

Labour Force in Singapore Advance Release 2023



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LABOUR FORCE IN SINGAPORE ADVANCE
RELEASE 2023

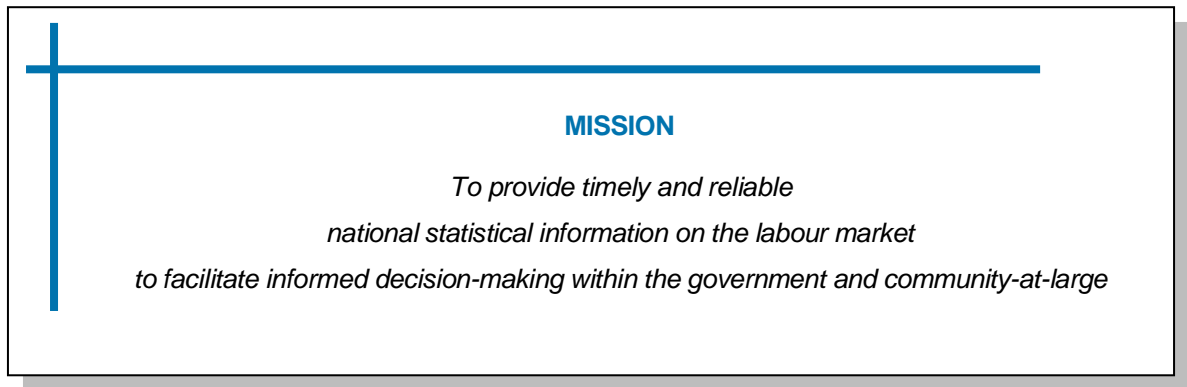
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NOTATIONS

%-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
CPI	: Consumer Price Index
CSSWs	: Clerical, Sales & Service Workers
Dip & Prof Qual	: Diploma & Professional Qualification
DPE	: Digital Platform Employment
Excl.	: Excluding
ICLS	: International Conference of Labour Statisticians
ILO	: International Labour Organisation
Incl.	: Including
LQS	: Local Qualifying Salary
MOM	: Ministry of Manpower
MOU	: Memorandum of Understanding
NS	: National Service
OECD	: Organisation for Economic Co-operation and Development
p.a.	: Per Annum
PMETs	: Professionals, Managers, Executives & Technicians
Post-Sec (Non-Tertiary)	: Post-Secondary (Non-Tertiary)
PTOCLs	: Production & Transport Operators, Cleaners & Labourers
PWM	: Progressive Wage Model
RRA	: Retirement and Re-employment Act
Sec	: Secondary
SSEC	: Singapore Standard Educational Classification
SSIC	: Singapore Standard Industrial Classification
SSOC	: Singapore Standard Occupational Classification
UN	: United Nations
US	: United States
WIS	: Workfare Income Supplement
WSG	: Workforce Singapore
WSP	: Workfare Special Payment
Yrs	: Years

HIGHLIGHTS

The labour market remained tight in 2023 as indicators related to labour-underutilisation continued to improve:

- Unemployment rates declined for occupation types, with non-PMETs seeing a larger decline in unemployment rate (from 4.4% in 2022 to 3.6% in 2023) compared to that for PMETs (from 2.6% in 2022 to 2.4% in 2023).
- This was likewise on long-term unemployment rate – for non-PMETs (from 0.7% to 0.5%) compared to PMETs (from 0.5% to 0.4%).
- Similarly, the discouraged worker rate remained low and stable at 0.4%.
- The proportion of employees in permanent jobs also reached a high of 90.5%.

However, the weaker economic outlook has slowed labour market improvements in the short-term. The employment rate declined to 66.2% in 2023, from the historical high of 67.5% in 2022 when the labour market was exceptionally tight. However, unemployment rates remained low¹, and Singapore maintained its high ranking (fourth in 2023) compared to countries in the Organisation for Economic Co-operation and Development (OECD).

Nominal income levels in 2023 (20th percentile: \$2,826; median: \$5,197) were higher than in 2022 (P20: \$2,779; P50: \$5,070). After adjusting for the higher inflation, real² income fell (-2.3% at median; -3.0% at P20) in 2023. With WIS and related payments included, real income at the P20 saw a smaller decline (-2.1%). Over the longer-term (i.e. 2013 – 2023), real income growth for the P20 worker (2.6% p.a.) continues to outpace that of the median worker (2.0% p.a.), reflecting the efficacy of collective measures to uplift lower-wage workers. As a result, the gap in income between the P20 and P50 worker has narrowed.

¹ The unemployment rates (2.4% for PMETs and 3.6% for non-PMETs) remained below pre-COVID rates of 2.9% for PMETs and 4.7% for non-PMETs in 2019.

² All real income figures involving 2023's data are preliminary as the full-year CPI for 2023 is not available yet.

LABOUR FORCE IN SINGAPORE

ADVANCE RELEASE 2023

1. Introduction

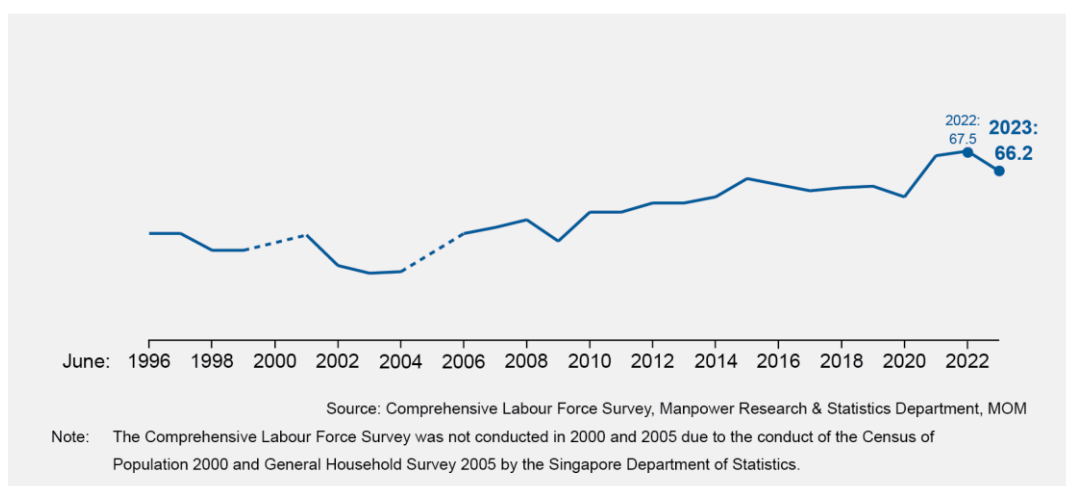
1.1 The Labour Force in Singapore Advance Release ³ provides early findings from the Comprehensive Labour Force Survey (CLFS). Unlike the Monthly Labour Force Surveys, the CLFS is run annually with a larger sample size and over a longer survey duration, measuring a wider range of labour market indicators. The breadth and depth of information from the CLFS enables a comprehensive review of the resident population performance, in relation to longer-term structural trends. The key findings are distilled in this annual report. This year's report showed that the labour market remained tight, as indicators related to labour under-utilisation continued to improve. However, the weaker economic outlook has slowed labour market improvements in the short-term.

2. Labour Force

Singapore continued to have one of the highest employment rates compared to OECD countries

2.1 After reaching a historical high of 67.5% in 2022 when the labour market was exceptionally tight, the employment rate for residents aged 15 and over declined to 66.2% in 2023. As indicated by the low unemployment rate, the reason for its decline over the year was due to more of them staying outside the labour force⁴ instead of difficulties with seeking employment. Over the last decade, employment rate rose by 1.1%-point from 2018 to 2023, following a similar increase from 2013 to 2018 (1.0%-point).

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

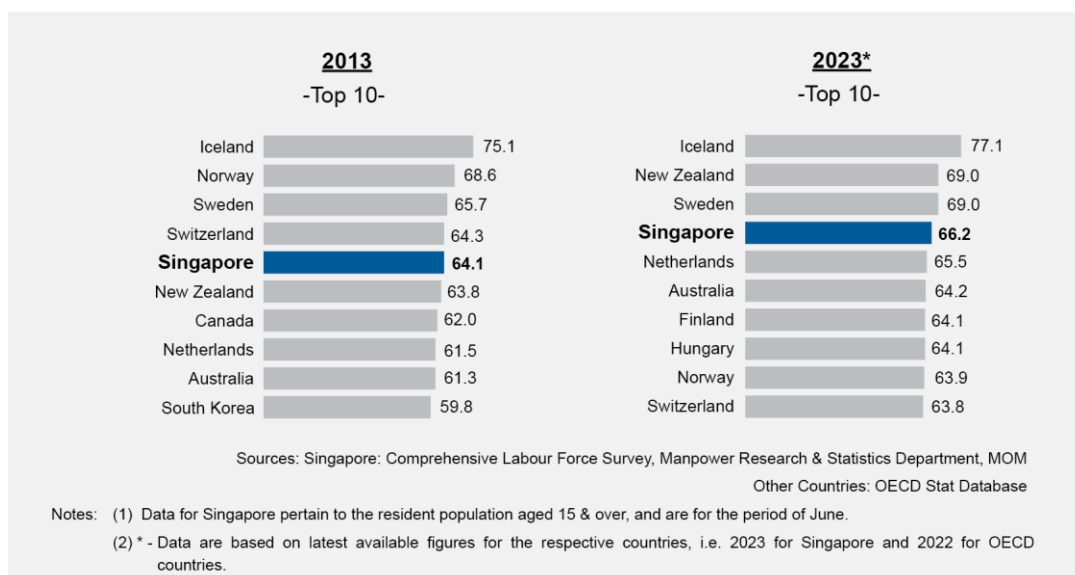


³ Data in this report are for June periods and pertain to residents (comprising Singapore citizens and permanent residents) aged 15 and over, unless stated otherwise. The survey coverage, methodology, concepts and definitions are in [Annex A](#).

⁴ The labour force participation rate among residents aged 15 and over declined from 70.0% in 2022 to 68.6% in 2023.

2.2 Singapore has the fourth highest employment rate when compared to countries in the Organisation for Economic Co-operation and Development (OECD).⁵ As a result of policies aimed at encouraging women to return to the workforce⁶ and improving the employability of older workers,⁷ Singapore has consistently maintained its high ranking over the decade despite an ageing workforce.

Chart 2 Employment rate (aged 15 and over) in Singapore and OECD Countries
Per Cent



2.3 Employment rate for seniors aged 65 and over eased for the second consecutive year, from 31.0% in 2022 to 30.6% in 2023, following a large increase from 2020 to 2021. Nonetheless, compared to the pre-pandemic level in 2019, this figure in 2023 is still higher by 3.0%-points. The decline was in the self-employed pool – mainly in *Transportation & Storage*, *Wholesale Trade* and *Retail Trade*. Business models have changed since the pandemic, for example, a shift from physical to online sales channels. This, coupled with the challenging business outlook, may have led more older self-employed to retire.

2.4 For youths aged 15 to 24, their employment rate eased further from its peak in 2021 (37.2%), to 34.5% in 2022 and 33.2% in 2023. The high in 2021 was influenced by the COVID-19 situation. With the resumption of in-person classes and programmes such as co-curricular activities, overseas attachments and exchange programmes, more of the youths may focus on their academic and co-curricular learning activities instead of taking on employment while schooling.

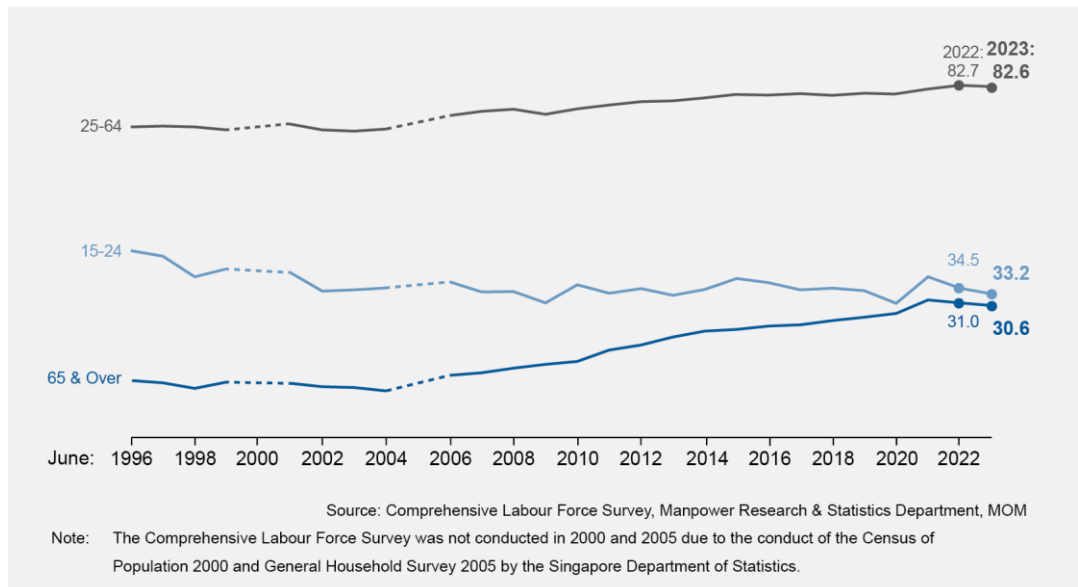
⁵ Comparison was made to the OECD member countries, most of which are high-income countries similar to Singapore. The OECD also provides a comprehensive statistical database that facilitates harmonised comparisons across a broad spectrum of indicators.

⁶ While the overall female employment rate remains lower than the overall male employment rate (72.5%), it has improved over the decade from 55.6% to 60.3%.

⁷ The introduction of the Retirement and Re-employment Act (RRA) in 2012 and the increase in statutory re-employment age have raised the employment rate. A study by Singapore's Ministry of Trade and Industry found that the implementation of the RRA raised the employment rate of those eligible by 1.6%-points on average per annum from 2011 to 2015. The Manpower Research & Statistics Department updated this study in 2023 and found that the increase in re-employment age from 67 to 68 in 2022 raised the employment rate of those eligible by 1.2%-points.

Chart 3 Resident employment rate by age

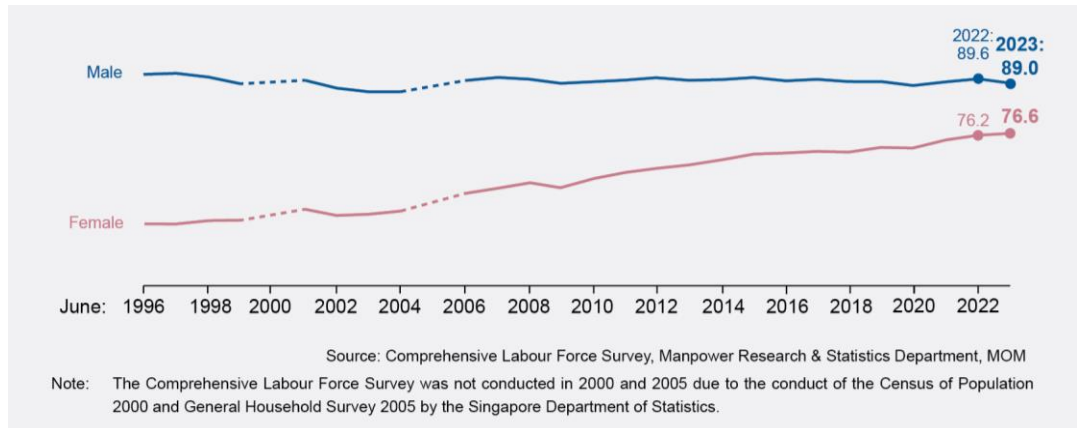
Per Cent



- 2.5 Employment rate for residents in the age group of 25 to 64 remained high and broadly stable at 82.6% in 2023. While the employment rate for males in this age group fell in 2023, the employment rate for females in this age group continued to trend upwards. For females, the increase from 76.2% in 2022 to 76.6% in 2023 has moderated from the increase seen in the past two years, when the economy was rapidly recovering from the pandemic. The employment rate for their male counterparts decreased from 89.6% in 2022 to 89.0% in 2023 but remained close to the average over the past decade from 2013 to 2022 (89.1%). The decrease was a reflection of the economic slowdown affecting trade-related sectors such as *Manufacturing* and *Wholesale Trade* where men formed a larger share of the workforce.
- 2.6 While the employment rate for females has improved over time, there remains room for improvement for the subgroup aged 45 to 59. Close to half (48.6%) of this group who were outside the labour force have secondary or below qualifications and the majority (61.7%) of them had also left their job for at least a decade or possess no work experience. Skills upgrading and job search assistance will be helpful in bringing more of them into the workforce. To this effect, the “Earn and Save” Bonus in the new Majulah Package will encourage more women in their 50s to join the workforce and improve their retirement adequacy.

Chart 4 Employment rate of residents aged 25 to 64 by sex

Per Cent

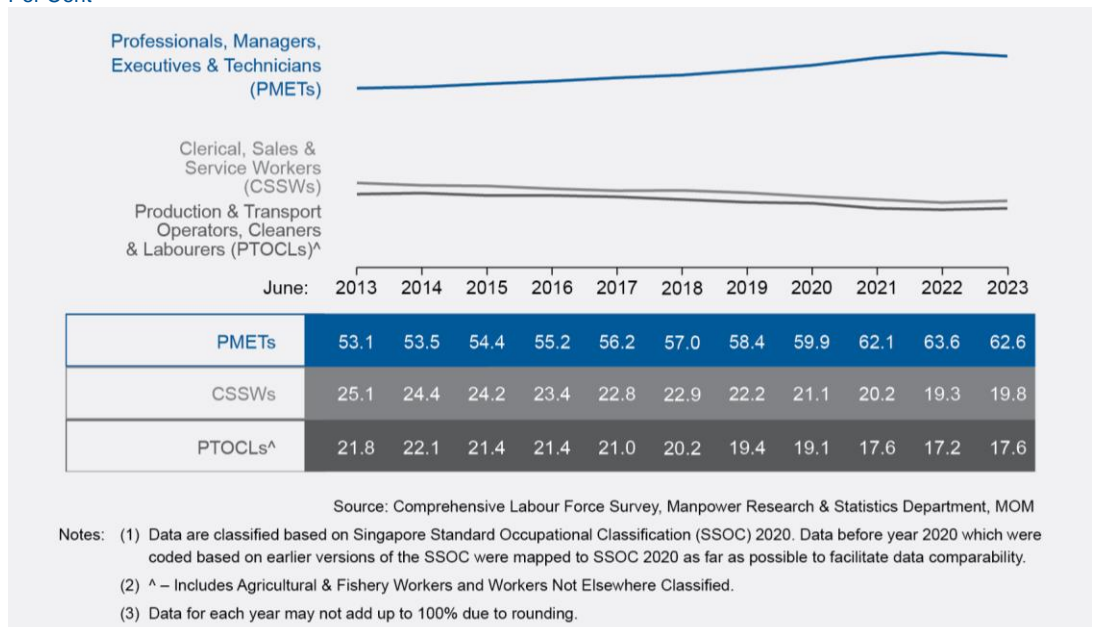


The proportion of employed residents in PMET jobs declined slightly after rising over the last decade

2.7 The proportion of Professionals, Managers, Executives and Technicians (PMETs) among employed residents moderated in 2023 (62.6%), after reaching a historical high in 2022 (63.6%).⁸ The proportion of PMETs continued to rise in the growth sectors such as *Information & Communications* and *Financial & Insurance Services*.⁹ However, these increases were outweighed by the decline in *Manufacturing* and *Wholesale Trade*, reflecting the faster pace of restructuring in these sectors, coupled with a weaker economic outlook.¹⁰

Chart 5 Employed residents by occupation

Per Cent



⁸ There was also a slight dip in the proportion of PMETs among employed residents from 52.7% in 2011 to 52.4% in 2012, but the proportion resumed its uptrend from 2012 to 2022.

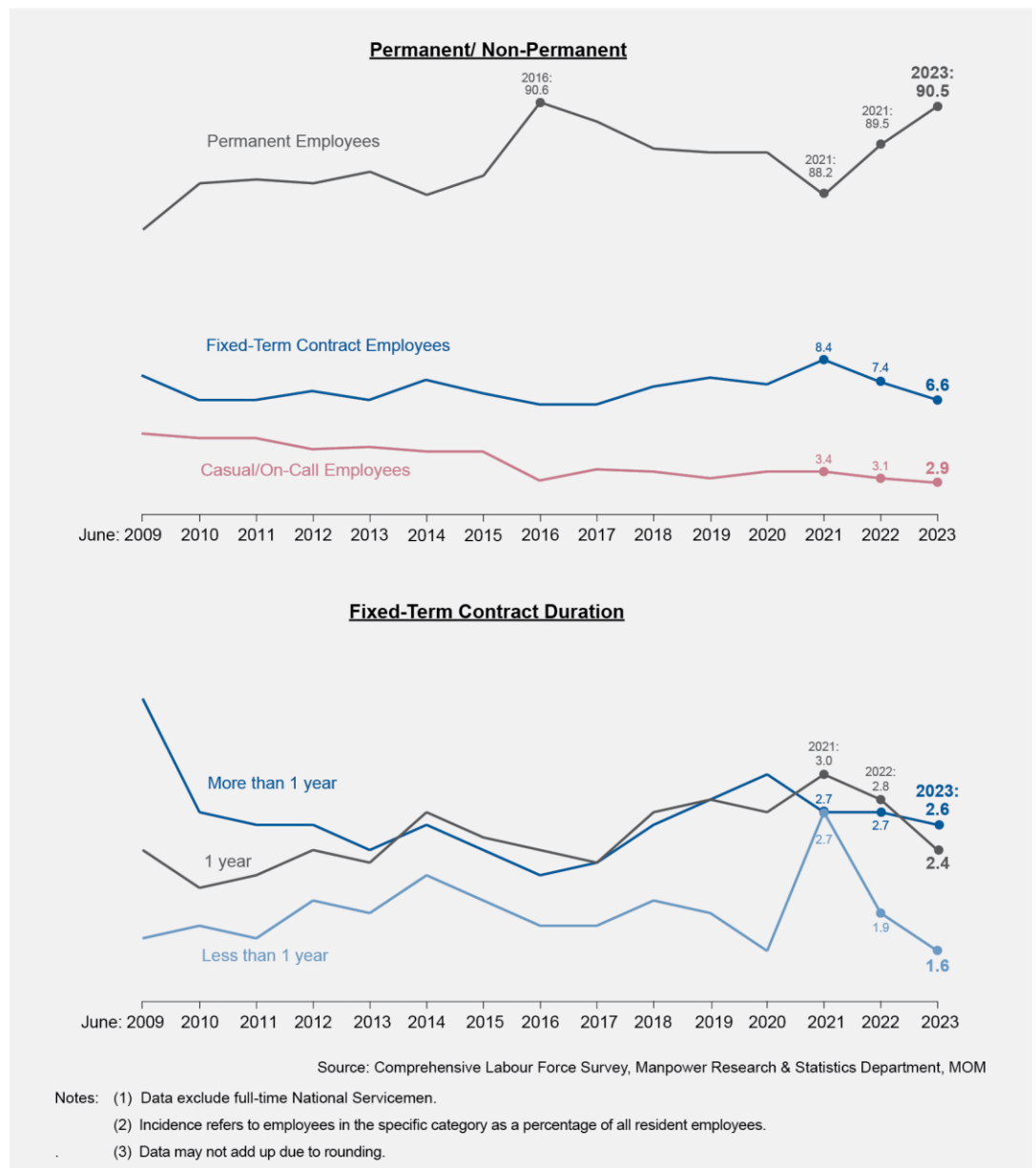
⁹ In these sectors, PMETs formed about 9 in 10 of employed residents. PMETs formed about 7 in 10 of employed residents in *Manufacturing* and *Wholesale Trade*.

¹⁰ This reflects the global electronics downcycle, affecting PMET-concentrated Electronics and Fabricated Metal Products, Machinery & Equipment Manufacturing, with spillover effects on Wholesale Trade. This too was borne out by higher PMET retrenchment in these sub-*Manufacturing* sectors and *Wholesale Trade*. In other sub-*Manufacturing* sectors where non-PMETs were in, retrenchments did not increase.

Higher share of employees in permanent positions

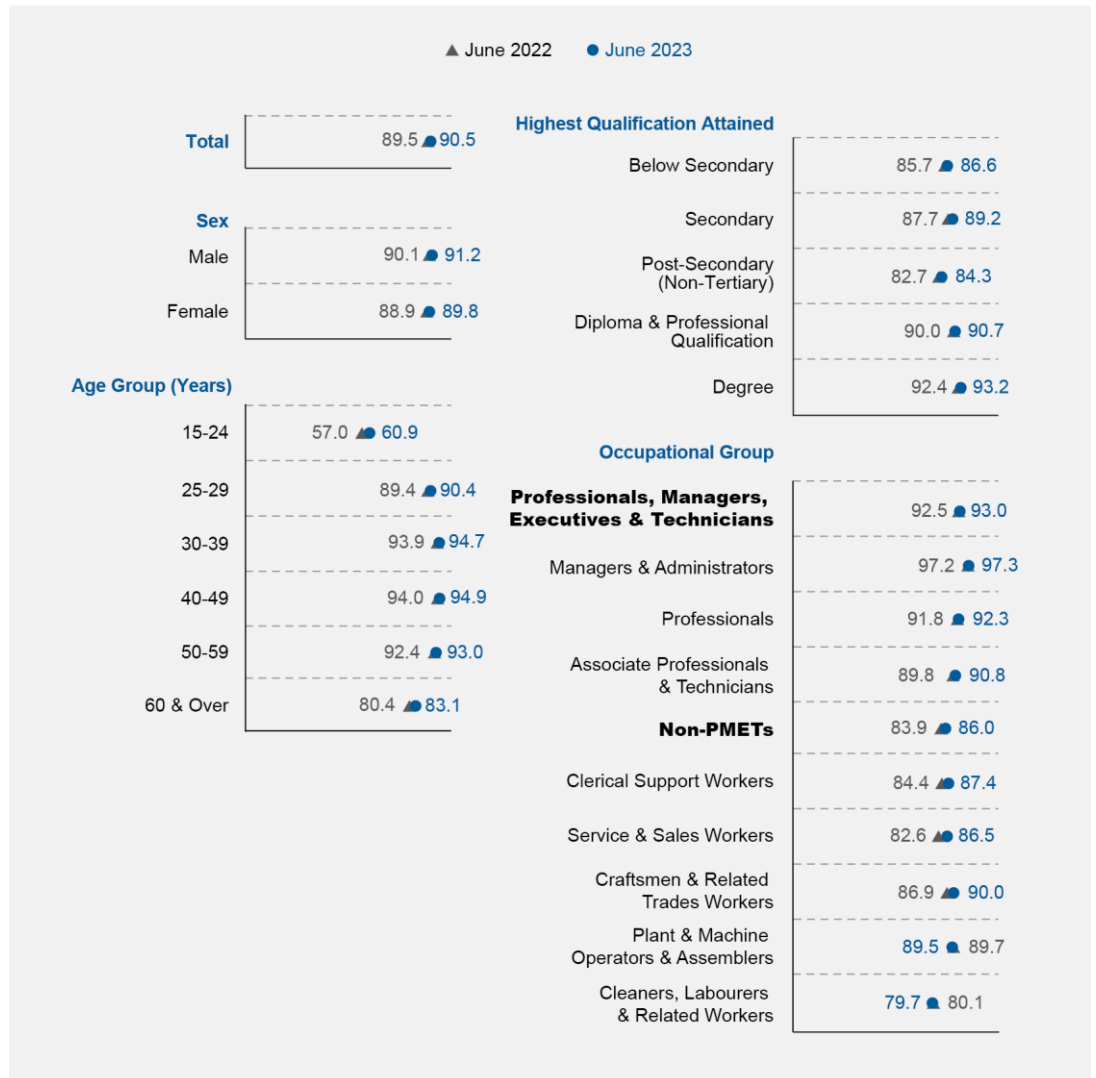
- 2.8 More resident employees were hired in permanent roles. The share of permanent employees rose to 90.5%, comparable to its previous peak of 90.6% seen in 2016. Correspondingly, the share of casual/on-call workers and fixed-term contract workers has declined to lows of 6.6% and 2.9% respectively in 2023. This decline in fixed-term contracts was largely from those with contracts of one year or less.

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

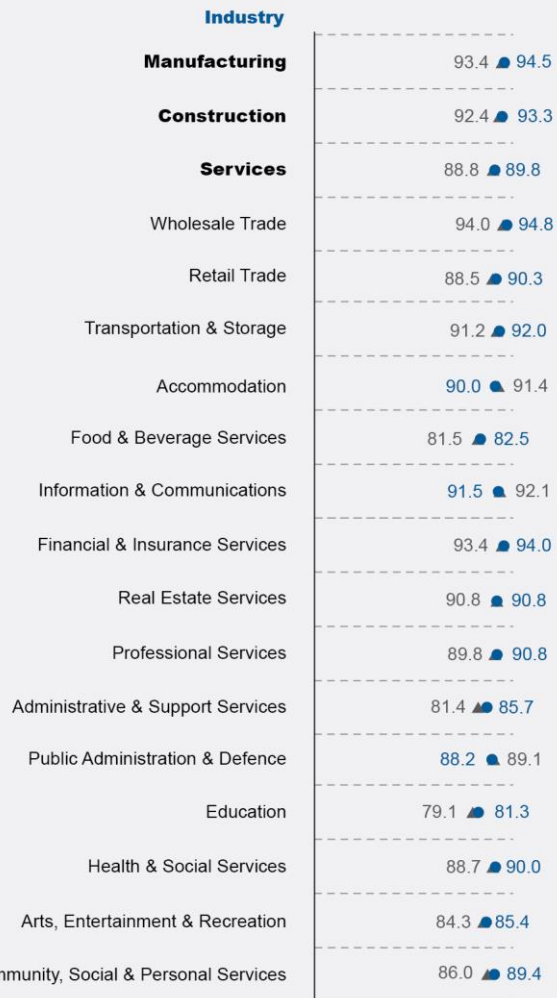


2.9 The increase in the proportion of permanent employees was broad-based across sectors including growth sectors such as *Health & Social Services*, *Financial & Insurance Services* and *Professional Services*. In other sectors such as *Transportation & Storage*, *Food & Beverage Services* and *Administrative & Support Services*, there was also an increase in permanent employees, mainly in non-PMET jobs.

Chart 7 Incidence of resident permanent employees by characteristics
Per Cent



▲ June 2022 ● June 2023



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

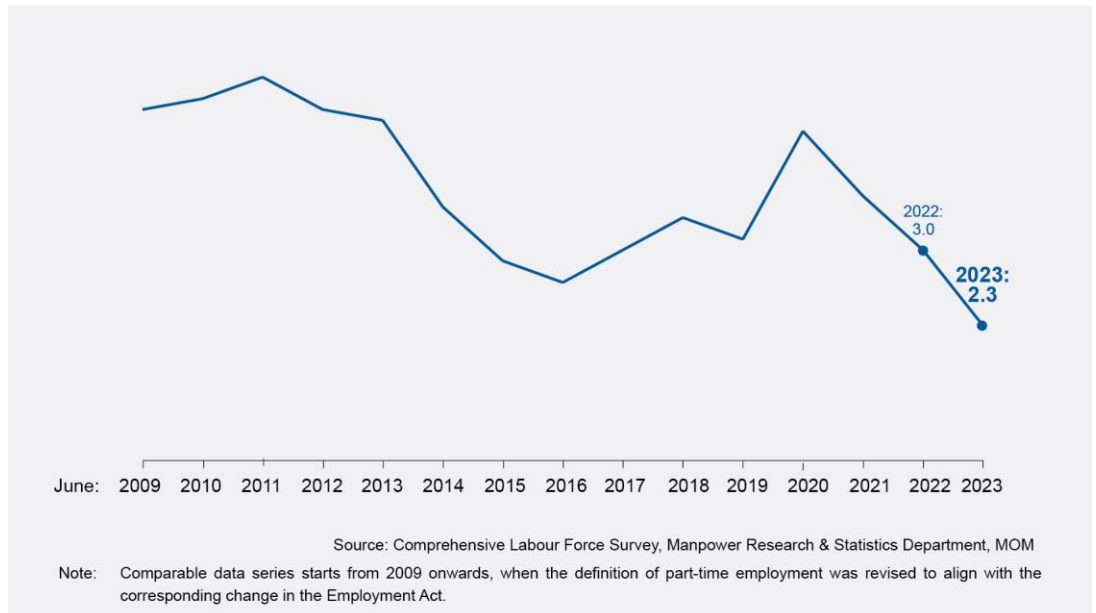
Notes: (1) Data exclude full-time National Servicemen.

(2) Incidence refers to permanent employees as a percentage of resident employees in the respective categories.

Time-related under-employment rate fell to its lowest in over a decade

2.10 The resident time-related under-employment rate declined further from 3.0% in 2022 to 2.3% in 2023, reaching the lowest in over a decade.

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

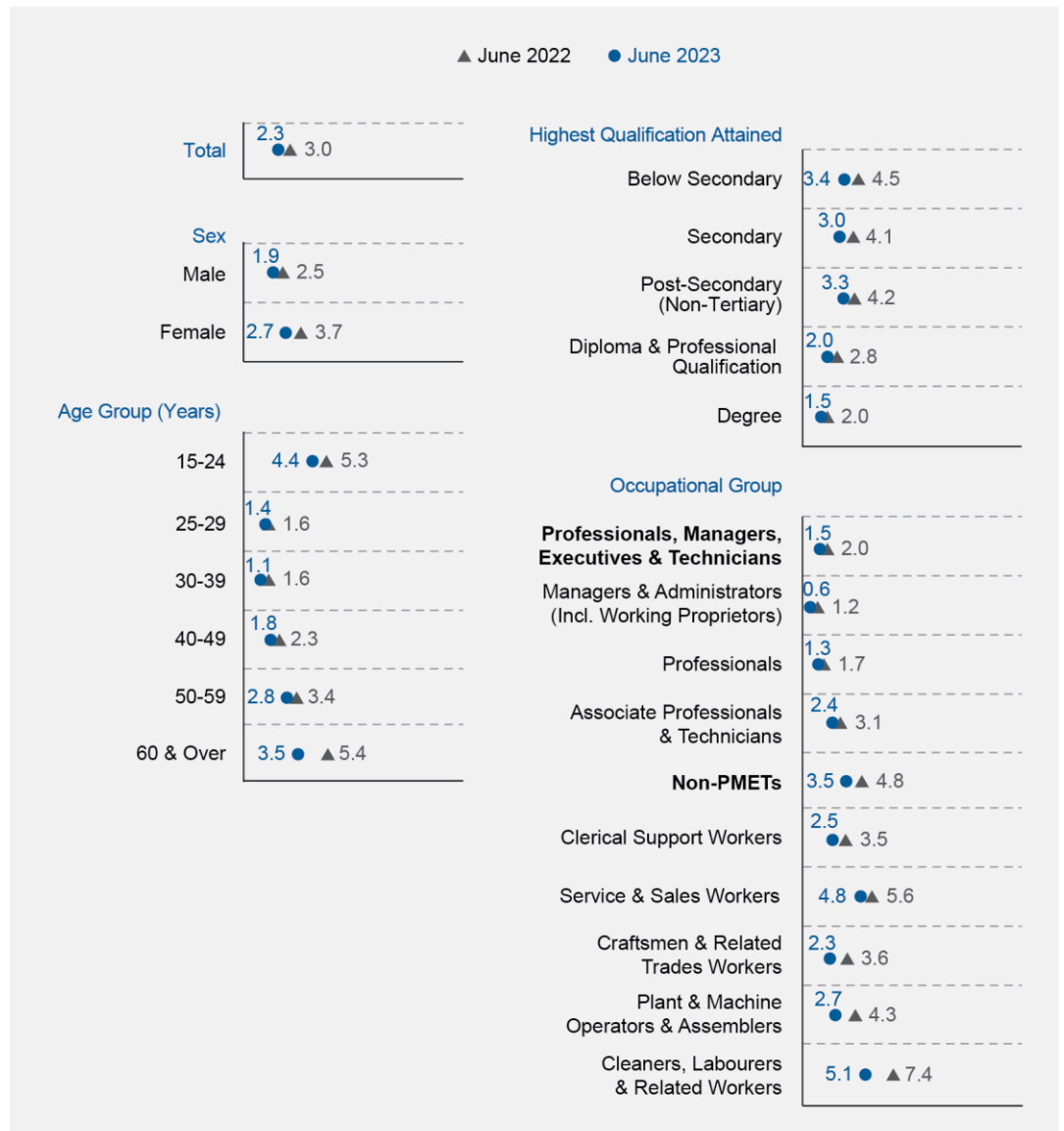


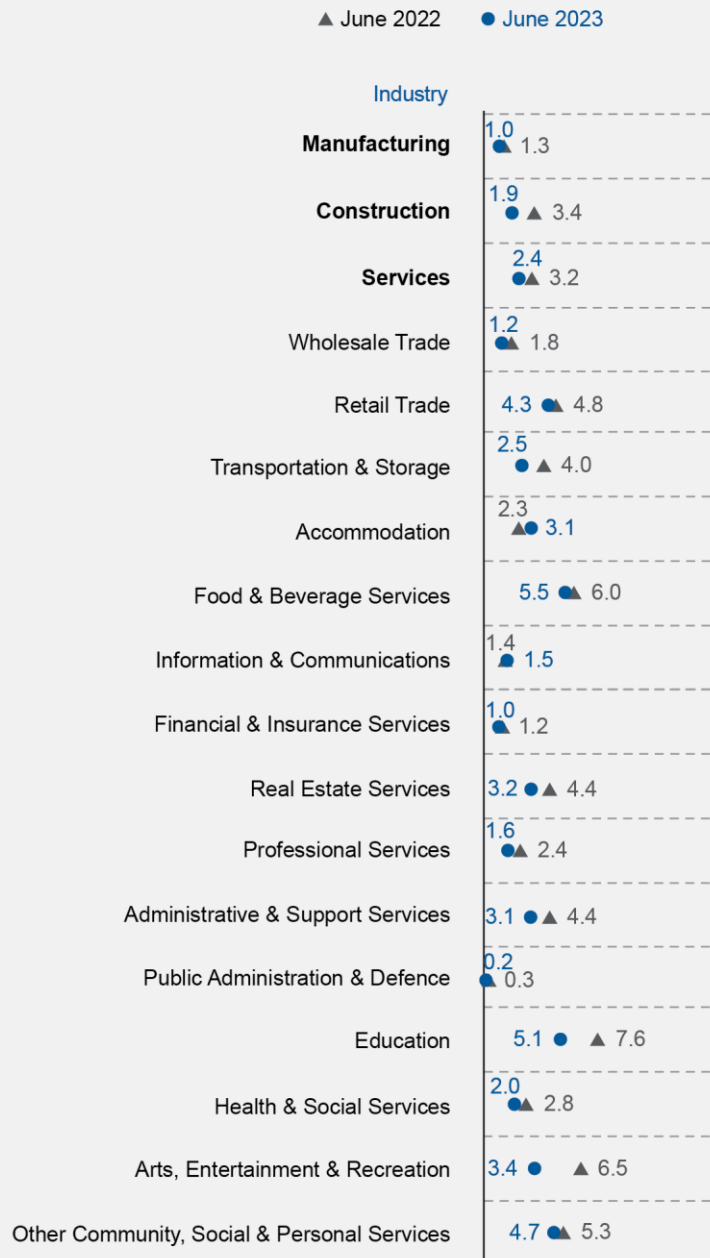
2.11 The decline was broad-based across age, qualification attainment, and occupational groups. It was more pronounced for non-PMETs (from 4.8% in 2022 to 3.5% in 2023) than for PMETs (from 2.0% to 1.5%). Specifically, the decline in time-related under-employment rate was larger for *cleaners, labourers & related workers* (e.g. cleaners, kitchen assistants) and *plant & machine operators & assemblers* (e.g. drivers), as demand for workers rose further with the recovery of travel and consumer-facing sectors. Most sectors saw a fall in time-related under-employment with an exception being *Accommodation* where the incidence edged up due to more part-timers in the sector.¹¹ *Arts, Entertainment & Recreation* experienced the largest percentage-point drop in time-related under-employment rate (3.1%-points) due to a pick-up in demand following the resumption of recreational and entertainment events.

¹¹ In the *Accommodation* sector, the incidence of part-time employment doubled from 7.7% in 2022 to 14.0% in 2023. This resulted in a rise in the time-related under-employment rate from 2.3% in 2022 to 3.1% in 2023, although this figure remained lower than the pre-pandemic level of 4.2% in 2019.

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

Per Cent



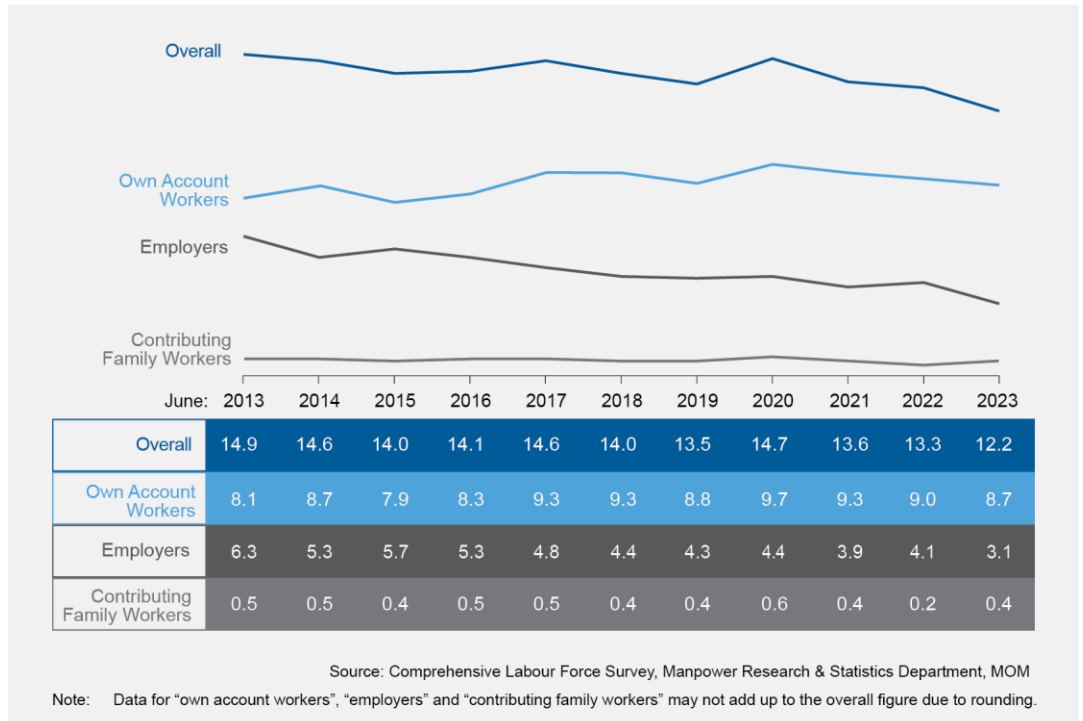


Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Continued decline in self-employed workers

2.12 The proportion of self-employed residents continued to decline from 13.3% in 2022 to a new low of 12.2% in 2023. This decline was driven by the drop in the share of employers (from 4.1% to 3.1%) and own account workers (from 9.0% to 8.7%). Correspondingly, there was an increase in the share of employees, a continuation of the trend since the economic recovery (from 85.3% in 2020 to 87.8% in 2023). This increase could be due to the higher number of job openings¹² and workers' preference for employee jobs, which offers more job stability amid greater economic uncertainties.

Chart 10 Proportion of self-employed among employed residents
Per Cent



Own Account Workers

2.13 A Labour Force Supplementary Survey has been conducted yearly since 2016, to collect additional statistics on the number of residents engaged in own account work. Given the ad hoc and transient nature of own account work, the reference period of this supplementary survey was longer, covering own account work done over the course of the year, rather than over the week. The longer reference period enables us to capture more accurately the prevalence of own account work, and the experiences of these workers.

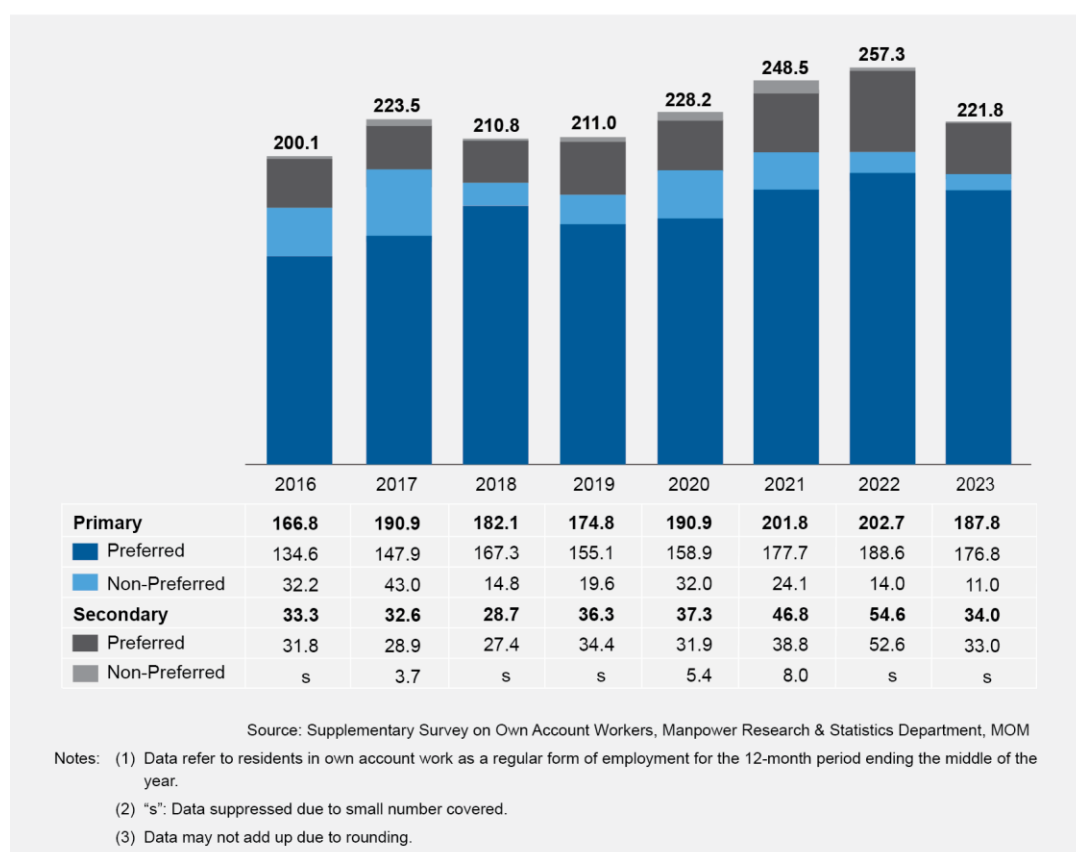
¹² The number of job vacancies (seasonally adjusted) reached a high of 126,000 in March 2022, after trending up from a low of 41,800 in June 2020. The number has since eased but remained high at 87,900 in June 2023, compared to the pre-pandemic range of around 50,000 to 60,000 job vacancies.

Number of resident primary own account workers has declined

- 2.14 There were 221,800 residents who did own account work as a regular form of employment over the one-year period ending mid-2023. A decline was observed for regular primary own account workers (from 202,700 in 2022 to 187,800 in 2023) – workers who did own account work as their main job and livelihood. These primary own account workers, who formed the large majority of all resident regular own account workers, made up 7.6%¹³ of all employed residents in 2023. There was a small number who did own account work on the side (secondary own account workers: 34,000). This number has also decreased in 2023 but remained comparable to the pre-pandemic level in 2019.
- 2.15 Among regular primary own account workers, those who did it on a preferred basis increased (from 93.1% in 2022 to 94.1% in 2023). Most of these regular primary own account workers preferred this work arrangement because they felt that this form of employment gave them greater flexibility (46.0%) in work hours/location and greater freedom in choice of work (25.4%).

Chart 11 Resident regular own account workers

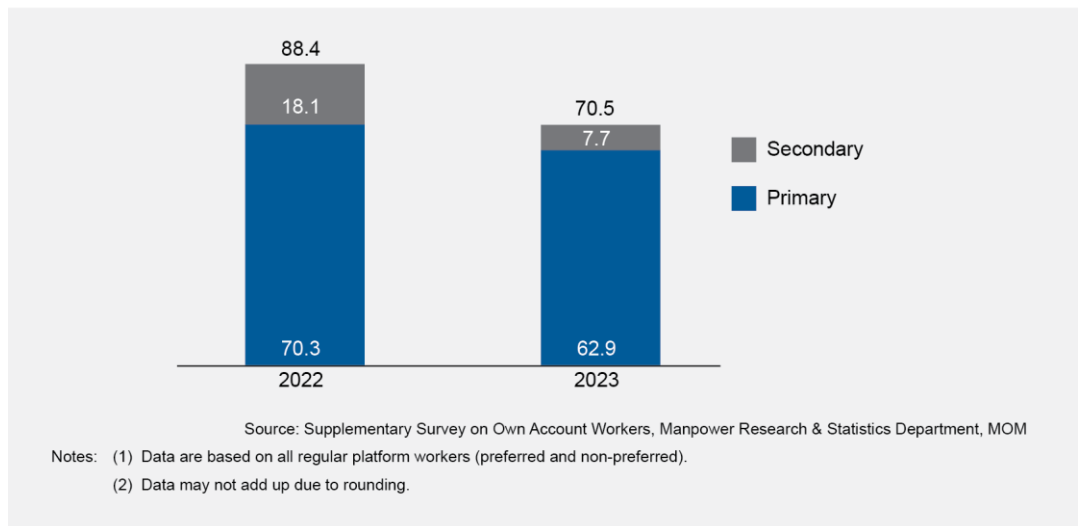
Number ('000)



¹³ The estimate is derived based on the number of regular primary own account workers, as a proportion of total resident employment (average over 12 months ending the middle of the year).

2.16 Platform workers are own account workers who utilise transport and delivery service matching platforms in the course of their work. Their work arrangement with platforms could resemble those of employees.¹⁴ Examples of such jobs include taxi drivers (22,200), private-hire car drivers (33,600) and delivery workers (14,700). Overall, the number of regular platform workers decreased from 88,400 in 2022 (or 3.6% of those employed) to 70,500 (or 2.9%) in 2023.¹⁵ The decline was mainly from delivery workers (from 25,500 to 14,700), likely due to the easing in demand for deliveries following the surge in demand for such services (e.g. for food or groceries) in the immediate post-pandemic period. The increased job vacancies and job stability associated with employee jobs could have prompted these platform workers to take up salaried jobs.

Chart 12 Resident regular platform workers
Number ('000)



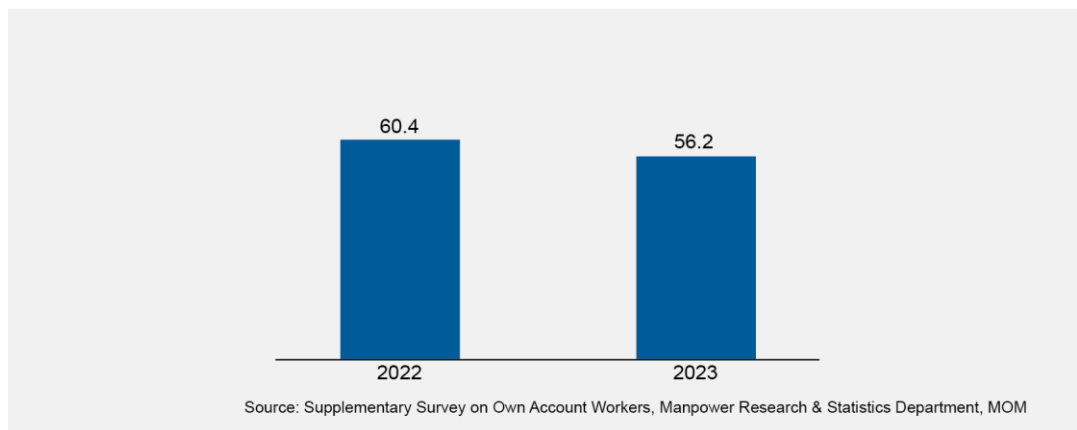
¹⁴ The platform companies set the price of the service, determine which jobs are assigned to which workers, and manage how the workers perform, including penalties and suspensions.

¹⁵ The demographics of the platform workers are more likely to be older or lower educated. Among workers below the age of 30, the likelihood of tertiary graduates in platform work is low at 0.8%.

Majority of regular primary own account workers continue to utilise online platforms

- 2.17 There is currently no internationally agreed statistical definition on digital platform employment. Singapore is partnering with the ILO to develop internationally agreed statistical definitions on digital platform employment.¹⁶
- 2.18 As digitally enabled business models such as online matching platforms continue to gain prevalence, 56.2% of regular primary own account workers utilised online channels to advertise and obtain business. This includes 35.4% who took up work via online matching platforms. In this report, online matching platforms refer to labour sharing platforms that serve as intermediaries to match or connect buyers with workers who take up piecemeal or assignment-based work.¹⁷ While these figures represent a slight decline in the usage of online channels for own account workers,¹⁸ they still point towards a high usage of digital tools by own account workers for their businesses as more than half of the regular primary own account workers continue to utilise online platforms.

Chart 13 Usage of online platforms for resident regular primary own account workers
Per Cent



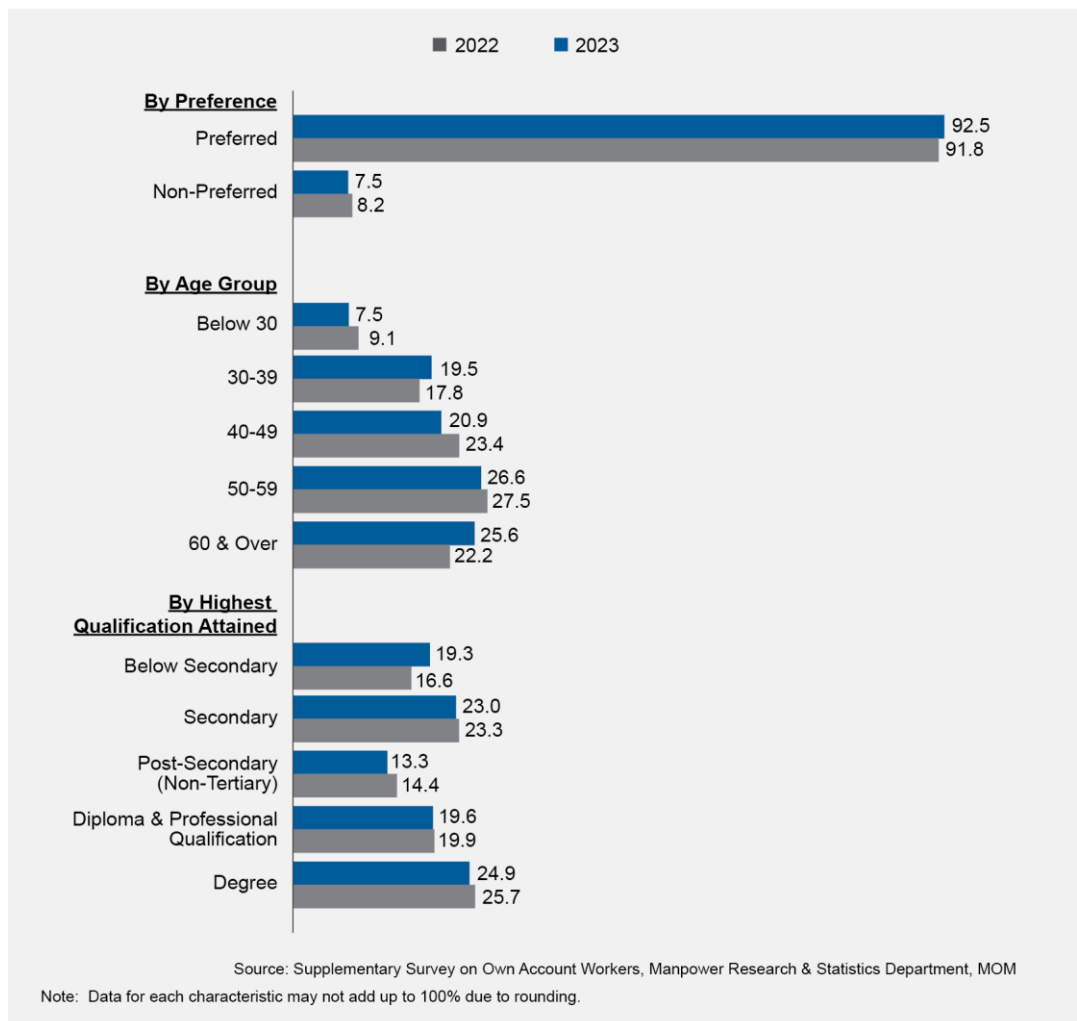
¹⁶ For more details, see *Special Feature – Development of Labour Market Indicators* in Section 7 of this report.

¹⁷ Such platforms could be either websites or mobile applications, covering services such as ride-hailing, goods/food delivery, creative work, etc.

¹⁸ In 2022, 60.4% of regular primary own account workers utilised online platforms, including 38.3% who utilised online matching platforms.

2.19 Among regular primary own account workers using online platforms, there was a higher share of workers who were older, with over half of these residents aged 50 & over (52.1%).

Chart 14 Resident regular primary own account workers who used online platforms
Per Cent

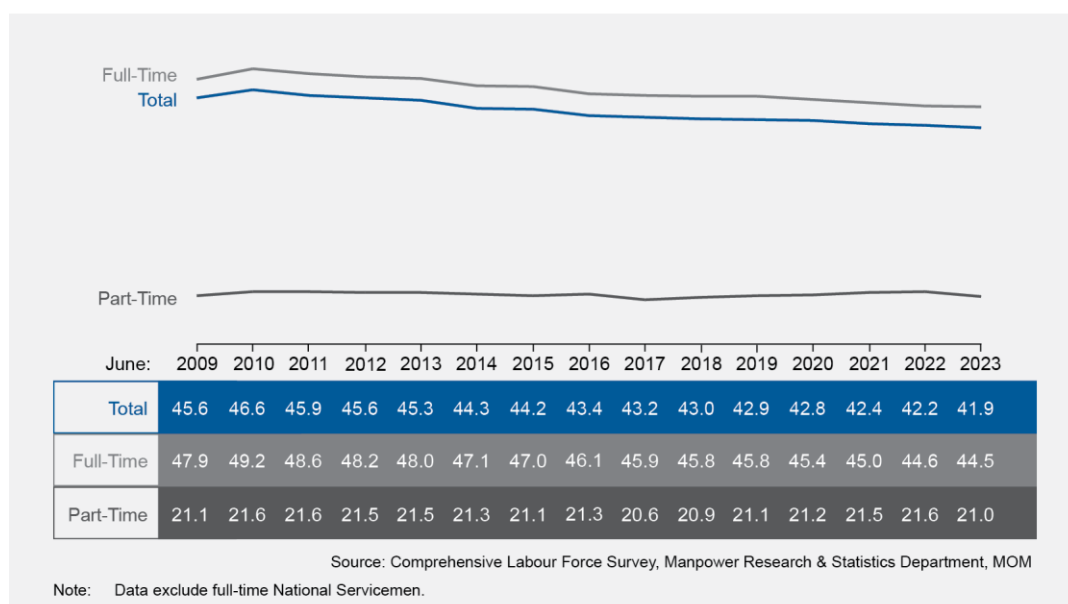


3. Usual Hours Worked

Average usual hours worked continued to decline for more than a decade

3.1 The average weekly usual hours worked among employed residents decreased from 45.3 in 2013 to 41.9 in 2023. The steady decline was largely due to a fall in the average usual hours worked of full-timers (from 48.0 in 2013 to 44.5 in 2023). Part-timers, who formed a slightly larger share of the workforce¹⁹ over the years (from 10.2% in 2013 to 10.8% in 2023), had comparatively stable usual work hours at around 21.0 hours.²⁰

Chart 15 Average (mean) usual hours worked per week of employed residents by nature of employment
Hours Per Week



Decline in Singapore’s average usual hours worked among the largest compared to OECD countries

3.2 Singapore’s steady decline in usual hours worked is in line with trends observed among developed countries. In general, workers in Singapore work relatively longer hours than in many OECD countries²¹ as part-time employment is less prevalent here.²² However, the difference has narrowed. Over the last ten years, Singapore’s decrease in average working hours was larger than in most OECD countries, except for South Korea (increase in part-time work) and Iceland (more workers were on shorter workweeks). In Singapore, the decline was mainly due

¹⁹ Excluding full-time National Servicemen.

²⁰ The overall decline in usual hours worked among employed residents from 2013 to 2023 (-3.4 hours per week) can be broken down into contribution from the decline in the average weekly usual hours worked of the full-time employed (-3.1 hours) and the part-time employed (-0.1 hour), as well as the change in full-time/part-time share (-0.2 hours).

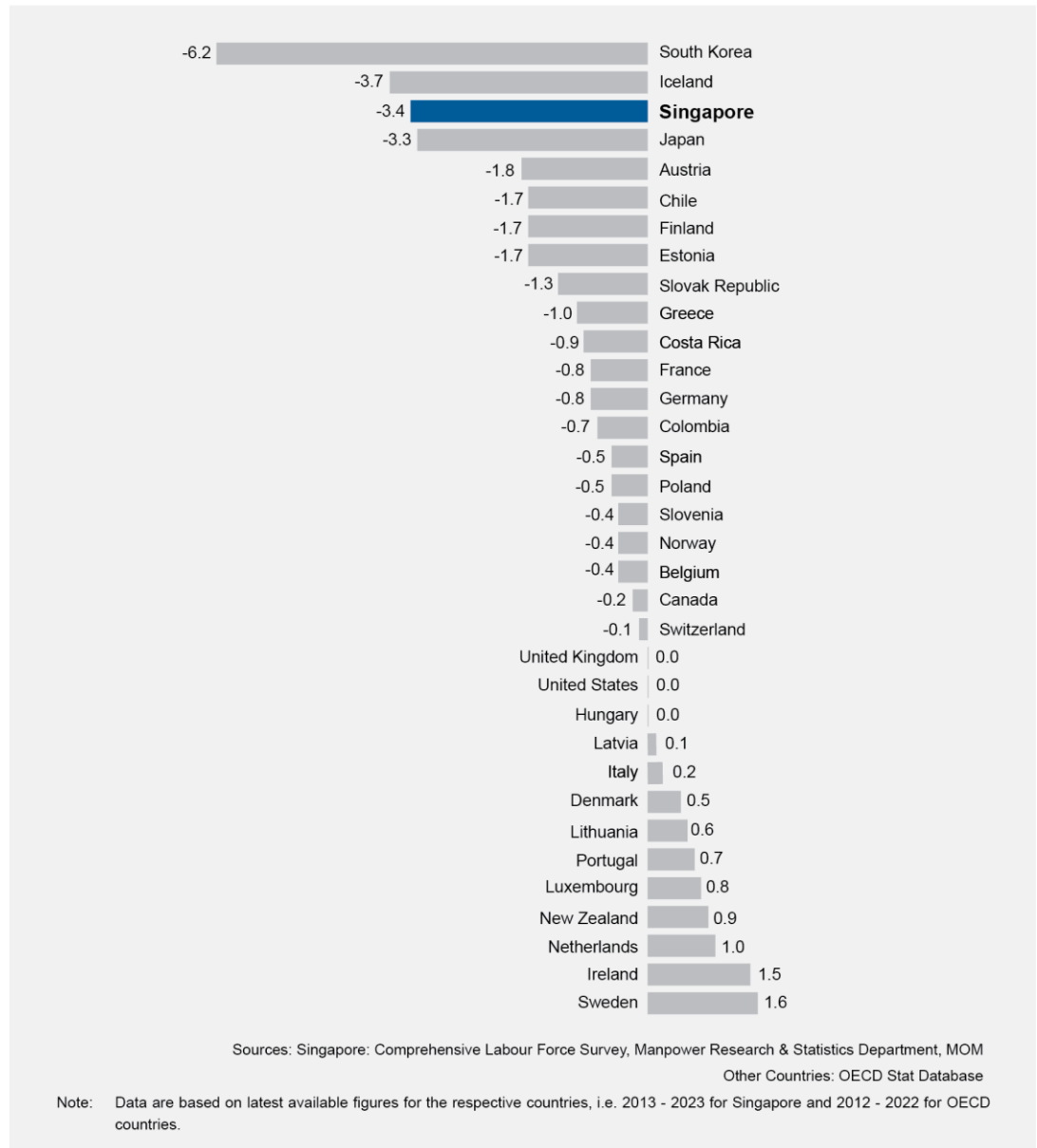
²¹ Comparison was made to the OECD member countries, most of which are high-income economies similar to Singapore. OECD also provides a comprehensive statistical database that facilitates harmonised comparisons across a broad spectrum of indicators.

²² As the national definition of part-time employment vary across countries depending on the cut-off (generally 30 or 35 hours per week), part-time employment is proxied by those who usually worked less than 35 hours per week, for the purpose of international comparison. In Singapore, the proportion of employed residents who usually worked less than 35 hours per week was 10.8% in 2023. This is lower than in the OECD countries (22.4% in the OECD, based on latest available statistics in 2022).

to shorter workweeks and the increase in the number of workers in full-time PMET jobs (PMETs have shorter usual working hours than non-PMETs on average for full-timers).

Chart 16 Change in average (mean) usual hours worked per week in Singapore and OECD countries over the last decade

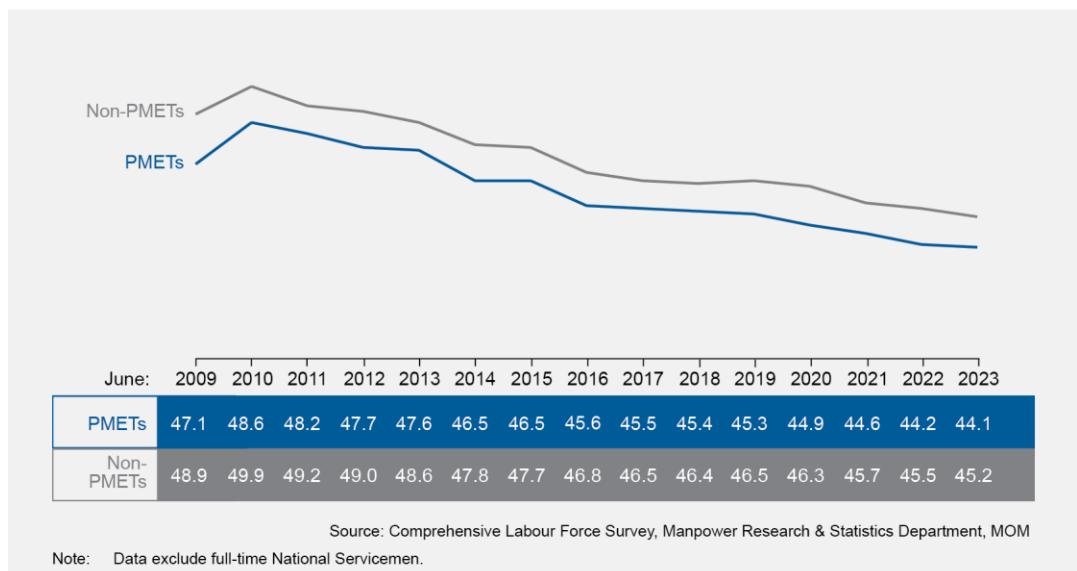
Hours Per Week



Both PMETs and non-PMETs working full-time saw a sustained decline in average usual hours worked over the decade

- 3.3 Among full-timers, the average weekly usual hours worked have trended down since 2013 for both PMETs (from 47.6 to 44.1) and non-PMETs (from 48.6 to 45.2). This decline was due to continued efforts to reduce excessive work hours²³ and raise productivity.²⁴ For PMETs, the reduction in work hours reflects efficiency gains through greater technology adoption and flexi-work arrangements such as tele-working. For non-PMETs, the decline reflects continuous efforts to redesign jobs, supported by initiatives such as WSG’s Career Conversion Programme through Job Redesign Reskilling, the Support for Job Redesign under Productivity Solutions Grant, and the Progressive Wage Model (PWM).
- 3.4 With the advent of new technologies and the expansion of the PWM to upskill workers to perform higher-value tasks,²⁵ there is potential to further reduce work hours and improve productivity of non-PMETs. This includes those in roles such as drivers, private security officers, and waste management workers, in which working hours are longer.

Chart 17 Average (mean) usual hours worked per week of full-time employed residents by occupation
Hours Per Week



²³ The percentage of full-time employed residents who usually worked more than 48 hours a week has declined, from 32.7% in 2013 to 17.3% in 2023. This decline could be attributed to collective initiatives to reduce work hours for sufficient rest and improved productivity. For instance, the tripartite Workplace Traffic Safety Management Guidelines, updated in 2021 from 2014, included recommendations to limit shifts to no more than 12 hours including overtime. The Tripartite Advisory on Mental Well-being at Workplaces introduced in 2020 also included recommendations to provide clarity on after-hours work communications, so that workers have adequate rest outside of work hours.

²⁴ Growth in productivity, measured using real value-added per worker, has picked up pace. Since the pandemic, it rose by 4.7% p.a. from 2020 to 2022, up from 1.3% p.a. from 2013 to 2020.

²⁵ For example, from September 2022, in-house employers are required to meet the PWM requirements for their in-house security officers, cleaning and landscaping workers. Drivers are covered under the occupational PW from March 2023, and waste management is a new sector covered under PWM from July 2023.

4. Income

Income growth has slowed

- 4.1 Nominal incomes continued to increase, but at a more moderate pace compared to most years in the last decade. The median (P50) gross monthly income from employment of full-time employed residents was \$5,197 in 2023, a 2.5% increase from \$5,070 in 2022. This increase was lower than the annualised average rate of increase (3.4% p.a.) from 2013 to 2023. At the 20th percentile (P20), income was \$2,826 in 2023, a 1.7% increase from \$2,779 in 2022. This was also lower than the 4.1% p.a. increase from 2013 to 2023.

Over the longer term, income at the 20th percentile continues to outpace the median, narrowing the income gap between P20 and the median

- 4.2 After adjusting for inflation,²⁶ real²⁷ income at the median (-2.3%) and at the P20 (-3.0%) of full-time employed residents fell in 2023. With WIS and related payments included, real income at the P20 saw a smaller decline (-2.1%).²⁸ The decline in 2023 has dampened gains from 2018 to 2023 (0.5% p.a. at median; 1.1% p.a. at P20) compared to 2013 to 2018 (3.5% p.a. at median; 4.2% p.a. at P20).²⁹ However, over the longer-term, real income growth for the P20 worker still outpaced that of the median worker, due to measures to uplift lower-wage workers.³⁰ As a result, the gap in income between the P20 and P50 worker has narrowed.³¹

²⁶ The Consumer Price Index for all items is expected to increase by around 5% in 2023, compared to around 6% in 2022. Source: Monetary Authority of Singapore and Singapore Department of Statistics.

²⁷ All real income figures involving 2023's data are preliminary as the full-year CPI for 2023 is not available yet.

²⁸ From 1 Jan 2023, there are enhancements to the WIS. There is a rise in the qualifying income cap for WIS, from \$2,300/month to \$2,500/month. Also, Workfare is extended to younger age workers, aged 30 to 34.

²⁹ After including WIS and related payments, real income at the P20 rose by 1.4% p.a. from 2018 to 2023, and by 3.9% p.a. from 2013 to 2018.

³⁰ These measures include the National Wage Council's recommendation of built-in wage increase for lower-wage workers and the Progressive Wage Model in the Cleaning, Landscaping, Security sectors, as well as PWM initiatives including the expansion of occupational PW and the increase in LQS requirement since 2022.

³¹ This refers to the ratio of the 20th percentile income to the median income of full-time employed residents. The ratio has increased from 0.51 in 2013 to 0.54 in 2023.

Chart 18 Gross monthly income from employment (including employer CPF contributions) of full-time employed residents
Dollars

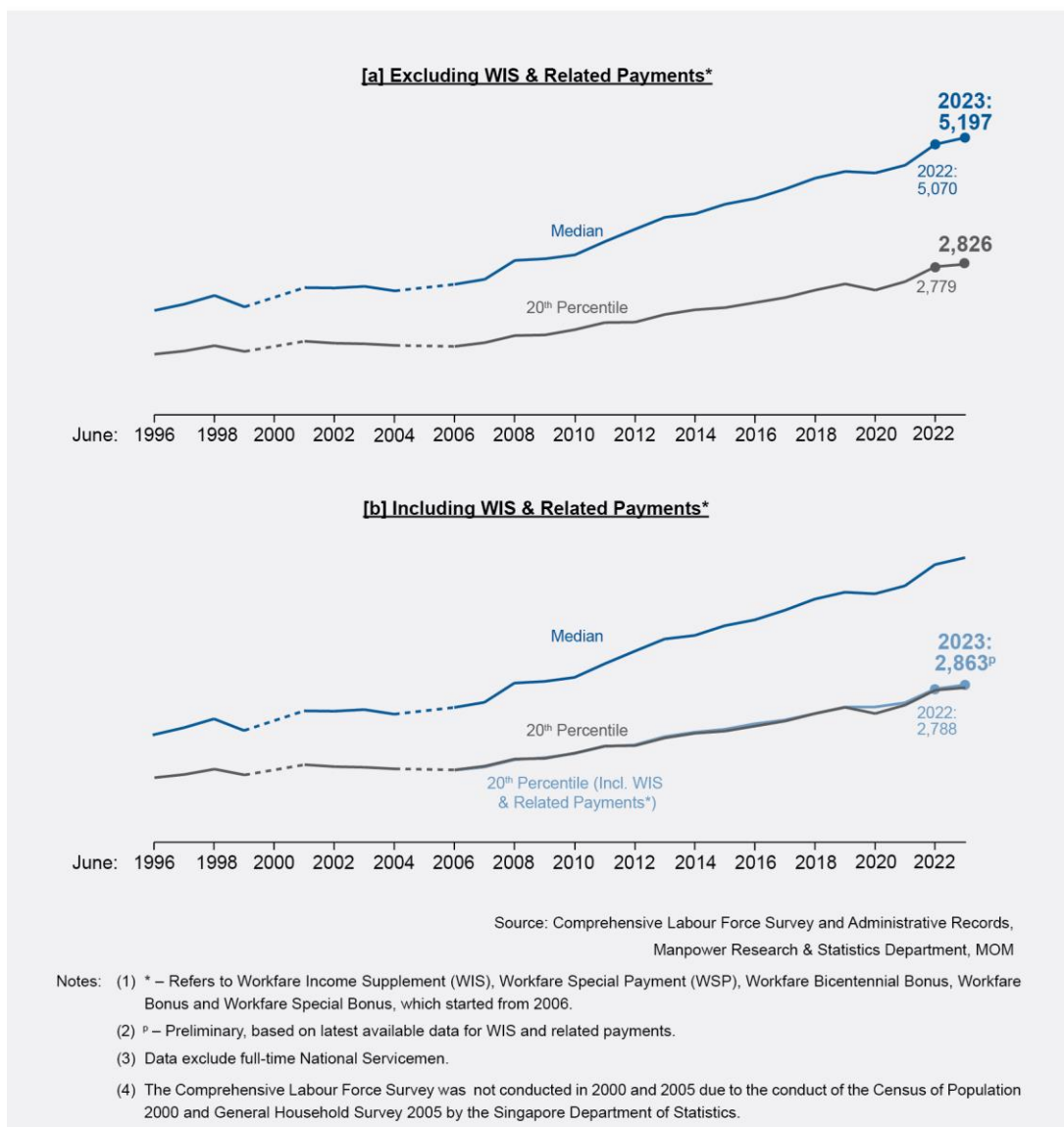
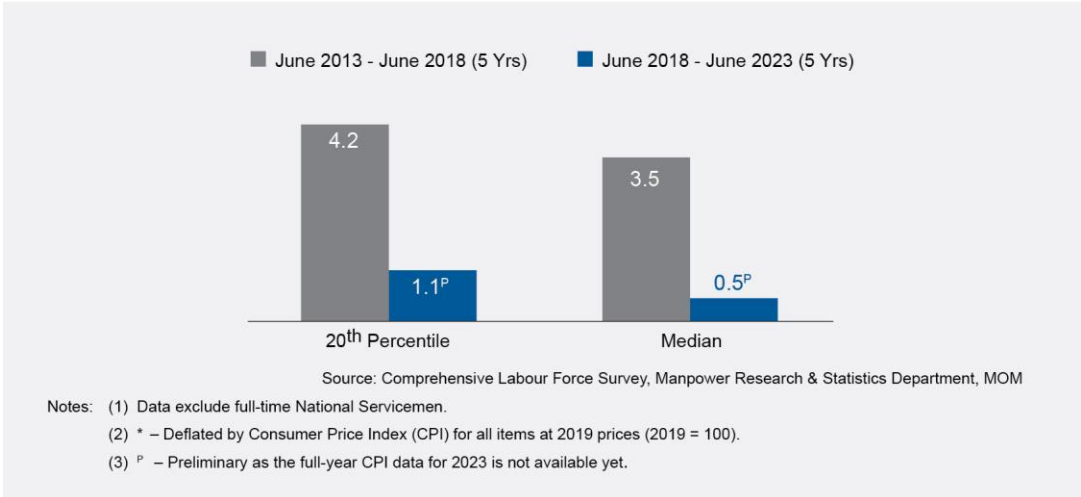


Chart 19 Annualised change in real* gross monthly income from employment (including employer CPF contributions) of full-time employed residents
Per Cent Per Annum

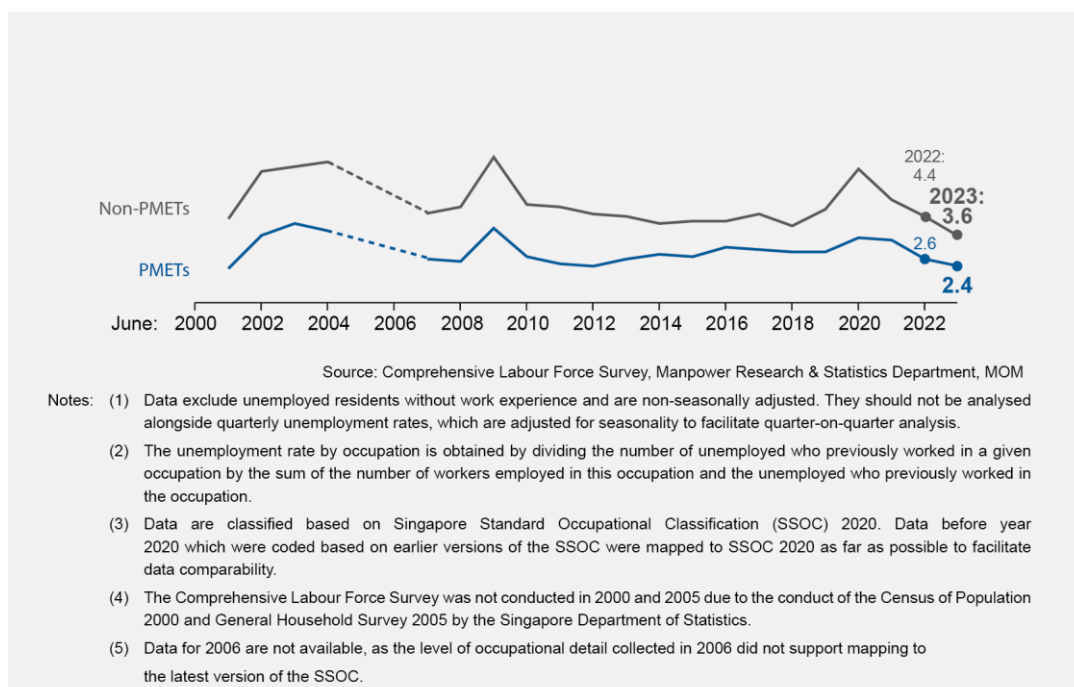


5. Unemployment³²

Unemployment rates improved for both PMETs and non-PMETs

- 5.1 The improvement in unemployment rate was observed for both PMETs and non-PMETs. Non-PMETs saw a larger decline in unemployment rate³³ (from 4.4% in 2022 to 3.6% in 2023) compared to PMETs (from 2.6% to 2.4%). Similarly, non-PMETs also experienced a bigger decline in their long-term unemployment rate (from 0.7% to 0.5%) compared to PMETs (0.5% to 0.4%). Unemployment among non-PMETs will likely stay low, as the recovery in inbound tourism gives support to the hiring of non-PMETs, particularly in sectors such as *Food & Beverage Services* and *Retail Trade*.
- 5.2 Among PMETs, most age groups experienced a decline in unemployment rates, except for those in their 40s. The higher unemployment rate for those in their 40s was due to more leaving their previous jobs due to work conditions.³⁴ For PMETs in their 40s, the rise in unemployment rates came from professionals, as well as the associate professionals & technicians. However, their unemployment is likely to be frictional in nature, as their long-term unemployment rate remained low.
- 5.3 Across age groups, unemployment rates among non-PMETs fell and their long-term unemployment rates also remained stable and low.

Chart 20 Unemployment rate of resident PMETs and non-PMETs
Per Cent



³² 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.

³³ 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.

³⁴ More unemployed PMETs in their 40s left their last job due to long working hours/demanding work.

Chart 21 Unemployment rate of resident PMETs and non-PMETs by age

Per Cent

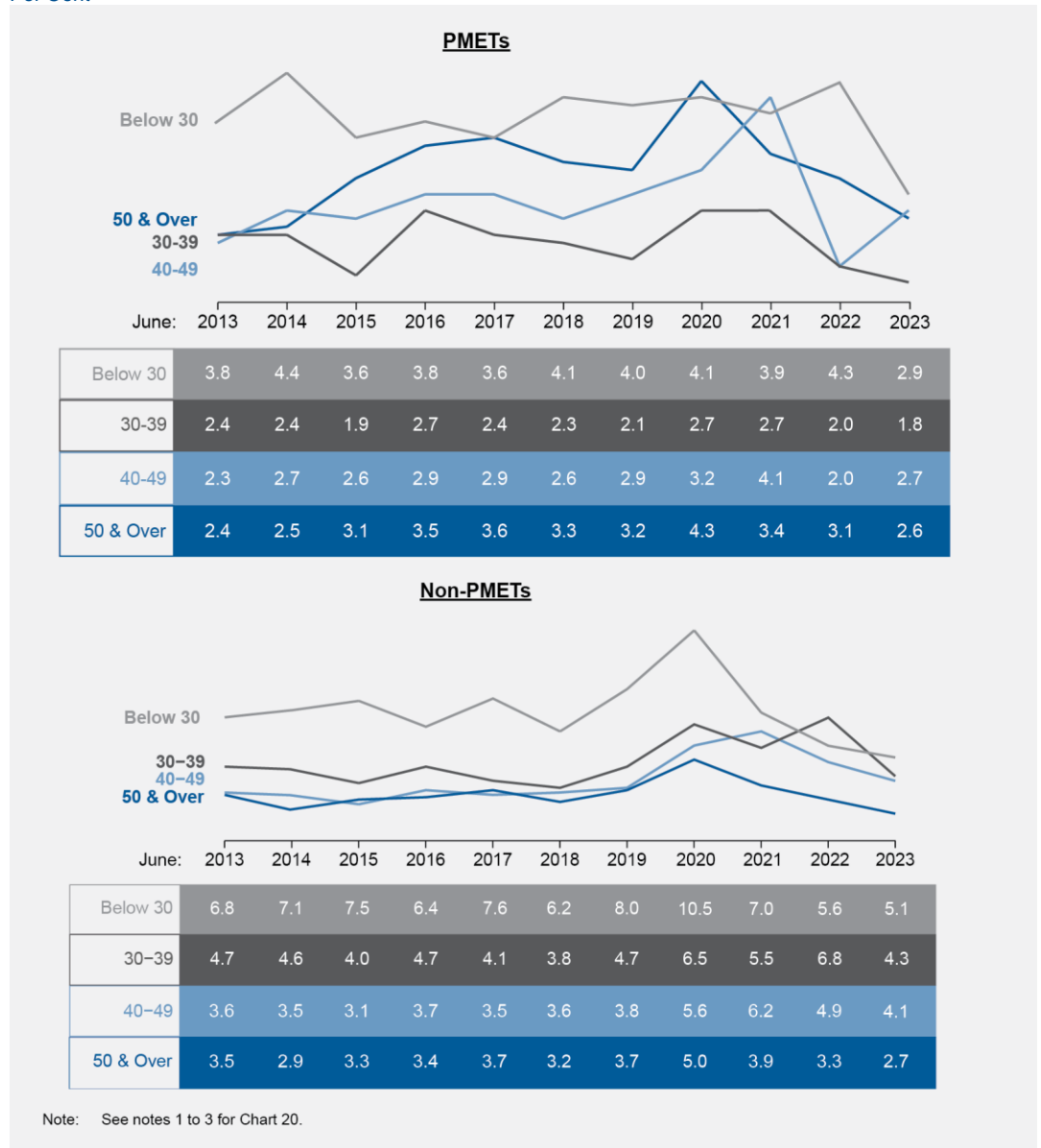


Chart 22 Long-term unemployment rate of resident PMETs and non-PMETs
Per Cent

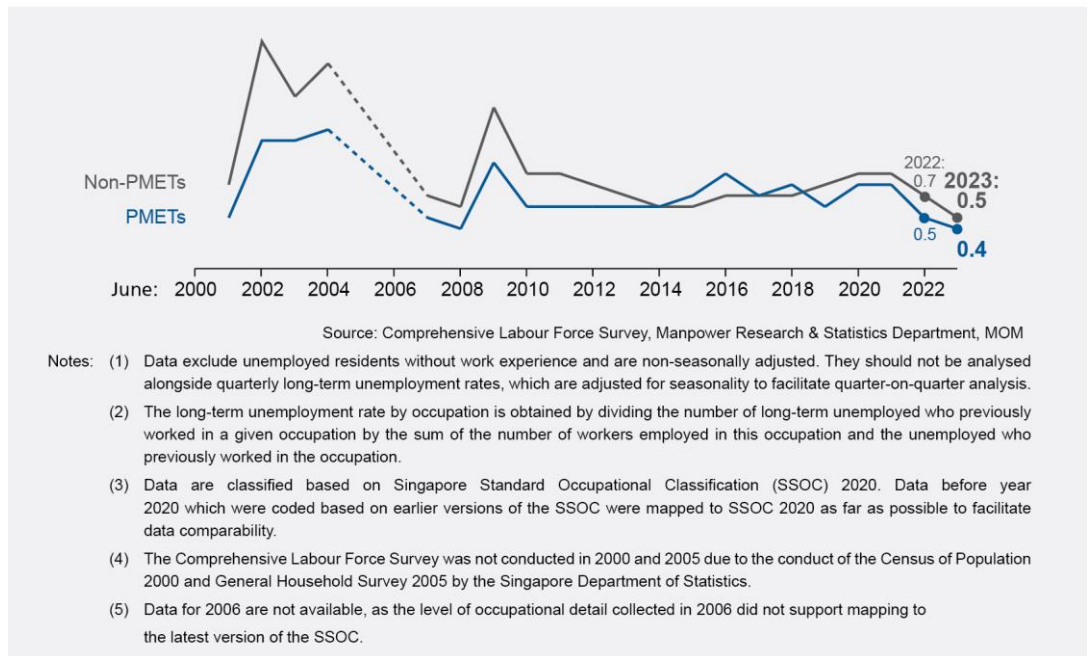
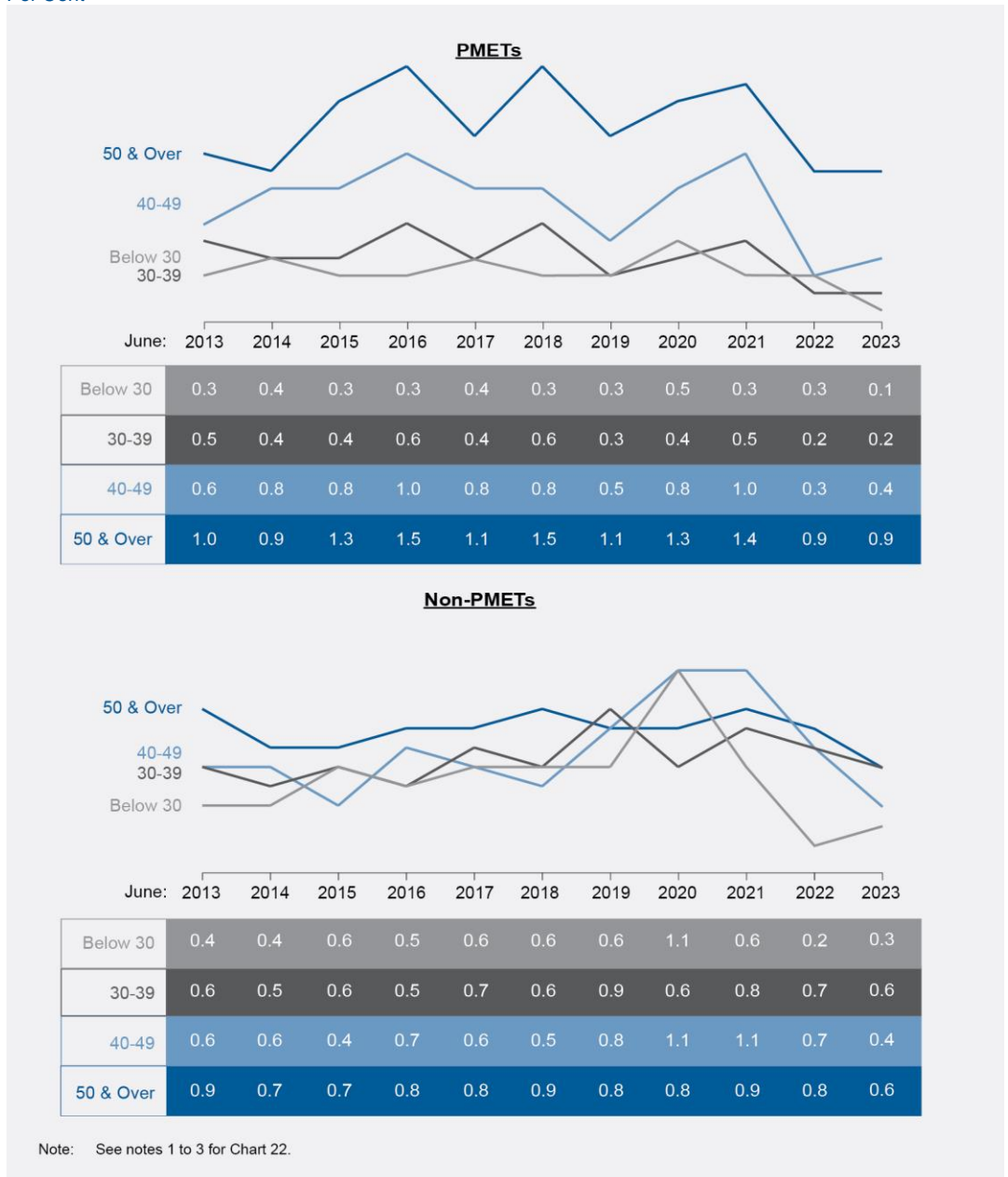
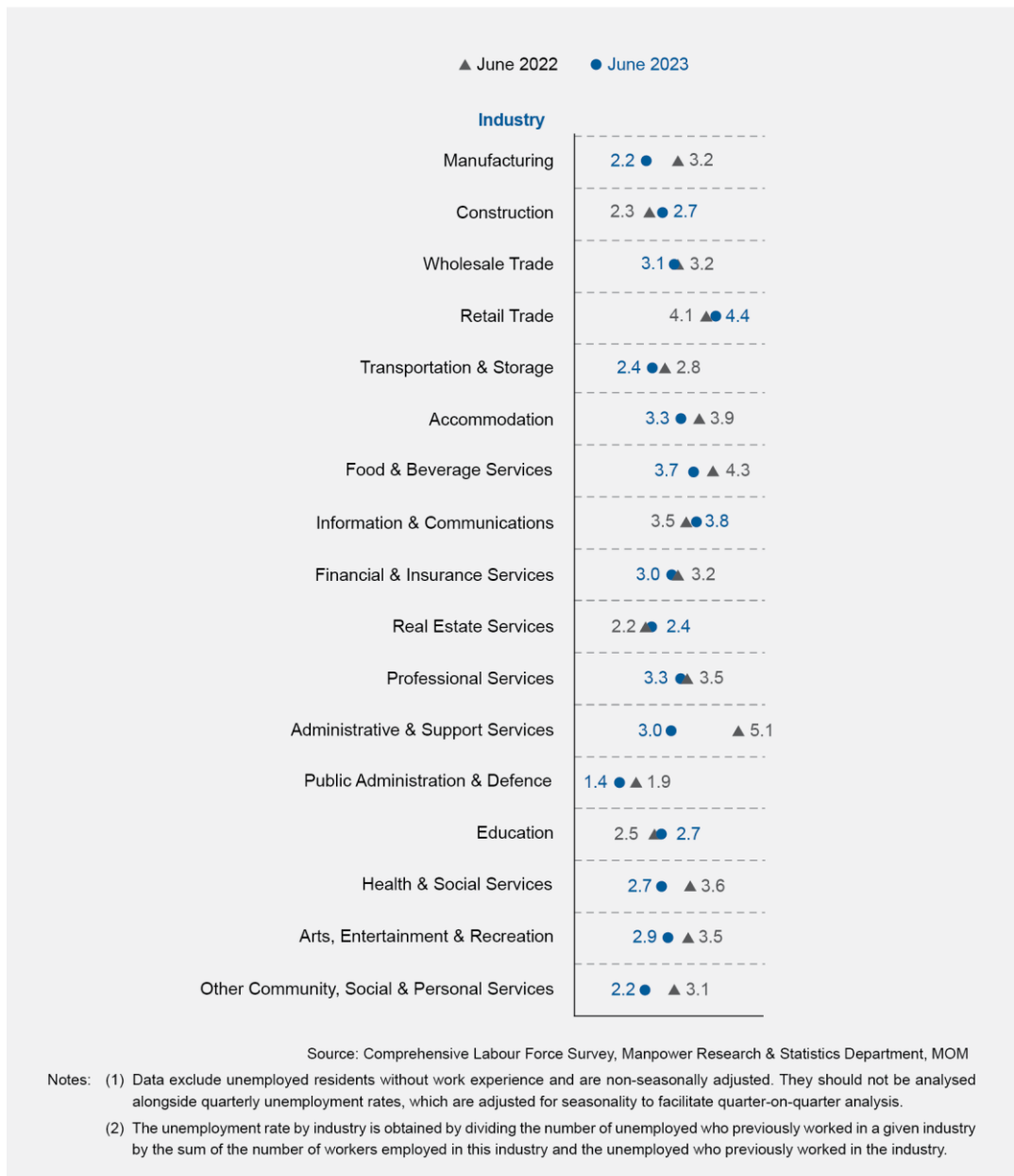


Chart 23 Long-term unemployment rate of resident PMETs and non-PMETs by age
Per Cent



5.4 The decline in unemployment rates was generally broad-based across industries. The key exceptions were *Retail Trade*, and *Information & Communications* which had experienced heightened retrenchments since the second half of 2022.

Chart 24 Resident unemployment rate by industry
Per Cent

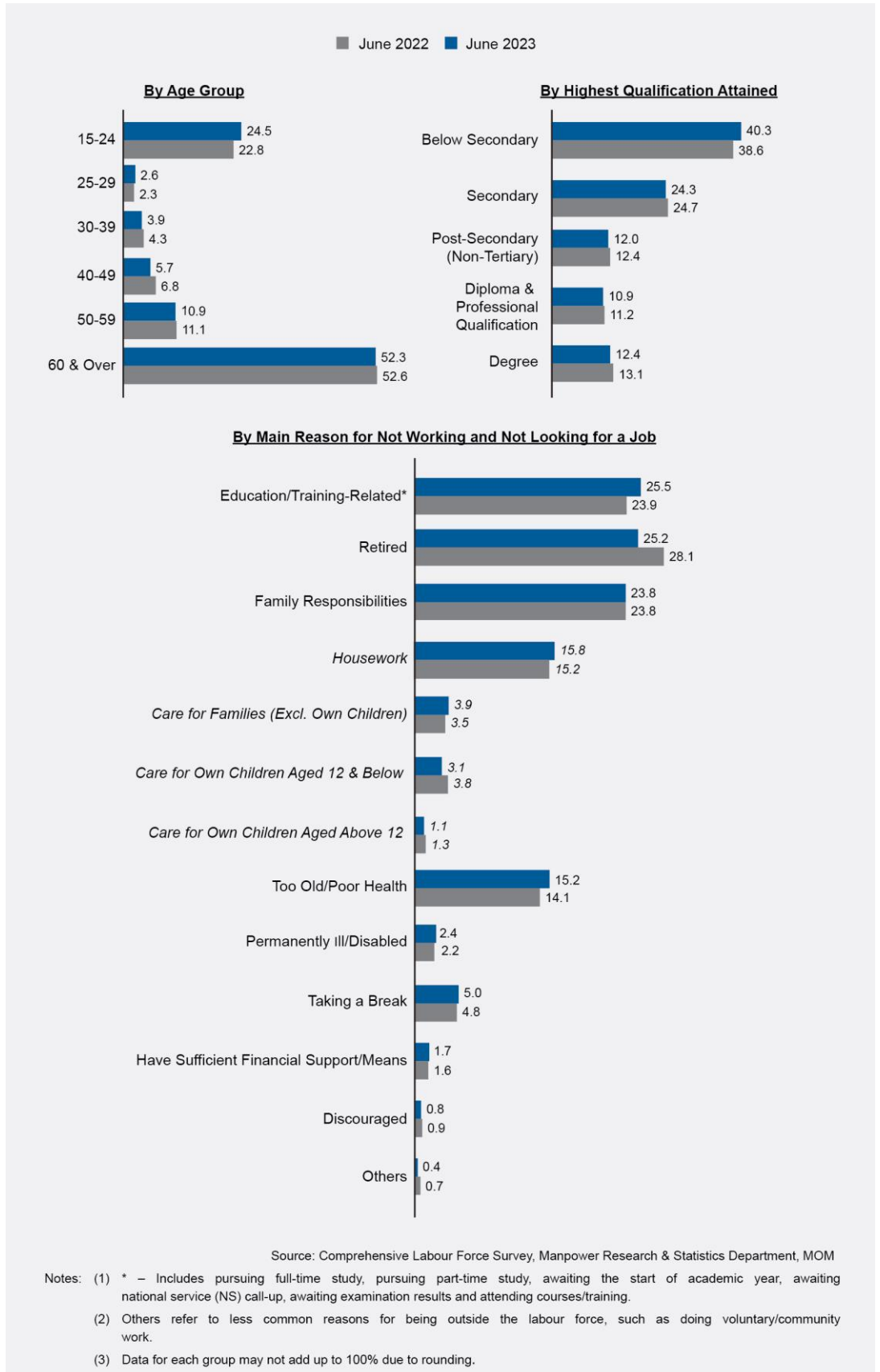


6. Persons Outside the Labour Force

Increase in residents outside the labour force as fewer students took on temporary jobs

- 6.1 There were 1.12 million residents who were outside the labour force in 2023, an increase from 1.05 million in 2022. This rise was mainly due to fewer students taking on temporary jobs.
- 6.2 The share of youths aged 15 to 24 among residents outside the labour force increased from 22.8% in 2022 to 24.5% in 2023, but is lower than the pre-pandemic share (27.3% in 2019). With fewer youths taking up temporary work, those pursuing education/training among residents outside the labour force also increased from 23.9% in 2022 to 25.5% in 2023.
- 6.3 Household and caregiving reasons remained common reasons for being outside the labour force, but the share has held steady over the year at 23.8% in 2023, after declining from 27.6% in 2018. The decrease is helped by more women participating in the labour force. With flexible work arrangements becoming more prevalent after the pandemic, this may have helped more caregivers fulfil responsibilities both at home and at work. While the share of retirees among those outside the labour force has declined from 28.1% in 2022 to 25.2% in 2023, it is expected to increase over time with an ageing population.

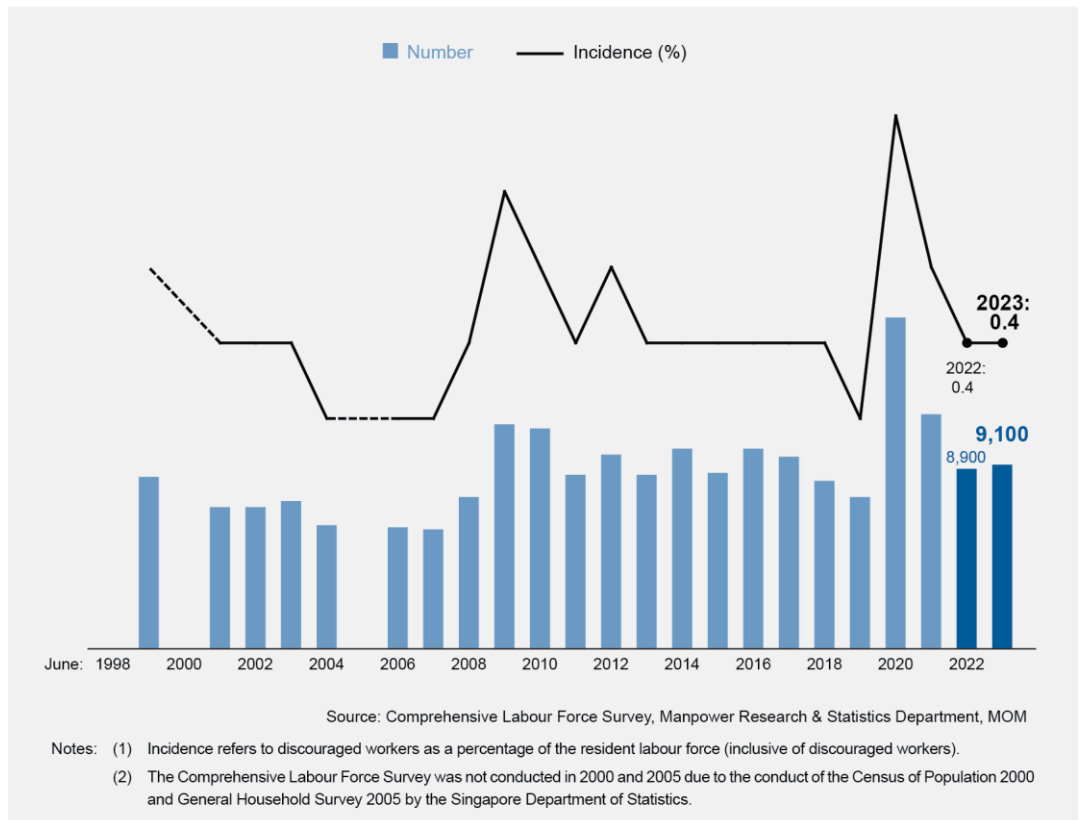
Chart 25 Profile of residents outside the labour force
Per Cent



Incidence of discouraged workers remained low

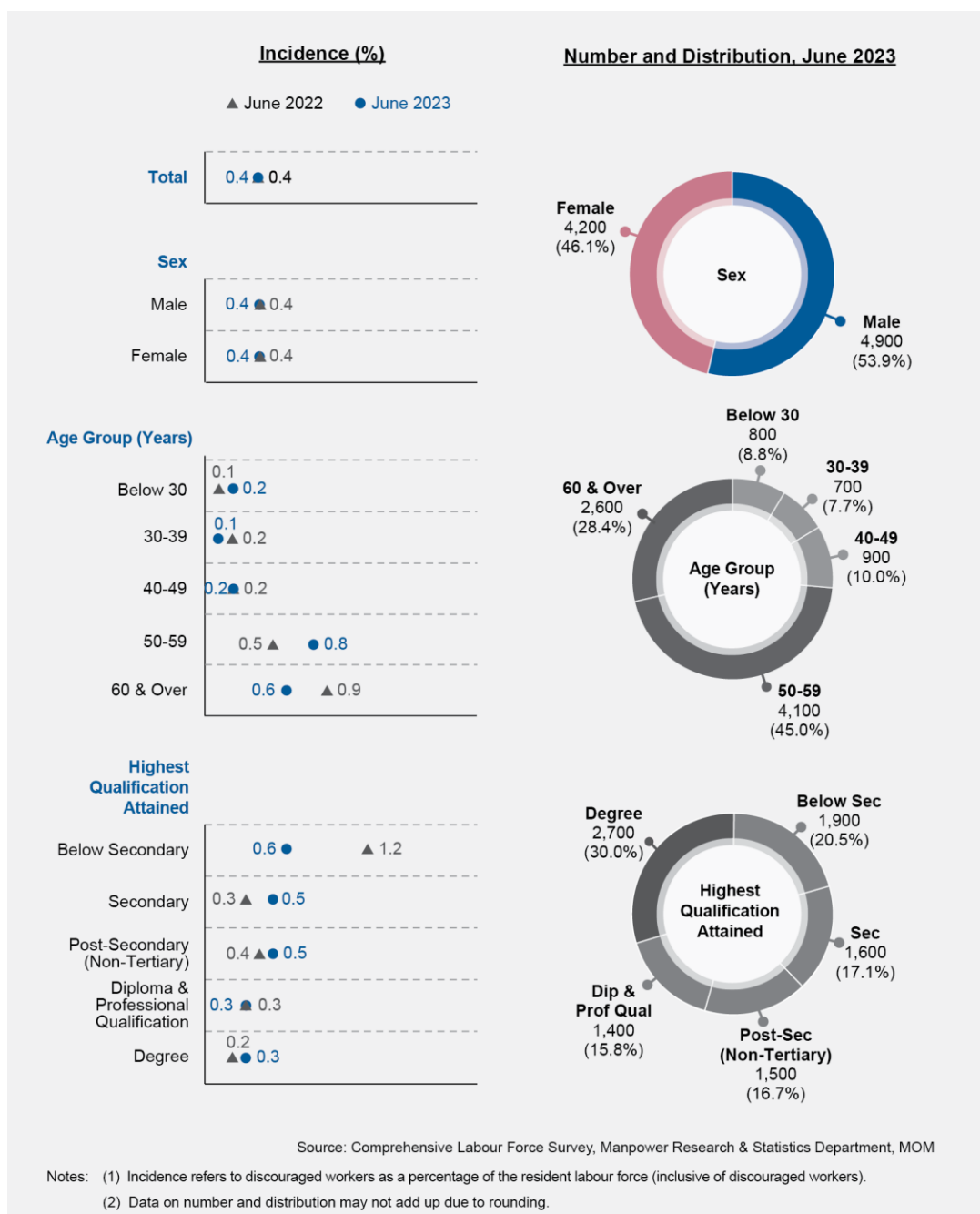
- 6.4 The incidence of discouraged workers, i.e. those not looking for work because they feel their job search will not yield results, remained low at 0.4% in 2023. The number of discouraged workers in 2023 (9,100) was broadly unchanged compared to 2022 (8,900).

Chart 26 Residents discouraged from seeking work



6.5 Most discouraged workers were in their 50s (45.0% of all discouraged workers) followed by those aged 60 and over (28.4%). There was an increase in the incidence of discouraged workers among those in their 50s, from 0.5% in 2022 to 0.8% in 2023. They are mainly tertiary-educated, and left their last job for at least two years. For other age groups, the incidence of discouraged workers has remained low and stable (for those aged below 50) or has improved (for those aged 60 and over).

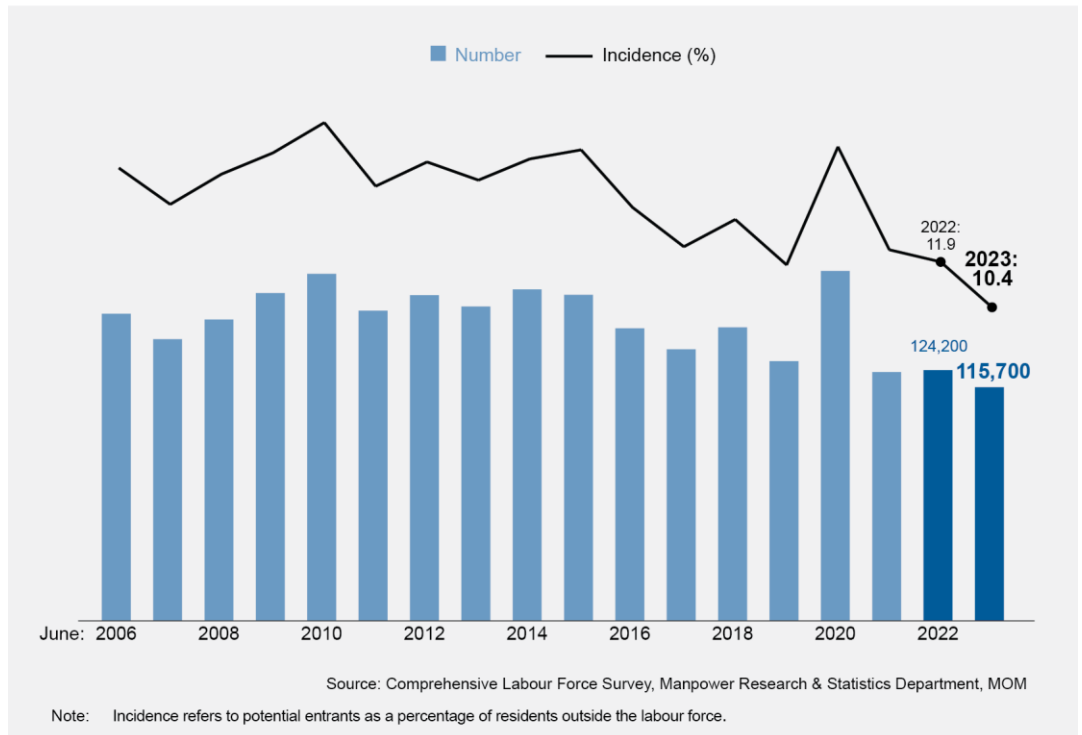
Chart 27 Profile of residents discouraged from seeking work



The share of potential entrants continued its downtrend

- 6.6 Reflecting the tight labour market, the number and incidence of potential entrants, i.e. residents who intended to look for jobs within the next two years, continued its downtrend, decreasing from 124,200 or 11.9% of residents outside the labour force in 2022 to 115,700 or 10.4% in 2023. With the population ageing, there comes with it a growing pool of older residents who are less likely to want to look for work in the future compared to their younger counterparts. This means that the downtrend in potential entrants is expected to continue.

Chart 28 Resident potential entrants into the labour force



- 6.7 The decrease in the incidence of potential entrants among those outside the labour force was broad-based. In general, the incidence of potential entrants was higher among those younger and better educated.

7. Special Feature

DEVELOPMENT OF LABOUR MARKET INDICATORS: FROM INCEPTION TO INTERNATIONAL ENDORSEMENT

The Creation of Labour Market Indicators for Statistical Analysis

- 7.1 For all organisations and governments which formulate labour-related strategies across the world, relevant data is needed to monitor and assess the latest situations faced by workers and employers. To better facilitate these data needs, the International Labour Organisation (ILO)³⁵ has created internationally agreed labour market indicators since its inception in 1919.
- 7.2 As a result, reputable statistical agencies of all countries and regions utilise the same collection of labour market indicators created by the ILO in their labour market analysis. These enable a common understanding of the most pressing labour issues, such as the labour force participation rate, hours of work, and status in employment of a population. However, the creation of labour market indicators is not a straightforward process, as each one needs to account for real experiences from labour markets in all regions, and be able to remain relevant even as labour markets evolve and transition over time. Detailed guidelines must be provided for analysis in tandem, as any labour market indicator interpreted in isolation will provide a limited view of the total labour market status, and may omit other elements of the labour market which are of equal significance or have yet to be quantified.
- 7.3 The ILO thus creates carefully stipulated guidelines for the conceptual and methodological parameters surrounding each labour market indicator, ensuring that the resultant analysis are robust and reliable. The process of creating these guidelines is often lengthy and thorough. Experiences from measurement and analysis are gathered from statisticians of all regions, following which the frameworks supporting each indicator can begin to be crafted. This careful process ensures that the resultant indicators remain pertinent for the many years to follow, even with a rapidly changing labour landscape.

Case Study – Setting Standards in Digital Platform Employment

- 7.4 Leading up to the latest International Conference of Labour Statisticians (ICLS), MOM statisticians partnered with the International Labour Organisation (ILO) to advance statistical standards in the measurement of Digital Platform Employment (DPE), and to outline foundational work in the development of important conceptual and methodological frameworks. These presentations were met with overwhelmingly positive responses and endorsement from more than 20 ILO member states.³⁶

³⁵ The ILO is one of the first and oldest specialised agencies of the United Nations (UN), mandated by the UN to set international labour standards.

³⁶ More details from the conference can be obtained from the official press release here.

<https://www.mom.gov.sg/newsroom/press-releases/2023/1023-global-recognition-of-singapore>

7.5 This special feature highlights Singapore’s contributions to the international sphere of labour statistics, details MOM’s collaboration with the ILO, and outlines upcoming improvements to these labour market indicators in the following years.

7.6 Although DPE has expanded rapidly across the world, there are no internationally agreed concepts, definitions, and data collection standards on this form of employment, and on the workers involved. As of 2023, the OECD has only just begun to define DPE as any productive activity performed by persons to produce goods or provide services through or on a digital platform, with important conditions such as the control exerted by the digital platform over essential work activities. Many conceptual and methodological issues persist, hampering the measurement and analysis of DPE.

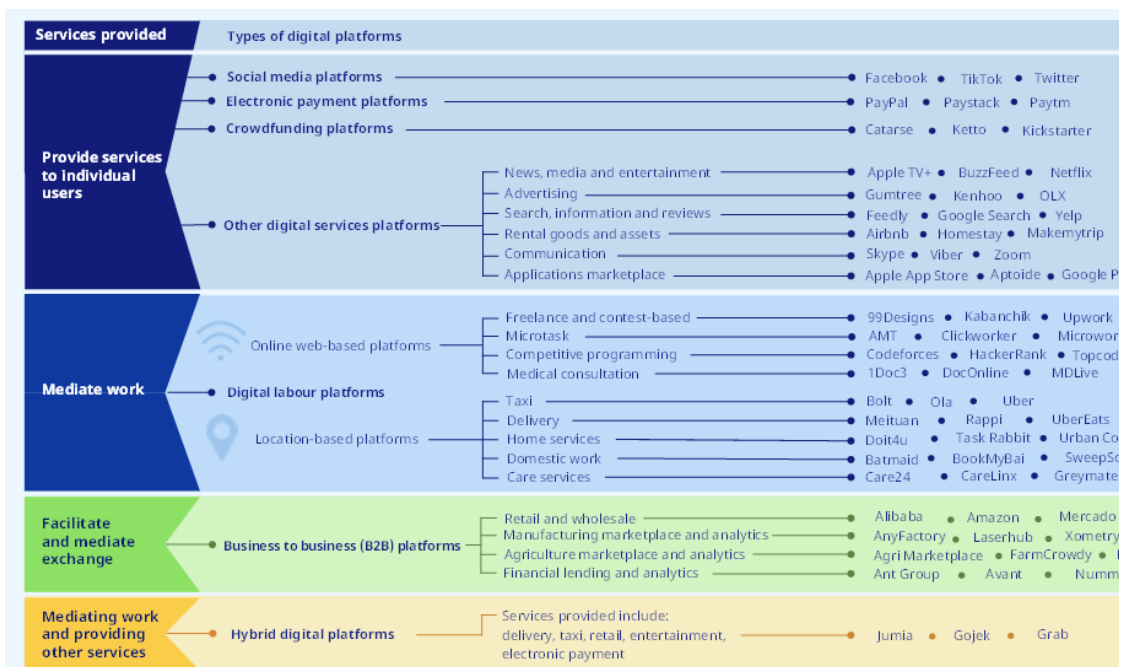


Figure 1. Broad landscape of different types of digital platforms. Due to the constantly evolving landscape, boundary issues persist with the classification of platforms.

Source: ILO (2021[6]), *World Employment and Social Outlook: Digital transformations of the world of work: The growing role of digital labour platforms*, https://www.ilo.org/global/research/global-reports/weso/2021/WCMS_771749/lang-en/index.htm.

7.7 Singapore’s MOM is one of the global pioneers in measuring and publishing DPE statistics, releasing relevant information from as early as 2020³⁷ through the Labour Force in Singapore report, and especially during the COVID-19 pandemic when the digital platform economy expanded rapidly. Details published include the number of regular platform workers in Singapore, and the usage of digital platforms to advertise and obtain business. Statistical analysis is also published on the percentages of platform workers by age and level of education, which have highlighted important trends such as a higher share of older workers due to the increased recognition of digital literacy in recent years. Few other countries have been able to collect and publish DPE statistics.

³⁷ MOM released top-line statistics from 2020 and 2021 in the Labour Force in Singapore report, published January 2022. More details and the downloadable report are available at <https://stats.mom.gov.sg/>

7.8 Based on Singapore’s pioneering experience, MOM and the ILO collaborated to translate research on DPE into statistical and methodological recommendations. The process began with the renewal of an ongoing Partnership Agreement between ILO and MOM,³⁸ and involved over a year of discussions and collaborative work between MOM and ILO experts. Per the thorough procedures required for standard setting in labour statistics, methodological and conceptual frameworks were tabled and assessed for their ability to accurately depict the labour market situation.

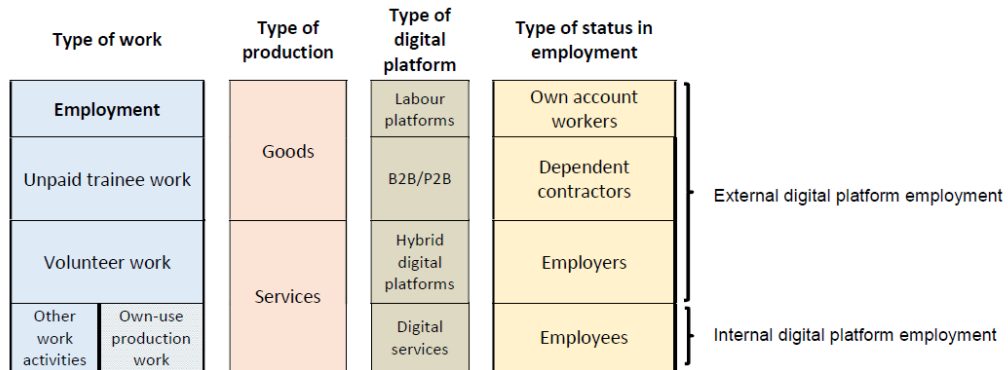


Figure 2. One example of the frameworks assessed for their adequacy in representing Digital Platform Employment. As DPE is a newer phenomenon, statisticians are still in the process of finding a suitable and robust manner of measurement and conceptualisation. Source: OECD-ILO-Eurostat Handbook on Digital Platform Work, 2023.

7.9 As DPE is a relatively new phenomenon within the field of labour statistics, most countries have not begun to measure relevant indicators, and measurement has largely taken place amongst higher-income countries. Based on our measurement experiences, MOM statisticians were able to steer discussions on the latest insights gathered and share these with the rest of the world through the conference proceedings.³⁹

7.10 Amongst other contributions, MOM statisticians provided advice that DPE was often not accurately represented within the regular survey cycle due to its irregular and sporadic nature of work. The reference period utilised by specialised surveys may thus need to be longer, to cover digital platform work completed over the course of a year, instead of over a typical week. This longer reference period would enable the more accurate collection of the prevalence of digital platform work, and the experiences of digital platform workers. These findings are as emphasised in earlier segments of this report.

³⁸ More details from the Memorandum of Understanding (MOU) can be found here.

<https://www.mom.gov.sg/newsroom/press-releases/2021/1123-ilo-and-mom-renew-cooperation-agreement>

³⁹ Documents from the conference proceedings can be accessed at

https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/meetingdocument/wcms_894369.pdf.

The video presentation is available at

<https://stats.mom.gov.sg/Pages/Digital-Platform-Employment.aspx>

7.11 MOM statisticians also curated the experiences of other pioneers, such as the US Bureau of Labour Statistics and Eurostat, extracting and detailing many such recommendations for the reliable measurement of DPE. At the conference plenary, government labour statisticians from various North American, Scandinavian, Southeast Asian, Latin American, and Middle Eastern countries expressed their endorsement for the work presented and committed to working towards improved standards in the following years.

7.12 Together with the ILO experts, MOM statisticians are now working to further formulate statistical standards on DPE, ensuring that these become and remain applicable to international arenas for years to come.

Outcomes

7.13 The active participation of MOM statisticians in the 21st ICLS marks a momentous step forward in the study of DPE. Through the creation of internationally standardised measures, quality data can be produced to help with the formulation of policies to improve social protections and working conditions for this growing group of workers. The outcomes of Singapore's work will not only impact the production of data in Singapore but will influence the ILO's 184 member states in the coming years.

7.14 At the 21st International Conference of Labour Statisticians in October 2023, which was also the 100th anniversary edition of the conference, MOM statisticians also participated actively in other proceedings, including the presentation of innovative new methods to update occupational classifications through machine learning and natural language processing techniques. More details can be found in this press release –

<https://www.mom.gov.sg/newsroom/press-releases/2023/1023-global-recognition-of-singapore>

SURVEY COVERAGE AND METHODOLOGY

Introduction

- 1 The 2023 Comprehensive Labour Force Survey (CLFS) is the forty-sixth 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 1973 (2020 Revised Edition) 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	Labour Force <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. Outside the Labour Force <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 Employment	<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

Employed persons can be categorised into those working on full-time or part-time basis.

Full-Time

- ▶ This refers to employment where the normal hours of work is at least 35 hours a week.

Part-Time

- ▶ This refers to employment where the normal hours of work is less than 35 hours a week.

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.

Employment Status

This refers to the position or status of employed persons in relation to other persons within the organisation they work in. Employed persons are divided into the following four categories:

Employers

- ▶ These are persons who employ at least one paid employee in their business or trade.

Employees

- ▶ These are persons who work for employers in return for regular wages or salaries.

Own Account Workers

- ▶ These are persons who operate their own business without employing any paid employees in the conduct of their business or trade.

Contributing Family Workers

- ▶ These are persons who assist in the operation of family business without receiving regular wages or salaries.
-

Type of Employment	Employees can be categorised into those employed on casual/on-call, fixed-term contract or permanent basis.
	<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	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.
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 belief 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 during the reference period, 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.
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Planning, Organisation, Fieldwork and Data Verification

- 5 The field operation for the 2023 survey was carried out from 3 April 2023 to 31 July 2023. 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, 1,512 were excluded from the survey as they were unoccupied, non-residential or demolished. A total of 27,933 households responded to the survey, achieving an overall response rate of 88.7%.

Reliability of Data

- 9 The results of the survey were grossed up to the resident population in June 2023 (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 2023 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	2,436,200	7,700	0.3	2,421,200	2,451,200
Employed Residents	2,352,300	7,700	0.3	2,337,200	2,367,400
Unemployed Residents	83,900	2,200	2.6	79,600	88,200
Residents Outside the Labour Force	1,117,000	6,900	0.6	1,103,500	1,130,500
Resident Labour Force Participation Rate	68.6%	0.19%-pt	0.3	68.2%	69.0%
Resident Employment Rate (Aged 15 & Over)	66.2%	0.19%-pt	0.3	65.8%	66.6%
Resident Employment Rate (Aged 25 to 64)	82.6%	0.19%-pt	0.2	82.2%	83.0%
Resident Unemployment Rate	3.4%	0.09%-pt	2.6	3.2%	3.6%

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

Labour Force Supplementary Survey on Own Account Workers, 2023

- 14 The Labour Force Supplementary Survey on Own Account Workers, 2023 was conducted by the Manpower Research and Statistics Department under the Statistics Act 1973 (2020 Revised Edition). It was conducted from 3 April 2023 to 31 July 2023.
- 15 The supplementary survey was conducted since 2016 to obtain in-depth information on persons who operated as own account workers in their primary or secondary jobs as a regular form of employment over a year. The reference period for the supplementary survey is extended to cover own account work over the course of the year, rather than the main job of employed persons over the past week from the annual Comprehensive Labour Force Survey. The longer reference period enables us to capture more accurately the prevalence of own account work, given the ad hoc and transient nature of such work arrangements.
- 16 The survey also sought to understand the profile of own account workers, experiences and reasons for engaging in own account work and the concerns faced.
- 17 The supplementary survey covered residents aged 15 years and over who were involved in own account work during the reference year. 3,827 residents were surveyed, of whom 3,786 or 98.9% responded. The results of the supplementary survey were grossed up to the resident population using multiple estimation factors.

18 Concepts and Definitions

Primary Own Account Workers	These are persons who are own account workers in their main job. This includes (i) those who are own account workers in their single job (full-time or part-time) or (ii) those who work longer hours in own account work alongside other jobs.
Secondary Own Account Workers	These are multiple job holders who spend fewer hours in own account work relative to other types of employment. They also include students, homemakers and retirees who do such work on the side.
Preferred and Non-Preferred Choice of Work	Own account workers are asked about the reasons they engage in this form of work. Those for whom own account work is <i>not their preferred choice of work</i> refer to persons who engage in own account work because they are unable to find work as an employee. Among multiple job holders, it includes those unable to find full-time work. Those for whom own account work is a <i>preferred choice of work</i> are those who do not fall into the above estimate of persons for whom own account work is a non-preferred choice of work.

**TABLE 1
KEY CHARACTERISTICS OF RESIDENT LABOUR FORCE, 2013 - 2023 (JUNE)**

June	Labour Force Participation Rate (%)						Employment Rate (%)					
	Aged 15 and Over			Aged 25 - 64			Aged 15 and Over			Aged 25 - 64		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
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
2022	70.0	77.0	63.4	85.5	92.5	78.9	67.5	74.4	60.9	82.7	89.6	76.2
2023	68.6	74.9	62.6	85.2	91.8	79.0	66.2	72.5	60.3	82.6	89.0	76.6

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

TABLE 2
RESIDENT LABOUR FORCE PARTICIPATION RATE BY AGE AND SEX, 2013 - 2023 (JUNE)
(TOTAL)

Age (Years)	Per Cent										
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Total	66.7	67.0	68.3	68.0	67.7	67.7	68.0	68.1	70.5	70.0	68.6
15 - 19	11.8	12.3	15.8	15.3	14.2	15.2	15.1	13.8	15.7	15.8	15.7
20 - 24	61.7	61.8	65.3	62.3	62.2	61.3	61.0	56.0	62.4	57.3	55.9
25 - 29	88.5	89.0	90.3	90.3	90.2	90.0	90.1	90.4	90.4	89.3	88.5
30 - 34	90.1	89.9	90.2	90.8	91.8	91.0	92.3	92.3	93.4	93.7	93.4
35 - 39	88.0	88.8	89.1	89.7	89.8	89.0	89.6	90.4	91.2	91.7	92.3
40 - 44	85.7	87.1	87.6	88.2	87.7	88.8	88.7	89.0	90.6	89.8	90.5
45 - 49	84.5	84.7	85.9	86.3	86.8	86.5	87.9	87.4	88.3	89.1	89.1
50 - 54	80.0	81.8	82.4	81.4	82.8	82.0	82.3	82.2	84.8	84.2	84.2
55 - 59	73.2	74.3	75.5	75.8	74.9	75.1	75.0	75.9	77.7	78.0	77.1
60 - 64	59.7	61.2	62.4	62.8	63.6	62.2	63.9	65.0	65.9	67.5	66.6
65 - 69	40.2	41.2	42.2	43.2	43.4	45.3	46.1	48.7	50.9	49.4	49.6
70 & Over	14.4	15.3	14.9	15.0	16.2	17.0	17.6	19.4	21.3	21.7	20.9
15 - 24	36.2	37.5	40.6	39.4	38.2	38.1	38.3	36.0	41.3	37.7	36.5
25 - 64	81.7	82.3	83.1	83.3	83.6	83.1	83.8	84.1	85.4	85.5	85.2
25 - 54	85.9	86.7	87.4	87.6	88.0	87.7	88.3	88.5	89.9	89.7	89.6
55 - 64	67.1	68.4	69.5	69.7	69.5	68.9	69.9	70.7	71.7	72.9	72.0
65 & Over	23.8	25.2	25.8	26.5	26.8	27.8	28.7	30.1	32.9	32.1	31.5

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

TABLE 2 (continued)
RESIDENT LABOUR FORCE PARTICIPATION RATE BY AGE AND SEX, 2013 - 2023 (JUNE)
(MALE)

Age (Years)	Per Cent										
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Total	75.8	75.9	76.7	76.2	76.0	75.6	75.4	75.4	77.2	77.0	74.9
15 - 19	13.2	14.9	18.3	18.0	18.0	18.4	17.5	16.8	17.6	19.4	16.3
20 - 24	63.2	63.6	64.4	62.6	62.7	60.3	59.3	54.9	59.0	57.4	55.4
25 - 29	89.0	89.4	90.9	90.0	90.7	90.7	90.0	89.7	90.2	87.5	86.4
30 - 34	97.2	97.5	97.4	97.0	97.4	97.8	96.8	96.8	97.0	97.6	96.1
35 - 39	97.5	97.2	97.5	97.8	97.6	97.2	97.8	97.2	97.4	98.0	97.1
40 - 44	97.1	96.8	97.1	97.2	97.0	97.2	97.3	97.4	97.1	97.4	97.1
45 - 49	96.1	96.4	96.9	96.3	96.6	95.4	96.0	96.1	96.3	96.1	96.7
50 - 54	94.0	93.8	94.2	92.9	94.4	92.8	93.9	93.2	94.2	93.8	93.7
55 - 59	87.6	87.5	88.2	88.7	88.0	88.0	87.3	87.1	89.5	88.6	88.2
60 - 64	75.0	77.0	77.2	76.9	77.8	75.7	76.7	77.8	79.2	79.2	78.6
65 - 69	53.4	54.1	54.5	55.7	54.8	57.3	57.6	59.8	61.1	59.8	60.6
70 & Over	22.9	23.7	22.3	22.1	24.8	24.6	25.4	27.5	29.7	29.6	28.5
15 - 24	37.7	39.5	41.3	41.0	40.5	39.2	38.6	36.6	40.4	40.1	36.8
25 - 64	92.2	92.2	92.7	92.2	92.7	92.0	92.0	92.0	92.7	92.5	91.8
25 - 54	95.3	95.3	95.7	95.2	95.7	95.2	95.3	95.1	95.5	95.4	94.6
55 - 64	81.9	82.7	83.2	83.2	83.2	82.2	82.3	82.7	84.2	84.1	83.5
65 & Over	34.9	36.0	36.0	37.0	37.1	38.2	38.7	40.1	42.8	41.5	41.0

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

TABLE 2 (continued)
RESIDENT LABOUR FORCE PARTICIPATION RATE BY AGE AND SEX, 2013 - 2023 (JUNE)
(FEMALE)

Age (Years)	Per Cent										
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Total	58.1	58.6	60.4	60.4	59.8	60.2	61.1	61.2	64.2	63.4	62.6
15 - 19	10.2	9.6	13.1	12.4	10.2	11.6	12.4	10.6	13.7	12.3	15.1
20 - 24	59.9	59.8	66.3	62.0	61.6	62.4	62.9	57.3	66.1	57.1	56.5
25 - 29	88.0	88.6	89.7	90.6	89.6	89.4	90.1	91.1	90.5	91.1	90.7
30 - 34	83.7	83.3	83.9	85.3	86.9	84.9	88.3	88.2	90.1	90.0	90.8
35 - 39	79.4	80.9	81.7	82.3	82.9	81.8	82.7	84.4	85.4	86.0	87.9
40 - 44	75.4	78.1	78.9	80.2	78.9	81.0	81.2	81.4	84.7	83.2	84.6
45 - 49	73.1	73.7	75.5	77.2	77.7	78.1	80.3	78.8	80.6	82.7	82.3
50 - 54	66.5	70.4	70.6	70.3	71.2	71.5	71.3	71.6	76.2	75.2	75.5
55 - 59	59.1	61.4	62.8	63.1	61.8	62.1	63.3	64.8	66.6	67.1	66.6
60 - 64	44.2	45.5	47.7	48.8	49.9	49.4	50.8	52.6	53.6	56.1	55.2
65 - 69	27.9	29.5	31.1	31.4	32.9	33.7	35.3	38.2	40.6	39.4	39.0
70 & Over	8.0	8.8	9.4	9.8	9.6	11.3	11.5	13.1	14.5	15.5	14.9
15 - 24	34.5	35.4	39.8	37.7	35.7	36.9	37.9	35.4	42.3	35.1	36.2
25 - 64	71.7	73.0	74.1	74.9	75.1	74.8	76.1	76.6	78.6	78.9	79.0
25 - 54	77.1	78.7	79.6	80.6	80.8	80.8	81.9	82.4	84.7	84.4	85.0
55 - 64	52.4	54.2	55.9	56.4	56.1	55.9	57.7	59.0	59.9	61.6	61.1
65 & Over	14.8	16.3	17.6	18.0	18.2	19.2	20.2	21.7	24.2	24.0	23.2

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

TABLE 3
RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2013 - 2023 (JUNE)
(TOTAL)

Age (Years)												Per Cent
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	
Total	64.1	64.5	65.7	65.3	64.9	65.1	65.2	64.5	67.2	67.5	66.2	
15 - 19	10.9	11.4	14.5	14.1	13.2	14.2	13.6	12.1	14.7	14.8	14.5	
20 - 24	55.7	56.2	59.0	56.5	54.9	55.1	53.8	47.9	55.7	52.2	50.7	
25 - 29	83.7	83.8	85.5	85.5	85.4	85.0	84.7	84.2	85.0	84.4	84.2	
30 - 34	87.3	87.0	87.5	88.0	89.5	88.2	89.5	89.1	89.8	90.7	90.6	
35 - 39	85.1	86.2	87.2	86.5	86.9	86.5	87.3	86.8	88.2	89.1	90.1	
40 - 44	83.2	84.2	85.2	85.5	84.7	86.5	86.0	85.8	86.8	87.8	88.6	
45 - 49	81.9	82.3	83.3	83.3	84.2	83.5	84.7	83.7	83.5	86.1	85.2	
50 - 54	77.8	80.0	80.1	78.8	79.4	79.3	79.2	78.3	81.7	81.5	82.0	
55 - 59	71.0	72.2	73.1	73.0	72.1	72.7	72.1	72.4	74.7	75.5	74.7	
60 - 64	57.7	59.3	60.1	60.8	61.6	60.4	62.3	62.0	63.5	65.4	64.9	
65 - 69	38.5	39.9	40.4	41.5	41.7	43.8	44.6	45.9	49.0	47.5	48.3	
70 & Over	14.0	14.8	14.4	14.4	15.8	16.2	16.8	18.5	20.4	21.1	20.3	
<hr/>												
15 - 24	32.8	34.2	36.8	35.8	34.1	34.5	33.9	30.9	37.2	34.5	33.2	
25 - 64	79.0	79.7	80.5	80.3	80.7	80.3	80.8	80.3	81.8	82.7	82.6	
25 - 54	83.0	83.8	84.7	84.5	84.9	84.7	85.1	84.6	86.0	86.7	86.8	
55 - 64	65.0	66.3	67.2	67.3	67.1	66.8	67.6	67.5	69.0	70.6	70.0	
65 & Over	22.9	24.3	24.7	25.5	25.8	26.8	27.6	28.5	31.7	31.0	30.6	

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

TABLE 3 *(continued)*
RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2013 - 2023 (JUNE)
(MALE)

	Per Cent										
Age (Years)	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Total	73.2	73.3	73.9	73.3	73.0	72.8	72.4	71.7	73.8	74.4	72.5
15 - 19	12.6	14.2	17.4	17.4	17.4	17.9	16.5	15.9	16.9	18.8	15.7
20 - 24	59.2	59.5	58.9	58.2	56.7	55.3	53.8	48.7	54.5	53.0	51.9
25 - 29	83.5	83.4	85.7	83.9	84.9	85.1	83.4	82.1	84.2	82.8	81.8
30 - 34	94.6	94.7	94.5	94.3	95.0	95.0	94.2	93.5	93.3	95.0	93.6
35 - 39	95.1	94.7	95.5	94.9	94.5	94.5	95.7	93.9	94.2	95.4	95.1
40 - 44	94.5	93.7	94.9	94.4	94.4	94.9	95.3	94.4	93.8	95.2	95.1
45 - 49	93.6	94.0	94.0	93.4	94.0	92.3	92.9	92.6	91.6	93.0	92.7
50 - 54	91.3	91.9	91.7	90.1	90.5	89.5	90.7	88.8	90.8	90.8	91.1
55 - 59	85.2	84.8	85.2	85.4	84.4	85.4	83.6	83.2	86.3	85.6	85.5
60 - 64	71.9	74.8	74.0	74.5	75.1	73.2	74.7	73.9	75.9	76.7	76.2
65 - 69	51.1	52.1	51.8	53.1	52.2	55.1	55.6	56.5	58.7	57.5	59.0
70 & Over	22.0	22.9	21.5	21.4	24.1	23.1	24.1	26.0	28.2	28.7	27.5
15 - 24	35.4	37.1	38.1	38.4	37.2	36.5	35.3	33.0	37.6	37.5	34.6
25 - 64	89.3	89.3	89.8	89.0	89.4	88.9	88.8	87.9	88.9	89.6	89.0
25 - 54	92.4	92.2	92.9	91.9	92.3	91.9	92.0	91.0	91.5	92.4	91.7
55 - 64	79.2	80.2	80.1	80.3	80.0	79.7	79.4	78.8	81.0	81.3	81.0
65 & Over	33.4	34.7	34.3	35.5	35.6	36.4	37.2	37.8	41.0	40.1	39.8

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

TABLE 3 (continued)
RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2013 - 2023 (JUNE)
(FEMALE)

Age (Years)	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Per Cent
Total	55.6	56.2	58.0	57.7	57.2	57.8	58.3	57.7	61.0	60.9	60.3	
15 - 19	8.9	8.4	11.4	10.6	8.7	10.1	10.4	7.9	12.4	10.8	13.2	
20 - 24	51.9	52.9	59.1	54.5	52.8	54.8	53.8	47.0	57.0	51.1	49.4	
25 - 29	83.8	84.2	85.4	87.0	86.0	84.9	86.0	86.3	85.8	86.1	86.7	
30 - 34	80.8	80.4	81.2	82.4	84.6	82.2	85.3	85.0	86.5	86.6	87.8	
35 - 39	76.2	78.2	79.9	78.7	80.0	79.5	80.1	80.6	82.5	83.3	85.5	
40 - 44	72.9	75.5	76.2	77.6	75.6	78.7	78.0	77.8	80.3	81.4	82.6	
45 - 49	70.6	71.3	73.3	74.1	75.0	75.4	77.1	75.1	75.7	79.7	78.5	
50 - 54	64.7	68.6	68.5	67.9	68.2	69.3	68.3	68.3	73.2	72.8	73.7	
55 - 59	57.1	59.8	60.8	60.8	59.8	59.8	61.1	61.7	63.8	65.1	64.6	
60 - 64	43.2	44.0	46.4	47.1	48.6	48.2	49.5	50.7	51.9	54.4	54.2	
65 - 69	26.8	28.7	30.0	30.4	32.0	32.8	34.2	35.8	39.4	37.9	37.9	
70 & Over	7.9	8.5	9.1	9.4	9.4	11.1	11.1	12.6	14.0	15.0	14.5	
15 - 24	29.9	31.3	35.3	33.0	30.7	32.4	32.3	28.7	36.7	31.3	31.6	
25 - 64	69.2	70.5	71.8	72.1	72.4	72.3	73.3	73.2	75.1	76.2	76.6	
25 - 54	74.3	76.0	77.1	77.6	77.9	78.0	78.8	78.6	80.8	81.4	82.2	
55 - 64	50.9	52.7	54.2	54.5	54.4	54.2	55.9	56.4	57.7	59.8	59.6	
65 & Over	14.4	15.9	17.0	17.4	17.8	18.8	19.6	20.6	23.4	23.1	22.6	

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

TABLE 4

MEDIAN GROSS MONTHLY INCOME FROM EMPLOYMENT OF EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER BY NATURE OF EMPLOYMENT, 2013 - 2023 (JUNE)
 (Exclude Full-Time National Servicemen)

Dollars

June	Including Employer CPF			Excluding Employer CPF		
	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time
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
2022	4,680	5,070	1,287	4,083	4,500	1,200
2023	4,752	5,197	1,267	4,117	4,550	1,200

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, 2013 - 2023 (JUNE)

Occupation (SSOC 2020) / Age (Years)	Per Cent										
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
PMETs	2.6	2.8	2.7	3.1	3.0	2.9	2.9	3.5	3.4	2.6	2.4
15 - 29	3.8	4.4	3.6	3.8	3.6	4.1	4.0	4.1	3.9	4.3	2.9
30 - 39	2.4	2.4	1.9	2.7	2.4	2.3	2.1	2.7	2.7	2.0	1.8
40 - 49	2.3	2.7	2.6	2.9	2.9	2.6	2.9	3.2	4.1	2.0	2.7
50 & Over	2.4	2.5	3.1	3.5	3.6	3.3	3.2	4.3	3.4	3.1	2.6
Non - PMETs	4.4	4.1	4.2	4.2	4.5	4.0	4.7	6.4	5.1	4.4	3.6
15 - 29	6.8	7.1	7.5	6.4	7.6	6.2	8.0	10.5	7.0	5.6	5.1
30 - 39	4.7	4.6	4.0	4.7	4.1	3.8	4.7	6.5	5.5	6.8	4.3
40 - 49	3.6	3.5	3.1	3.7	3.5	3.6	3.8	5.6	6.2	4.9	4.1
50 & Over	3.5	2.9	3.3	3.4	3.7	3.2	3.7	5.0	3.9	3.3	2.7

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, 2013 - 2023
(JUNE)**

Occupation (SSOC 2020) / Age (Years)	Per Cent										
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
PMETs	0.6	0.6	0.7	0.9	0.7	0.8	0.6	0.8	0.8	0.5	0.4
15 - 29	0.3	0.4	0.3	0.3	0.4	0.3	0.3	0.5	0.3	0.3	0.1
30 - 39	0.5	0.4	0.4	0.6	0.4	0.6	0.3	0.4	0.5	0.2	0.2
40 - 49	0.6	0.8	0.8	1.0	0.8	0.8	0.5	0.8	1.0	0.3	0.4
50 & Over	1.0	0.9	1.3	1.5	1.1	1.5	1.1	1.3	1.4	0.9	0.9
Non - PMETs	0.7	0.6	0.6	0.7	0.7	0.7	0.8	0.9	0.9	0.7	0.5
15 - 29	0.4	0.4	0.6	0.5	0.6	0.6	0.6	1.1	0.6	0.2	0.3
30 - 39	0.6	0.5	0.6	0.5	0.7	0.6	0.9	0.6	0.8	0.7	0.6
40 - 49	0.6	0.6	0.4	0.7	0.6	0.5	0.8	1.1	1.1	0.7	0.4
50 & Over	0.9	0.7	0.7	0.8	0.8	0.9	0.8	0.8	0.9	0.8	0.6

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

RESIDENTS OUTSIDE THE LABOUR FORCE AGED FIFTEEN YEARS AND OVER BY SELECTED CHARACTERISTICS AND SEX, JUNE 2023

Characteristics	Total			Male			Female		
	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)
Total	1,117.0	100.0	31.4	430.7	100.0	25.1	686.3	100.0	37.4
Age (Years)									
15 - 24	273.7	24.5	63.5	142.4	33.1	63.2	131.2	19.1	63.8
25 - 29	29.5	2.6	11.5	17.9	4.2	13.6	11.6	1.7	9.3
30 - 39	43.7	3.9	7.2	9.9	2.3	3.4	33.8	4.9	10.7
40 - 49	63.6	5.7	10.2	9.2	2.1	3.1	54.4	7.9	16.5
50 - 59	122.0	10.9	19.4	27.4	6.4	9.1	94.6	13.8	28.8
60 & Over	584.4	52.3	58.3	223.8	52.0	47.6	360.7	52.6	67.7
Highest Qualification Attained									
Below Secondary	450.6	40.3	60.2	161.0	37.4	49.5	289.6	42.2	68.5
Secondary	271.8	24.3	45.1	107.0	24.8	37.8	164.8	24.0	51.6
Post-Secondary (Non-Tertiary)	134.5	12.0	32.6	59.6	13.8	26.8	74.8	10.9	39.5
Diploma & Professional Qualification	122.0	10.9	19.7	52.6	12.2	16.7	69.4	10.1	22.7
Degree	138.1	12.4	11.8	50.4	11.7	8.8	87.7	12.8	14.6

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 2023

Characteristics	Total			Male			Female		
	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)
Total	115.7	100.0	10.4	48.7	100.0	11.3	67.0	100.0	9.8
Age (Years)									
15 - 24	33.0	28.6	12.1	14.1	28.9	9.9	19.0	28.3	14.4
25 - 29	12.2	10.5	41.2	8.2	16.9	45.8	4.0	5.9	34.0
30 - 39	13.7	11.9	31.4	3.7	7.6	37.2	10.1	15.0	29.7
40 - 49	15.8	13.7	24.8	3.3	6.7	35.8	12.5	18.7	23.0
50 - 59	21.4	18.5	17.5	8.0	16.3	29.0	13.4	20.0	14.2
60 & Over	19.6	16.9	3.3	11.5	23.6	5.1	8.1	12.0	2.2
Highest Qualification Attained									
Below Secondary	13.3	11.5	3.0	6.7	13.8	4.2	6.6	9.9	2.3
Secondary	20.3	17.6	7.5	8.3	17.0	7.7	12.1	18.0	7.3
Post-Secondary (Non-Tertiary)	21.5	18.5	16.0	10.1	20.7	16.9	11.4	17.0	15.2
Diploma & Professional Qualification	24.9	21.5	20.4	10.8	22.2	20.5	14.1	21.0	20.3
Degree	35.7	30.9	25.8	12.9	26.4	25.5	22.8	34.1	26.0
Work Experience									
With Work Experience	88.1	76.2	12.7	35.2	72.2	12.1	53.0	79.1	13.2
Without Work Experience	27.5	23.8	6.5	13.6	27.8	9.7	14.0	20.9	4.9
Preference for Full-Time / Part-Time Employment									
Full-Time	72.7	62.9	n.a.	33.2	68.1	n.a.	39.6	59.1	n.a.
Part-Time	42.9	37.1	n.a.	15.5	31.9	n.a.	27.4	40.9	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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