic.

Chart 27 Resident potential entrants into the labour force



7.9 The incidence of potential entrants remained highest among younger residents aged 25 to 29, where nearly one in two (48%) of those outside the labour force intended to look for jobs in the next two years, followed by one in three (33%) of those in their 30s and 30% of those in their 40s. Given the larger concentration of youths and seniors among residents outside the labour force, in terms of distribution those aged 15 to 24 (27%) and 60 & over (18%) still formed the largest groups among the potential entrants. Nevertheless, the profile of potential entrants is not as heavily concentrated at the two ends of the age spectrum compared to the entire pool of residents outside the labour force.

7.10 A higher share of tertiary-educated residents outside the labour force were potential entrants (degree: 27%, diploma & professional qualification: 23%) than those with non-tertiary qualifications (4.9% to 18%). As a result, the tertiary-educated made up close to half or 47% of the potential entrants, despite their low representation among residents outside the labour force. Details are in Statistical Table 8.

SURVEY COVERAGE AND METHODOLOGY

Introduction

- 1 The 2021 Comprehensive Labour Force Survey (CLFS) is the forty-fourth 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.
Residents	Residents refer to Singapore citizens and Permanent Residents.
Labour Force Status	<p>Labour Force</p> <ul style="list-style-type: none"> ▶ This refers to persons aged 15 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>Outside the Labour Force</p> <ul style="list-style-type: none"> ▶ This refers to persons aged 15 years and over who are neither employed nor unemployed during the reference period.

Employed Persons	<p>This refers to persons aged 15 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 or profit; 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	<p>This refers to persons aged 15 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.</p>
Labour Force Participation Rate	<p>This is defined as the percentage of the labour force to the population.</p>
Employment Rate	<p>This is defined as the percentage of employed persons to the population.</p>
Unemployment Rate	<p>This is defined as the percentage of unemployed persons to the labour force.</p>
Duration of Unemployment	<p>This refers to the number of complete weeks between the date when action was first taken to look for a job and the date of the survey interview.</p>
Long-Term Unemployed Persons	<p>This refers to persons aged 15 years and over who have been unemployed for 25 weeks or more.</p>
Long-Term Unemployment Rate	<p>This is defined as the percentage of long-term unemployed persons to the labour force.</p>
Time-Related Under-Employed Persons	<p>This refers to persons aged 15 years and over who normally work less than 35 hours a week but are willing and available to engage in additional work.</p>
Time-Related Under-Employment Rate	<p>This is defined as the percentage of time-related under-employed persons to employed persons.</p>
Gross Monthly Income from Work	<p>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.</p>

Nature of Employment	<p>Employed persons can be categorised into those working on full-time or part-time basis.</p> <p>Full-Time</p> <ul style="list-style-type: none"> ▶ This refers to employment where the normal hours of work is at least 35 hours a week. <p>Part-Time</p> <ul style="list-style-type: none"> ▶ This refers to employment where the normal hours of work is less than 35 hours a week. <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>
Type of Employment	<p>Employees can be categorised into those employed on casual/on-call, fixed-term contract or permanent basis.</p> <p>Casual/On-Call</p> <ul style="list-style-type: none"> ▶ Casual/on-call employees refer to those employed on ad hoc basis, as and when the company requires additional manpower. <p>Fixed-Term Contract</p> <ul style="list-style-type: none"> ▶ Employees on fixed-term contract refer to those whose employment will terminate on the expiry of a specific term unless it is renewed. <p>Permanent</p> <ul style="list-style-type: none"> ▶ Permanent employees refer to those employed for an unspecified duration, i.e. they are neither casual/on-call employees nor on fixed-term contract.
Usual Hours Worked	<p>This refers to the number of hours that employed persons usually work in a typical week, regardless of whether they are paid for it. The concept of usual hours of work differs from that of normal hours of work referred to in contractual arrangements. For workers who have just started work during the reference period, usual hours of work refers to the number of hours per week they are expected to work in that job. For multiple jobholders, it should be aggregated from the hours spent in all the jobs.</p>
Unavailable Job Seekers	<p>This refers to persons outside the labour force who are actively looking for a job but are not available for work during the reference period.</p>
Available Potential Job Seekers	<p>This refers to persons outside the labour force who are not actively looking for a job, but wanted employment and available for work during the reference period.</p>

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.
Potential Entrants	This refers to persons outside the labour force who intended to look for a job within the next two years.
Highest Qualification Attained	This refers to the highest grade or standard a person has passed or the highest level of education where a certificate, diploma or degree is awarded by an educational or training institution. The classification of highest qualification attained is based on the Singapore Standard Educational Classification (SSEC) 2020.
Occupation	This refers to the type of work performed by workers, which may not necessarily be related to their training, skill or professional qualification. In the case of workers who perform two or more kinds of work, their occupation would refer to the one in which they usually work the longest hours during the reference period. The classification of occupations is based on the Singapore Standard Occupational Classification (SSOC) 2020, unless otherwise specified.
Industry	This refers to the major kind of economic activity or the nature of business of the firm, organisation or establishment in which the person is employed during the reference period. For self-employed persons, industry refers to the kind of economic activity or nature of business they are operating. The classification of industries is based on the Singapore Standard Industrial Classification (SSIC) 2020, unless otherwise specified.

Planning, Organisation, Fieldwork and Data Verification

- 5 The field operation for the 2021 survey was carried out from 18 May 2021 to 31 July 2021. Around 150 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, 2,042 households were excluded from the survey as they were unoccupied, non-residential or demolished. A total of 26,637 households responded to the survey, achieving an overall response rate of 86.0%.

Reliability of Data

- 9 The results of the survey were grossed up to the resident population in June 2021 (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%.
- 13 For the 2021 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	2,397,800	7,400	0.3	2,383,200	2,412,300
Employed Residents	2,286,500	7,500	0.3	2,271,800	2,301,200
Unemployed Residents	111,200	2,500	2.2	106,400	116,100
Residents Outside the Labour Force	1,004,400	6,600	0.7	991,500	1,017,300
Resident Labour Force Participation Rate	70.5%	0.19%-pt	0.3	70.1%	70.9%
Resident Employment Rate (Aged 15 & over)	67.2%	0.19%-pt	0.3	66.8%	67.6%
Resident Employment Rate (Aged 25 to 64)	81.8%	0.19%-pt	0.2	81.4%	82.2%
Resident Unemployment Rate	4.6%	0.10%-pt	2.3	4.4%	4.8%

Note: Data are non-seasonally adjusted. They pertain to those aged 15 & over, unless otherwise stated.

TABLE 1
KEY CHARACTERISTICS OF RESIDENT LABOUR FORCE, 2011 - 2021 (JUNE)

June	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
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
2017	67.7	76.0	59.8	83.6	92.7	75.1	64.9	73.0	57.2	80.7	89.4	72.4
2018	67.7	75.6	60.2	83.1	92.0	74.8	65.1	72.8	57.8	80.3	88.9	72.3
2019	68.0	75.4	61.1	83.8	92.0	76.1	65.2	72.4	58.3	80.8	88.8	73.3
2020	68.1	75.4	61.2	84.1	92.0	76.6	64.5	71.7	57.7	80.3	87.9	73.2
2021	70.5	77.2	64.2	85.4	92.7	78.6	67.2	73.8	61.0	81.8	88.9	75.1

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

TABLE 2
RESIDENT LABOUR FORCE PARTICIPATION RATE BY AGE AND SEX, 2011 - 2021 (JUNE)
(TOTAL)

Age (Years)	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Per Cent
Total	66.1	66.6	66.7	67.0	68.3	68.0	67.7	67.7	68.0	68.1	70.5	
15 - 19	12.3	12.4	11.8	12.3	15.8	15.3	14.2	15.2	15.1	13.8	15.7	
20 - 24	62.8	63.6	61.7	61.8	65.3	62.3	62.2	61.3	61.0	56.0	62.4	
25 - 29	89.2	88.3	88.5	89.0	90.3	90.3	90.2	90.0	90.1	90.4	90.4	
30 - 34	88.6	89.8	90.1	89.9	90.2	90.8	91.8	91.0	92.3	92.3	93.4	
35 - 39	87.3	88.0	88.0	88.8	89.1	89.7	89.8	89.0	89.6	90.4	91.2	
40 - 44	84.9	85.4	85.7	87.1	87.6	88.2	87.7	88.8	88.7	89.0	90.6	
45 - 49	83.7	84.4	84.5	84.7	85.9	86.3	86.8	86.5	87.9	87.4	88.3	
50 - 54	79.7	79.5	80.0	81.8	82.4	81.4	82.8	82.0	82.3	82.2	84.8	
55 - 59	70.2	72.4	73.2	74.3	75.5	75.8	74.9	75.1	75.0	75.9	77.7	
60 - 64	54.7	58.1	59.7	61.2	62.4	62.8	63.6	62.2	63.9	65.0	65.9	
65 - 69	36.2	38.6	40.2	41.2	42.2	43.2	43.4	45.3	46.1	48.7	50.9	
70 & Over	12.5	13.1	14.4	15.3	14.9	15.0	16.2	17.0	17.6	19.4	21.3	
15 - 24	36.7	37.8	36.2	37.5	40.6	39.4	38.2	38.1	38.3	36.0	41.3	
25 - 64	80.7	81.4	81.7	82.3	83.1	83.3	83.6	83.1	83.8	84.1	85.4	
25 - 54	85.4	85.7	85.9	86.7	87.4	87.6	88.0	87.7	88.3	88.5	89.9	
55 - 64	63.4	66.0	67.1	68.4	69.5	69.7	69.5	68.9	69.9	70.7	71.7	
65 & Over	20.4	22.0	23.8	25.2	25.8	26.5	26.8	27.8	28.7	30.1	32.9	

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

TABLE 2 (continued)
RESIDENT LABOUR FORCE PARTICIPATION RATE BY AGE AND SEX, 2011 - 2021 (JUNE)
(MALES)

Age (Years)	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Per Cent
Total	75.6	76.0	75.8	75.9	76.7	76.2	76.0	75.6	75.4	75.4	77.2	
15 - 19	14.6	13.8	13.2	14.9	18.3	18.0	18.0	18.4	17.5	16.8	17.6	
20 - 24	63.2	64.5	63.2	63.6	64.4	62.6	62.7	60.3	59.3	54.9	59.0	
25 - 29	91.8	89.9	89.0	89.4	90.9	90.0	90.7	90.7	90.0	89.7	90.2	
30 - 34	97.4	97.2	97.2	97.5	97.4	97.0	97.4	97.8	96.8	96.8	97.0	
35 - 39	97.7	98.2	97.5	97.2	97.5	97.8	97.6	97.2	97.8	97.2	97.4	
40 - 44	97.1	97.1	97.1	96.8	97.1	97.2	97.0	97.2	97.3	97.4	97.1	
45 - 49	96.0	95.6	96.1	96.4	96.9	96.3	96.6	95.4	96.0	96.1	96.3	
50 - 54	93.5	93.8	94.0	93.8	94.2	92.9	94.4	92.8	93.9	93.2	94.2	
55 - 59	85.7	88.5	87.6	87.5	88.2	88.7	88.0	88.0	87.3	87.1	89.5	
60 - 64	71.1	74.6	75.0	77.0	77.2	76.9	77.8	75.7	76.7	77.8	79.2	
65 - 69	49.1	52.6	53.4	54.1	54.5	55.7	54.8	57.3	57.6	59.8	61.1	
70 & Over	20.5	20.7	22.9	23.7	22.3	22.1	24.8	24.6	25.4	27.5	29.7	
15 - 24	37.6	39.1	37.7	39.5	41.3	41.0	40.5	39.2	38.6	36.6	40.4	
25 - 64	92.1	92.5	92.2	92.2	92.7	92.2	92.7	92.0	92.0	92.0	92.7	
25 - 54	95.7	95.4	95.3	95.3	95.7	95.2	95.7	95.2	95.3	95.1	95.5	
55 - 64	79.2	82.3	81.9	82.7	83.2	83.2	83.2	82.2	82.3	82.7	84.2	
65 & Over	30.9	32.4	34.9	36.0	36.0	37.0	37.1	38.2	38.7	40.1	42.8	

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

TABLE 2 (continued)
RESIDENT LABOUR FORCE PARTICIPATION RATE BY AGE AND SEX, 2011 - 2021 (JUNE)
(FEMALES)

Age (Years)	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Per Cent
Total	57.0	57.7	58.1	58.6	60.4	60.4	59.8	60.2	61.1	61.2	64.2	
15 - 19	9.8	10.9	10.2	9.6	13.1	12.4	10.2	11.6	12.4	10.6	13.7	
20 - 24	62.5	62.6	59.9	59.8	66.3	62.0	61.6	62.4	62.9	57.3	66.1	
25 - 29	86.7	86.8	88.0	88.6	89.7	90.6	89.6	89.4	90.1	91.1	90.5	
30 - 34	81.0	83.3	83.7	83.3	83.9	85.3	86.9	84.9	88.3	88.2	90.1	
35 - 39	77.6	78.9	79.4	80.9	81.7	82.3	82.9	81.8	82.7	84.4	85.4	
40 - 44	73.9	74.8	75.4	78.1	78.9	80.2	78.9	81.0	81.2	81.4	84.7	
45 - 49	71.5	73.4	73.1	73.7	75.5	77.2	77.7	78.1	80.3	78.8	80.6	
50 - 54	66.1	65.6	66.5	70.4	70.6	70.3	71.2	71.5	71.3	71.6	76.2	
55 - 59	55.1	56.2	59.1	61.4	62.8	63.1	61.8	62.1	63.3	64.8	66.6	
60 - 64	38.4	41.7	44.2	45.5	47.7	48.8	49.9	49.4	50.8	52.6	53.6	
65 - 69	23.9	26.3	27.9	29.5	31.1	31.4	32.9	33.7	35.3	38.2	40.6	
70 & Over	6.6	7.4	8.0	8.8	9.4	9.8	9.6	11.3	11.5	13.1	14.5	
15 - 24	35.7	36.4	34.5	35.4	39.8	37.7	35.7	36.9	37.9	35.4	42.3	
25 - 64	69.9	70.9	71.7	73.0	74.1	74.9	75.1	74.8	76.1	76.6	78.6	
25 - 54	75.7	76.6	77.1	78.7	79.6	80.6	80.8	80.8	81.9	82.4	84.7	
55 - 64	47.8	49.7	52.4	54.2	55.9	56.4	56.1	55.9	57.7	59.0	59.9	
65 & Over	11.9	13.7	14.8	16.3	17.6	18.0	18.2	19.2	20.2	21.7	24.2	

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

TABLE 3
RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2011 - 2021 (JUNE)
(TOTAL)

Age (Years)	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Per Cent
Total	63.5	64.1	64.1	64.5	65.7	65.3	64.9	65.1	65.2	64.5	67.2	
15 - 19	11.2	11.3	10.9	11.4	14.5	14.1	13.2	14.2	13.6	12.1	14.7	
20 - 24	57.1	58.0	55.7	56.2	59.0	56.5	54.9	55.1	53.8	47.9	55.7	
25 - 29	85.1	84.2	83.7	83.8	85.5	85.5	85.4	85.0	84.7	84.2	85.0	
30 - 34	85.7	87.3	87.3	87.0	87.5	88.0	89.5	88.2	89.5	89.1	89.8	
35 - 39	84.7	85.6	85.1	86.2	87.2	86.5	86.9	86.5	87.3	86.8	88.2	
40 - 44	82.4	83.1	83.2	84.2	85.2	85.5	84.7	86.5	86.0	85.8	86.8	
45 - 49	81.0	81.9	81.9	82.3	83.3	83.3	84.2	83.5	84.7	83.7	83.5	
50 - 54	77.0	77.0	77.8	80.0	80.1	78.8	79.4	79.3	79.2	78.3	81.7	
55 - 59	67.9	70.3	71.0	72.2	73.1	73.0	72.1	72.7	72.1	72.4	74.7	
60 - 64	52.7	56.1	57.7	59.3	60.1	60.8	61.6	60.4	62.3	62.0	63.5	
65 - 69	35.2	36.9	38.5	39.9	40.4	41.5	41.7	43.8	44.6	45.9	49.0	
70 & Over	12.0	12.6	14.0	14.8	14.4	14.4	15.8	16.2	16.8	18.5	20.4	
15 - 24	33.3	34.4	32.8	34.2	36.8	35.8	34.1	34.5	33.9	30.9	37.2	
25 - 64	78.0	78.8	79.0	79.7	80.5	80.3	80.7	80.3	80.8	80.3	81.8	
25 - 54	82.5	83.0	83.0	83.8	84.7	84.5	84.9	84.7	85.1	84.6	86.0	
55 - 64	61.2	64.0	65.0	66.3	67.2	67.3	67.1	66.8	67.6	67.5	69.0	
65 & Over	19.8	21.0	22.9	24.3	24.7	25.5	25.8	26.8	27.6	28.5	31.7	

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

TABLE 3 (continued)
RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2011 - 2021 (JUNE)
(MALES)

Age (Years)	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Per Cent
Total	72.9	73.4	73.2	73.3	73.9	73.3	73.0	72.8	72.4	71.7	73.8	
15 - 19	14.0	13.0	12.6	14.2	17.4	17.4	17.4	17.9	16.5	15.9	16.9	
20 - 24	58.5	60.2	59.2	59.5	58.9	58.2	56.7	55.3	53.8	48.7	54.5	
25 - 29	87.1	84.9	83.5	83.4	85.7	83.9	84.9	85.1	83.4	82.1	84.2	
30 - 34	94.4	94.9	94.6	94.7	94.5	94.3	95.0	95.0	94.2	93.5	93.3	
35 - 39	95.3	96.4	95.1	94.7	95.5	94.9	94.5	94.5	95.7	93.9	94.2	
40 - 44	94.8	94.8	94.5	93.7	94.9	94.4	94.4	94.9	95.3	94.4	93.8	
45 - 49	93.4	92.9	93.6	94.0	94.0	93.4	94.0	92.3	92.9	92.6	91.6	
50 - 54	90.0	90.9	91.3	91.9	91.7	90.1	90.5	89.5	90.7	88.8	90.8	
55 - 59	82.6	85.9	85.2	84.8	85.2	85.4	84.4	85.4	83.6	83.2	86.3	
60 - 64	68.4	72.1	71.9	74.8	74.0	74.5	75.1	73.2	74.7	73.9	75.9	
65 - 69	47.3	49.8	51.1	52.1	51.8	53.1	52.2	55.1	55.6	56.5	58.7	
70 & Over	19.7	19.8	22.0	22.9	21.5	21.4	24.1	23.1	24.1	26.0	28.2	
15 - 24	35.1	36.6	35.4	37.1	38.1	38.4	37.2	36.5	35.3	33.0	37.6	
25 - 64	89.1	89.7	89.3	89.3	89.8	89.0	89.4	88.9	88.8	87.9	88.9	
25 - 54	92.6	92.7	92.4	92.2	92.9	91.9	92.3	91.9	92.0	91.0	91.5	
55 - 64	76.4	79.7	79.2	80.2	80.1	80.3	80.0	79.7	79.4	78.8	81.0	
65 & Over	29.7	30.9	33.4	34.7	34.3	35.5	35.6	36.4	37.2	37.8	41.0	

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

TABLE 3 (continued)
RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2011 - 2021 (JUNE)
(FEMALES)

Age (Years)	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Per Cent
Total	54.5	55.3	55.6	56.2	58.0	57.7	57.2	57.8	58.3	57.7	61.0	
15 - 19	8.0	9.4	8.9	8.4	11.4	10.6	8.7	10.1	10.4	7.9	12.4	
20 - 24	55.6	55.5	51.9	52.9	59.1	54.5	52.8	54.8	53.8	47.0	57.0	
25 - 29	83.1	83.6	83.8	84.2	85.4	87.0	86.0	84.9	86.0	86.3	85.8	
30 - 34	78.2	80.7	80.8	80.4	81.2	82.4	84.6	82.2	85.3	85.0	86.5	
35 - 39	75.0	76.0	76.2	78.2	79.9	78.7	80.0	79.5	80.1	80.6	82.5	
40 - 44	71.3	72.5	72.9	75.5	76.2	77.6	75.6	78.7	78.0	77.8	80.3	
45 - 49	68.8	71.1	70.6	71.3	73.3	74.1	75.0	75.4	77.1	75.1	75.7	
50 - 54	64.1	63.4	64.7	68.6	68.5	67.9	68.2	69.3	68.3	68.3	73.2	
55 - 59	53.5	54.6	57.1	59.8	60.8	60.8	59.8	59.8	61.1	61.7	63.8	
60 - 64	37.1	40.2	43.2	44.0	46.4	47.1	48.6	48.2	49.5	50.7	51.9	
65 - 69	23.8	25.4	26.8	28.7	30.0	30.4	32.0	32.8	34.2	35.8	39.4	
70 & Over	6.4	7.1	7.9	8.5	9.1	9.4	9.4	11.1	11.1	12.6	14.0	
15 - 24	31.4	32.1	29.9	31.3	35.3	33.0	30.7	32.4	32.3	28.7	36.7	
25 - 64	67.4	68.5	69.2	70.5	71.8	72.1	72.4	72.3	73.3	73.2	75.1	
25 - 54	73.0	74.0	74.3	76.0	77.1	77.6	77.9	78.0	78.8	78.6	80.8	
55 - 64	46.3	48.1	50.9	52.7	54.2	54.5	54.4	54.2	55.9	56.4	57.7	
65 & Over	11.7	13.2	14.4	15.9	17.0	17.4	17.8	18.8	19.6	20.6	23.4	

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

TABLE 4
MEDIAN GROSS MONTHLY INCOME FROM WORK OF EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER BY NATURE OF EMPLOYMENT,
2011 - 2021 (JUNE)
 (Exclude Full-Time National Servicemen)

Dollars

June	Including Employer CPF			Excluding Employer CPF		
	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time
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
2017	3,803	4,232	1,000	3,300	3,749	1,000
2018	3,949	4,437	1,053	3,467	3,800	1,000
2019	4,095	4,563	1,090	3,561	4,000	1,000
2020	4,095	4,534	1,130	3,573	4,000	1,000
2021	4,180	4,680	1,170	3,683	4,000	1,042

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

TABLE 5
UNEMPLOYMENT RATE OF RESIDENT PMETs AND NON-PMETs AGED FIFTEEN YEARS AND OVER BY AGE, 2011 - 2021 (JUNE)

Occupation (SSOC 2020) / Age (Years)	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Per Cent
PMETs	2.4	2.3	2.6	2.8	2.7	3.1	3.0	2.9	2.9	3.5	3.4	
15 - 29	3.0	3.3	3.8	4.4	3.6	3.8	3.6	4.1	4.0	4.1	3.9	
30 - 39	2.2	2.0	2.4	2.4	1.9	2.7	2.4	2.3	2.1	2.7	2.7	
40 - 49	2.1	2.0	2.3	2.7	2.6	2.9	2.9	2.6	2.9	3.2	4.1	
50 & Over	2.7	2.5	2.4	2.5	3.1	3.5	3.6	3.3	3.2	4.3	3.4	
Non - PMETs	4.8	4.5	4.4	4.1	4.2	4.2	4.5	4.0	4.7	6.4	5.1	
15 - 29	7.5	6.9	6.8	7.1	7.5	6.4	7.6	6.2	8.0	10.5	7.0	
30 - 39	4.9	4.0	4.7	4.6	4.0	4.7	4.1	3.8	4.7	6.5	5.5	
40 - 49	4.1	3.9	3.6	3.5	3.1	3.7	3.5	3.6	3.8	5.6	6.2	
50 & Over	3.7	3.7	3.5	2.9	3.3	3.4	3.7	3.2	3.7	5.0	3.9	

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

Notes :

- 1) Data exclude unemployed residents without work experience and are non-seasonally adjusted.
- 2) The unemployment rate by occupation is obtained by dividing the number of unemployed who previously worked in a given occupation by the sum of the number of workers employed in this occupation and the unemployed who previously worked in the occupation.
- 3) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2020. Data before year 2020 which were coded based on earlier versions of the SSOC were mapped to SSOC 2020 as far as possible to facilitate data comparability.

TABLE 6

LONG-TERM UNEMPLOYMENT RATE OF RESIDENT PMETs AND NON-PMETs AGED FIFTEEN YEARS AND OVER BY AGE, 2011 - 2021 (JUNE)

Per Cent

Occupation (SSOC 2020) / Age (Years)	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
PMETs	0.6	0.6	0.6	0.6	0.7	0.9	0.7	0.8	0.6	0.8	0.8
15 - 29	0.2	0.4	0.3	0.4	0.3	0.3	0.4	0.3	0.3	0.5	0.3
30 - 39	0.4	0.3	0.5	0.4	0.4	0.6	0.4	0.6	0.3	0.4	0.5
40 - 49	0.6	0.7	0.6	0.8	0.8	1.0	0.8	0.8	0.5	0.8	1.0
50 & Over	1.1	1.0	1.0	0.9	1.3	1.5	1.1	1.5	1.1	1.3	1.4
Non - PMETs	0.9	0.8	0.7	0.6	0.6	0.7	0.7	0.7	0.8	0.9	0.9
15 - 29	0.5	0.4	0.4	0.4	0.6	0.5	0.6	0.6	0.6	1.1	0.6
30 - 39	0.7	0.6	0.6	0.5	0.6	0.5	0.7	0.6	0.9	0.6	0.8
40 - 49	1.0	1.0	0.6	0.6	0.4	0.7	0.6	0.5	0.8	1.1	1.1
50 & Over	1.0	1.0	0.9	0.7	0.7	0.8	0.8	0.9	0.8	0.8	0.9

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

Notes :

1) Data exclude unemployed residents without work experience and are non-seasonally adjusted.

2) The long-term unemployment rate by occupation is obtained by dividing the number of long-term unemployed who previously worked in a given occupation by the sum of the number of workers employed in this occupation and the unemployed who previously worked in the occupation.

3) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2020. Data before year 2020 which were coded based on earlier versions of the SSOC were mapped to SSOC 2020 as far as possible to facilitate data comparability.

TABLE 7

RESIDENT OUTSIDE THE LABOUR FORCE AGED FIFTEEN YEARS AND OVER BY SELECTED CHARACTERISTICS AND SEX, JUNE 2021

Characteristics	Total			Males			Females		
	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)
Total	1,004.4	100.0	29.5	377.7	100.0	22.8	626.7	100.0	35.8
Age (Years)									
15 - 24	238.1	23.7	58.7	125.3	33.2	59.6	112.8	18.0	57.7
25 - 29	26.0	2.6	9.6	13.3	3.5	9.8	12.6	2.0	9.5
30 - 39	49.1	4.9	7.7	8.7	2.3	2.8	40.4	6.4	12.2
40 - 49	64.5	6.4	10.5	9.7	2.6	3.3	54.8	8.7	17.3
50 - 59	103.3	10.3	18.9	22.0	5.8	8.3	81.3	13.0	28.8
60 & Over	523.6	52.1	56.3	198.7	52.6	45.1	324.9	51.8	66.4
Highest Qualification Attained									
Below Secondary	395.9	39.4	56.0	133.4	35.3	42.5	262.5	41.9	66.7
Secondary	262.2	26.1	43.3	103.1	27.3	37.7	159.1	25.4	47.8
Post-Secondary (Non-Tertiary)	115.7	11.5	30.2	50.6	13.4	24.1	65.2	10.4	37.6
Diploma & Professional Qualification	105.0	10.5	17.8	46.8	12.4	15.4	58.2	9.3	20.5
Degree	125.6	12.5	11.3	43.8	11.6	8.0	81.8	13.1	14.5

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

Note :

1) Incidence refers to residents outside the labour force as a percentage of the resident population in the respective groups.

TABLE 8

RESIDENT POTENTIAL ENTRANTS AGED FIFTEEN YEARS AND OVER BY SELECTED CHARACTERISTICS AND SEX, JUNE 2021

Characteristics	Total			Males			Females		
	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)
Total	123.2	100.0	12.3	49.8	100.0	13.2	73.4	100.0	11.7
Age (Years)									
15 - 24	33.8	27.5	14.2	14.6	29.2	11.6	19.3	26.3	17.1
25 - 29	12.5	10.1	48.1	7.0	14.0	52.4	5.5	7.5	43.6
30 - 39	16.2	13.2	33.1	4.2	8.5	48.8	12.0	16.4	29.7
40 - 49	19.5	15.9	30.3	5.2	10.4	53.6	14.3	19.5	26.2
50 - 59	18.9	15.3	18.3	7.3	14.7	33.2	11.6	15.8	14.2
60 & Over	22.2	18.0	4.2	11.5	23.2	5.8	10.7	14.6	3.3
Highest Qualification Attained									
Below Secondary	19.5	15.9	4.9	8.5	17.1	6.4	11.0	15.0	4.2
Secondary	25.2	20.4	9.6	9.7	19.5	9.4	15.5	21.1	9.7
Post-Secondary (Non-Tertiary)	20.3	16.5	17.5	9.1	18.3	18.0	11.2	15.2	17.2
Diploma & Professional Qualification	23.9	19.4	22.8	10.3	20.6	22.0	13.6	18.6	23.4
Degree	34.3	27.8	27.3	12.2	24.5	27.9	22.1	30.1	27.0
Work Experience									
With Work Experience	92.9	75.4	14.6	36.8	73.9	14.2	56.1	76.4	14.9
Without Work Experience	30.3	24.6	8.2	13.0	26.1	11.0	17.3	23.6	6.9
Preference for Full-Time / Part-Time Employment									
Full-Time	75.3	61.1	n.a.	33.3	66.7	n.a.	42.0	57.2	n.a.
Part-Time	48.0	38.9	n.a.	16.6	33.3	n.a.	31.4	42.8	n.a.

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

Note :

1) Incidence refers to potential entrants as a percentage of residents outside the labour force.

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