

# **Labour Force in Singapore Advance Release 2024**



**MINISTRY OF  
MANPOWER**

Manpower Research and Statistics Department  
Singapore

November 2024

## **COPYRIGHT NOTICE**

LABOUR FORCE IN SINGAPORE ADVANCE RELEASE 2024

© Manpower Research and Statistics Department  
Ministry of Manpower  
Republic of Singapore

All rights reserved. Further reproduction of this material is prohibited without the written permission of the copyright holder. Application to reproduce any part of this publication should be addressed to:

Director  
Manpower Research and Statistics Department  
Ministry of Manpower  
18 Havelock Road #05-01  
Singapore 059764  
Republic of Singapore

Email: [mom\\_rsd@mom.gov.sg](mailto:mom_rsd@mom.gov.sg)

Please cite the source as “MRSD, MOM” when you extract and use the information/data from the publication.



## MISSION

*To provide timely and reliable  
national statistical information on the labour market  
to facilitate informed decision-making within the government and community-at-large*

Statistical activities conducted by the Manpower Research and Statistics Department (MRSD) are governed by the provisions of the Statistics Act 1973 (2020 Revised Edition). The Act guarantees the confidentiality of information collected from individuals and companies. It spells out the legislative authority and responsibility of the Director, Manpower Research and Statistics Department.

Statistics compiled and disseminated by the MRSD adhere to international standards on official statistics set by the International Labour Organisation and International Monetary Fund.

As part of MRSD's continued commitment to deliver accurate and relevant statistics on the labour market, our data collection processes have undergone an assessment by Ernst and Young Advisory Pte. Ltd.

For insights on the labour market, visit us at [stats.mom.gov.sg](https://stats.mom.gov.sg)

# CONTENTS

	Page
Notations and Abbreviations .....	v
Highlights.....	vi
1. Introduction .....	1
2. Labour Force.....	1
3. Job Mobility .....	22
4. Usual Hours Worked.....	26
5. Income .....	28
6. Unemployment.....	33
7. Persons Outside the Labour Force.....	35
8. Special Feature – A Closer Look at Income Progression .....	40
Annex A: Survey Coverage and Methodology .....	A1
Annex B: Statistical Tables .....	B1

## NOTATIONS

%-pt	: Percentage point
n.a.	: Not applicable/Not available
P	: Preliminary
s	: Data suppressed due to small number covered

## 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
Excl.	: Excluding
ILO	: International Labour Organisation
Incl.	: Including
MOM	: Ministry of Manpower
MRSD	: Manpower Research and Statistics Department
NS	: National Service
NTUC	: National Trades Union Congress
OECD	: Organisation for Economic Co-operation and Development
p.a.	: Per Annum
P20	: 20 <sup>th</sup> Percentile
P50	: Median
PMETs	: Professionals, Managers, Executives & Technicians
Post-Sec (Non-Tertiary)	: Post-Secondary (Non-Tertiary)
PTOCLs	: Production & Transport Operators, Cleaners & Labourers
PWM	: Progressive Wage Model
Sec	: Secondary
SSEC	: Singapore Standard Educational Classification
SSIC	: Singapore Standard Industrial Classification
SSOC	: Singapore Standard Occupational Classification
WIS	: Workfare Income Supplement
WSG	: Workforce Singapore
WSP	: Workfare Special Payment
Yrs	: Years

# HIGHLIGHTS

In 2024, employment outcomes for residents improved across several indicators.

Nominal incomes rose at a faster pace than in the previous year, and with inflation easing, real<sup>1</sup> incomes increased by 3.4% at the median (P50) and 4.6% at the 20<sup>th</sup> percentile (P20). This marks a reversal from 2023, where real incomes declined (P50: -2.2%, P20: -3.0%). The P20 to P50 income ratio improved to 0.55 in 2024, up from the years before (2023: 0.54, 2019: 0.54, 2014: 0.52).

The share of Professionals, Managers, Executives & Technicians (PMETs) among employed residents increased from 62.6% in 2023 to 63.7% in 2024, continuing an upward trend driven by improved educational attainment and a shift of resident workers to more productive sectors such as *Financial & Insurance Services*, *Information & Communications*, and *Professional Services*. For full-time employees (aged 25 to 64 years) who switched industries, the majority (59.3%) saw wage increases suggesting positive employment outcomes for industry transitions.

Among persons with disabilities aged 15 to 64 years, their employment rate has increased steadily to 33.6% in 2024, from 32.7% in 2023 and 28.2% in 2019.<sup>2</sup>

Labour underutilisation remained low, with stable resident unemployment (PMETs: 2.7%, non-PMETs: 3.4%) and long-term unemployment rate (PMETs: 0.7%, non-PMETs: 0.5%). Time-related under-employment rate held steady at 2.3%, and fewer residents (0.3%) were discouraged from seeking work compared to 2023 (0.4%).

However, ageing trends continue to dampen the overall labour force participation rate for residents aged 15 years and over, which declined from 68.6% in 2023 to 68.2% in 2024. This is due to a growing share of seniors who have a lower labour force participation rate than younger age groups. Nevertheless, Singapore's labour force participation rate remains higher than many other major cities with ageing populations. Reflecting efforts to raise seniors' employability, the labour force participation rate of seniors aged 55 and over has risen over the past decade. In addition, Singapore's labour force participation rate for seniors ranks high compared to other comparable major cities.

As a result of population ageing, the old-age support ratio has nearly halved from 6.0 in 2014 to 3.5 in 2024, with further declines projected (2.7 in 2030).<sup>3</sup> Including non-resident workers raises this ratio to 5.2,<sup>4</sup> offering some relief to the economic pressures of an ageing population.

---

<sup>1</sup> All real income figures involving 2024's data are preliminary as the full-year Consumer Price Index for 2024 is not available yet.

<sup>2</sup> Employment rate of persons with disabilities are based on two-year moving averages, i.e. average for 2023 and 2024 compared with average for 2022 and 2023, and 2018 and 2019, to smoothen out year-on-year fluctuations due to the relatively small number of persons with disabilities.

<sup>3</sup> Source: Singapore Department of Statistics.

<sup>4</sup> Source: Estimates derived using population data from the Singapore Department of Statistics and non-resident employment data from administrative records compiled by Ministry of Manpower's Manpower Research & Statistics Department.

# LABOUR FORCE IN SINGAPORE

## ADVANCE RELEASE 2024

### 1. Introduction

1.1 The Labour Force in Singapore Advance Release <sup>5</sup> 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, measuring a wider range of labour market indicators. The breadth and depth of information from the CLFS enables a comprehensive review of the labour market performance of the resident population, in relation to longer-term structural trends.

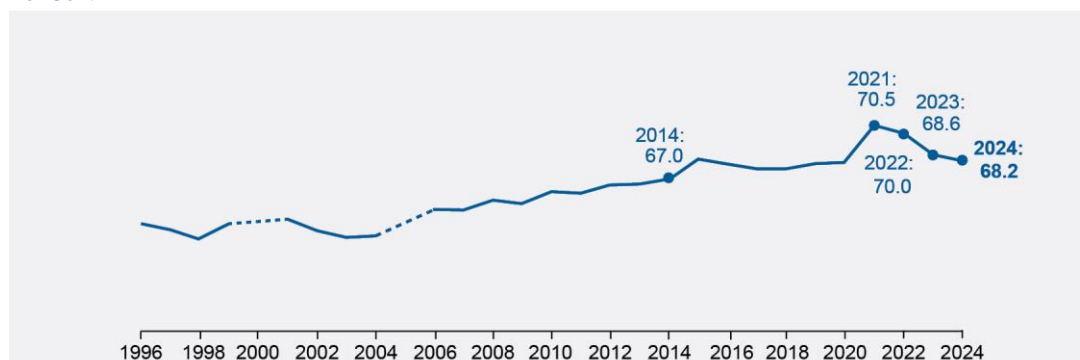
### 2. Labour Force

#### Singapore's labour force participation rate declined further due to ageing, but remains high compared to other major cities

2.1 The labour force participation rate for residents aged 15 years and over declined for the third consecutive year, falling to 68.2% in 2024. While participation rose in most age groups, the growing share of seniors, who have lower participation rates, contributed to this decline. With the population ageing, this trend is expected to limit workforce growth. The rate had peaked in 2021, driven by temporary pandemic-related jobs. In 2024, 37.3% of residents aged 15 years and over were 55 years or older, up from 36.8% in 2023 and 29.2% in 2014.<sup>6</sup>

**Chart 1 Labour force participation rate of residents aged 15 years and over**

Per Cent



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

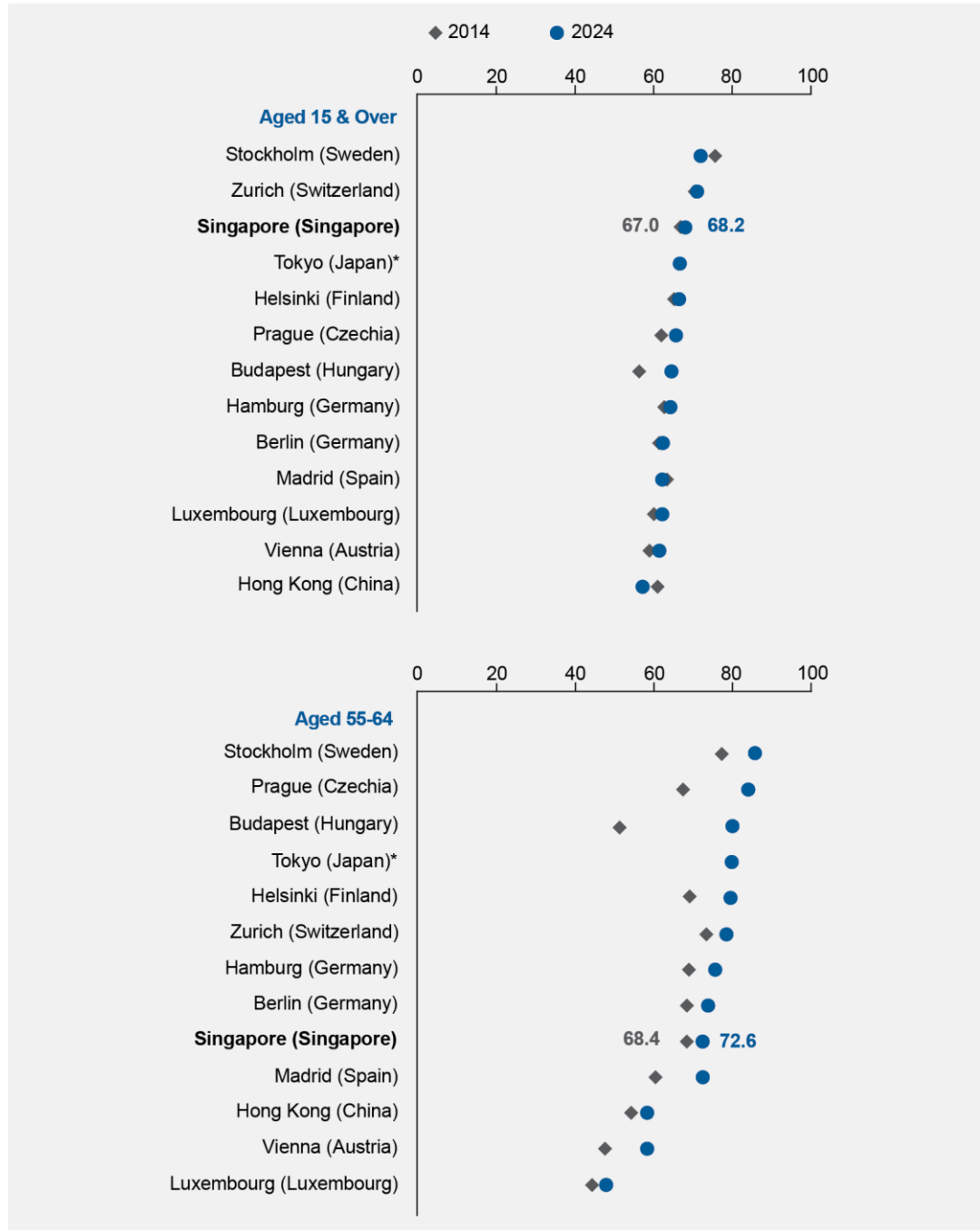
Note: The Comprehensive Labour Force Survey was not conducted in 2000 and 2005 due to the conduct of the Census of Population 2000 and General Household Survey 2005 by the Singapore Department of Statistics.

<sup>5</sup> Data in this report are for June periods and pertain to residents (comprising Singapore citizens and permanent residents) aged 15 years and over, unless stated otherwise. The survey coverage, methodology, concepts and definitions are in [Annex A](#).

<sup>6</sup> Source: Singapore Department of Statistics.

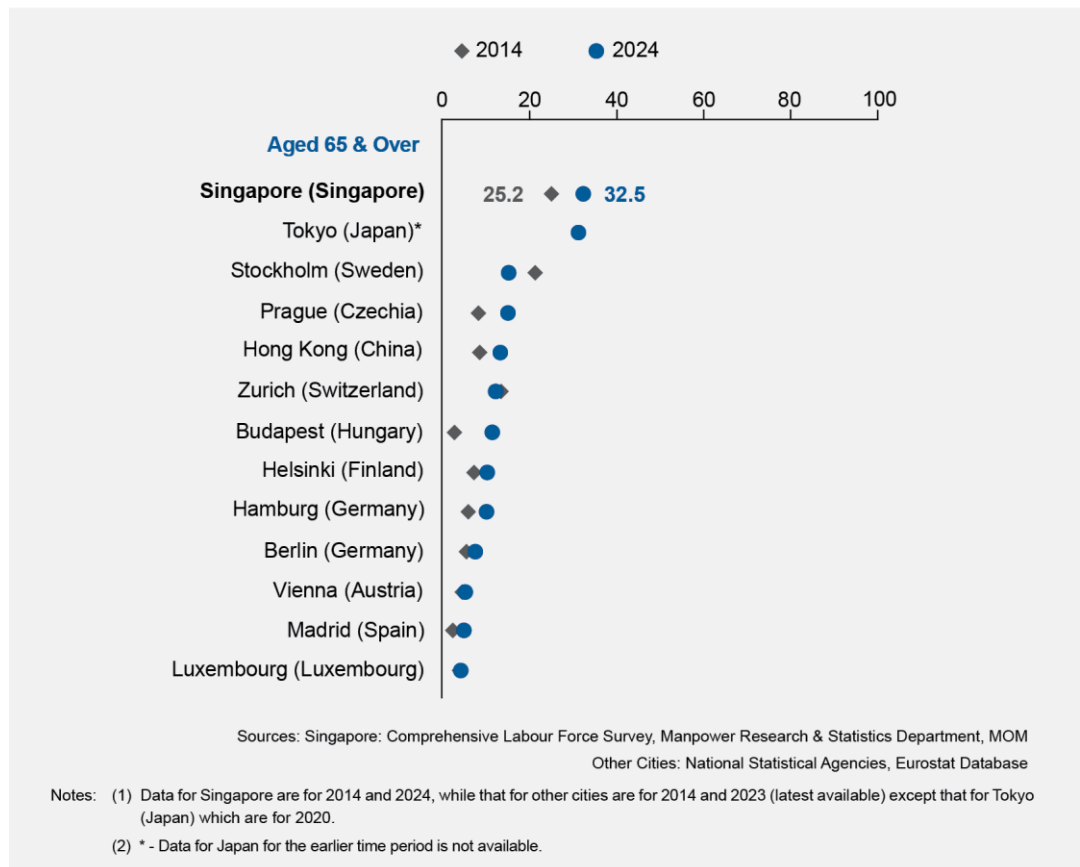
2.2 Despite a gradual decline in recent years, Singapore’s labour force participation rate remains higher than many other major cities with ageing populations. In addition, Singapore ranks highly for labour force participation amongst seniors in other cities.<sup>7</sup>

**Chart 2 Labour force participation rate in Singapore and other major cities**  
Per Cent



<sup>7</sup> The comparison is made with cities in high-income countries that also have ageing populations.

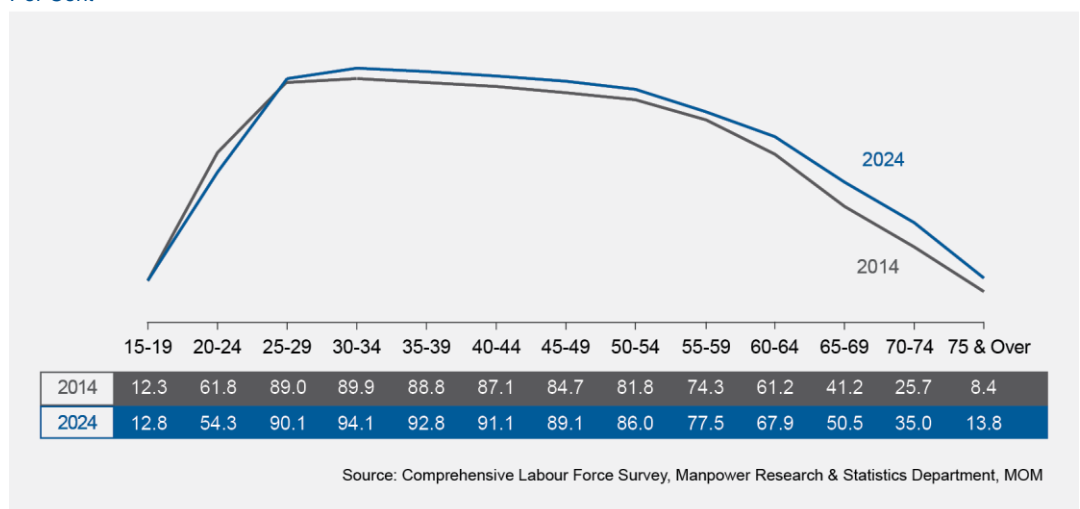




2.3 Over the last decade, the labour force participation rate rose across most age groups, with the largest increases observed among seniors aged 65 to 69 years and 70 to 74 years. Although the labour force participation rate of youths aged 20 to 24 years declined over the decade, it was because more of them were pursuing further studies and they had delayed their entry into the workforce.<sup>8</sup>

**Chart 3 Resident labour force participation rate by age**

Per Cent

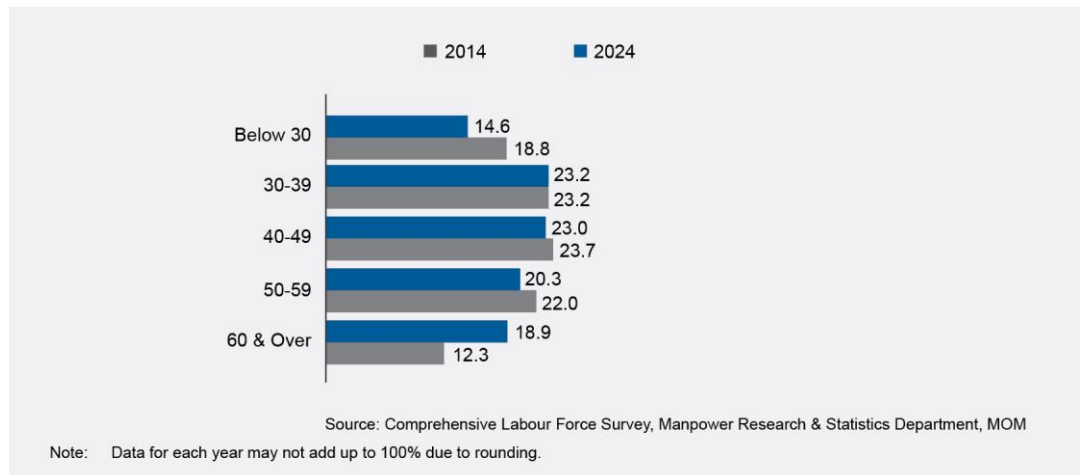


<sup>8</sup> Among the resident population aged 20 to 24 years, 42.0% were outside the labour force pursuing their education or training in 2024. This share was higher than 34.7% in 2014.

2.4 The resident labour force is ageing. The proportion of seniors aged 60 years and over rose from 12.3% in 2014 to 18.9% in 2024, reflecting their increasing share in the population and initiatives that enhance their employability.<sup>9</sup> Conversely, the share of younger residents aged below 30 years in the labour force declined from 18.8% in 2014 to 14.6% in 2024, reflecting their decreased share in the population due to falling birth rates and a delayed entry into the workforce due to further studies.

#### Chart 4 Profile of the resident labour force by age

Per Cent

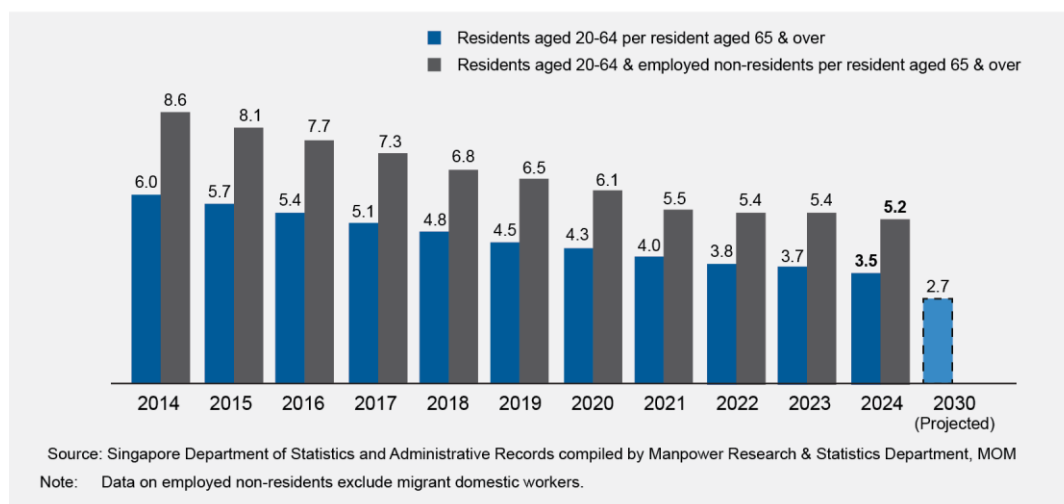


<sup>9</sup> These include the Career Conversion Programmes where eligible senior workers can undergo training with up to 90% salary and course fee support. Senior workers who require additional assistance can also tap on career coaching and guidance services offered by Workforce Singapore (WSG) and NTUC's Employment and Employability Institute.

## Resident old-age support ratio has declined over time

- 2.5 With population ageing, the number of residents supporting our elderly population has fallen. The resident old-age support ratio<sup>10</sup> – which relates the number of residents aged 20 to 64 years to elderly residents aged 65 years and above – has almost halved from 6.0 in 2014 to 3.5 in 2024; and this ratio is projected to decrease further to 2.7 in 2030.<sup>11</sup> The inclusion of non-resident workers increases the ratio to 5.2 per elderly resident in 2024,<sup>12</sup> offering some relief to the economic pressures of an ageing population.

**Chart 5 Old-age support ratio**



## Female representation in the resident labour force rose

- 2.6 Over the decade, females across most age groups saw significant increases in the labour force participation rate due to their rising educational profile<sup>13</sup> as well as progressive workplace practices (e.g. flexible work arrangements) and programmes (e.g. Workforce Singapore’s herCareer initiative) that support women to stay in or return to the workforce. The labour force participation rate of prime working-age males also remained high.

<sup>10</sup> The old-age support ratio provides a rough indication of the number of persons who are potentially economically and socially supporting elderly people.

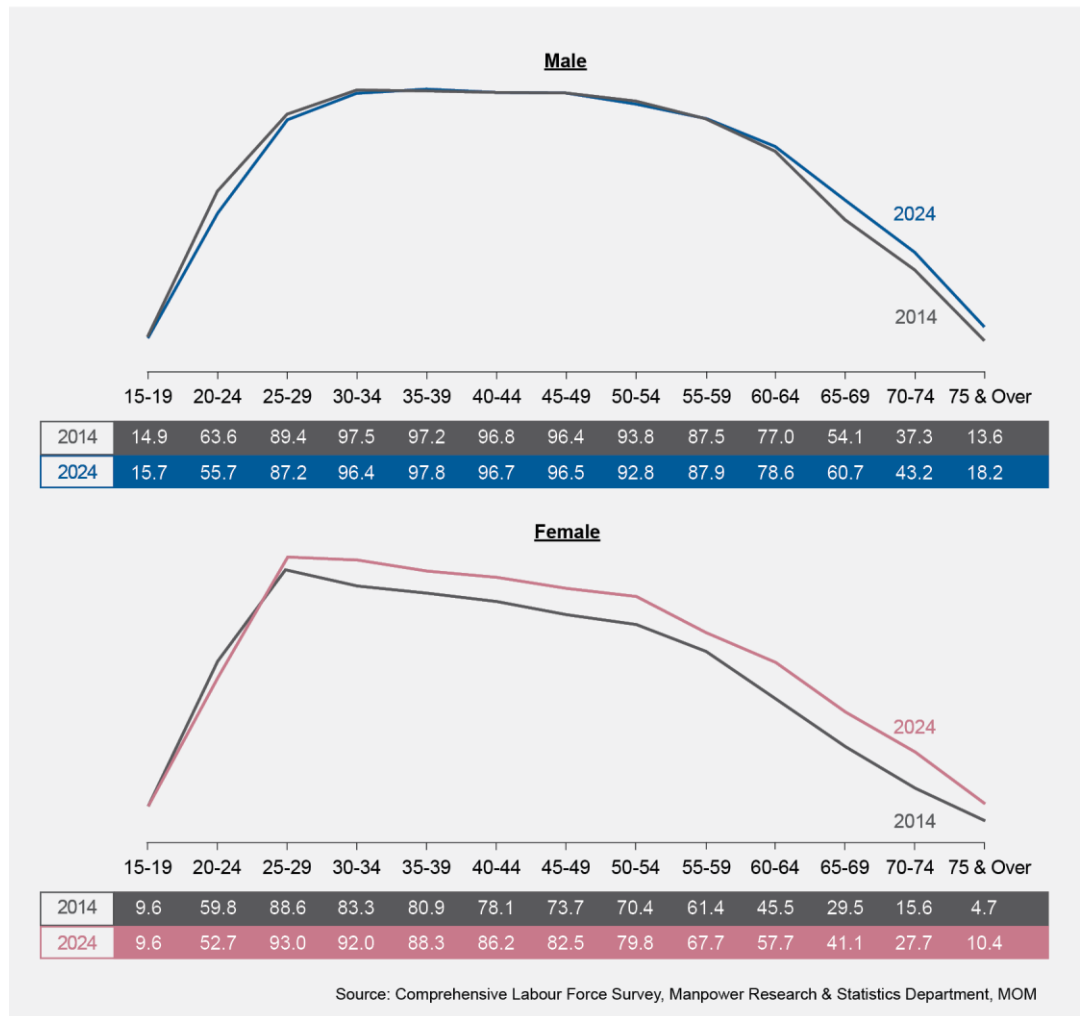
<sup>11</sup> Source: Singapore Department of Statistics.

<sup>12</sup> Source: Estimates derived using population data from the Singapore Department of Statistics and non-resident employment data from administrative records compiled by Ministry of Manpower’s Manpower Research & Statistics Department.

<sup>13</sup> The tertiary-educated formed 49.8% of females aged 15 years and over in 2024, an increase from 38.3% in 2014.

### Chart 6 Resident labour force participation rate by age and sex

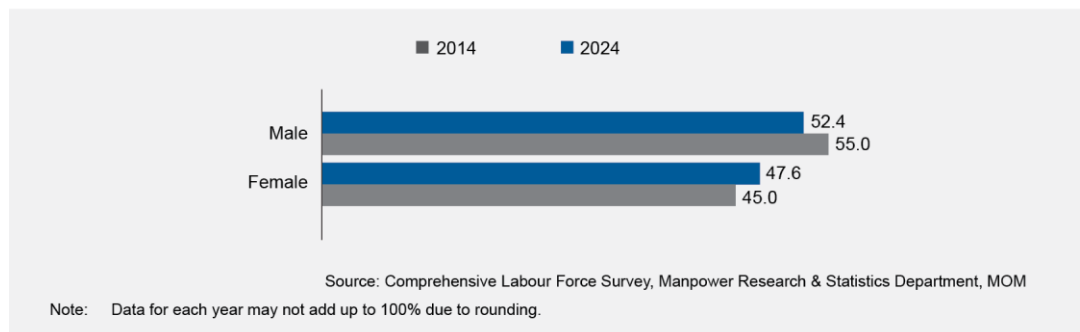
Per Cent



2.7 Reflecting females' increased labour force participation, the share of females in the resident labour force rose from 45.0% in 2014 to 47.6% in 2024.

### Chart 7 Profile of the resident labour force by sex

Per Cent

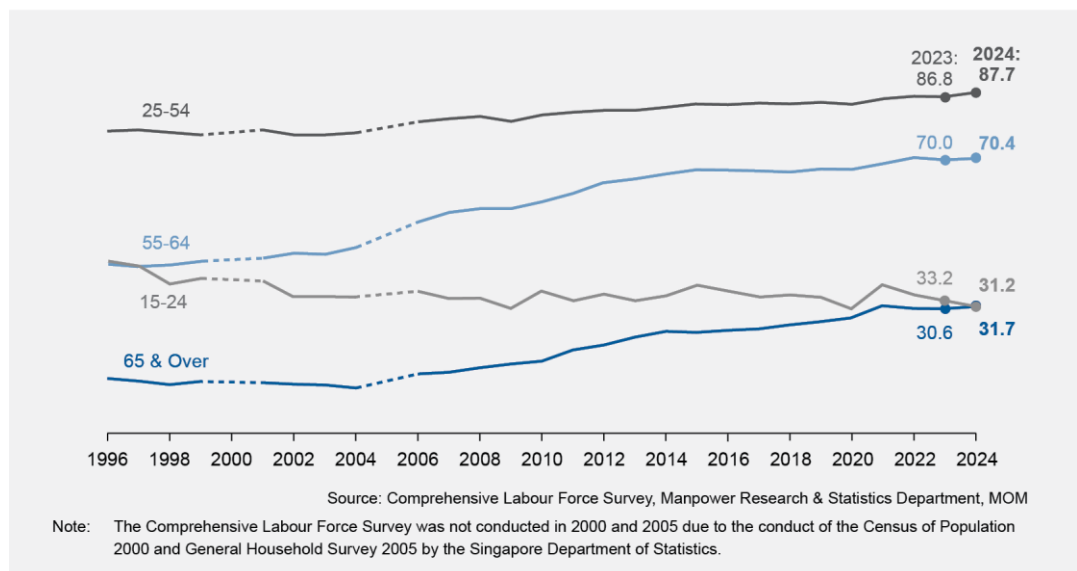


## Employment rate increased among prime-age and senior residents

- 2.8 In age groups where the labour force participation rate rose, the employment rate has also increased, showing that the labour market was able to absorb the increased entry of residents into the labour force.
- 2.9 The employment rate for prime-age residents (25 to 54 years) rose from 86.8% in 2023 to 87.7% in 2024. This increase was seen across all five-year age groups, with the biggest jumps in the 25 to 29 and 50 to 54 age ranges. For residents aged 55 to 64, the employment rate has been increasing over the long term, and rose from 70.0% in 2023 to 70.4% in 2024. The overall rise in employment rate for residents aged 25 to 64 was driven by an increase in female employment, which rose from 76.6% in 2023 to 78.3% in 2024, narrowing the gender gap (males: 89.0% in 2023, 88.8% in 2024).
- 2.10 The employment rate for seniors aged 65 and over improved to 31.7% in 2024, following declines in the past two years. More seniors were employed across various industries, notably *Administrative & Support Services*, *Food & Beverage Services*, and *Transportation & Storage*. These sectors tend to employ less-educated seniors. However, as future senior cohorts are expected to be more educated, they are likely to be employed in higher-growth industries.
- 2.11 The employment rate for youths aged 15 to 24 continued to decrease from a peak of 37.2% in 2021<sup>14</sup> to 31.2% in 2024, as more youths chose education or training over work. Despite this decline, the 2024 rate remains within historical norms. Generally, youths have lower employment rates compared to adults aged 25 to 54 or 55 to 64, as most are still in school or training.

**Chart 8 Resident employment rate by age**

Per Cent



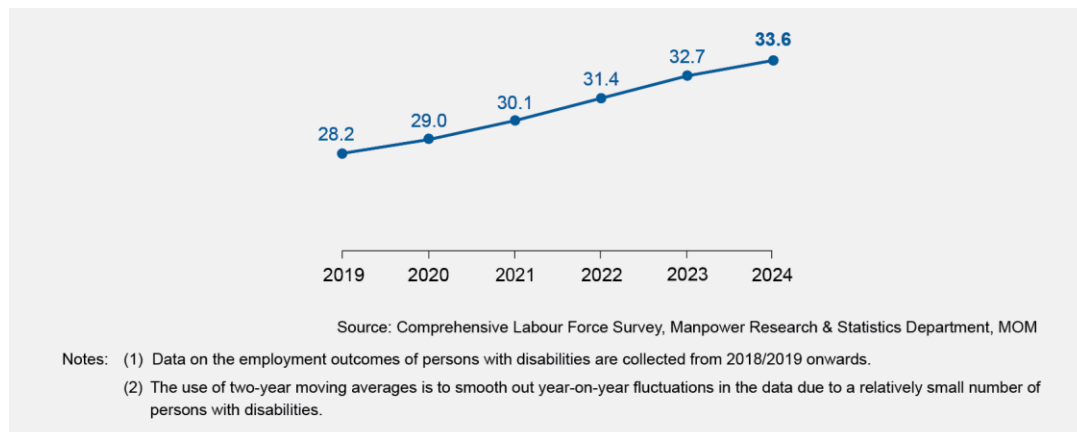
<sup>14</sup> The 2021 peak for youths' employment rate was due to more students taking temporary or part-time jobs during COVID-19, which returned to normal once physical classes resumed.

## Employment rate of persons with disabilities continued to increase

2.12 The employment rate of persons with disabilities aged 15 to 64 years has increased steadily to 33.6% in 2024, from 32.7% in 2023 and 28.2% in 2019.<sup>15</sup> This increase reflects more support for employers to hire and train persons with disabilities through schemes such as the Enabling Employment Credit and the Open Door Programme, with the aim to raise the employment rate of persons with disabilities to 40% by 2030.

### Chart 9 Two-year moving average of resident employment rate of persons with disabilities aged 15 to 64 years

Per Cent



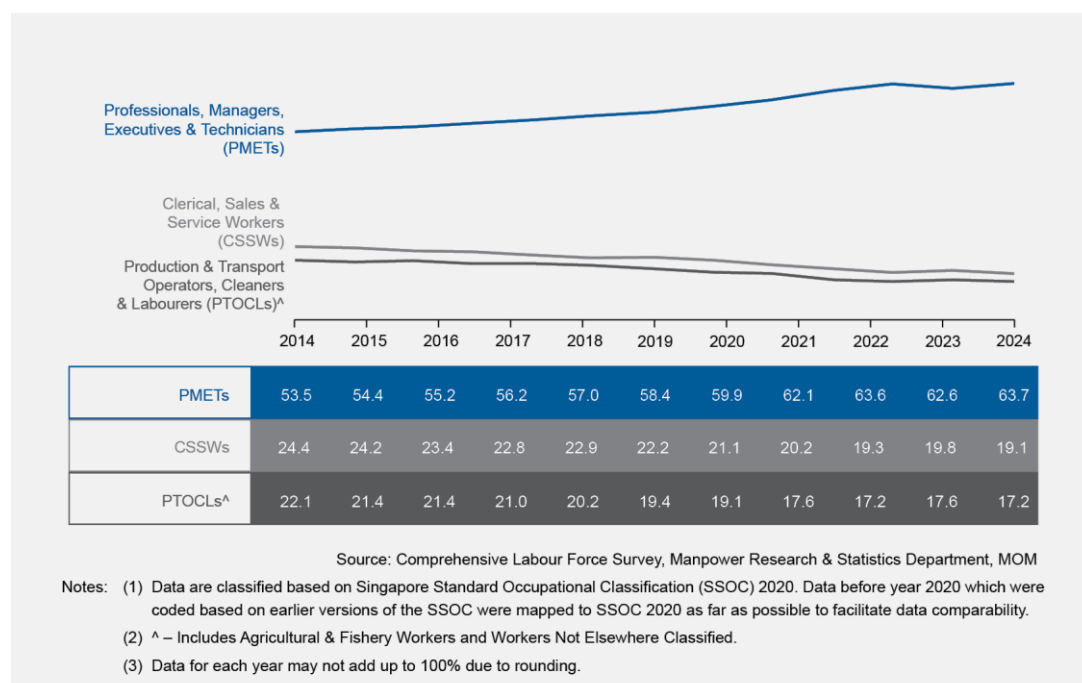
<sup>15</sup> Based on two-year moving averages, i.e. average for 2023 and 2024 compared with average for 2022 and 2023, and 2018 and 2019.

## Higher proportion of employed residents held PMET job

2.13 The proportion of Professionals, Managers, Executives & Technicians (PMETs) among employed residents rose from 62.6% in 2023 to 63.7% in 2024. This increase continues a long-term trend, driven by improvements in the workforce’s educational qualifications.<sup>16</sup> Between 2014 and 2024, the number of employed residents in PMET roles grew, particularly in sectors like *Financial & Insurance Services, Health & Social Services, Information & Communications, and Professional Services*.

### Chart 10 Employed residents by occupation

Per Cent



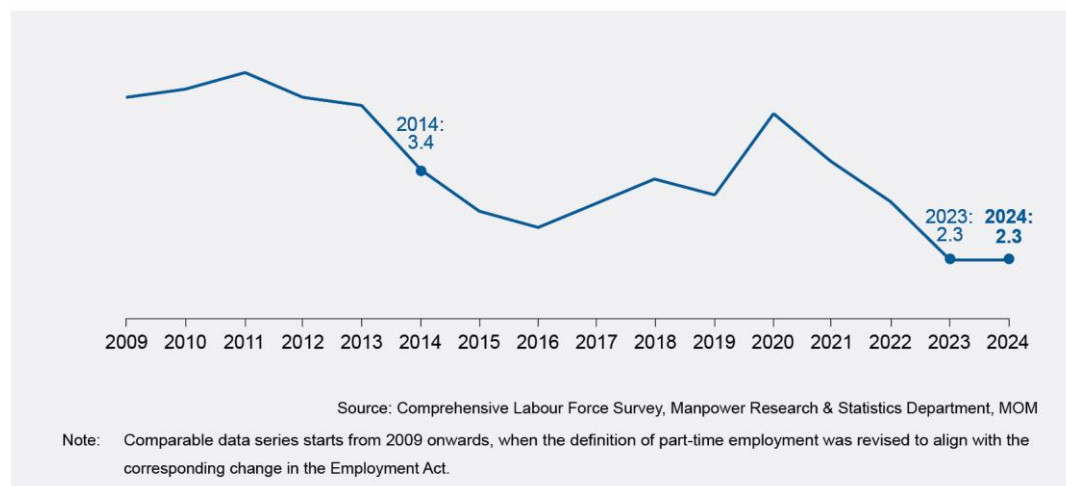
<sup>16</sup> The proportion of the tertiary-educated among employed residents has risen from 51.5% in 2014 to 63.8% in 2024.

## Time-related under-employment rate remained low

- 2.14 The resident time-related under-employment rate held steady at the low rate of 2.3% in 2024. The time-related under-employment rate was lower than a decade ago (2014: 3.4%), across groups by age and education especially among seniors and the less educated. While the tight labour market has capped time-related under-employment, the expansion of the Progressive Wage Model (PWM) and other initiatives to uplift wages could also have reduced the need for lower-wage workers in part-time jobs to work more hours in return for higher pay.

### Chart 11 Resident time-related under-employment rate

Per Cent



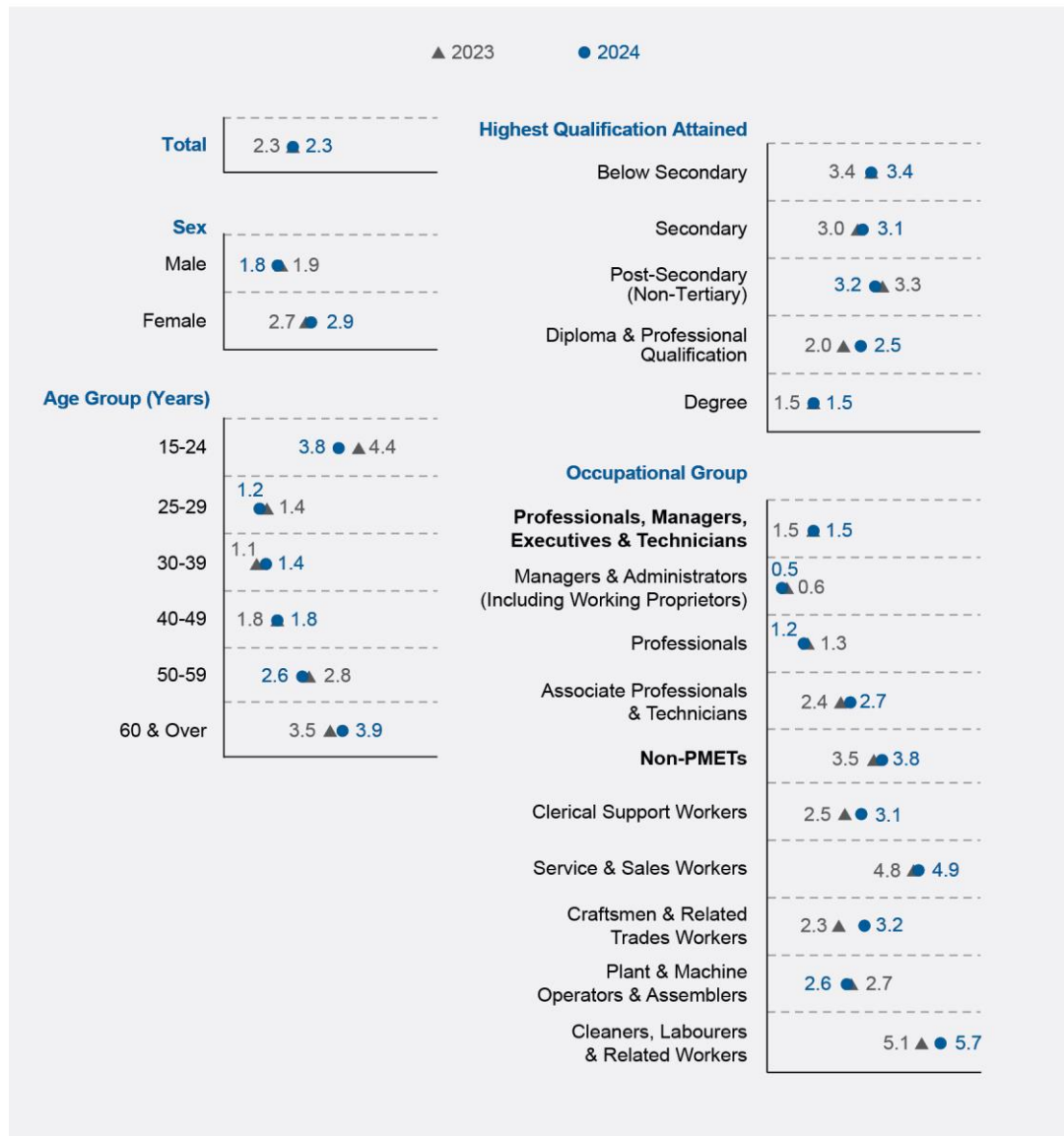
- 2.15 Over the past year, certain groups of workers experienced an increase in time-related under-employment. This followed a sharp drop from 2022 to 2023, when the recovery of tourism and construction boosted job demand. The sectors affected included *Professional Services*, *Administrative & Support Services*, and *Arts, Entertainment & Recreation*. Specific job categories impacted were *clerical support*, *craftsmen & related trades*, and *cleaners, labourers & similar roles*. Despite the recent rise, their time-related under-employment rates remained lower than the historical average.<sup>17</sup>

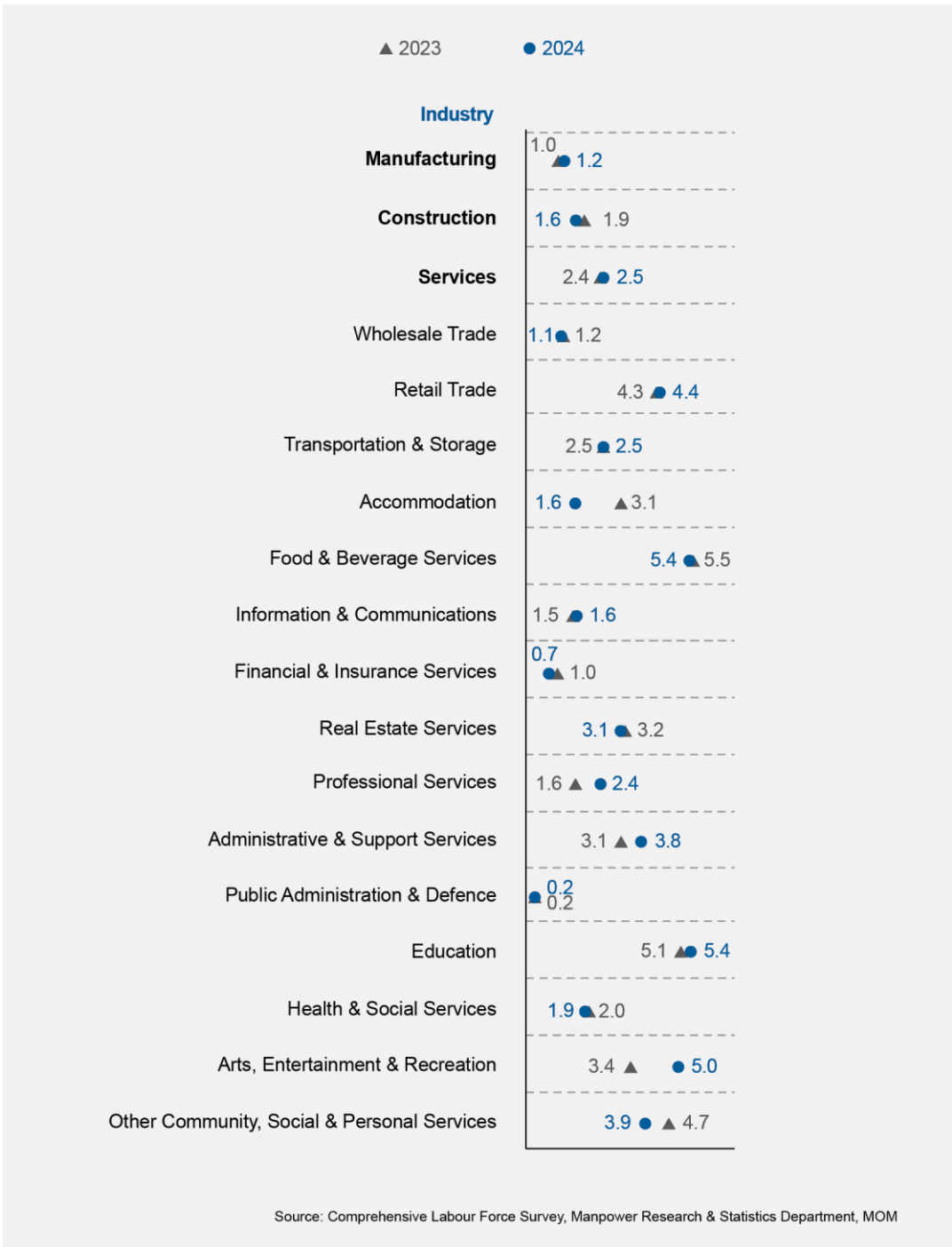
<sup>17</sup> The time-related under-employment rate in 2024 was lower than the historical average (2009 to 2024) in *Professional Services* (2024: 2.4%; historical average: 2.7%), *Administrative & Support Services* (3.8%; 4.9%), and *Arts, Entertainment & Recreation* (5.0%; 8.3%); and for *clerical support workers* (3.1%; 3.4%), *craftsmen & related trades workers* (3.2%; 3.8%), and *cleaners, labourers & related workers* (5.7%; 9.3%).



**Chart 12 Resident time-related under-employment rate by characteristics**

Per Cent



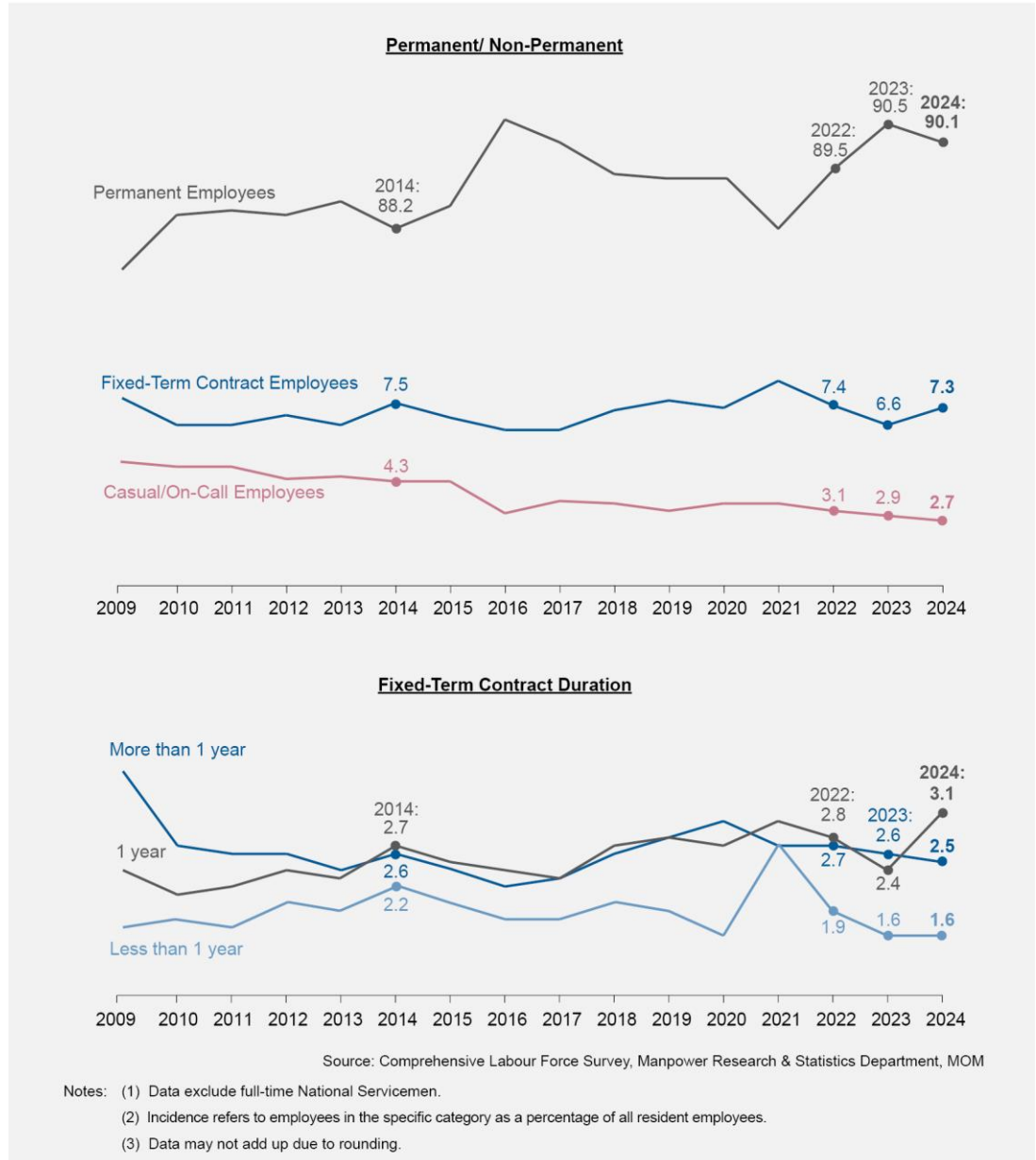


## Vast majority of resident employees are in permanent positions

2.16 In 2024, permanent employees made up 90.1% of employees, slightly down from the peak of 90.5% in 2023, but still one of the highest levels in the past decade. Casual or on-call workers continued to represent a small portion of employees, with their share decreasing further to 2.7%. Meanwhile, there was an increase in the proportion of fixed-term contract employees, mainly due to an increase in employees on one-year contracts.

**Chart 13 Incidence of resident employees by type of employment**

Per Cent



- 2.17 The rise in fixed-term contract employees was most notable among those aged 15 to 24 years and 60 years and over. For youths, this is largely due to students in employment or those just starting their careers. For seniors, the increase is driven by individuals taking on new jobs or being re-employed, rather than reflecting greater job insecurity. Fewer seniors were in casual or on-call roles,<sup>18</sup> and the proportion in permanent employment remained high.<sup>19</sup> Among individuals aged 25 to 29, the share of fixed-term contract employees stayed relatively stable. This stability was also observed among degree holders (remaining at 8.5%) and diploma/professional qualification holders (increasing slightly from 9.6% in 2023 to 9.8% in 2024).
- 2.18 From 2023 to 2024, the share of resident employees on fixed-term contracts remained relatively stable across most industries. However, certain sectors saw increases, particularly in *Arts, Entertainment & Recreation* and *Accommodation*, likely due to a higher demand for temporary workers in roles related to events and conventions. The *Education* sector also experienced a notable rise, with more employees on fixed-term contracts, particularly those lasting one year or more.

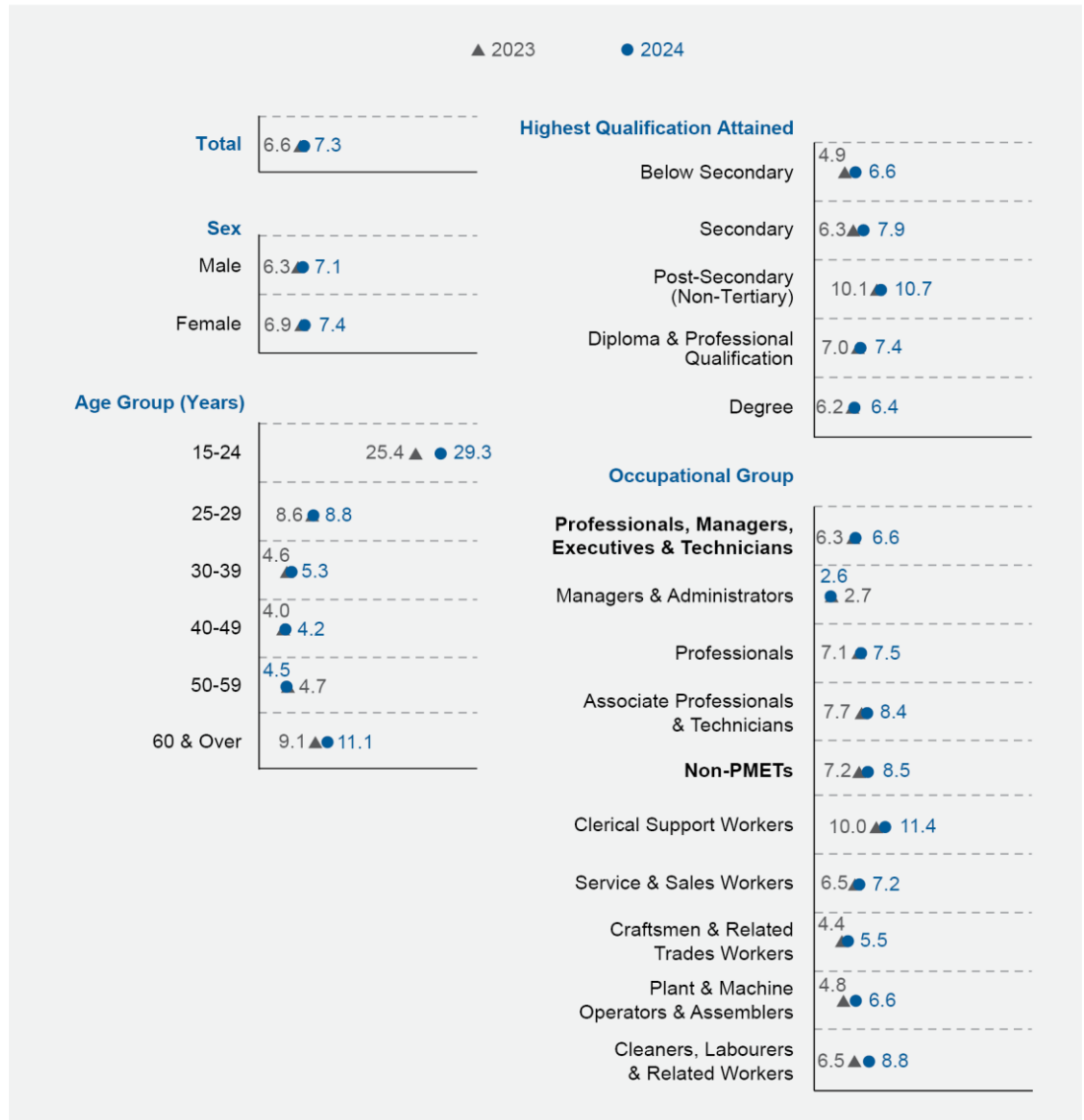
---

<sup>18</sup> From 2023 to 2024, the proportion of resident employees aged 60 years and over on casual/on-call positions declined from 7.8% to 6.1%.

<sup>19</sup> In 2024, 82.9% of resident employees aged 60 years and over were employed in permanent positions.

**Chart 14 Incidence of fixed-term contract employees by characteristics**

Per Cent



▲ 2023 ● 2024



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

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

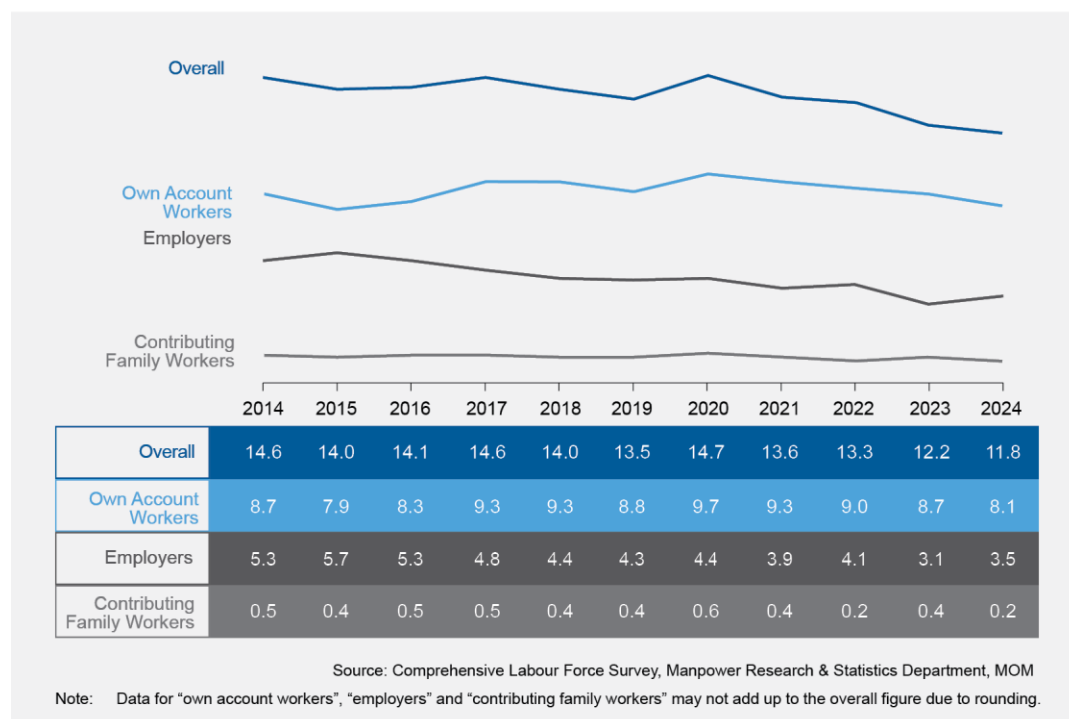
(2) Incidence refers to fixed-term contract employees as a percentage of resident employees in the respective categories.

## Share of self-employed declined further due to fewer own account workers

2.19 The share of self-employed residents declined from 12.2% in 2023 to 11.8% in 2024, driven by a drop in own account workers (8.7% to 8.1%) and, to a lesser extent, contributing family workers (0.4% to 0.2%). Meanwhile, the proportion of resident employees rose to 88.2% in 2024, up from 87.8% in 2023 and 85.3% in 2020. This shift reflects both increased job openings<sup>20</sup> and a growing preference for the stability and benefits offered by employee roles.

**Chart 15 Proportion of self-employed among employed residents**

Per Cent



<sup>20</sup> The number of job vacancies (seasonally adjusted) reached a high of 124,400 in March 2022, having trended upwards from a low of 41,800 in June 2020. The number has since eased but remained high at 81,200 in June 2024, compared to the pre-pandemic range of around 50,000 to 60,000 job vacancies.

## Number of resident primary own account workers decreased further

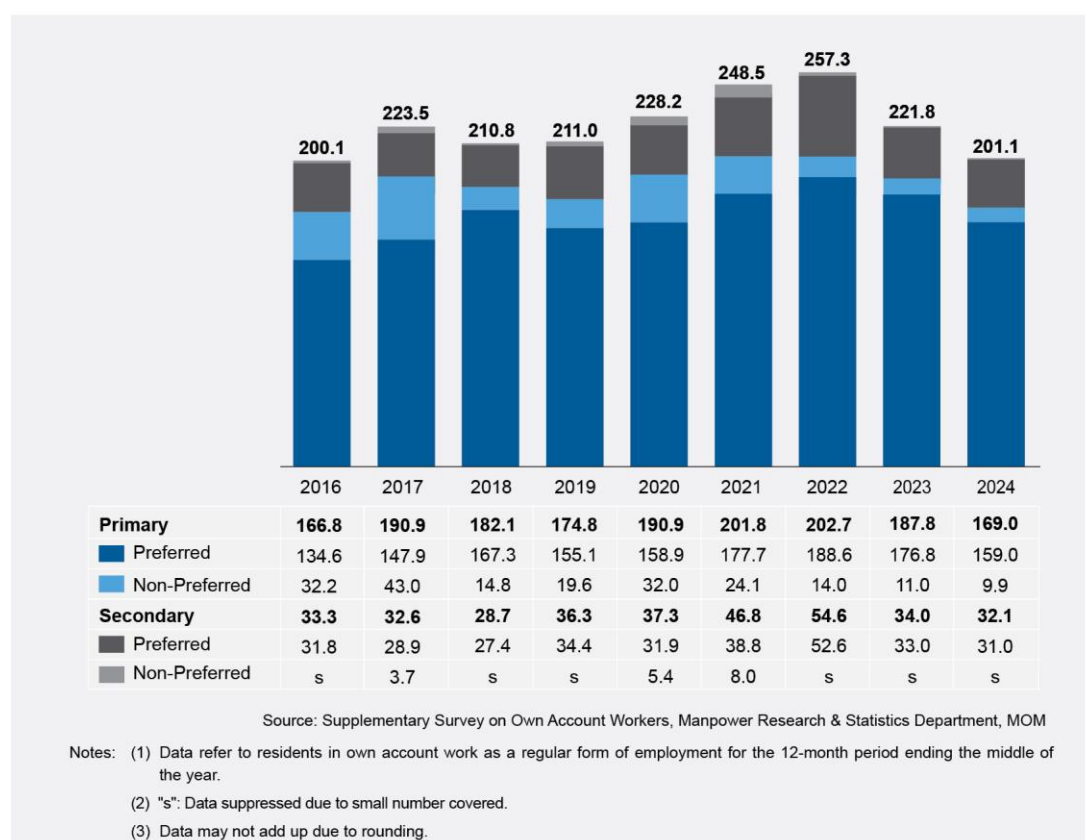
2.20 Since 2016, the Labour Force Supplementary Survey has been conducted annually to collect data on residents engaged in own-account work. With its extended reference period covering the entire year, rather than just a week, the survey provides a more accurate picture of the prevalence and experiences of these workers.

2.21 There were 201,100 residents who did own account work as a regular form of employment over the one-year period ending mid-2024, of which the large majority were regular primary own account workers (i.e. workers who did own account work as their main job and livelihood). The number of regular primary own account workers has declined from 187,800 in 2023 to 169,000 in 2024, and they made up 6.8%<sup>21</sup> of all employed residents in 2024. Among them, the proportion who did it on a preferred basis remained high over the year at 94.1%. Most preferred this work arrangement for the flexibility in working hours and location etc. (47.3%) and the freedom in choice of work (30.4%) associated with own account work, and for greater control over their career (17.7%).

2.22 There was also a small segment who did own account work on the side (secondary own account workers: 32,100), a decline from the preceding year (34,000). Among those who chose this work arrangement, the flexibility (42.1%) and freedom (24.5%) associated with own account work were some of the top reasons for their choice. In addition, some of these secondary own account workers were using own account work to complement their current lifestyle and main job, such as to earn income with their spare time (32.5%) or spend more time with family (23.2%).

**Chart 16 Resident regular own account workers**

Number ('000)



<sup>21</sup> 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).

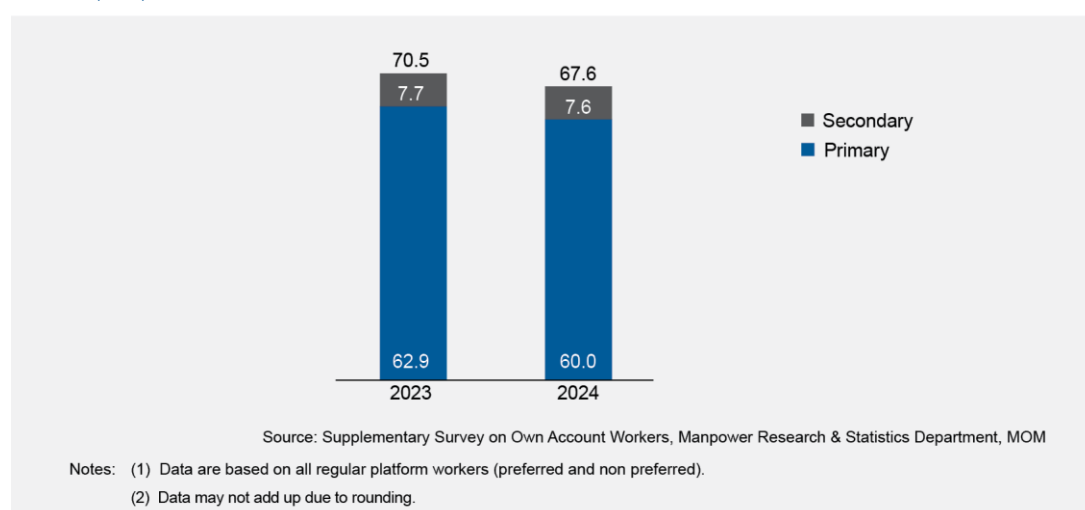


## Number of resident platform workers fell

2.23 Platform workers are own account workers who have an agreement with a platform operator<sup>22</sup> to provide ride-hail or delivery services to users for the platform operator and from this, derive payment or benefits in kind. Their work arrangement with platforms could resemble those of employees.<sup>23</sup> Such jobs include *taxi drivers* (20,800 in 2024), *private-hire car drivers* (31,800), and *delivery workers* (15,300). Overall, the number of regular platform workers decreased from 70,500 in 2023 (or 2.9% of all employed residents) to 67,600 (or 2.7%) in 2024. This decline was driven by *taxi drivers* (from 22,200 to 20,800) and *private-hire car drivers* (from 33,600 to 31,800). There could be fewer who did such platform work regularly as increased salaried work opportunities could have prompted these platform workers to take up salaried jobs as their regular job.

### Chart 17 Resident regular platform workers

Number ('000)



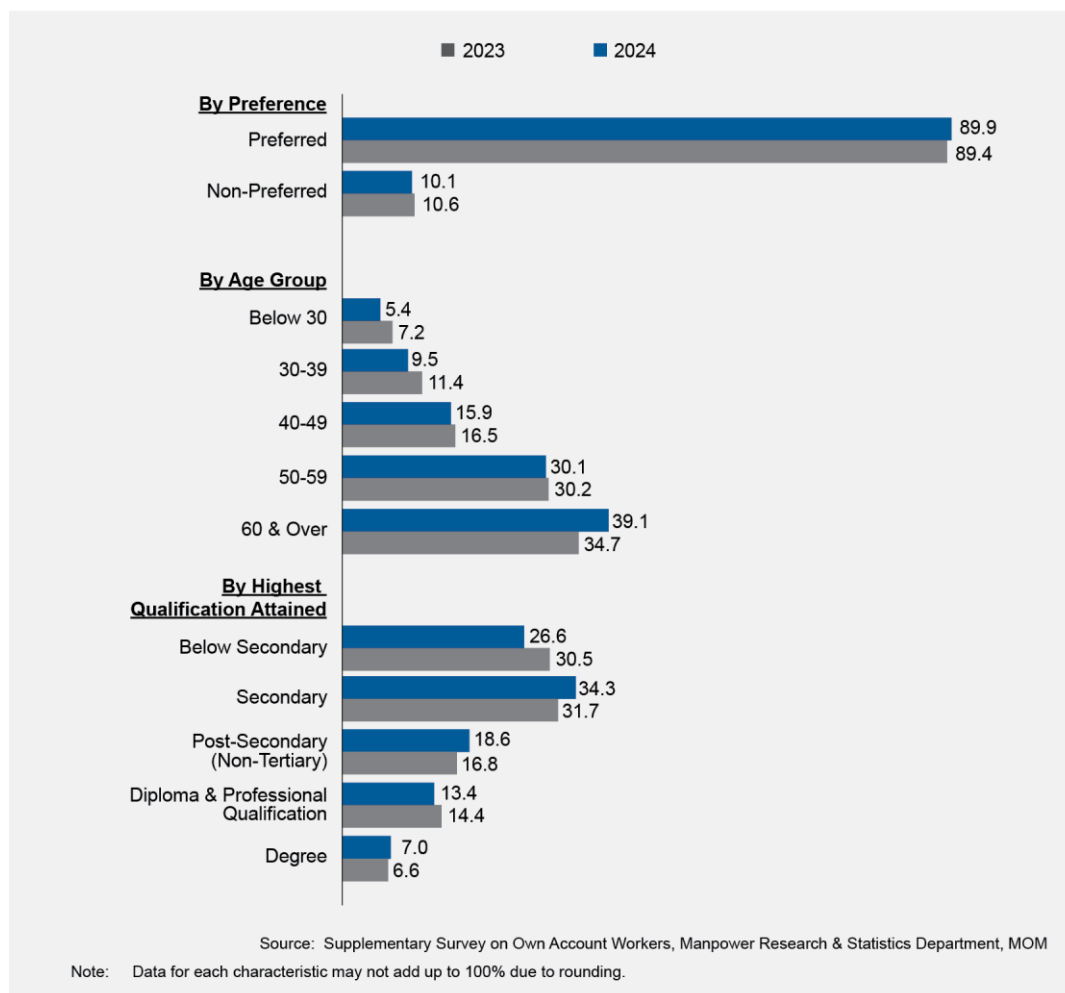
2.24 Majority of regular primary platform workers preferred to be engaged in this work arrangement (89.9%). Seniors aged 60 years and over and the non-tertiary educated continued to form the larger share of these platform workers, and their share has increased from 2023 to 2024. As seniors phase into retirement, they may take on platform work as it offers flexibility in working hours.

<sup>22</sup> Platform operators are companies that enter into agreements with users to provide ride-hail or delivery services, utilise data to automate decisions affecting platform workers (such as task assignment and remuneration per task), and impose rules, requirements or prohibitions on these workers.

<sup>23</sup> Platform workers are subject to the control of platform operators, for example, on work assignments and payment rate. The recently passed Platform Workers Bill will also strengthen protection for platform workers in three key areas: housing and retirement adequacy through Central Provident Fund (CPF) contributions, financial compensation for work-related injuries, and a legal framework for representation.

**Chart 18 Resident regular primary platform workers**

Per Cent

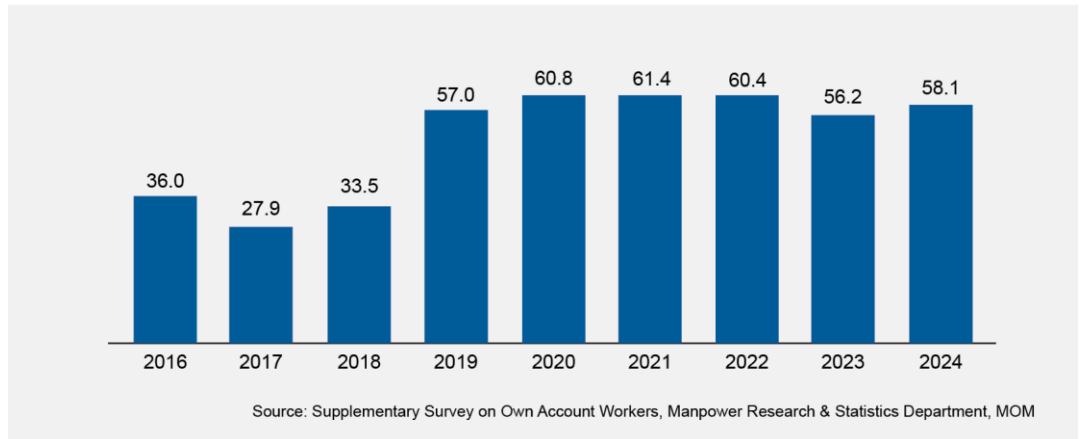


**Online channels are now a common way of advertising or obtaining business for own account workers**

2.25 With the rising prevalence of digitally-enabled business models such as online matching platforms, the overall adoption of digital tools by regular primary own account workers remained high. 58.1% of them utilised online channels to advertise or obtain business in 2024, including 36.6% who took up work via online matching platforms.<sup>24</sup> The proportion has been relatively stable at around 60% in more recent years when mobile applications and websites became common tools for digital services.

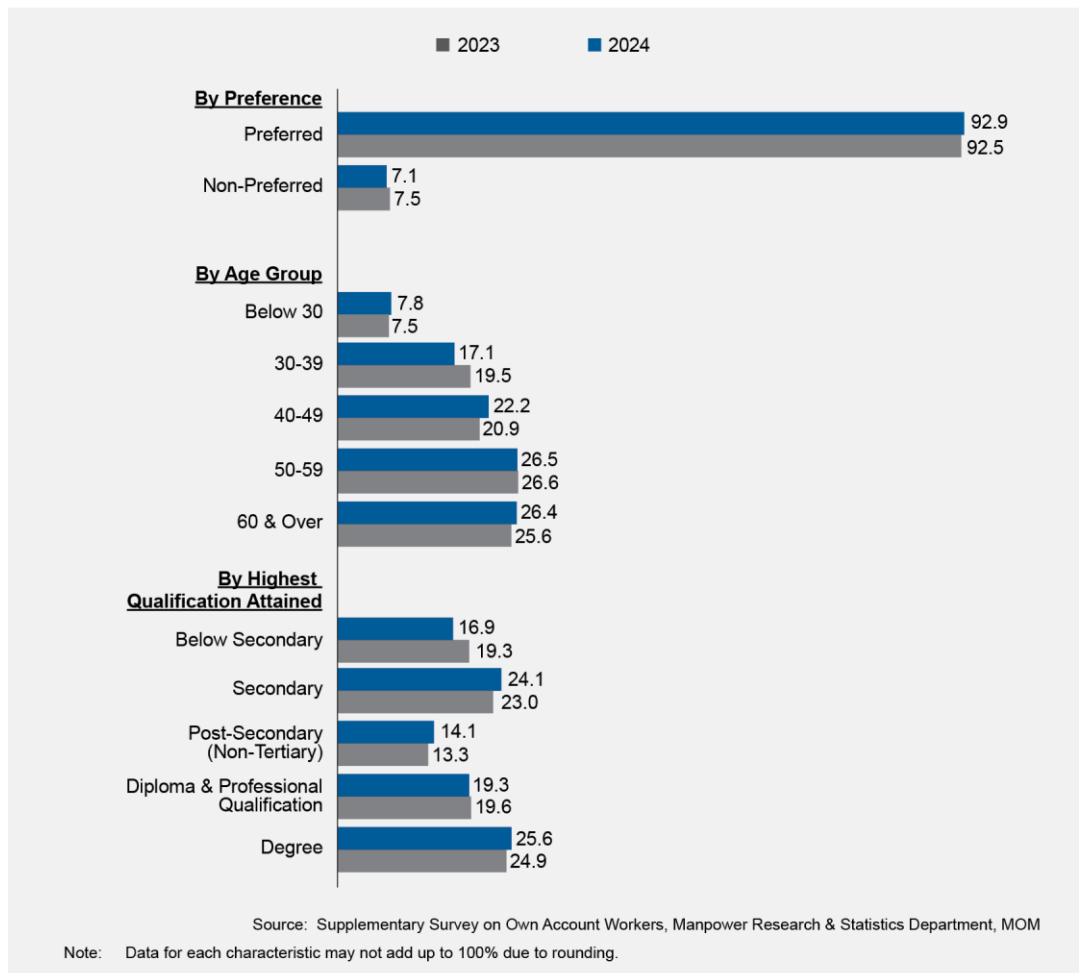
<sup>24</sup> In this report, online matching platforms refer to labour sharing platforms that serve as intermediaries to match or connect buyers with workers who take up piecemeal or assignment-based work. Such platforms could be either websites or mobile applications, covering services such as ride-hailing, goods/food delivery, creative work, etc. At present, there is no globally standardised statistical definition for digital platform employment. Singapore is collaborating with the International Labour Organisation (ILO) to develop internationally agreed statistical definitions on digital platform employment.

**Chart 19 Usage of online channels for resident regular primary own account workers**  
Per Cent



2.26 Reflecting the profile of own account workers in general, those using online channels were mostly in the ages of 50 and over (50 to 59 years: 26.5%; 60 years and over: 26.4%), and the non-tertiary educated (55.1%).

**Chart 20 Resident regular primary own account workers who used online channels**  
Per Cent



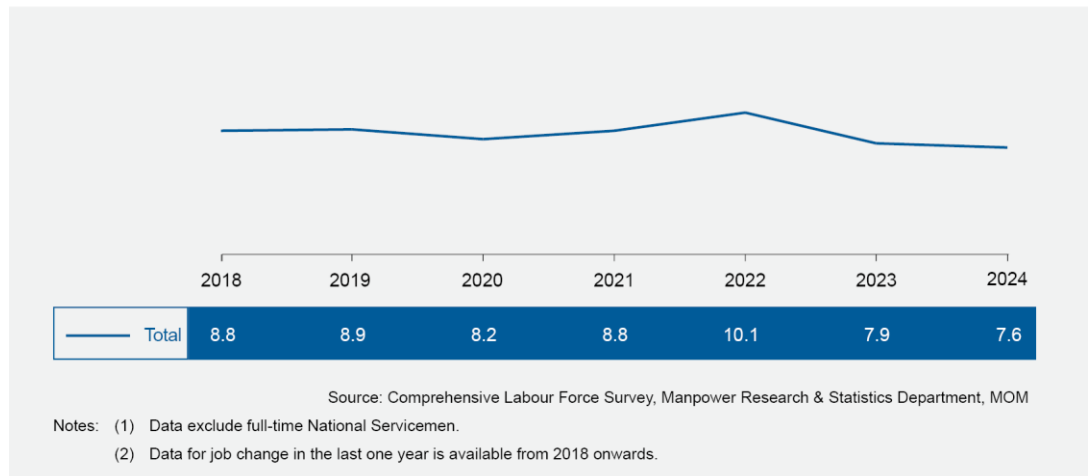
### 3. Job Mobility

#### Proportion of workers who changed jobs has decreased

- 3.1 The proportion of employed residents who changed jobs in the past year decreased to 7.6% in 2024, following increases in 2021 and 2022 during the early stages of the post-pandemic recovery. This decline may be due to more workers staying in their current jobs as hiring slowed after the initial surge following the COVID-19 crisis.

**Chart 21** Proportion of employed residents who had changed jobs in the last one year

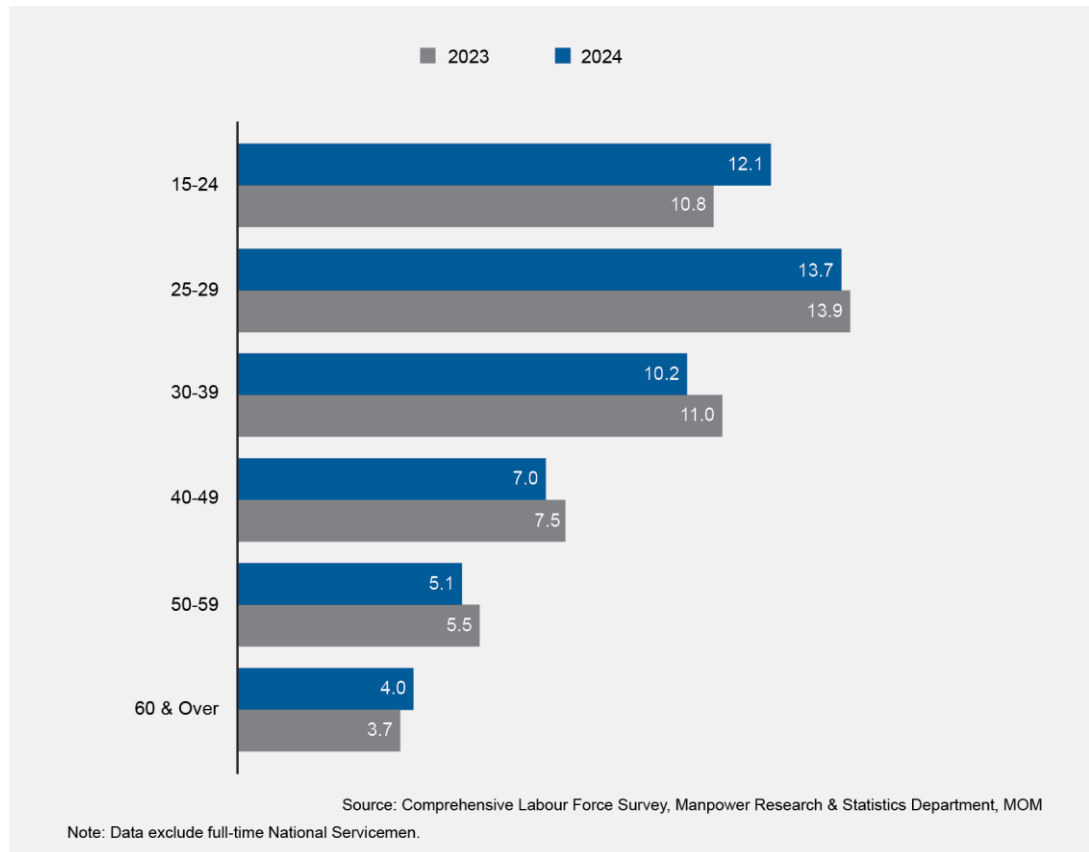
Per Cent



3.2 Job changes were more common among younger workers. The share of those aged 15 to 24 years who changed jobs increased from 10.8% in 2023 to 12.1% in 2024, although it remained lower than the pre-COVID level of 14.2%. This age group tends to switch jobs more frequently early in their careers to explore different opportunities and find a better job fit; or take on temporary roles while studying or during school breaks. In contrast, job change rates were stable or decreased for other age groups, including those aged 25 to 29, many of whom have completed higher education, indicating that more workers in these age groups are staying in their current positions.

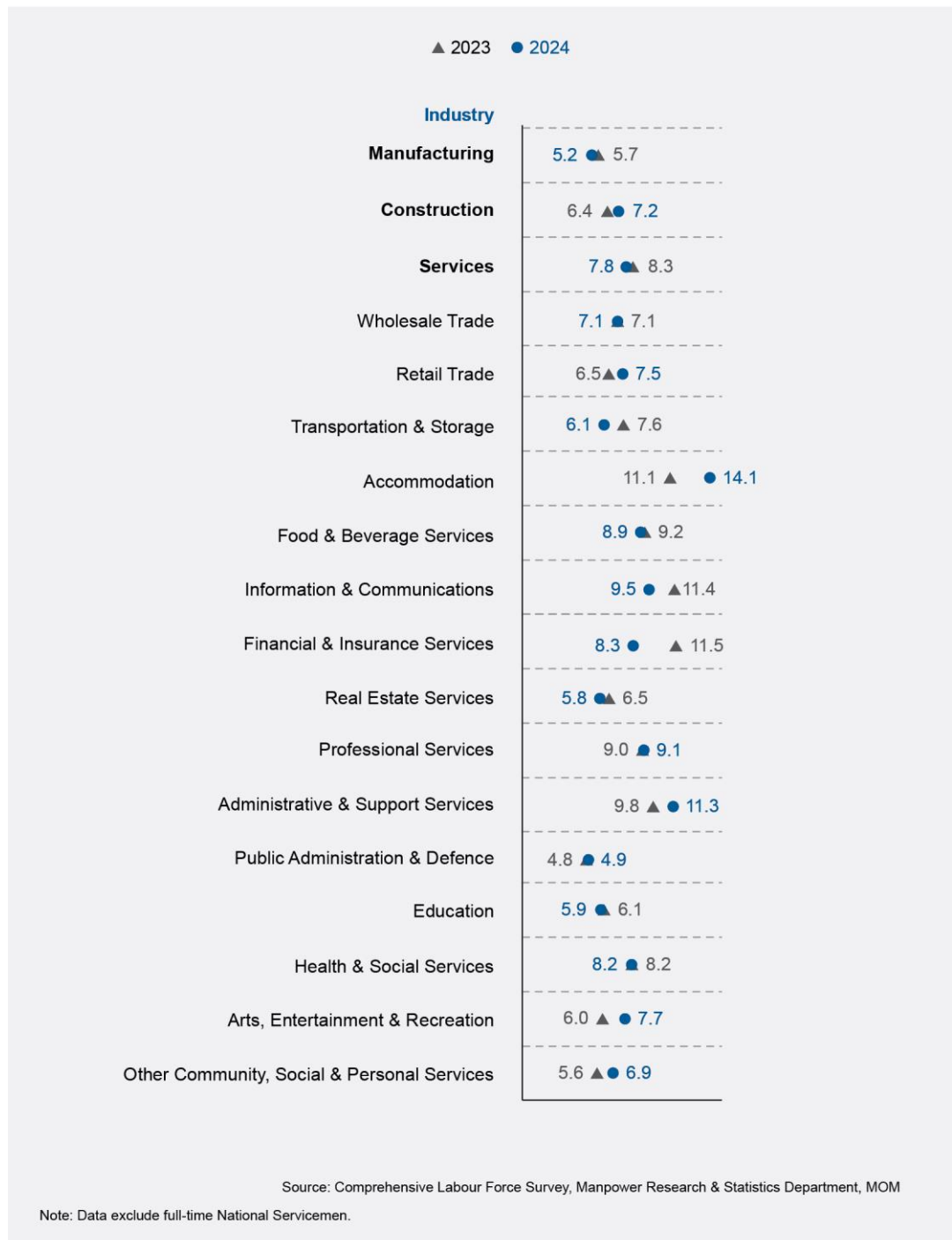
**Chart 22 Proportion of employed residents who had changed jobs in the last one year by age**

Per Cent



3.3 As hiring stabilised and employers filled job openings, the rate of job change declined across various industries, including *Financial & Insurance Services* and *Information & Communications*. However, tourism-related sectors such as *Accommodation*, *Arts, Entertainment & Recreation*, and *Retail Trade* saw an increase in job switching, driven by stronger demand for workers due to a rise in international visitor arrivals.

**Chart 23 Proportion of employed residents who had changed jobs in the last one year by current industry**  
Per Cent

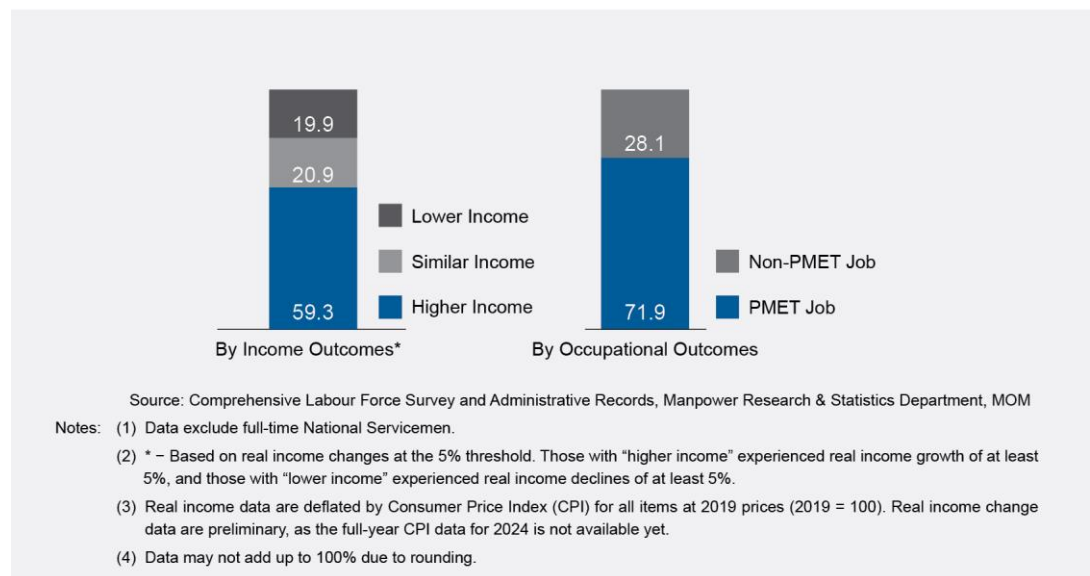


## Majority of resident employees who switched jobs moved into more productive sectors and higher-skilled roles, and consequently experienced increases in their incomes

- 3.4 The majority of full-time resident employees aged 25 to 64 years who transitioned to different industries experienced income increases, as they were generally hired into higher-skilled positions in more productive sectors like *Financial & Insurance Services*, *Information & Communications*, and *Professional Services*. Over the longer term, resident workers have moved into these more productive sectors. Between 2014 and 2024, the proportion of employed residents in these sectors grew.<sup>25</sup>

**Chart 24 Full-time resident employees aged 25 to 64 years who changed industries in the last one year, 2024**

Per Cent



<sup>25</sup> From 2014 to 2024, the proportion of employed residents increased from 7.9% to 10.1% in *Financial & Insurance Services*, 4.2% to 5.9% in *Information & Communications*, and 7.3% to 8.3% in *Professional Services*.

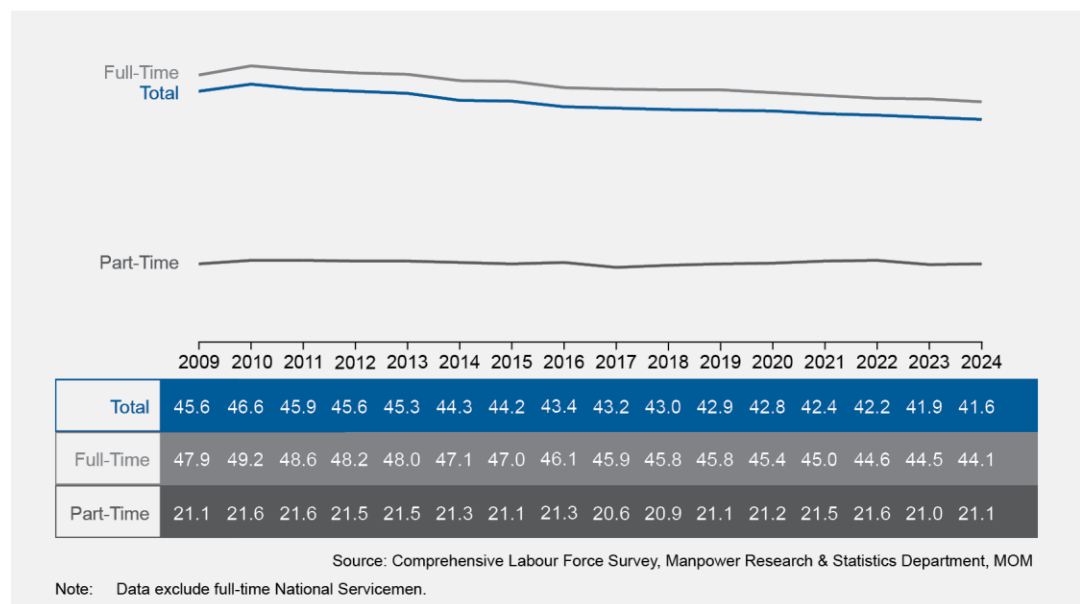
## 4. Usual Hours Worked

### Average usual hours worked continued to decline

- 4.1 In 2024, the average weekly hours worked by employed residents declined to 41.6 hours, driven by a reduction in hours among full-time workers, who make up the majority of the workforce. Part-time hours remained stable. This decline in work hours is part of a long-term trend (which is also observed in other advanced countries), mainly due to reduced hours for full-timers.<sup>26</sup> Contributing factors include the shift to a more regular workweek,<sup>27</sup> decreased excessive work hours,<sup>28</sup> and improved efficiency through training, technology, and flexible work arrangements.<sup>29</sup>

**Chart 25 Average (mean) usual hours worked per week of employed residents by nature of employment**

Hours Per Week



<sup>26</sup> A report by the European Commission (“Labour Market and Wage Developments in Europe 2023”) found that since 2008, the average number of hours worked per worker has been steadily decreasing in the European Union and in the majority of the Member States. The decline was driven by the reduction in weekly hours worked by full-time employees and self-employed persons.

<sup>27</sup> The proportion of full-time employees who worked a five-day workweek increased from 44.3% in 2008 to 56.1% in 2022. Source: Conditions of Employment Survey, Manpower Research & Statistics Department, MOM.

<sup>28</sup> The proportion of full-time employed residents who usually worked more than 48 hours a week has continued to decline to 16.9% in 2024, from 17.3% in 2023 and 28.4% in 2014. From 2023 to 2024, a decrease was observed across most industries, notwithstanding some upticks in *Arts, Entertainment & Recreation, Financial & Insurance Services, Professional Services, Information & Communications, Construction, and Administrative & Support Services*.

<sup>29</sup> Efforts to improve productivity through job redesign and upskilling of workers are supported by initiatives such as Workforce Singapore’s Support for Job Redesign under Productivity Solutions Grant and Career Conversion Programme, and the PWM. The Tripartite Guidelines on Flexible Work Arrangement Requests, which will be implemented from 1 December 2024, also supports more flexible time use that can raise worker’s productivity.

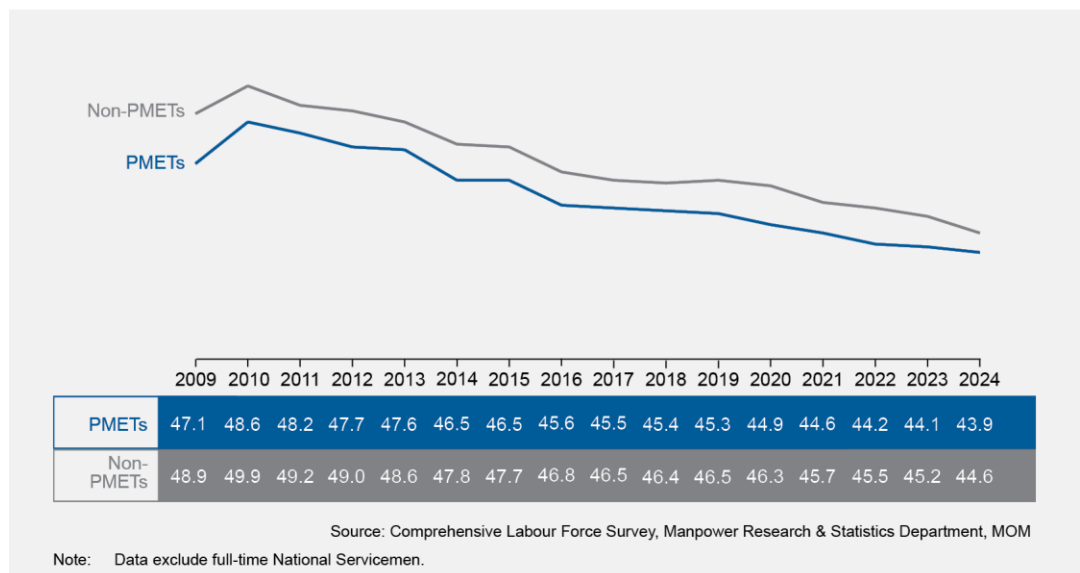


## Both PMETs and non-PMETs working full-time saw steady decreases in work hours

- 4.2 Over the decade, sustained declines in the average weekly usual hours worked among full-timers were observed for both PMETs (from 46.5 hours in 2014 to 43.9 hours in 2024) and non-PMETs (from 47.8 hours to 44.6 hours).
- 4.3 While non-PMETs still worked longer hours than PMETs, non-PMETs experienced a greater reduction in usual weekly hours worked (from 47.8 hours to 44.6 hours) than PMETs (from 46.5 hours to 43.9 hours) over the last ten years. There was a more pronounced decline in usual weekly hours among *service & sales workers*, as well as workers in the *Food & Beverage Services* sector.

**Chart 26 Average (mean) usual hours worked per week of full-time employed residents by occupation**

Hours Per Week



## 5. Income

### **Real incomes rebounded from 2023 as nominal income growth strengthened and inflation eased**

- 5.1 Nominal incomes<sup>30</sup> continued to increase, and at a pace faster than the preceding year. The nominal median (P50) gross monthly income of full-time employed residents grew from \$5,197 in 2023 to \$5,500 in 2024. This represents a 5.8% growth over the year, higher than the 2.5% growth in the preceding year. At the 20<sup>th</sup> percentile (P20), nominal income was \$3,026 in 2024, a 7.1% increase from 2023 (\$2,826). This increase was also higher than the 1.7% growth seen from 2022 to 2023.
- 5.2 With stronger nominal income growth and an easing of inflation<sup>31</sup>, real<sup>32</sup> incomes grew at both the median (P50) (3.4%) and P20 (4.6%) in 2024 after a decline in the preceding year (P50: -2.2%, P20: -3.0%). The real income growth in 2024 was close to the average growth rates seen in the years preceding COVID-19 (2014-2019: 3.8% p.a. for P50, 4.4% p.a. for P20) when inflation was lower.

### **Income growth at the 20<sup>th</sup> percentile outpaced the median, narrowing the income gap between P20 and the median**

- 5.3 Income growth was also inclusive, with the P20 income growing faster than the median. This was supported by initiatives that aim to uplift lower-wage workers, such as the PWM and the National Wage Council's recommendation on the quantum of wage increase for lower-wage workers. As a result, the P20 to P50 income ratio<sup>33</sup> improved to 0.55 in 2024, from 0.54 in 2023 and 2019, and 0.52 in 2014. Greater income increases at P20 are expected in the coming years, as increases in nominal wage requirements under the PWM are gradually implemented.<sup>34</sup>

---

<sup>30</sup> Refers to gross monthly income from employment (including employer CPF contributions) of full-time employed residents.

<sup>31</sup> The Consumer Price Index for all items is expected to increase by around 2.5% in 2024, moderating from the increase of 4.8% in 2023. Source: Monetary Authority of Singapore and Singapore Department of Statistics.

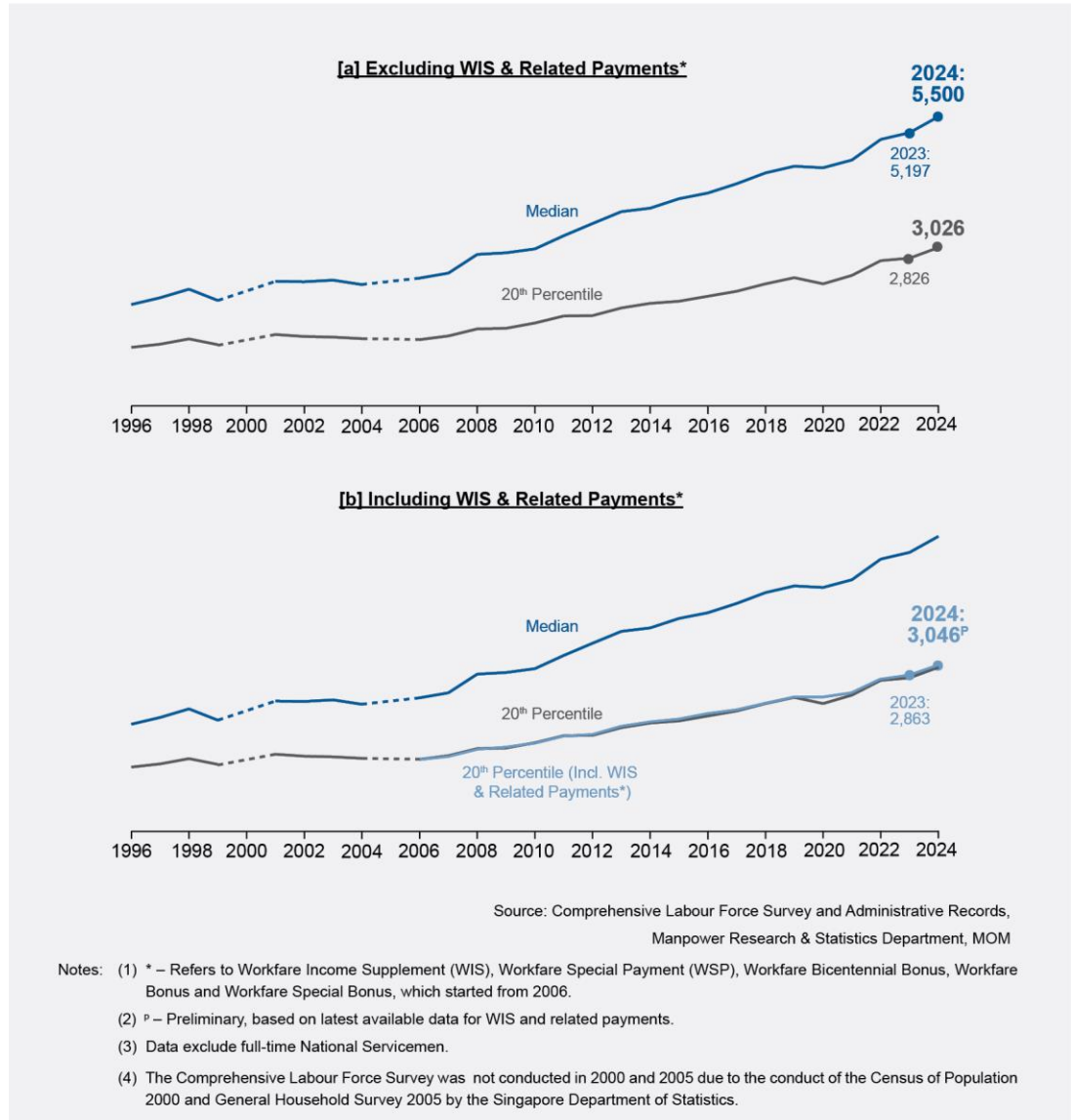
<sup>32</sup> All real income figures involving 2024's data are preliminary as the full-year Consumer Price Index for 2024 is not available yet.

<sup>33</sup> This refers to the ratio of the 20<sup>th</sup> percentile income to the median income of full-time employed residents (including employer CPF contributions).

<sup>34</sup> From 2022 to 2028, the nominal PWM wage requirements (excluding employer CPF) for the various PWMs will increase at a rate of up to 10.8% per year.

**Chart 27 Gross monthly income from employment (including employer CPF contributions) of full-time employed residents**

Dollars

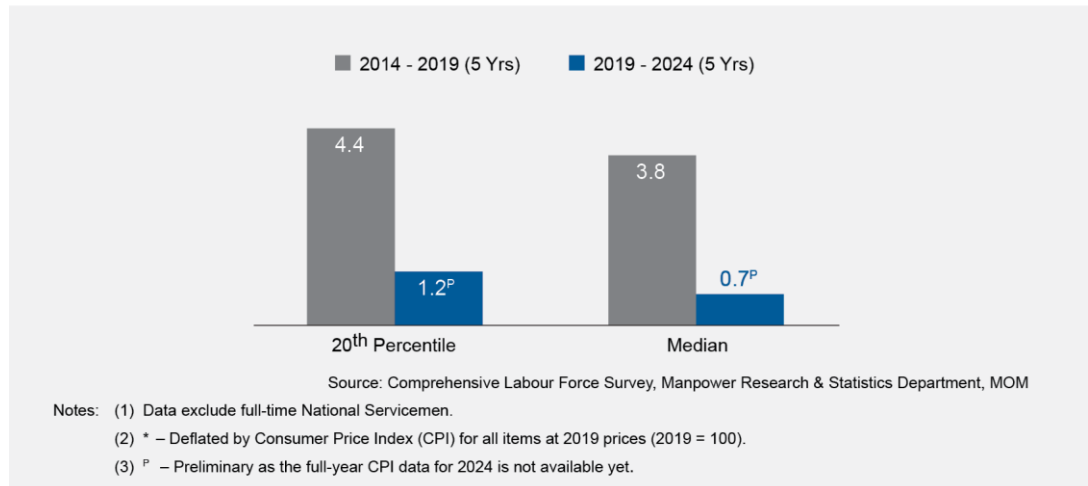


## Singapore's real income growth outperformed major advanced economies

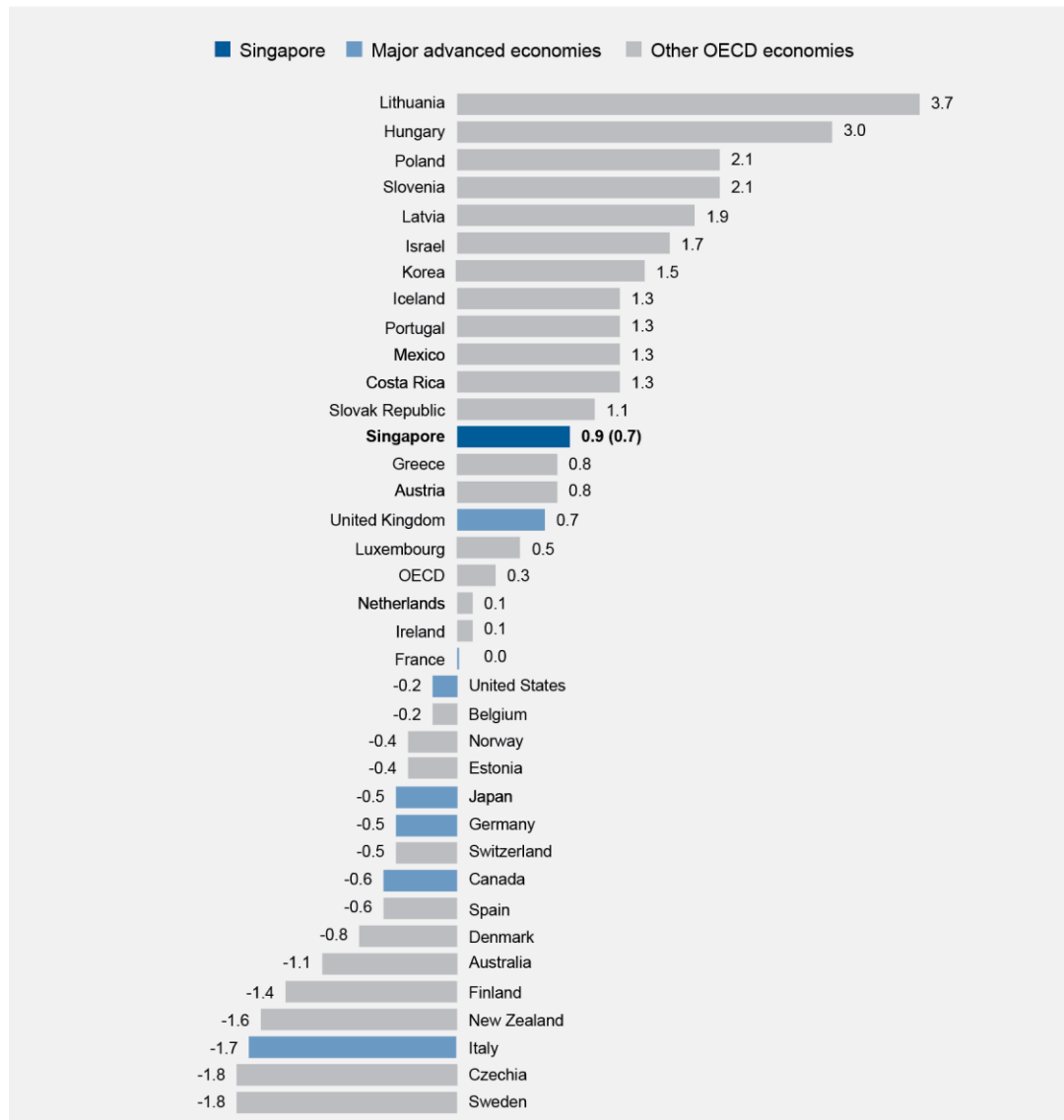
- 5.4 Real income growth from 2019 to 2024 (P20: 1.2% p.a., P50: 0.7% p.a.) was slower than in 2014 to 2019 (P20: 4.4% p.a., P50: 3.8% p.a.), as higher inflation in the last five years has eroded sustained growth in nominal incomes. Despite this, Singapore outperformed many economies on real income growth from 2019 to 2024, including major advanced economies.

### Chart 28 Annualised change in real\* gross monthly income from employment (including employer CPF contributions) of full-time employed residents

Per Cent Per Annum



**Chart 29 International comparison on annualised change in real incomes, 2019 to 2024**  
Per Cent Per Annum



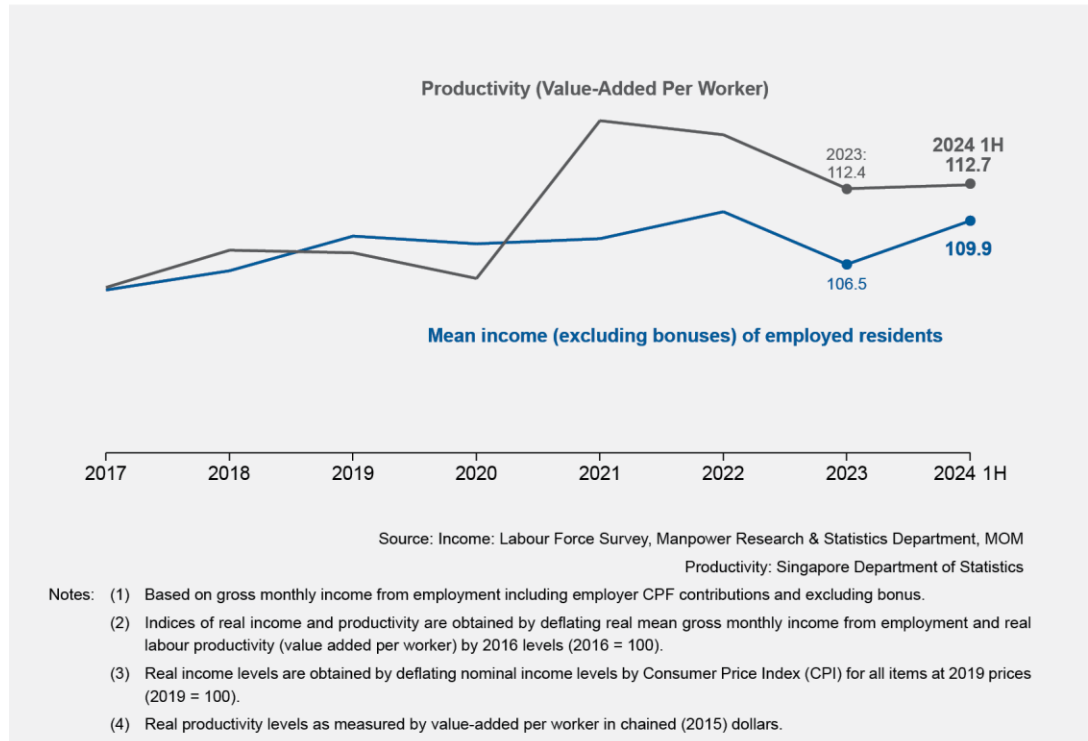
Source: Singapore: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM  
OECD countries: OECD Employment Outlook 2024, OECD

- Notes: (1) Data exclude full-time National Servicemen.
- (2) The income data presented here for Singapore excludes employer's CPF contribution for comparability with income data from other countries. Singapore's real income growth (including employer CPF contribution) is in brackets. For Singapore, income data is based on median (headline measure for monitoring income growth) while that for other countries is based on mean. The takeaway is broadly similar when using mean.
- (3) Real income data for Singapore are deflated by Consumer Price Index (CPI) for all items at 2019 prices (2019 = 100). Real income growth for 2019-2024 are preliminary, as the full-year CPI data for 2024 is not available yet.
- (4) Data on the annualised change in real incomes for OECD countries is recalculated from the cumulative percentage change in real wages (since Q4 2019 to Q1 2024 or latest) shown in OECD Employment Outlook 2024. OECD is the unweighted average of 35 OECD countries (not including Chile, Colombia and Türkiye).

5.5 Over the medium term, income growth was supported by productivity growth (measured by real value added per worker), although the productivity-income gap has narrowed in the first half of 2024. Efforts to boost productivity and upskill the workforce will increase the ability of businesses to be more profitable and to raise workers' wages.

**Chart 30 Indices of real mean gross monthly income from employment and real labour productivity (value added per worker)**

2016 = 100



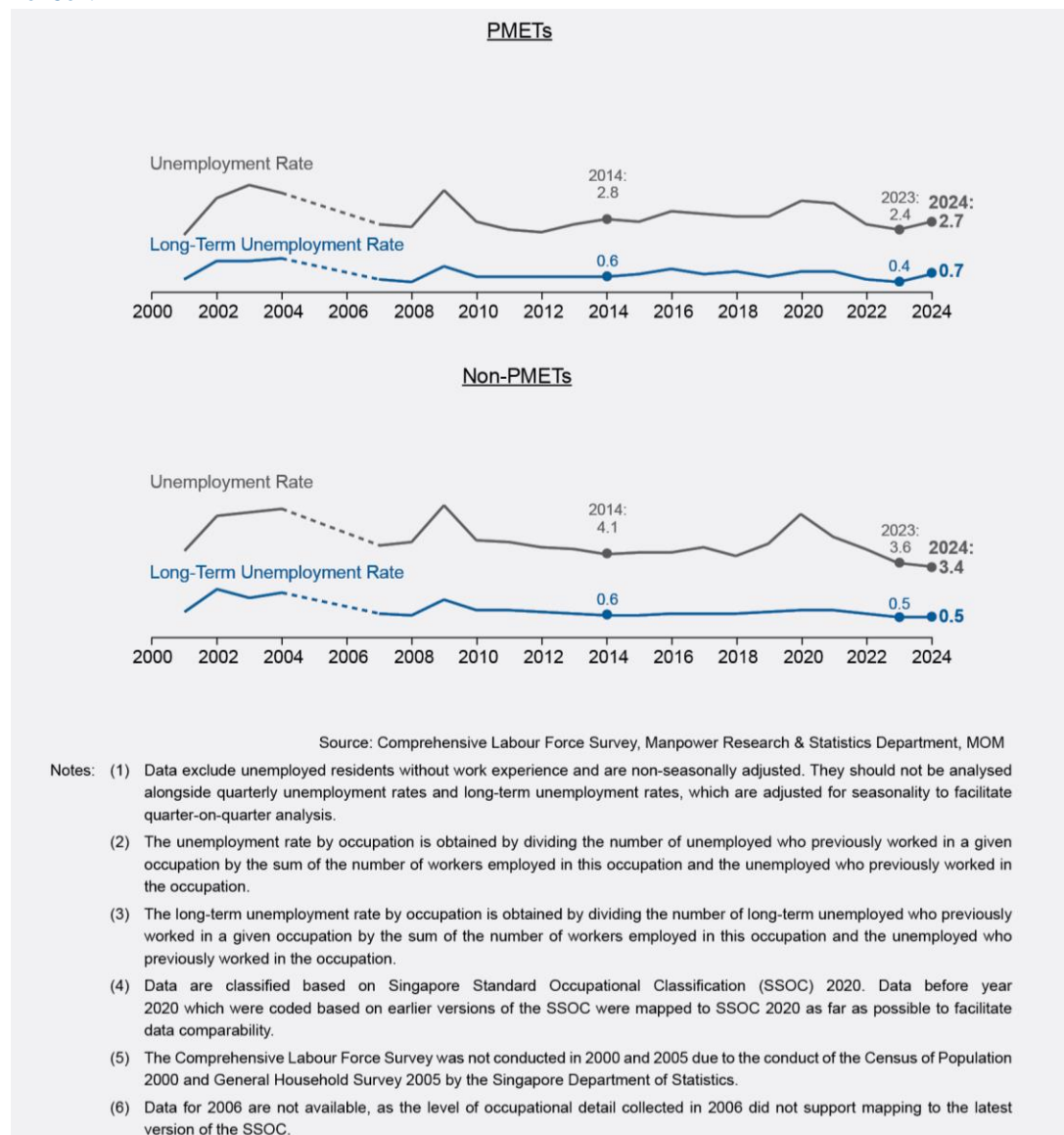
## 6. Unemployment<sup>35</sup>

### Unemployment rates remained low for both PMETs and non-PMETs

- 6.1 Overall, unemployment remained low among PMETs and non-PMETs, with an unemployment rate of 2.7% and 3.4% and a long-term unemployment rate of 0.7% and 0.5% respectively.<sup>36</sup> Except during economic downturns when unemployment spikes due to job losses, there will be some variation in unemployment from year to year as job seekers will need time to find employment.

**Chart 31 Unemployment rate and long-term unemployment rate of resident PMETs and non-PMETs**

Per Cent



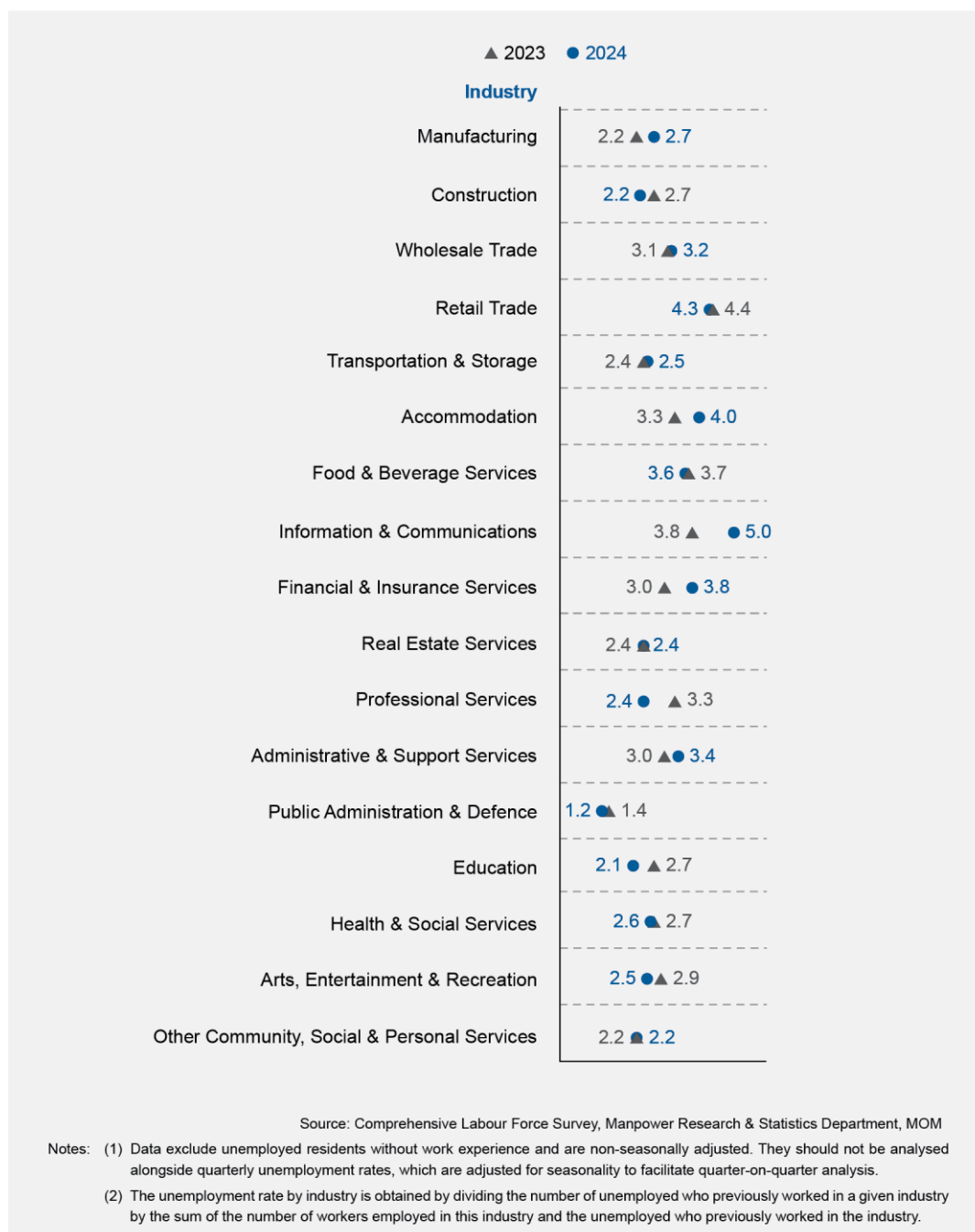
<sup>35</sup> Top-line seasonally adjusted unemployment rates are reported monthly, with breakdown by age and education available quarterly. With a larger sample size, the CLFS enables us to collect additional information of unemployment rates by occupation and industry. For analysis of unemployment trends at the top-line and by age and highest qualification attained, please refer to the Monthly Unemployment Situation and quarterly Labour Market Reports.

<sup>36</sup> 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.

6.2 Unemployment rate declined or remained similar over the year in most industries. In outward-oriented *Information & Communications* and *Financial & Insurance Services*, the unemployment rate rose, partly due to the rise in retrenchments from business restructuring as global economic headwinds impacted firms in these sectors.

**Chart 32 Resident unemployment rate by industry**

Per Cent





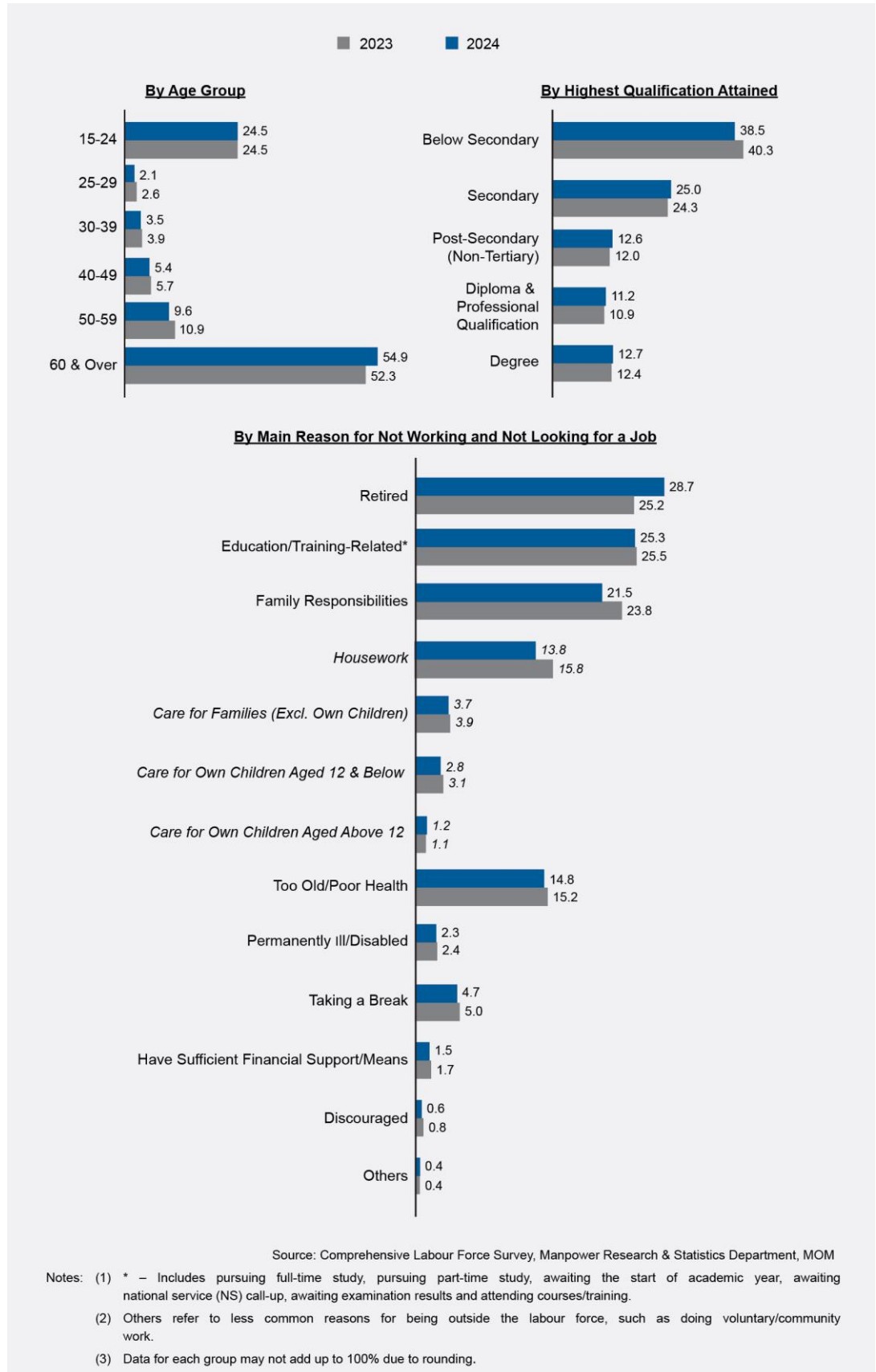
## 7. Persons Outside the Labour Force

### More residents outside the labour force, as the population ages

- 7.1 In 2024, there were 1.14 million residents outside the labour force, up from 1.12 million in 2023, primarily due to an increase in retirees. The proportion of those aged 60 years and over among this group rose from 52.3% in 2023 to 54.9% in 2024, reflecting population ageing. The share of residents outside the labour force citing retirement as the main reason increased from 25.2% to 28.7%, with this trend expected to continue as baby boomers retire.
- 7.2 Meanwhile, the proportion of residents outside the labour force due to housework and caregiving decreased from 23.8% to 21.5%, likely influenced by the rise in flexible work arrangements, which may have helped caregivers balance work and family responsibilities.

### Chart 33 Profile of residents outside the labour force

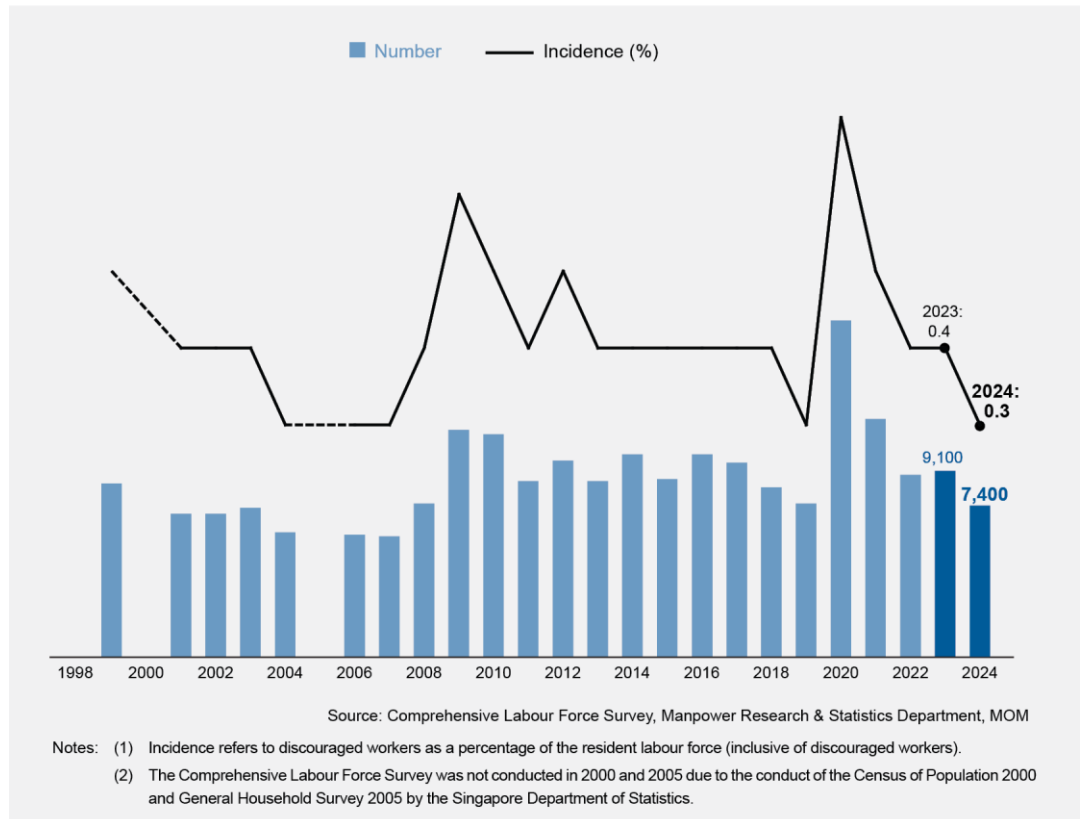
Per Cent



## Number and incidence of discouraged workers declined

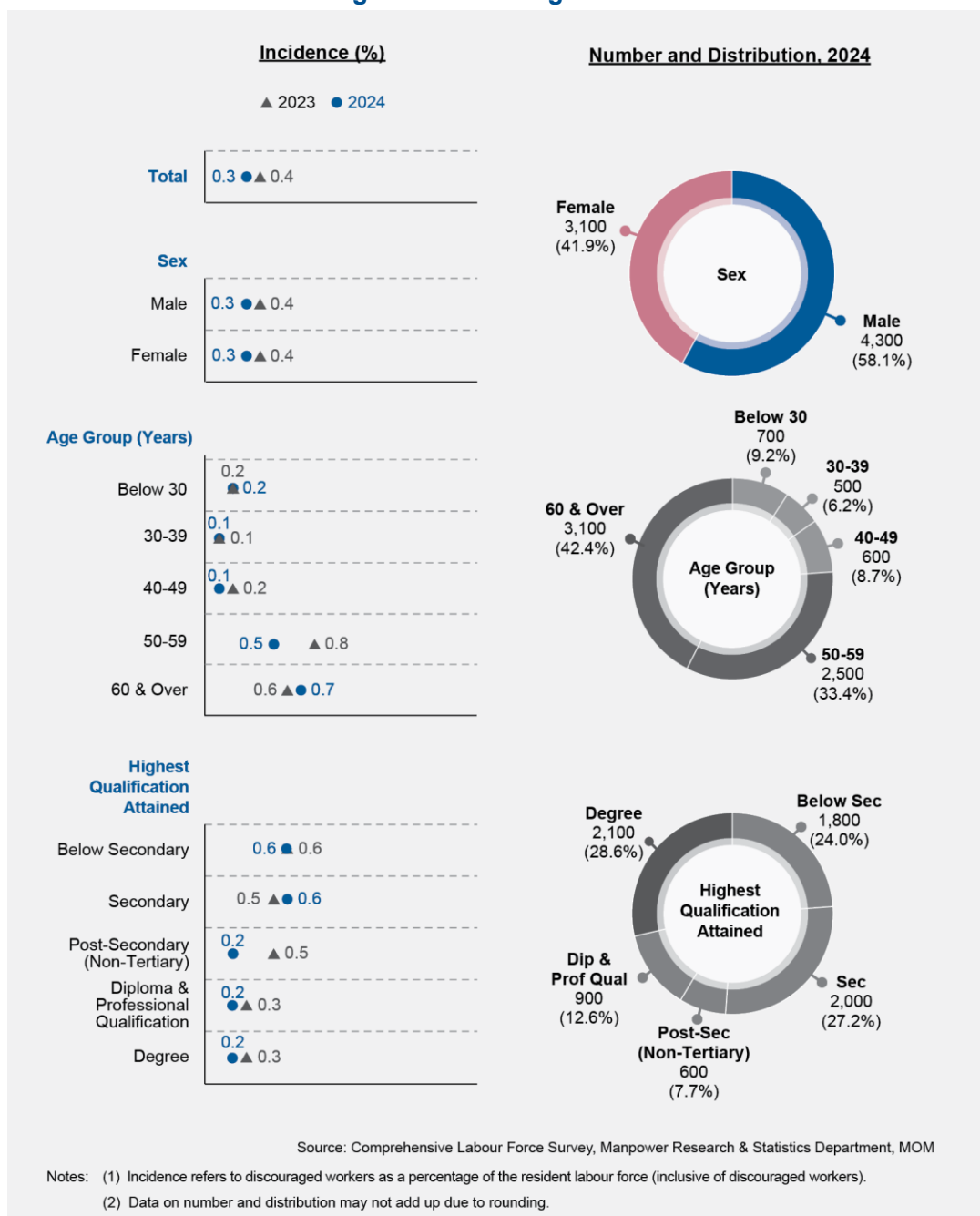
7.3 The number and incidence of discouraged workers, i.e. those not looking for work because they feel their job search will not yield results, declined from 9,100 or 0.4% in 2023 to 7,400 or 0.3% in 2024.

**Chart 34 Residents discouraged from seeking work**



7.4 The incidence of discouraged workers improved for most demographic groups. While the rate for seniors aged 60 and over slightly increased from 0.6% in 2023 to 0.7% in 2024, it remained lower than in 2022 and earlier.<sup>37</sup> Over 70% of discouraged workers were aged 50 and above, with 33.4% aged 50 to 59 and 42.4% aged 60 and over. Most were non-tertiary educated and had not worked for at least two years.

**Chart 35 Profile of residents discouraged from seeking work**

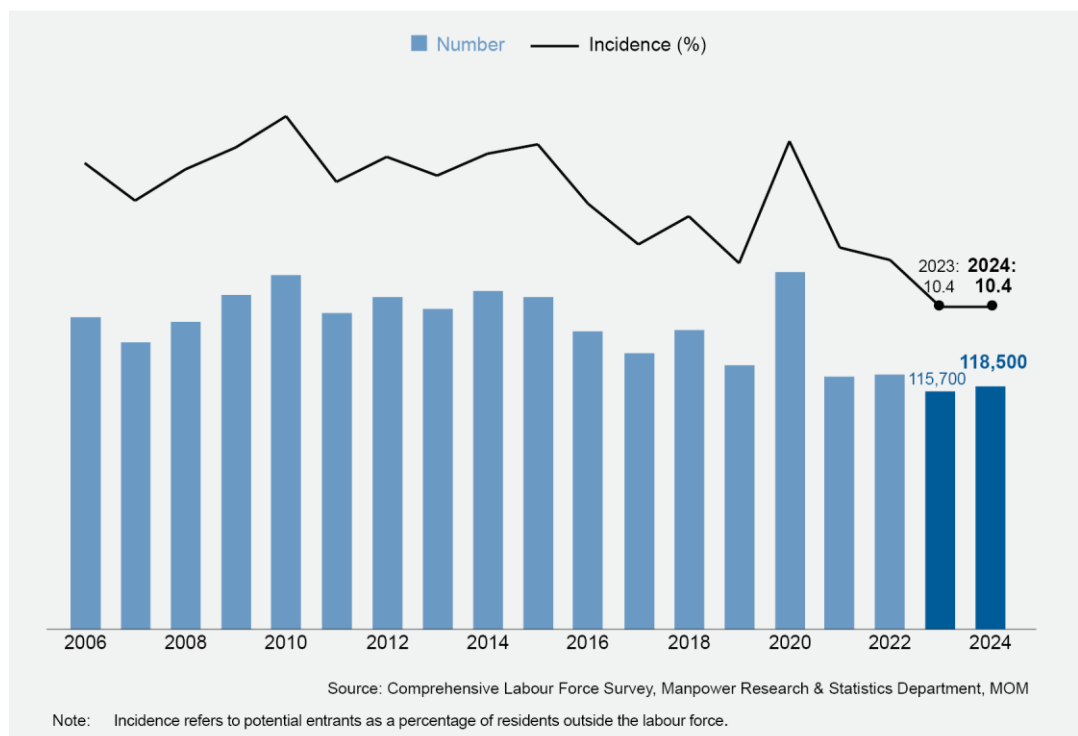


<sup>37</sup> From 2014 to 2022, the incidence of discouraged workers among residents aged 60 years and over ranged from 0.8% to 1.5%.

## Incidence of potential entrants held steady, after decreasing in earlier years

- 7.5 While the number of potential entrants (118,500), i.e. residents who intended to look for jobs within the next two years, inched up slightly from 2023 (115,700), their share remained at the low of 10.4% of residents outside the labour force in 2024, following declines in the preceding years. As all post-war baby boomers will reach their 70s or older over the next ten years, we expect a continued downtrend in the share of potential entrants among residents outside the labour force.<sup>38</sup>
- 7.6 The majority of potential entrants are younger residents, particularly those under 40 years of age, who make up 51.0% of this group. Additionally, those with tertiary education represent 51.7% of potential entrants. Both figures surpassed their respective shares among residents outside the labour force (aged below 40 years: 30.1%, tertiary-educated: 23.9%).

**Chart 36 Resident potential entrants into the labour force**



<sup>38</sup> Only 1.4% of residents outside the labour force aged 70 years and over in 2024 were potential entrants.

## 8. Special Feature – A Closer Look at Income Progression

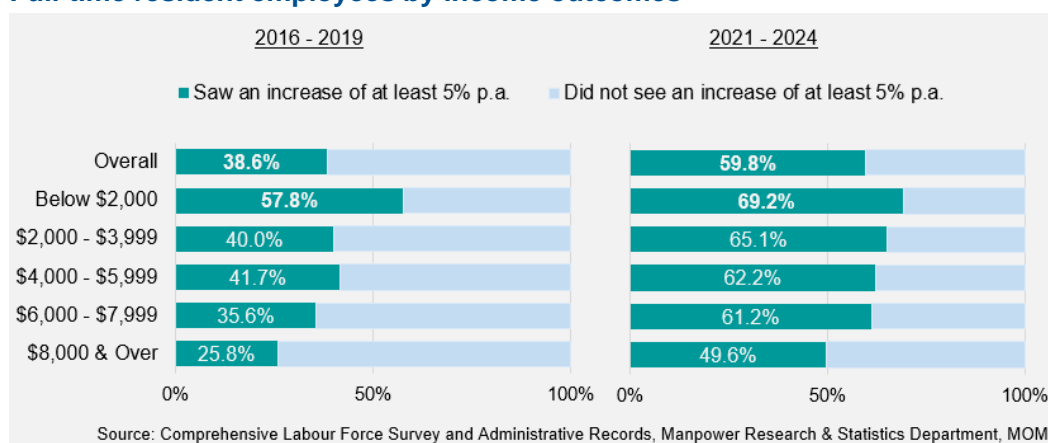
8.1 While workers may start off with lower income, their income may rise over time, with some experiencing higher gains that move them up the income ladder relative to their peers. This article contributes to the understanding of workers' income growth by examining how individuals fare over time in terms of their income progression.<sup>39</sup> It also provides a comparative view on income progression pre-COVID (from 2016 to 2019) and post-COVID (2021 to 2024).<sup>40</sup>

8.2 This article examines income progression through an individual's income gain (of at least 5% higher per year).<sup>41</sup> It also looks at worker's upward mobility into a higher income band (based on a \$2,000 interval of the income distribution).

### A larger share of workers saw better income progression in the post-COVID period (2021-2024) compared to the pre-COVID period (2016-2019)

8.3 Post-COVID, three in five workers saw good income outcomes with an income growth of at least 5% p.a., up from two in five during the pre-COVID period. At the lower income bands, there was a larger share of workers who saw income rise by at least 5% p.a., with the highest share among those earning below \$2,000.

**Chart 37 Full-time resident employees by income outcomes**



<sup>39</sup> This complements the regular topline monitoring of growth in income from employment at the median and 20<sup>th</sup> percentile based on the income distribution that is representative of the workforce for the year.

<sup>40</sup> This article references data from the Comprehensive Labour Force Survey for full-time resident employees aged 25 to 59 at the start of the reference period (i.e. 2016 and 2021). This ensures that we look at individuals with stronger labour market attachment, stripping out the impact of ageing, as well as youths who are still pursuing higher education. Income information is obtained from administrative records, and refers to nominal income including employer CPF and excluding bonus. The socioeconomic characteristics (other than age) are for the end of the reference period (i.e. 2019 and 2024), unless otherwise specified.

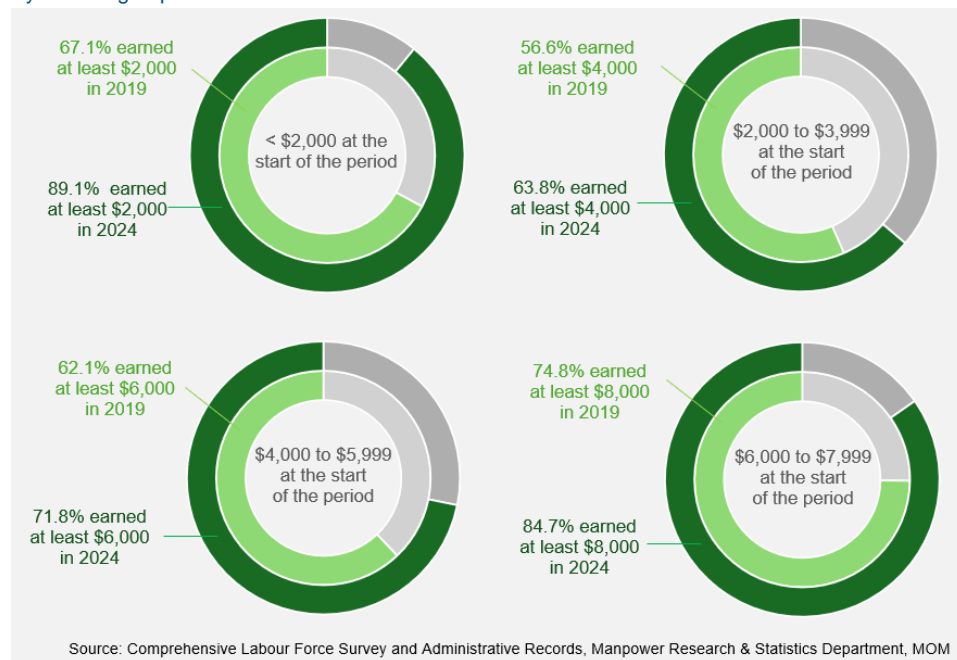
<sup>41</sup> A benchmark of at least 5% nominal income growth was used, taking into consideration (i) the annualised change in median gross monthly income from employment (including employer CPF and bonuses) of full-time employed residents of 4.0% p.a. for the pre-COVID period of 2016-2019, (ii) 5.5% p.a. for the post-COVID period of 2021-2024; and (iii) the higher inflation rate from 2021 to 2024 of around 4.5% p.a., based on expected inflation of around 2.5% for the whole of 2024.

**Better income progression has led to better upward mobility in income for most workers, particularly lower-income workers<sup>42</sup>**

8.4 A large majority of workers with better income outcomes saw upward income mobility. In the post-COVID period (2021 to 2024), the proportion who experienced upward mobility has risen markedly among those earning below \$2,000 in 2021 (and now earning at least \$2,000 in 2024), overtaking the share who saw upward income mobility among higher income earners. This reflected the efficacy of collective measures to uplift lower-income workers and bring about more inclusive income growth.

**Chart 38 Percentage of full-time resident employees who moved into higher income bands, among those with at least 5% p.a. increase in income**

By income groups



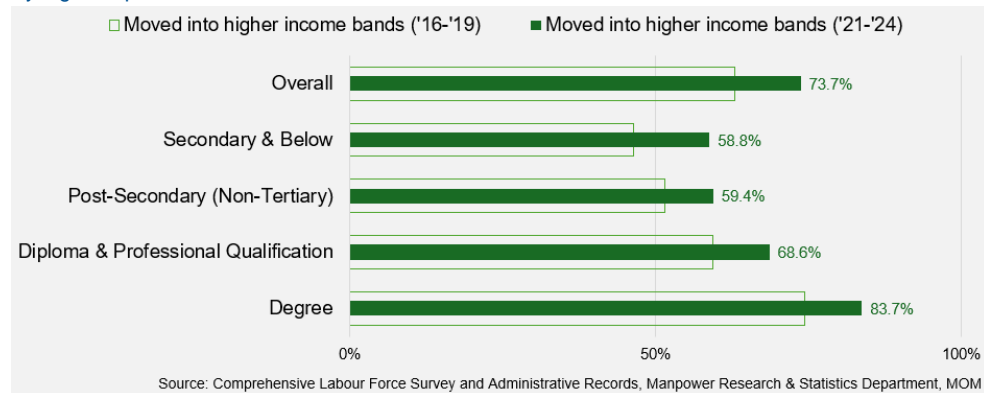
<sup>42</sup> For consideration of upward mobility, the top income band of \$8,000 & over is excluded. The top 20% (in 2016) to 32% (in 2024) of full-time employed residents had gross monthly income from employment (including employer CPF and bonuses) of at least \$8,000.

## Higher education gives workers a better chance of upward income mobility

- 8.5 Workers with tertiary education were more likely to experience better wage outcomes compared to their peers with non-tertiary education.

**Chart 39 Percentage of full-time resident employees who moved into higher income bands, among those with at least 5% p.a. increase in income**

By highest qualification attained

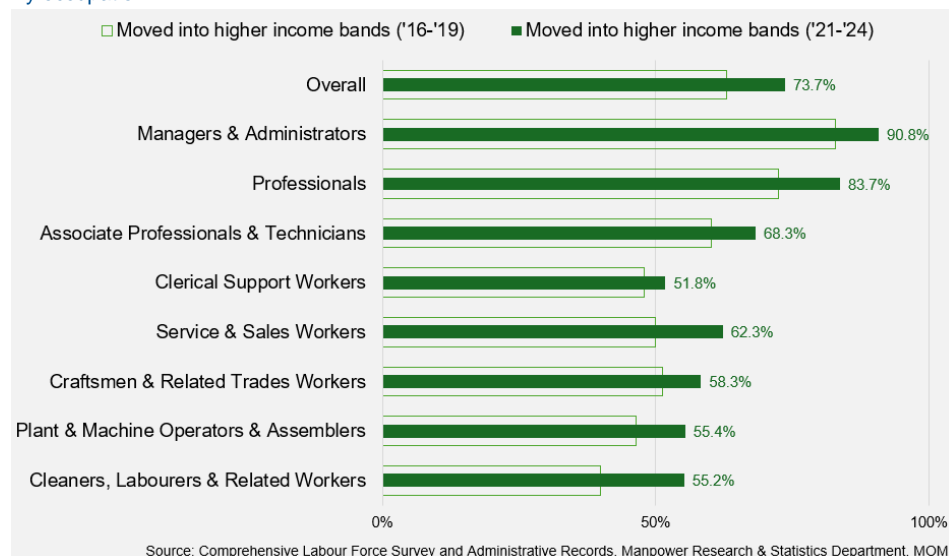


## PMETs had a higher tendency of upward income mobility compared to non-PMETs

- 8.6 Across all occupational groups, there was a rise in share of those who experienced upward income mobility post-COVID (2021 to 2024) compared to the pre-COVID (2016 to 2019) period. In general, PMETs had a higher tendency of upward income mobility compared to non-PMETs. Workers who have acquired specialised knowledge and skills to perform more complex job roles are likely to see larger income increases and move up the income distribution.

**Chart 40 Percentage of full-time resident employees who moved into higher income bands, among those with at least 5% p.a. increase in income**

By occupation



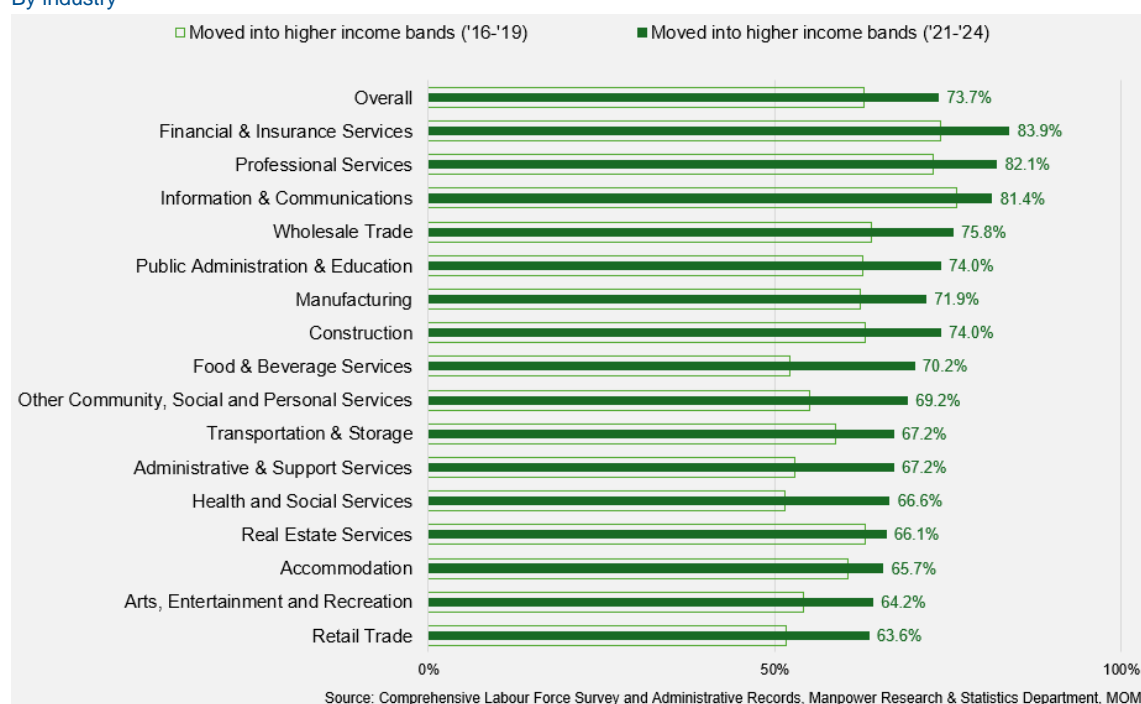


## Incidence of upward income mobility was higher among workers in higher-paying industries

- 8.7 Among the higher-paying industries, workers in *Financial & Insurance Services*, *Professional Services* and *Information & Communications* had a higher tendency to see good income outcomes that resulted in upward income mobility.<sup>43</sup> Higher-paying sectors also have relatively higher productivity, suggesting that firms are better positioned to provide salary increases to retain and attract talent.
- 8.8 Among the remaining industries, the incidence of upward income mobility was highest for *Construction*, reflecting the stronger sectoral output post-COVID.<sup>44</sup>

**Chart 41 Percentage of full-time resident employees who moved into higher income bands, among those with at least 5% p.a. increase in income**

By industry



<sup>43</sup> A higher-paying industry is one where the industry's median income is higher than the national median income.

<sup>44</sup> The *Construction* sector grew year-on-year by 4.0% in the first three quarters of 2024, 5.2% in 2023 and 4.6% in 2022, higher than 0.7% in 2019, 0.6% in 2018 and contraction in 2017 (-5.3%).

# SURVEY COVERAGE AND METHODOLOGY

## Introduction

- 1 The 2024 Comprehensive Labour Force Survey (CLFS) is the forty-seventh 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:

<b>Reference Period</b>	This refers to the week preceding the date of the survey interview.
<b>Residents</b>	Residents refer to Singapore citizens and Permanent Residents.
<b>Labour Force Status</b>	<p><b>Labour Force</b></p> <ul style="list-style-type: none"> <li>▶ 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.</li> </ul> <p><b>Outside the Labour Force</b></p> <ul style="list-style-type: none"> <li>▶ This refers to persons aged 15 years and over who are neither employed nor unemployed during the reference period.</li> </ul>

<b>Employed Persons</b>	<p>This refers to persons aged 15 years and over who, during the reference period:</p> <ul style="list-style-type: none"> <li>(i) work for one hour or more either for pay or profit; or</li> <li>(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.</li> </ul> <p>Members of the Singapore Armed Forces including full-time National Servicemen are included in the persons employed, unless otherwise specified.</p>
<b>Unemployed Persons</b>	<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>
<b>Labour Force Participation Rate</b>	<p>This is defined as the percentage of the labour force to the population.</p>
<b>Employment Rate</b>	<p>This is defined as the percentage of employed persons to the population.</p>
<b>Unemployment Rate</b>	<p>This is defined as the percentage of unemployed persons to the labour force.</p>
<b>Duration of Unemployment</b>	<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>
<b>Long-Term Unemployed Persons</b>	<p>This refers to persons aged 15 years and over who have been unemployed for 25 weeks or more.</p>
<b>Long-Term Unemployment Rate</b>	<p>This is defined as the percentage of long-term unemployed persons to the labour force.</p>
<b>Time-Related Under-Employed Persons</b>	<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>
<b>Time-Related Under-Employment Rate</b>	<p>This is defined as the percentage of time-related under-employed persons to employed persons.</p>
<b>Gross Monthly Income from Employment</b>	<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>

<b>Nature of Employment</b>	<p>Employed persons can be categorised into those working on full-time or part-time basis.</p> <p><b>Full-Time</b></p> <ul style="list-style-type: none"> <li>▶ This refers to employment where the normal hours of work is at least 35 hours a week.</li> </ul> <p><b>Part-Time</b></p> <ul style="list-style-type: none"> <li>▶ This refers to employment where the normal hours of work is less than 35 hours a week.</li> </ul> <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>
<b>Employment Status</b>	<p>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:</p> <p><b>Employers</b></p> <ul style="list-style-type: none"> <li>▶ These are persons who employ at least one paid employee in their business or trade.</li> </ul> <p><b>Employees</b></p> <ul style="list-style-type: none"> <li>▶ These are persons who work for employers in return for regular wages or salaries.</li> </ul> <p><b>Own Account Workers</b></p> <ul style="list-style-type: none"> <li>▶ These are persons who operate their own business without employing any paid employees in the conduct of their business or trade.</li> </ul> <p><b>Contributing Family Workers</b></p> <ul style="list-style-type: none"> <li>▶ These are persons who assist in the operation of family business without receiving regular wages or salaries.</li> </ul>
<b>Type of Employment</b>	<p>Employees can be categorised into those employed on casual/on-call, fixed-term contract or permanent basis.</p> <p><b>Casual/On-Call</b></p> <ul style="list-style-type: none"> <li>▶ Casual/on-call employees refer to those employed on ad hoc basis, as and when the company requires additional manpower.</li> </ul> <p><b>Fixed-Term Contract</b></p> <ul style="list-style-type: none"> <li>▶ Employees on fixed-term contract refer to those whose employment will terminate on the expiry of a specific term unless it is renewed.</li> </ul> <p><b>Permanent</b></p> <ul style="list-style-type: none"> <li>▶ Permanent employees refer to those employed for an unspecified duration, i.e. they are neither casual/on-call employees nor on fixed-term contract.</li> </ul>
<b>Job Change</b>	<p>For employees, this refers to a change in employer. For the self-employed, it involves either a change in business or change from being an employee previously.</p>

<b>Usual Hours Worked</b>	This refers to the number of hours that employed persons usually work in a typical week, including unpaid overtime. 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.
<b>Discouraged Workers</b>	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.
<b>Potential Entrants</b>	This refers to persons outside the labour force who intended to look for a job within the next two years.
<b>Highest Qualification Attained</b>	This refers to the highest grade or standard of education 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.
<b>Occupation</b>	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.
<b>Industry</b>	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 2024 survey was carried out from 18 March 2024 to 31 July 2024. Around 110 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, 1,506 were excluded from the survey as they were unoccupied, non-residential or demolished. A total of 27,374 households responded to the survey, achieving an overall response rate of 86.9%.

## Reliability of Data

- 9 The results of the survey were grossed up to the resident population in June 2024 (compiled by the Singapore Department of Statistics) using multiple estimation factors.
- 10 In a sample survey, statistical inferences about the target population are derived from data collected from a representative subset, or 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 quantifies the deviation between the estimated parameter obtained from the sample and the true population parameter<sup>45</sup>. Key factors influencing the magnitude of the sampling error include the sample size, the sample design, the estimation method, the intrinsic variability of the population and the nature of the characteristic being analysed.
- 11 A commonly utilised metric<sup>46</sup> for quantifying sampling error in statistical estimation is the standard error (SE), which represents the standard deviation of the sampling distribution of an estimator. It reflects the variability inherent in the estimates obtained from all possible random samples of the same size drawn from the population.
- 12 Another metric for accessing precision is the relative standard error (RSE), which expresses the standard error as a percentage of the estimate itself. As compared to the standard error, the relative standard error standardises the precision of the estimate by comparing the magnitude of the standard error to the estimate itself. Lower relative standard error values indicate greater confidence that the estimate is close to the true population parameter. Estimates with an RSE of less than 25% are considered sufficiently reliable for most purposes.<sup>47</sup> Generally, estimates derived from smaller subpopulations or strata<sup>48</sup> tend to have larger relative standard errors as these groups typically have smaller sample sizes, which increases variability and reduces precision.
- 13 A sample estimate and its standard error can be used to construct a confidence interval, which provides a range of values within which the true population parameter is expected to lie, with a specified level of confidence. By statistical convention, the confidence level is often set at 95%, meaning that if repeated sampling<sup>49</sup> were conducted, approximately 95% of the constructed intervals would contain the true parameter.

---

<sup>45</sup> Population parameter refers to a measure (e.g. mean, proportion) that describes an entire population.

<sup>46</sup> Metric refers to a standard of measurement used to quantify or evaluate a specific attribute or characteristic. In this context, metrics such as SE and RSE are used to measure the precision and variability of statistical estimates.

<sup>47</sup> Source: Australian Bureau of Statistics.

<sup>48</sup> Strata refers to a subset (part) of a population defined by specific characteristics. Stratified sampling uses these groups to ensure representation and improve accuracy of estimates.

<sup>49</sup> Repeated sampling refers to a process of drawing multiple random samples from a population under identical conditions. This helps to evaluate the variability of estimates, such as confidence levels or standard errors.

- 14 For the 2024 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	2,446,400	8,000	0.3	2,430,800	2,462,100
Employed Residents	2,365,600	8,000	0.3	2,349,900	2,381,300
Unemployed Residents	80,900	2,200	2.8	76,500	85,200
Residents Outside the Labour Force	1,139,900	7,200	0.6	1,125,800	1,154,000
Resident Labour Force Participation Rate	68.2%	0.20%-pt	0.3	67.8%	68.6%
Resident Employment Rate (Aged 15 & Over)	66.0%	0.20%-pt	0.3	65.6%	66.4%
Resident Employment Rate (Aged 25 to 64)	83.4%	0.19%-pt	0.2	83.0%	83.8%
Resident Unemployment Rate	3.3%	0.09%-pt	2.8	3.1%	3.5%

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

## Labour Force Supplementary Survey on Own Account Workers, 2024

- 15 The Labour Force Supplementary Survey on Own Account Workers, 2024 was conducted by the Manpower Research and Statistics Department under the Statistics Act 1973 (2020 Revised Edition). It was conducted from 18 March 2024 to 31 July 2024.
- 16 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.
- 17 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.
- 18 The supplementary survey covered residents aged 15 years and over who were involved in own account work during the reference year. 3,488 residents were surveyed, of whom 3,375 or 96.8% responded. The results of the supplementary survey were grossed up to the resident population using multiple estimation factors.

19 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 *not their preferred choice of work* 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 *preferred choice of work* are those who do not fall into the above estimate of persons for whom own account work is a non-preferred choice of work.

---

**Platform Workers** Platform workers are own account workers who have an agreement with a platform operator to provide ride-hail or delivery services to users for the platform operator and from this, derive payment or benefits in kind. Their work arrangement with platforms could resemble those of employees.

---



**TABLE 1  
KEY CHARACTERISTICS OF RESIDENT LABOUR FORCE, 2014 - 2024**

	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
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
2024	68.2	74.0	62.8	86.0	91.8	80.7	66.0	71.5	60.8	83.4	88.8	78.3

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

**TABLE 2**  
**RESIDENT LABOUR FORCE PARTICIPATION RATE BY AGE AND SEX, 2014 - 2024**  
(TOTAL)

Age (Years)	Per Cent										
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Total</b>	<b>67.0</b>	<b>68.3</b>	<b>68.0</b>	<b>67.7</b>	<b>67.7</b>	<b>68.0</b>	<b>68.1</b>	<b>70.5</b>	<b>70.0</b>	<b>68.6</b>	<b>68.2</b>
15 - 19	12.3	15.8	15.3	14.2	15.2	15.1	13.8	15.7	15.8	15.7	12.8
20 - 24	61.8	65.3	62.3	62.2	61.3	61.0	56.0	62.4	57.3	55.9	54.3
25 - 29	89.0	90.3	90.3	90.2	90.0	90.1	90.4	90.4	89.3	88.5	90.1
30 - 34	89.9	90.2	90.8	91.8	91.0	92.3	92.3	93.4	93.7	93.4	94.1
35 - 39	88.8	89.1	89.7	89.8	89.0	89.6	90.4	91.2	91.7	92.3	92.8
40 - 44	87.1	87.6	88.2	87.7	88.8	88.7	89.0	90.6	89.8	90.5	91.1
45 - 49	84.7	85.9	86.3	86.8	86.5	87.9	87.4	88.3	89.1	89.1	89.1
50 - 54	81.8	82.4	81.4	82.8	82.0	82.3	82.2	84.8	84.2	84.2	86.0
55 - 59	74.3	75.5	75.8	74.9	75.1	75.0	75.9	77.7	78.0	77.1	77.5
60 - 64	61.2	62.4	62.8	63.6	62.2	63.9	65.0	65.9	67.5	66.6	67.9
65 - 69	41.2	42.2	43.2	43.4	45.3	46.1	48.7	50.9	49.4	49.6	50.5
70 & Over	15.3	14.9	15.0	16.2	17.0	17.6	19.4	21.3	21.7	20.9	22.9
15 - 24	37.5	40.6	39.4	38.2	38.1	38.3	36.0	41.3	37.7	36.5	33.7
25 - 64	82.3	83.1	83.3	83.6	83.1	83.8	84.1	85.4	85.5	85.2	86.0
25 - 54	86.7	87.4	87.6	88.0	87.7	88.3	88.5	89.9	89.7	89.6	90.5
55 - 64	68.4	69.5	69.7	69.5	68.9	69.9	70.7	71.7	72.9	72.0	72.6
65 & Over	25.2	25.8	26.5	26.8	27.8	28.7	30.1	32.9	32.1	31.5	32.5

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

**TABLE 2** (continued)  
**RESIDENT LABOUR FORCE PARTICIPATION RATE BY AGE AND SEX, 2014 - 2024**  
(MALE)

Age (Years)	Per Cent										
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Total</b>	<b>75.9</b>	<b>76.7</b>	<b>76.2</b>	<b>76.0</b>	<b>75.6</b>	<b>75.4</b>	<b>75.4</b>	<b>77.2</b>	<b>77.0</b>	<b>74.9</b>	<b>74.0</b>
15 - 19	14.9	18.3	18.0	18.0	18.4	17.5	16.8	17.6	19.4	16.3	15.7
20 - 24	63.6	64.4	62.6	62.7	60.3	59.3	54.9	59.0	57.4	55.4	55.7
25 - 29	89.4	90.9	90.0	90.7	90.7	90.0	89.7	90.2	87.5	86.4	87.2
30 - 34	97.5	97.4	97.0	97.4	97.8	96.8	96.8	97.0	97.6	96.1	96.4
35 - 39	97.2	97.5	97.8	97.6	97.2	97.8	97.2	97.4	98.0	97.1	97.8
40 - 44	96.8	97.1	97.2	97.0	97.2	97.3	97.4	97.1	97.4	97.1	96.7
45 - 49	96.4	96.9	96.3	96.6	95.4	96.0	96.1	96.3	96.1	96.7	96.5
50 - 54	93.8	94.2	92.9	94.4	92.8	93.9	93.2	94.2	93.8	93.7	92.8
55 - 59	87.5	88.2	88.7	88.0	88.0	87.3	87.1	89.5	88.6	88.2	87.9
60 - 64	77.0	77.2	76.9	77.8	75.7	76.7	77.8	79.2	79.2	78.6	78.6
65 - 69	54.1	54.5	55.7	54.8	57.3	57.6	59.8	61.1	59.8	60.6	60.7
70 & Over	23.7	22.3	22.1	24.8	24.6	25.4	27.5	29.7	29.6	28.5	29.5
15 - 24	39.5	41.3	41.0	40.5	39.2	38.6	36.6	40.4	40.1	36.8	36.2
25 - 64	92.2	92.7	92.2	92.7	92.0	92.0	92.0	92.7	92.5	91.8	91.8
25 - 54	95.3	95.7	95.2	95.7	95.2	95.3	95.1	95.5	95.4	94.6	94.8
55 - 64	82.7	83.2	83.2	83.2	82.2	82.3	82.7	84.2	84.1	83.5	83.1
65 & Over	36.0	36.0	37.0	37.1	38.2	38.7	40.1	42.8	41.5	41.0	40.8

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

**TABLE 2** (continued)  
**RESIDENT LABOUR FORCE PARTICIPATION RATE BY AGE AND SEX, 2014 - 2024**  
**(FEMALE)**

Age (Years)	Per Cent										
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Total</b>	<b>58.6</b>	<b>60.4</b>	<b>60.4</b>	<b>59.8</b>	<b>60.2</b>	<b>61.1</b>	<b>61.2</b>	<b>64.2</b>	<b>63.4</b>	<b>62.6</b>	<b>62.8</b>
15 - 19	9.6	13.1	12.4	10.2	11.6	12.4	10.6	13.7	12.3	15.1	9.6
20 - 24	59.8	66.3	62.0	61.6	62.4	62.9	57.3	66.1	57.1	56.5	52.7
25 - 29	88.6	89.7	90.6	89.6	89.4	90.1	91.1	90.5	91.1	90.7	93.0
30 - 34	83.3	83.9	85.3	86.9	84.9	88.3	88.2	90.1	90.0	90.8	92.0
35 - 39	80.9	81.7	82.3	82.9	81.8	82.7	84.4	85.4	86.0	87.9	88.3
40 - 44	78.1	78.9	80.2	78.9	81.0	81.2	81.4	84.7	83.2	84.6	86.2
45 - 49	73.7	75.5	77.2	77.7	78.1	80.3	78.8	80.6	82.7	82.3	82.5
50 - 54	70.4	70.6	70.3	71.2	71.5	71.3	71.6	76.2	75.2	75.5	79.8
55 - 59	61.4	62.8	63.1	61.8	62.1	63.3	64.8	66.6	67.1	66.6	67.7
60 - 64	45.5	47.7	48.8	49.9	49.4	50.8	52.6	53.6	56.1	55.2	57.7
65 - 69	29.5	31.1	31.4	32.9	33.7	35.3	38.2	40.6	39.4	39.0	41.1
70 & Over	8.8	9.4	9.8	9.6	11.3	11.5	13.1	14.5	15.5	14.9	17.5
15 - 24	35.4	39.8	37.7	35.7	36.9	37.9	35.4	42.3	35.1	36.2	31.0
25 - 64	73.0	74.1	74.9	75.1	74.8	76.1	76.6	78.6	78.9	79.0	80.7
25 - 54	78.7	79.6	80.6	80.8	80.8	81.9	82.4	84.7	84.4	85.0	86.6
55 - 64	54.2	55.9	56.4	56.1	55.9	57.7	59.0	59.9	61.6	61.1	62.6
65 & Over	16.3	17.6	18.0	18.2	19.2	20.2	21.7	24.2	24.0	23.2	25.4

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

**TABLE 3**  
**RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2014 - 2024**  
(TOTAL)

Age (Years)												Per Cent
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	
<b>Total</b>	<b>64.5</b>	<b>65.7</b>	<b>65.3</b>	<b>64.9</b>	<b>65.1</b>	<b>65.2</b>	<b>64.5</b>	<b>67.2</b>	<b>67.5</b>	<b>66.2</b>	<b>66.0</b>	
15 - 19	11.4	14.5	14.1	13.2	14.2	13.6	12.1	14.7	14.8	14.5	12.0	
20 - 24	56.2	59.0	56.5	54.9	55.1	53.8	47.9	55.7	52.2	50.7	50.1	
25 - 29	83.8	85.5	85.5	85.4	85.0	84.7	84.2	85.0	84.4	84.2	85.4	
30 - 34	87.0	87.5	88.0	89.5	88.2	89.5	89.1	89.8	90.7	90.6	91.4	
35 - 39	86.2	87.2	86.5	86.9	86.5	87.3	86.8	88.2	89.1	90.1	90.3	
40 - 44	84.2	85.2	85.5	84.7	86.5	86.0	85.8	86.8	87.8	88.6	89.2	
45 - 49	82.3	83.3	83.3	84.2	83.5	84.7	83.7	83.5	86.1	85.2	86.3	
50 - 54	80.0	80.1	78.8	79.4	79.3	79.2	78.3	81.7	81.5	82.0	83.3	
55 - 59	72.2	73.1	73.0	72.1	72.7	72.1	72.4	74.7	75.5	74.7	75.0	
60 - 64	59.3	60.1	60.8	61.6	60.4	62.3	62.0	63.5	65.4	64.9	66.0	
65 - 69	39.9	40.4	41.5	41.7	43.8	44.6	45.9	49.0	47.5	48.3	49.1	
70 & Over	14.8	14.4	14.4	15.8	16.2	16.8	18.5	20.4	21.1	20.3	22.4	
<hr/>												
15 - 24	34.2	36.8	35.8	34.1	34.5	33.9	30.9	37.2	34.5	33.2	31.2	
25 - 64	79.7	80.5	80.3	80.7	80.3	80.8	80.3	81.8	82.7	82.6	83.4	
25 - 54	83.8	84.7	84.5	84.9	84.7	85.1	84.6	86.0	86.7	86.8	87.7	
55 - 64	66.3	67.2	67.3	67.1	66.8	67.6	67.5	69.0	70.6	70.0	70.4	
65 & Over	24.3	24.7	25.5	25.8	26.8	27.6	28.5	31.7	31.0	30.6	31.7	

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

**TABLE 3** (continued)  
**RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2014 - 2024**  
(MALE)

Age (Years)												Per Cent
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	
<b>Total</b>	<b>73.3</b>	<b>73.9</b>	<b>73.3</b>	<b>73.0</b>	<b>72.8</b>	<b>72.4</b>	<b>71.7</b>	<b>73.8</b>	<b>74.4</b>	<b>72.5</b>	<b>71.5</b>	
15 - 19	14.2	17.4	17.4	17.4	17.9	16.5	15.9	16.9	18.8	15.7	15.2	
20 - 24	59.5	58.9	58.2	56.7	55.3	53.8	48.7	54.5	53.0	51.9	52.0	
25 - 29	83.4	85.7	83.9	84.9	85.1	83.4	82.1	84.2	82.8	81.8	81.8	
30 - 34	94.7	94.5	94.3	95.0	95.0	94.2	93.5	93.3	95.0	93.6	93.3	
35 - 39	94.7	95.5	94.9	94.5	94.5	95.7	93.9	94.2	95.4	95.1	95.2	
40 - 44	93.7	94.9	94.4	94.4	94.9	95.3	94.4	93.8	95.2	95.1	94.9	
45 - 49	94.0	94.0	93.4	94.0	92.3	92.9	92.6	91.6	93.0	92.7	93.6	
50 - 54	91.9	91.7	90.1	90.5	89.5	90.7	88.8	90.8	90.8	91.1	89.7	
55 - 59	84.8	85.2	85.4	84.4	85.4	83.6	83.2	86.3	85.6	85.5	84.6	
60 - 64	74.8	74.0	74.5	75.1	73.2	74.7	73.9	75.9	76.7	76.2	76.0	
65 - 69	52.1	51.8	53.1	52.2	55.1	55.6	56.5	58.7	57.5	59.0	58.8	
70 & Over	22.9	21.5	21.4	24.1	23.1	24.1	26.0	28.2	28.7	27.5	28.8	
<hr/>												
15 - 24	37.1	38.1	38.4	37.2	36.5	35.3	33.0	37.6	37.5	34.6	34.0	
25 - 64	89.3	89.8	89.0	89.4	88.9	88.8	87.9	88.9	89.6	89.0	88.8	
25 - 54	92.2	92.9	91.9	92.3	91.9	92.0	91.0	91.5	92.4	91.7	91.7	
55 - 64	80.2	80.1	80.3	80.0	79.7	79.4	78.8	81.0	81.3	81.0	80.2	
65 & Over	34.7	34.3	35.5	35.6	36.4	37.2	37.8	41.0	40.1	39.8	39.7	

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

**TABLE 3** (continued)  
**RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2014 - 2024**  
**(FEMALE)**

Age (Years)												Per Cent
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	
<b>Total</b>	<b>56.2</b>	<b>58.0</b>	<b>57.7</b>	<b>57.2</b>	<b>57.8</b>	<b>58.3</b>	<b>57.7</b>	<b>61.0</b>	<b>60.9</b>	<b>60.3</b>	<b>60.8</b>	
15 - 19	8.4	11.4	10.6	8.7	10.1	10.4	7.9	12.4	10.8	13.2	8.5	
20 - 24	52.9	59.1	54.5	52.8	54.8	53.8	47.0	57.0	51.1	49.4	47.9	
25 - 29	84.2	85.4	87.0	86.0	84.9	86.0	86.3	85.8	86.1	86.7	89.2	
30 - 34	80.4	81.2	82.4	84.6	82.2	85.3	85.0	86.5	86.6	87.8	89.6	
35 - 39	78.2	79.9	78.7	80.0	79.5	80.1	80.6	82.5	83.3	85.5	86.0	
40 - 44	75.5	76.2	77.6	75.6	78.7	78.0	77.8	80.3	81.4	82.6	84.1	
45 - 49	71.3	73.3	74.1	75.0	75.4	77.1	75.1	75.7	79.7	78.5	79.7	
50 - 54	68.6	68.5	67.9	68.2	69.3	68.3	68.3	73.2	72.8	73.7	77.2	
55 - 59	59.8	60.8	60.8	59.8	59.8	61.1	61.7	63.8	65.1	64.6	66.0	
60 - 64	44.0	46.4	47.1	48.6	48.2	49.5	50.7	51.9	54.4	54.2	56.3	
65 - 69	28.7	30.0	30.4	32.0	32.8	34.2	35.8	39.4	37.9	37.9	40.1	
70 & Over	8.5	9.1	9.4	9.4	11.1	11.1	12.6	14.0	15.0	14.5	17.1	
15 - 24	31.3	35.3	33.0	30.7	32.4	32.3	28.7	36.7	31.3	31.6	28.0	
25 - 64	70.5	71.8	72.1	72.4	72.3	73.3	73.2	75.1	76.2	76.6	78.3	
25 - 54	76.0	77.1	77.6	77.9	78.0	78.8	78.6	80.8	81.4	82.2	84.0	
55 - 64	52.7	54.2	54.5	54.4	54.2	55.9	56.4	57.7	59.8	59.6	61.1	
65 & Over	15.9	17.0	17.4	17.8	18.8	19.6	20.6	23.4	23.1	22.6	24.8	

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, 2014 - 2024**  
 ( Exclude Full-Time National Servicemen )

Dollars

	Including Employer CPF			Excluding Employer CPF		
	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time
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
2024	5,000	5,500	1,376	4,333	4,860	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, 2014 - 2024**

Occupation ( SSOC 2020 ) / Age ( Years )	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Per Cent
<b>PMETs</b>	<b>2.8</b>	<b>2.7</b>	<b>3.1</b>	<b>3.0</b>	<b>2.9</b>	<b>2.9</b>	<b>3.5</b>	<b>3.4</b>	<b>2.6</b>	<b>2.4</b>	<b>2.7</b>	
15 - 29	4.4	3.6	3.8	3.6	4.1	4.0	4.1	3.9	4.3	2.9	3.8	
30 - 39	2.4	1.9	2.7	2.4	2.3	2.1	2.7	2.7	2.0	1.8	2.0	
40 - 49	2.7	2.6	2.9	2.9	2.6	2.9	3.2	4.1	2.0	2.7	2.3	
50 & Over	2.5	3.1	3.5	3.6	3.3	3.2	4.3	3.4	3.1	2.6	3.1	
<b>Non - PMETs</b>	<b>4.1</b>	<b>4.2</b>	<b>4.2</b>	<b>4.5</b>	<b>4.0</b>	<b>4.7</b>	<b>6.4</b>	<b>5.1</b>	<b>4.4</b>	<b>3.6</b>	<b>3.4</b>	
15 - 29	7.1	7.5	6.4	7.6	6.2	8.0	10.5	7.0	5.6	5.1	5.2	
30 - 39	4.6	4.0	4.7	4.1	3.8	4.7	6.5	5.5	6.8	4.3	4.8	
40 - 49	3.5	3.1	3.7	3.5	3.6	3.8	5.6	6.2	4.9	4.1	3.3	
50 & Over	2.9	3.3	3.4	3.7	3.2	3.7	5.0	3.9	3.3	2.7	2.6	

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 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, 2014 - 2024**

Occupation (SSOC 2020) / Age (Years)	Per Cent										
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>PMETs</b>	<b>0.6</b>	<b>0.7</b>	<b>0.9</b>	<b>0.7</b>	<b>0.8</b>	<b>0.6</b>	<b>0.8</b>	<b>0.8</b>	<b>0.5</b>	<b>0.4</b>	<b>0.7</b>
15 - 29	0.4	0.3	0.3	0.4	0.3	0.3	0.5	0.3	0.3	0.1	0.4
30 - 39	0.4	0.4	0.6	0.4	0.6	0.3	0.4	0.5	0.2	0.2	0.4
40 - 49	0.8	0.8	1.0	0.8	0.8	0.5	0.8	1.0	0.3	0.4	0.6
50 & Over	0.9	1.3	1.5	1.1	1.5	1.1	1.3	1.4	0.9	0.9	1.2
<b>Non - PMETs</b>	<b>0.6</b>	<b>0.6</b>	<b>0.7</b>	<b>0.7</b>	<b>0.7</b>	<b>0.8</b>	<b>0.9</b>	<b>0.9</b>	<b>0.7</b>	<b>0.5</b>	<b>0.5</b>
15 - 29	0.4	0.6	0.5	0.6	0.6	0.6	1.1	0.6	0.2	0.3	0.6
30 - 39	0.5	0.6	0.5	0.7	0.6	0.9	0.6	0.8	0.7	0.6	0.9
40 - 49	0.6	0.4	0.7	0.6	0.5	0.8	1.1	1.1	0.7	0.4	0.4
50 & Over	0.7	0.7	0.8	0.8	0.9	0.8	0.8	0.9	0.8	0.6	0.5

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, 2024**

Characteristics	Total			Male			Female		
	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)
<b>Total</b>	<b>1,139.9</b>	<b>100.0</b>	<b>31.8</b>	<b>449.2</b>	<b>100.0</b>	<b>26.0</b>	<b>690.7</b>	<b>100.0</b>	<b>37.2</b>
<b>Age (Years)</b>									
15 - 24	279.6	24.5	66.3	141.8	31.6	63.8	137.8	20.0	69.0
25 - 29	23.6	2.1	9.9	15.5	3.4	12.8	8.2	1.2	7.0
30 - 39	39.9	3.5	6.6	8.3	1.9	2.9	31.6	4.6	9.9
40 - 49	61.4	5.4	9.8	10.1	2.2	3.4	51.3	7.4	15.6
50 - 59	109.7	9.6	18.1	28.1	6.3	9.6	81.5	11.8	26.0
60 & Over	625.7	54.9	57.5	245.4	54.6	48.0	380.3	55.1	65.8
<b>Highest Qualification Attained</b>									
Below Secondary	439.1	38.5	61.1	155.5	34.6	50.1	283.6	41.1	69.5
Secondary	285.1	25.0	46.9	114.7	25.5	40.6	170.4	24.7	52.3
Post-Secondary (Non-Tertiary)	143.2	12.6	33.7	63.7	14.2	28.0	79.5	11.5	40.1
Diploma & Professional Qualification	127.6	11.2	20.3	58.7	13.1	18.2	68.9	10.0	22.5
Degree	145.0	12.7	12.0	56.7	12.6	9.6	88.3	12.8	14.3

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, 2024**

Characteristics	Total			Male			Female		
	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)
<b>Total</b>	<b>118.5</b>	<b>100.0</b>	<b>10.4</b>	<b>50.8</b>	<b>100.0</b>	<b>11.3</b>	<b>67.7</b>	<b>100.0</b>	<b>9.8</b>
<b>Age (Years)</b>									
15 - 24	34.3	28.9	12.3	14.3	28.1	10.1	20.0	29.5	14.5
25 - 29	11.9	10.1	50.4	8.0	15.8	52.0	3.9	5.7	47.4
30 - 39	14.2	12.0	35.7	4.4	8.7	53.3	9.8	14.5	31.0
40 - 49	15.1	12.7	24.6	3.6	7.1	35.9	11.5	16.9	22.4
50 - 59	21.5	18.1	19.6	8.9	17.5	31.7	12.6	18.5	15.4
60 & Over	21.5	18.1	3.4	11.5	22.6	4.7	10.0	14.8	2.6
<b>Highest Qualification Attained</b>									
Below Secondary	14.2	12.0	3.2	7.0	13.8	4.5	7.2	10.6	2.5
Secondary	20.5	17.3	7.2	8.0	15.7	6.9	12.5	18.5	7.4
Post-Secondary (Non-Tertiary)	22.6	19.1	15.8	10.9	21.5	17.1	11.7	17.3	14.7
Diploma & Professional Qualification	27.7	23.4	21.7	13.1	25.7	22.3	14.6	21.6	21.3
Degree	33.5	28.3	23.1	11.8	23.3	20.9	21.7	32.0	24.5
<b>Work Experience</b>									
With Work Experience	88.2	74.5	12.2	36.3	71.5	11.8	51.9	76.7	12.6
Without Work Experience	30.3	25.5	7.2	14.4	28.5	10.3	15.8	23.3	5.7
<b>Preference for Full-Time / Part-Time Employment</b>									
Full-Time	73.7	62.2	n.a.	34.8	68.6	n.a.	38.9	57.4	n.a.
Part-Time	44.8	37.8	n.a.	15.9	31.4	n.a.	28.8	42.6	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.

# OTHER RELEASES



## UPCOMING ...

Labour Market Report Third Quarter 2024	09-13 Dec 2024*
Labour Force In Singapore 2024	27 Jan-04 Feb 2025*
Labour Market Advance Release Fourth Quarter 2024	27-28 Jan 2025*
Labour Market Report Fourth Quarter 2024	10-14 Mar 2025*

## PAST ...

Labour Force in Singapore Advance Release 2024	28 Nov 2024
Labour Market Advance Release Third Quarter 2024	29 Oct 2024
Labour Market Report Second Quarter 2024	17 Sep 2024
Labour Market Advance Release Second Quarter 2024	31 Jul 2024
Report on Wage Practices 2023	25 Jun 2024
Labour Market Report First Quarter 2024	20 Jun 2024
Labour Market Advance Release First Quarter 2024	30 Apr 2024
Job Vacancies 2023	25 Mar 2024

---

More releases are available online @ <https://stats.mom.gov.sg>  
You may also subscribe to our email alert for the latest releases

*\*The actual date of release will be indicated at least a week before the scheduled publication date.*

## FEEDBACK FORM

**Report Title: Labour Force in Singapore Advance Release 2024**

1. How would you rate this report in terms of:

	Excellent	Good	Average	Poor
a) Relevance to your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Providing useful insights on prevailing labour market trends/development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Ease of understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Which area(s) of the report do you find most useful? Please provide reasons.

---

---

3. How do you find the length of the report?

Too detailed     Just right     Too brief

4. Overall, how would you rate this report?

	Excellent	Good	Average	Poor
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. What additional information (if any) would you like us to include in our future issues?

---

---

6. Any other comments or suggestions you wish to bring to our attention?

---

---

***Thank you for your valuable feedback***

---

Name : \_\_\_\_\_ Designation : \_\_\_\_\_

Name and address of organisation : \_\_\_\_\_  
\_\_\_\_\_

Please return the above to:

Director  
Manpower Research and Statistics Department  
Ministry of Manpower  
18 Havelock Road #05-01  
Singapore 059764  
Republic of Singapore  
Fax : 6317 1804  
Email : mom\_rsd@mom.gov.sg