

Labour Force in Singapore Advance Release 2025



**MANPOWER RESEARCH &
STATISTICS DEPARTMENT**

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LABOUR FORCE IN SINGAPORE ADVANCE RELEASE 2025

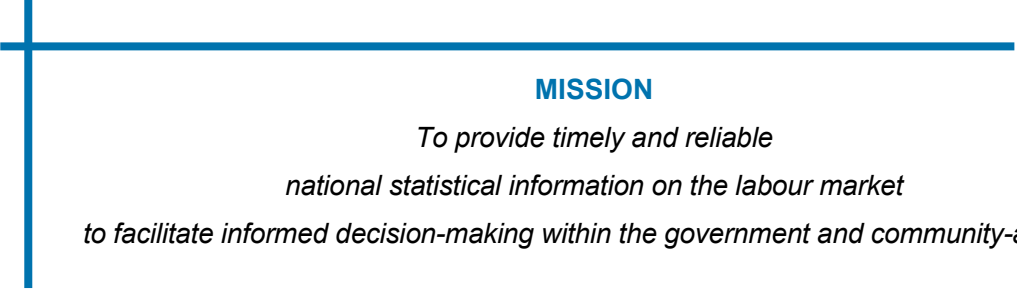
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CONTENTS

	Page
Notations and Abbreviations.....	v
Highlights.....	vi
1. Introduction.....	1
2. Labour Force	1
Box Article: Global Exposure of Singapore's Labour Force	14
3. Job Mobility.....	27
4. Usual Hours Worked.....	31
5. Income	33
6. Unemployment.....	36
7. Persons Outside the Labour Force	39
Annex A: Survey Coverage and Methodology	A1
Annex B: Statistical Tables.....	B1

NOTATIONS

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

ABBREVIATIONS

Below Sec	: Below Secondary
CLFS	: Comprehensive Labour Force Survey
CPF	: Central Provident Fund
CPI	: Consumer Price Index
CSSWs	: Clerical, Sales & Service Workers
CUB	: C U Back at Work
Dip & Prof Qual	: Diploma & Professional Qualification
Excl.	: Excluding
FWA	: Flexible Work Arrangement
ICT	: Information & Communications Technology
ILO	: International Labour Organisation
Incl.	: Including
LFPR	: Labour Force Participation Rate
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 th 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
RSE	: Relative Standard Error
SE	: Standard Error
Sec	: Secondary
SSEC	: Singapore Standard Educational Classification
SSIC	: Singapore Standard Industrial Classification
SSOC	: Singapore Standard Occupational Classification
WIS	: Workfare Income Supplement
WSP	: Workfare Special Payment
Yrs	: Years

HIGHLIGHTS

In 2025, Singapore's labour market held up well, and employment outcomes for residents continued to improve, reflecting sustained labour demand amid a more uncertain external environment.

Nominal incomes increased over the year at both the median (P50: 5.0%) and 20th percentile (P20: 4.6%), albeit at a more moderated pace than in 2024 (P50: 5.8%; P20: 7.1%). With inflation easing, real incomes rose strongly (P50: 4.3%; P20: 3.8%), exceeding the average gains over the past decade. This indicates that wage growth has remained broad-based and supported by underlying labour demand, while the close alignment between medium-term wage growth and productivity growth suggests that these improvements have been sustainable. The P20 to P50 income ratio also improved to 0.55 in 2025 (2020: 0.52; 2015: 0.51), reflecting sustained narrowing of income disparities.

Job mobility continued to ease, with the share of employed residents who changed jobs in the past year declining from 7.6% in 2024 to 6.2% in 2025. This is consistent with a labour market normalising from post-pandemic churn and may also indicate greater worker caution amid external uncertainties. However, job matching quality among job switchers remained healthy with six in ten experiencing real income gains, signalling that opportunities for upward transitions remained accessible.

The proportion of permanent employees rose to a new high of 90.8%, with gains across most industries, including growth sectors such as *Professional Services*, *Health & Social Services*, and *Information & Communications*. These sectors also saw higher Professionals, Managers, Executives & Technicians (PMET) representation, contributing to the overall rise in PMET share among employed residents (from 63.8% in 2024 to 64.2% in 2025). These trends point to continued structural upgrading and a shift toward more stable, higher-skilled roles in the economy.

Labour underutilisation remained low, reinforcing that overall slack in the labour market is limited. Resident unemployment rates stayed stable and low (PMETs: 2.8%; non-PMETs: 2.8%), while long-term unemployment declined further for both groups. The time-related under-employment rate also fell from 2.3% in 2023 and 2024 to 1.9% in 2025, and the number of discouraged workers remained low at 7,400 (0.3%). Together, these indicators suggest that labour market conditions remain firm, even as hiring momentum moderates.

Female representation in the labour force increased over the decade, with their share rising from 45.5% in 2015 to 47.7% in 2025. This reflects significant gains in labour force participation among women aged 25 to 64 (from 74.1% to 80.5%), which have helped to offset some of the demographic pressures on labour supply. Male participation among those aged 25 to 64 remained high at 91.8% in 2025.

However, population ageing continued to exert downward pressure on the overall labour force participation rate (LFPR), which edged down for the fourth consecutive year to 67.9%. While participation across most age groups remained steady or higher than a decade ago, the ageing profile of the population is increasingly constraining labour force growth. Despite this, Singapore's overall LFPR continued to rank among the highest compared with the Organisation for Economic Co-operation and Development (OECD) countries, reflecting strong participation among core working-age groups.

LABOUR FORCE IN SINGAPORE

ADVANCE RELEASE 2025

1. Introduction

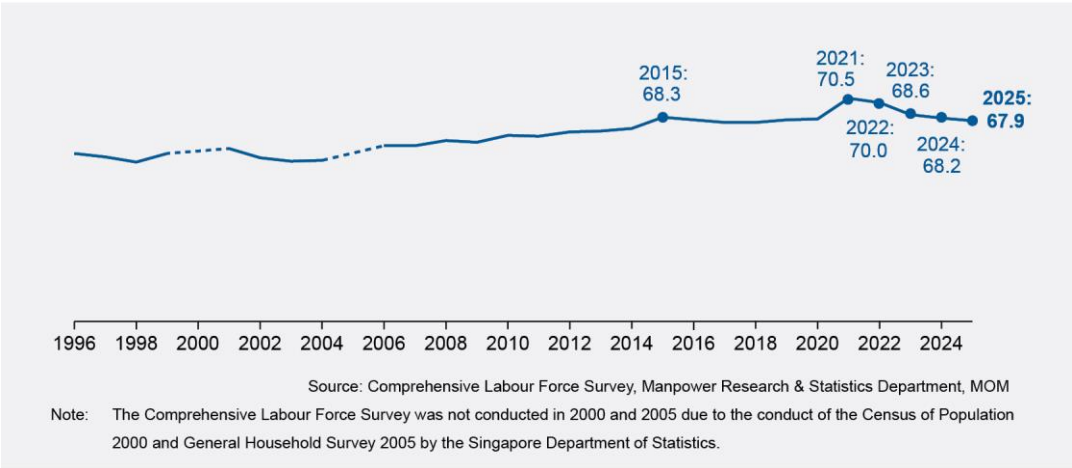
1.1 The Labour Force in Singapore Advance Release ¹ provides early findings from the Comprehensive Labour Force Survey (CLFS). Unlike the Monthly Labour Force Surveys, the CLFS is run annually with a larger sample size, measuring a wider range of labour market indicators. The breadth and depth of information 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 has eased further in 2025

2.1 The labour force participation rate for residents aged 15 years and over declined slightly for the fourth consecutive year, from 70.5% in 2021 to 68.2% in 2024 and further to 67.9% in 2025. The decline at the overall reflects population ageing,² even as participation rates across most age groups remained broadly similar or higher than before.³

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



¹ 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](#).

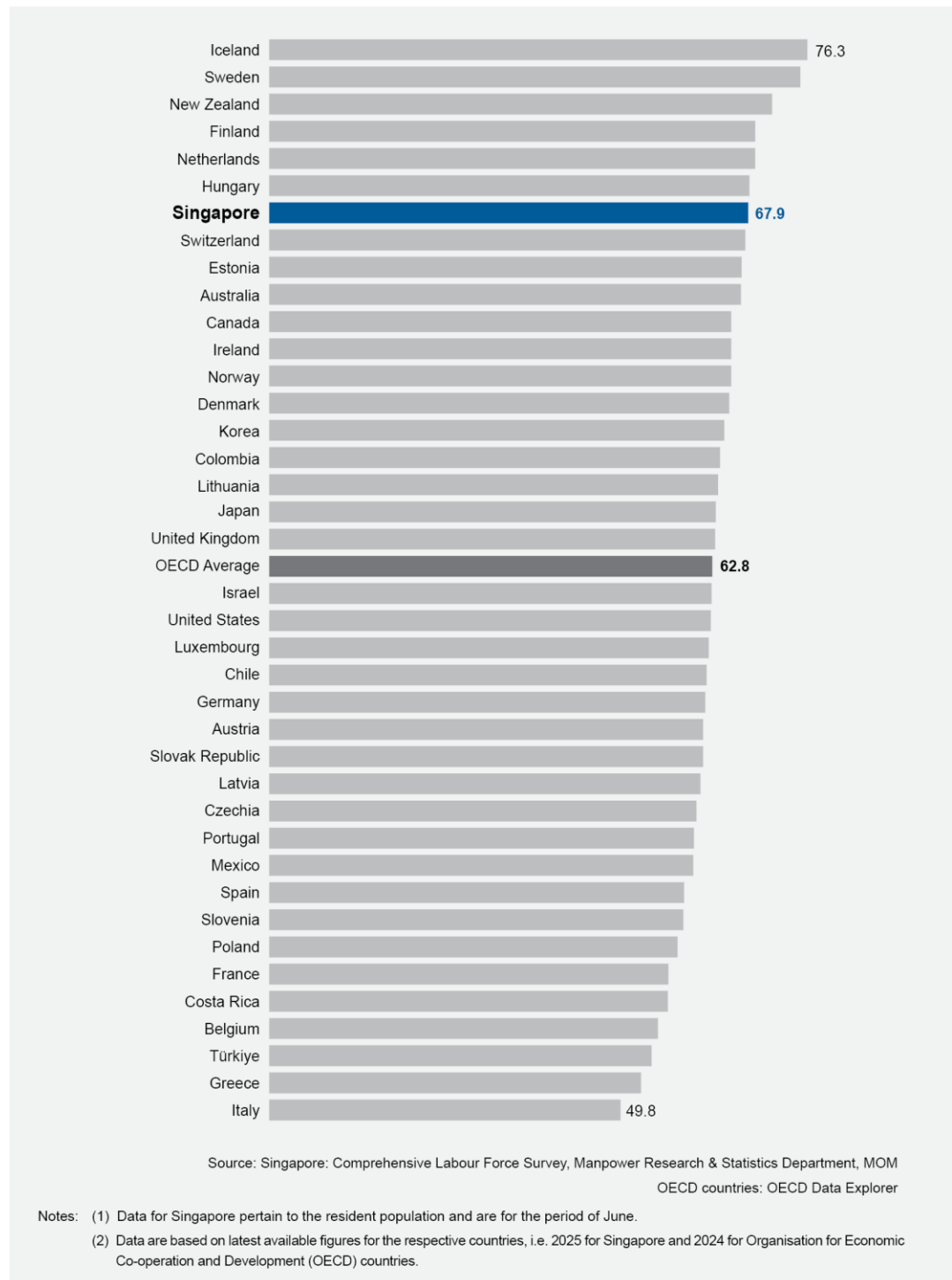
² In 2025, 37.9% of residents aged 15 and over were 55 years or older, up from 37.3% in 2024 and 30.2% in 2015. Source: Singapore Department of Statistics.

³ Except for youths aged 15 to 24, whose labour force participation rate declined over the longer term as more pursue further studies and enter the labour force later.

2.2 Notwithstanding the gradual declines in recent years, Singapore's labour force participation rate remained one of the highest when compared to countries in the Organisation for Economic Co-operation and Development (OECD).⁴

Chart 2 Labour force participation rate (aged 15 years and over) in Singapore and OECD countries

Per Cent



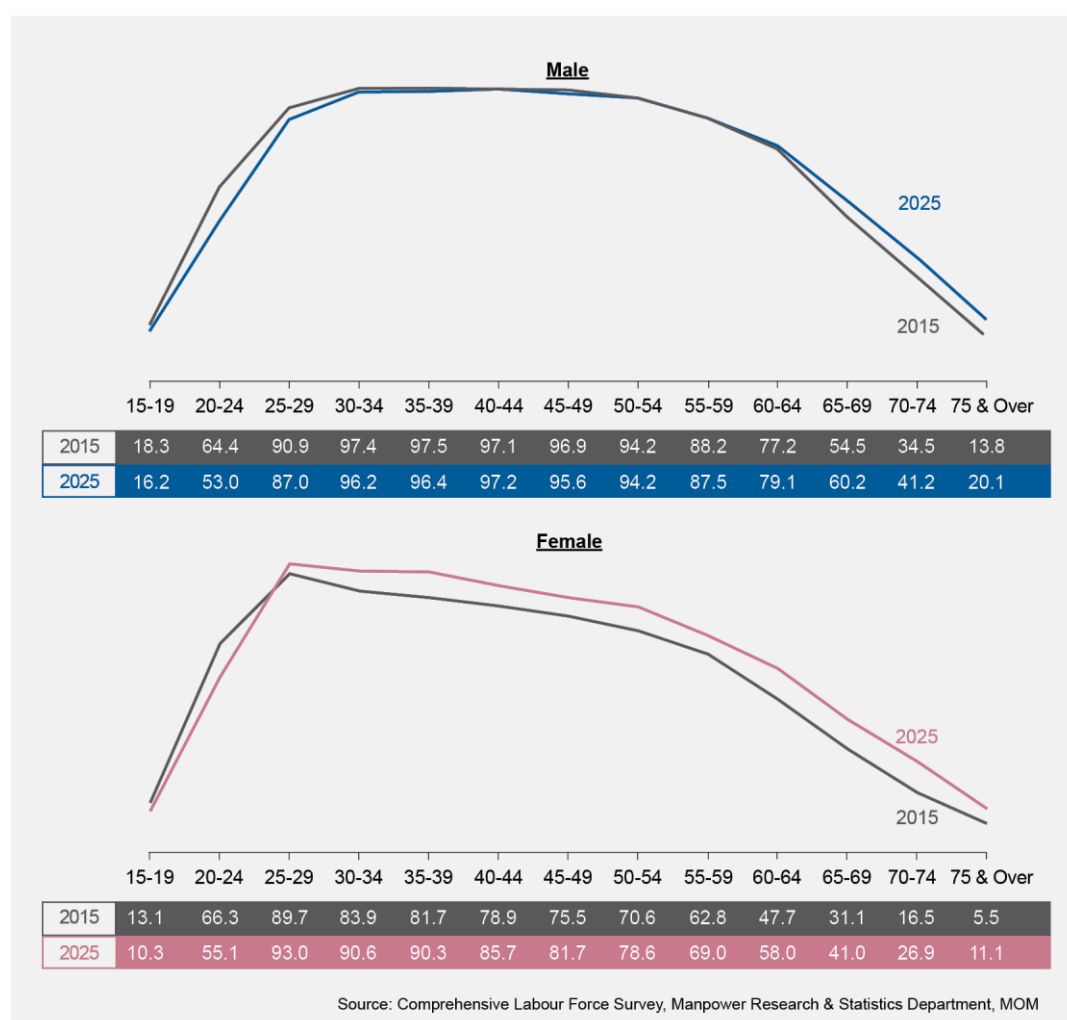
⁴ Comparison was made to the OECD member countries, most of which are high-income countries similar to Singapore. The OECD also provides a comprehensive statistical database that facilitates harmonised comparisons across a broad spectrum of indicators.

Female labour force participation has risen significantly across age groups, while male labour force participation has been broadly stable

- 2.3 Females across most age groups saw significant increases in the labour force participation rate over the decade, reflecting their rising educational profile⁵ as well as collective efforts aimed at supporting women to stay in or return to the labour force.⁶ Among those aged 25 to 64, the female labour force participation rate has improved significantly over the decade from 74.1% to 80.5%, helping to offset some of the demographic pressures on labour supply. The labour force participation rate of males aged 25 to 64 remained high at 91.8% in 2025. With females becoming more educated and more likely to participate in the labour force, the female labour force participation rate is expected to increase further in the coming decade.

Chart 3 Resident labour force participation rate by age and sex

Per Cent

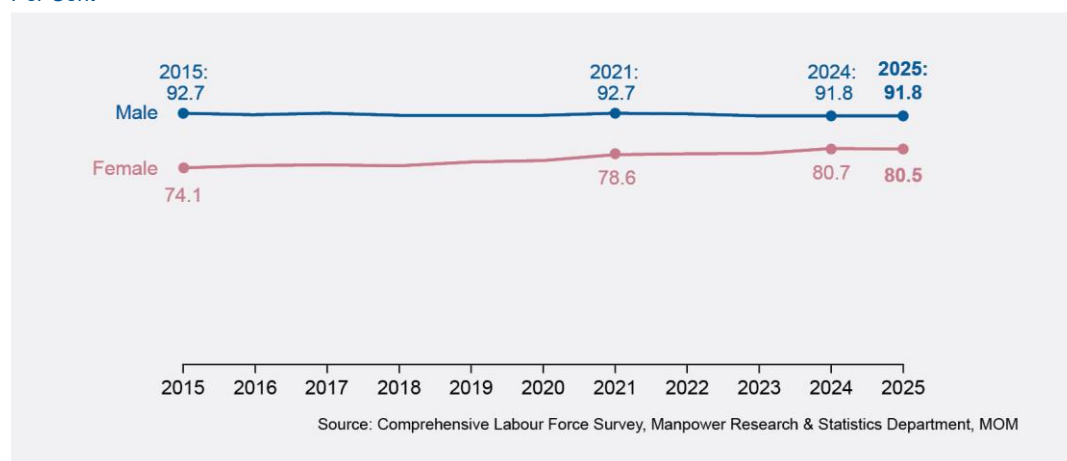


⁵ The tertiary-educated (i.e. those with degree, diploma or professional qualification) formed 49.9% of females aged 15 years and over in 2025, an increase from 38.9% in 2015.

⁶ These include practices such as flexible work arrangements as well as programmes such as Workforce Singapore's herCareer Initiative and the NTUC's Women Supporting Women Mentorship Programme and the C U Back at Work (CUB) Programme.

Chart 4 Labour force participation rate of residents aged 25 to 64 by sex

Per Cent



- 2.4 While the labour force participation rate of females aged 25 to 64 years has improved over time, it remains below that of leading OECD countries (average of top six: 85.8%⁷) and currently ranks in the middle (18th). This is because Singapore's female part-time employment rate (5.9%, compared to the OECD average of 13.7%) is among the lowest (32nd). Greater availability of part-time employment options can help support women who may prefer alternative work arrangements due to personal commitments⁸ and preferences⁹ to continue working and raise their participation further. In contrast, Singapore's full-time employment rate for females aged 25 to 64 is one of the highest (9th) compared to OECD countries.

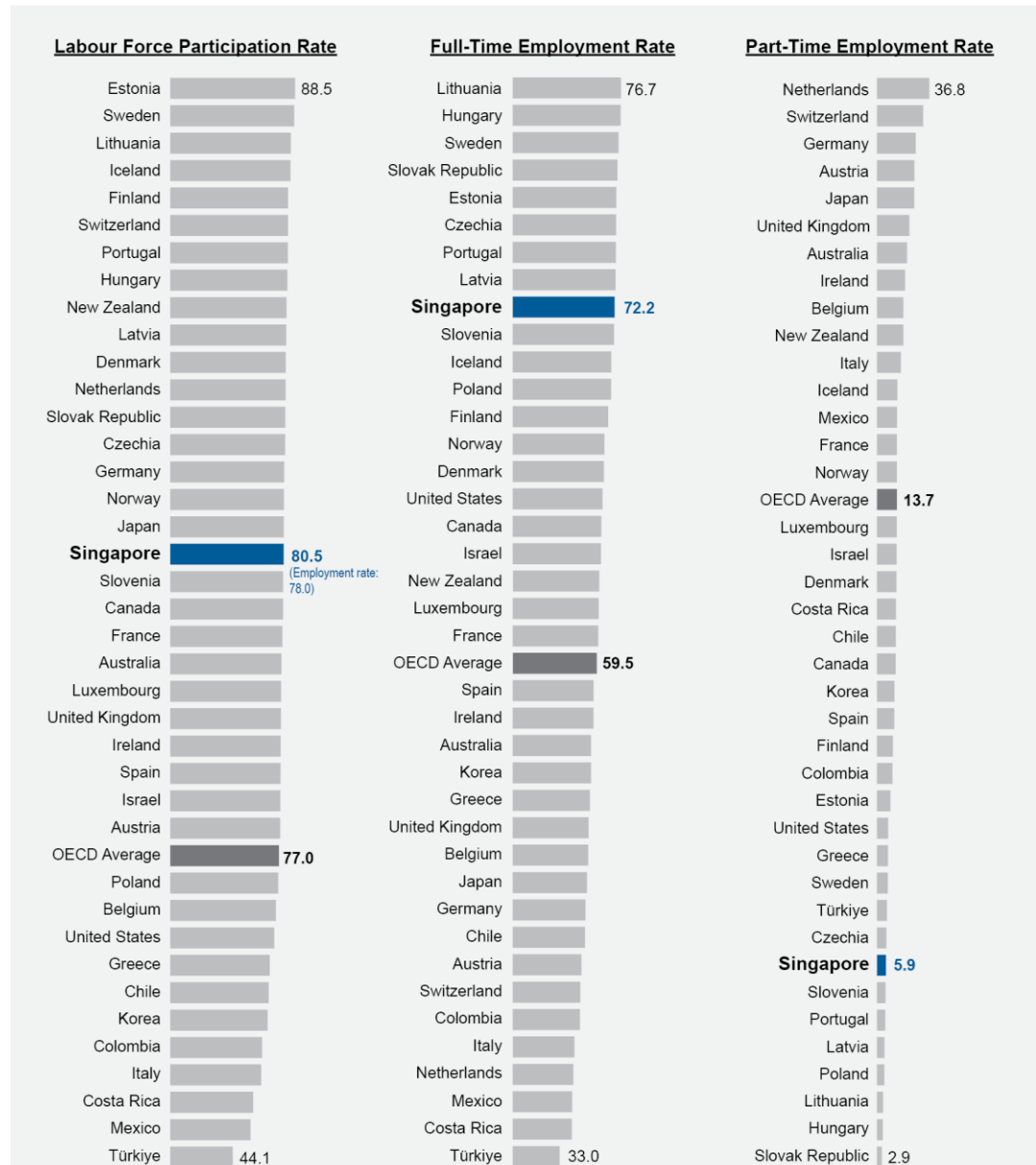
⁷ Based on latest available figures for year 2024, the top six OECD countries for labour force participation rate of females aged 25 to 64 are: Estonia (88.5%), Sweden (88.0%), Lithuania (85.6%), Iceland (85.5%), and Finland/Switzerland (tied at 83.6%). Source: OECD Data Explorer.

⁸ In 2025, 61.5% of females aged 25 to 64 who were outside of the labour force were not working or looking for work due to family responsibilities.

⁹ Married females with children are more likely to be in part-time employment compared to single women or married women without children. Those outside the labour force but may potentially rejoin tend to prefer part-time employment as well.

Chart 5 Labour force participation rate and full-time/part-time employment rate of females aged 25 to 64 in Singapore and OECD countries

Per Cent



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

OECD countries: OECD Data Explorer

Notes: (1) Data for Singapore pertain to the resident population and are for the period of June.

(2) Data are based on latest available figures for the respective countries, i.e. 2025 for Singapore and 2024 for Organisation for Economic Co-operation and Development (OECD) countries, except the full-time and part-time employment rate for the United States which are based on 2023.

(3) Singapore's employment rate of female residents aged 25 to 64 is in brackets. It currently ranks 15th when compared with OECD countries, after leading countries such as Iceland (83.7%), Estonia (82.5%), Sweden (82.2%), Lithuania (80.4%), and Switzerland/Hungary (tied at 80.1%).

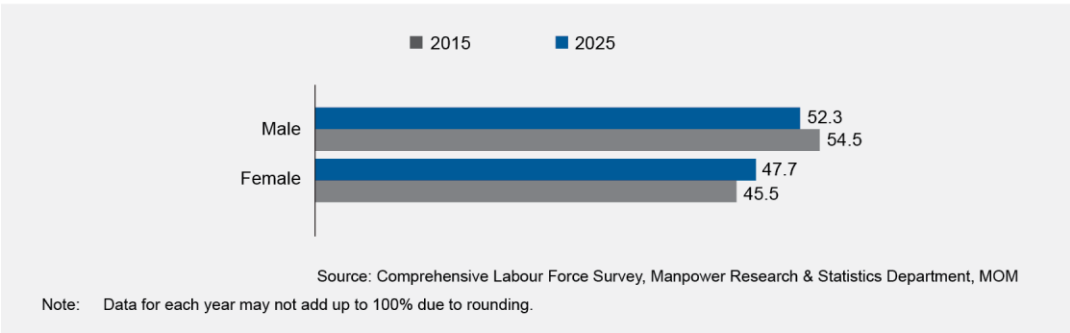
(4) Full-time and part-time employment data for OECD countries are based on a common threshold of 30 hours. Full-time/part-time employment rate refers to full-time/part-time employed as a percentage of the population.

(5) To facilitate comparison with OECD countries, Singapore's full-time/part-time employment rate data refers to those employed with usual hours worked of at least 30 hours a week/less than 30 hours a week as a percentage of the population.

2.5 Reflecting females’ increased labour force participation, the share of females in the resident labour force rose from 45.5% in 2015 to 47.7% in 2025.

Chart 6 Profile of the resident labour force by sex

Per Cent



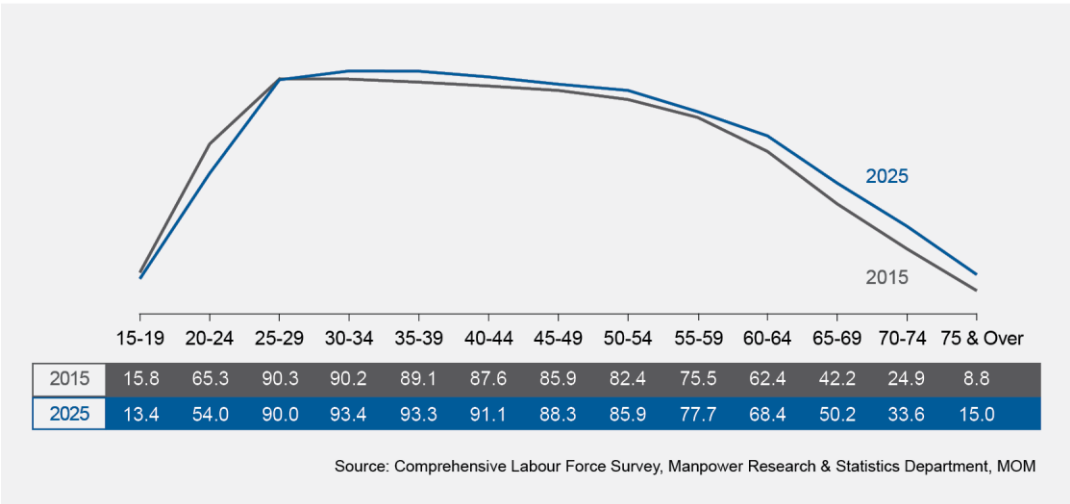
Share of seniors in the labour force increased over the decade

2.6 Over the last decade, the labour force participation rate rose across most five-year age groups, with the largest increases seen among seniors. Reflecting seniors’ increasing share in the population and initiatives that enhance their employability, the proportion of seniors aged 60 years and over in the labour force rose from 12.3% in 2015 to 19.3% in 2025.

2.7 Between 2015 and 2025, the age groups that observed a decline in the labour force participation rate were younger residents aged below 30 years, particularly those aged 20 to 24 years as more of them pursued further studies and delayed their entry into the labour force.¹⁰ Coupled with their decreased share in the population due to falling birth rates, the share of younger residents aged below 30 years in the labour force fell from 19.1% in 2015 to 13.6% in 2025.

Chart 7 Resident labour force participation rate by age

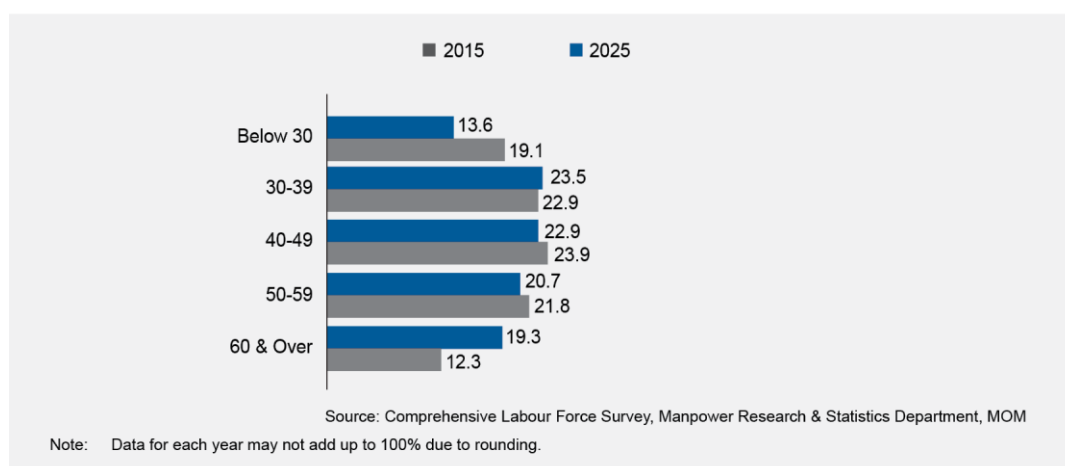
Per Cent



¹⁰ Among the resident population aged 20 to 24 years, 42.8% were outside the labour force pursuing their education or training in 2025, significantly higher than the 31.5% in 2015.

Chart 8 Profile of the resident labour force by age

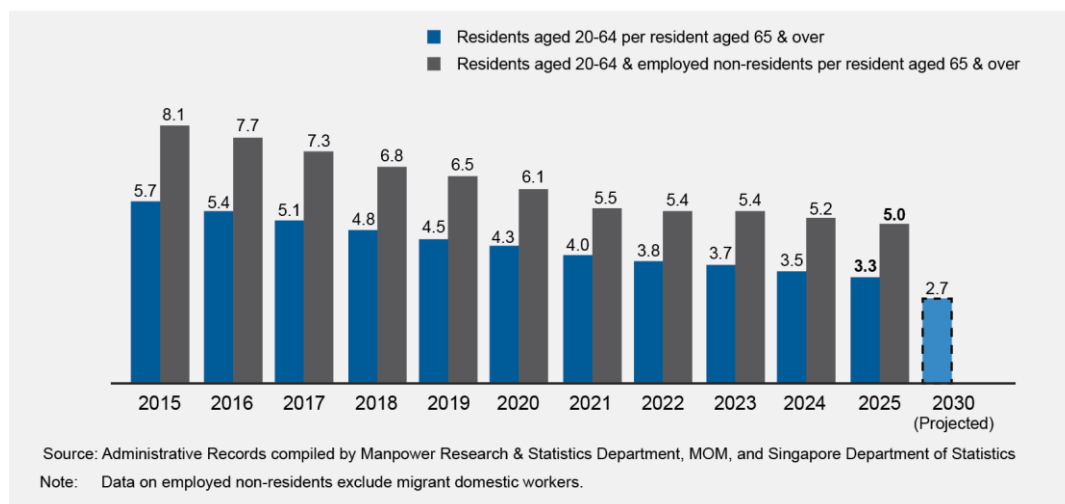
Per Cent



Resident old-age support ratio has declined

- 2.8 As the population continues to age, there are fewer residents supporting our elderly population. The resident old-age support ratio,¹¹ which relates the number of residents aged 20 to 64 years to elderly residents aged 65 years and above, has fallen from 5.7 in 2015 to 3.3 in 2025 and is projected to decline further to 2.7 in 2030.¹² The inclusion of non-resident workers increases the ratio to 5.0 per elderly resident in 2025,¹³ offering some relief to the economic pressures of an ageing population.

Chart 9 Old-age support ratio



¹¹ The old-age support ratio provides a rough indication of the number of persons who are potentially economically and socially supporting elderly people.

¹² Source: Singapore Department of Statistics.

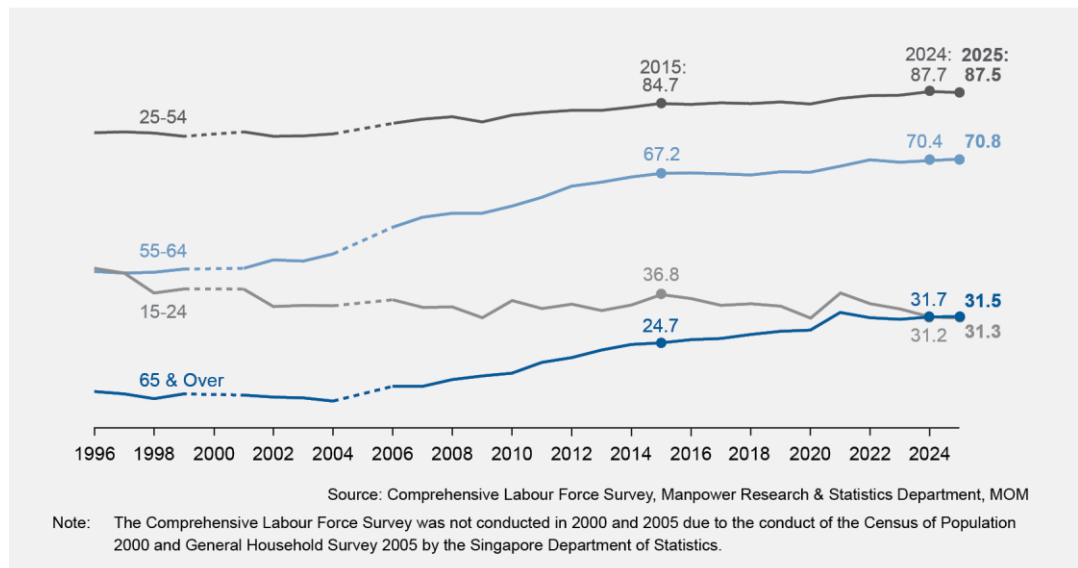
¹³ Source: Estimates derived using non-resident employment data from administrative records compiled by Ministry of Manpower's Manpower Research & Statistics Department, and population data from the Singapore Department of Statistics.

Employment rate remained high among prime-age and senior residents

- 2.9 The employment rate of prime-age residents (25 to 54 years) declined slightly from 87.7% in 2024 to 87.5% in 2025. The decrease was seen across most five-year age groups, reflecting the hiring slowdown that impacted outward-oriented sectors such as *Information & Communications*, *Wholesale Trade*, *Professional Services*, *Manufacturing*, and *Financial & Insurance Services*. These are some of the top sectors where prime-age workers are employed in. From 2024 to 2025, the employment rate for residents aged 55 to 64 years rose modestly from 70.4% to 70.8%, while that of seniors aged 65 years and over eased slightly from 31.7% to 31.5%. Despite the recent declines for prime-age residents and seniors, these employment rates remain at around historically high levels.
- 2.10 Over the last decade, the employment rate has been on a broad uptrend across age groups, except for youths aged 15 to 24 years (from 36.8% in 2015 to 31.3% in 2025) as more chose education or training over work. Improvement in the employment rate was most pronounced for seniors aged 65 years and over (from 24.7% to 31.5%), reflecting their continued employability. Building on sustained efforts to raise the employability of older workers,¹⁴ progressive increases in re-employment ages will support more older workers who wish to remain in the workforce.

Chart 10 Resident employment rate by age

Per Cent



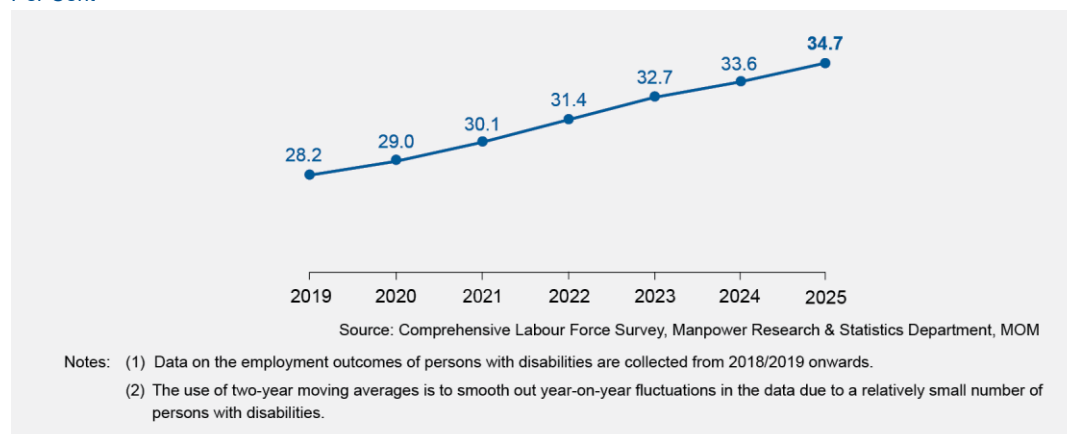
¹⁴ These include the Senior Employment Credit which provides up to 7% in wage offsets to employers who hire Singaporeans aged 60 and above earning below \$4,000 a month, and the Career Conversion Programmes where eligible senior workers can undergo training with up to 90% salary and course fee support. Senior workers who require additional assistance can also tap on career coaching and guidance services offered by Workforce Singapore and NTUC's Employment and Employability Institute.

Employment rate of persons with disabilities continued to increase

- 2.11 The employment rate of persons with disabilities aged 15 to 64 years continued its steady uptrend, rising from 33.6% in 2024 to 34.7% in 2025.¹⁵ This increase reflects growing 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 under the Enabling Masterplan 2030.

Chart 11 Two-year moving average of resident employment rate of persons with disabilities aged 15 to 64 years

Per Cent



Higher proportion of employed residents held PMET jobs

- 2.12 The proportion of Professionals, Managers, Executives & Technicians (PMETs) among employed residents rose from 63.8% in 2024 to 64.2% in 2025, continuing a long-term shift towards higher-skilled roles that is driven by improvements in the workforce's educational qualifications.¹⁶ The proportion of PMETs grew in sectors such as *Financial & Insurance Services*, *Health & Social Services*, *Information & Communications*, and *Professional Services*, where they formed the large majority.¹⁷

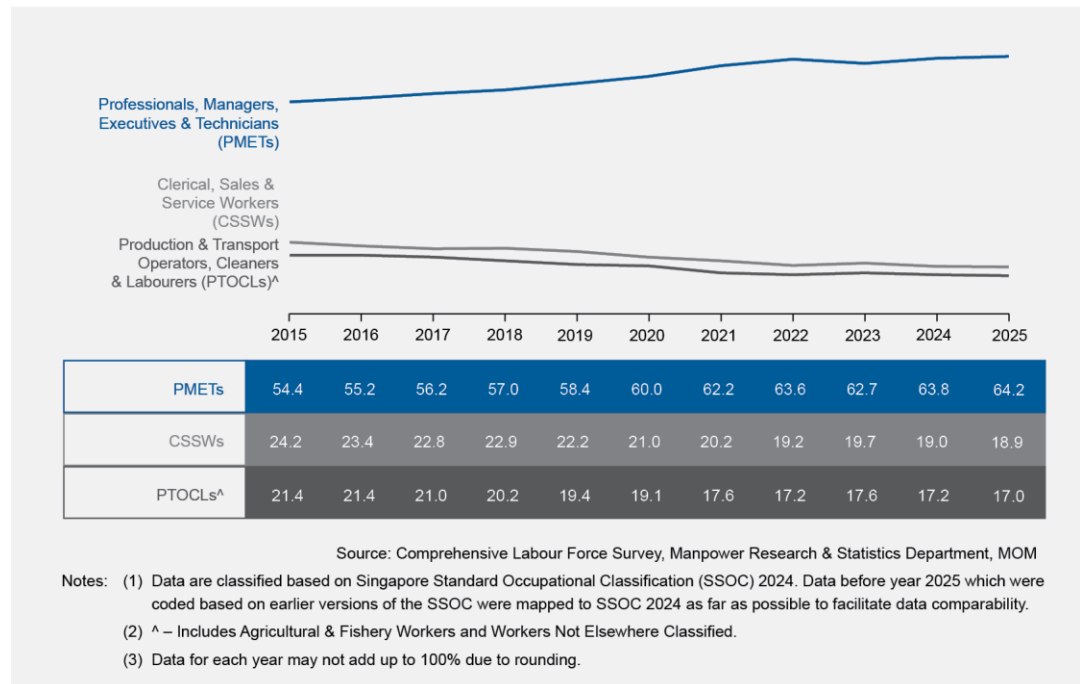
¹⁵ Based on two-year moving averages, i.e. average for 2024 and 2025 compared with average for 2023 and 2024.

¹⁶ The proportion of the tertiary-educated among employed residents has increased from 51.6% in 2015 to 64.0% in 2025.

¹⁷ In 2025, PMETs made up around nine in ten of employed residents in *Financial & Insurance Services*, *Information & Communications*, and *Professional Services*, and around seven in ten of employed residents in *Health & Social Services*.

Chart 12 Employed residents by occupation

Per Cent

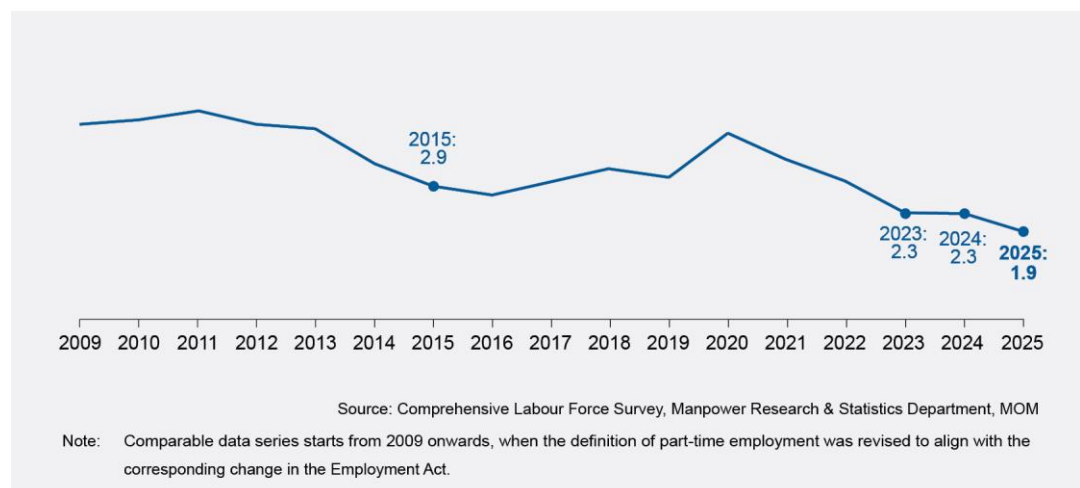


Time-related under-employment rate declined to the lowest seen¹⁸

- 2.13 The resident time-related under-employment rate continued to decline to 1.9% in 2025 after holding steady from 2023 to 2024 at the low rate of 2.3%. The time-related under-employment rate was also lower than a decade ago (2015: 2.9%).

Chart 13 Resident time-related under-employment rate

Per Cent

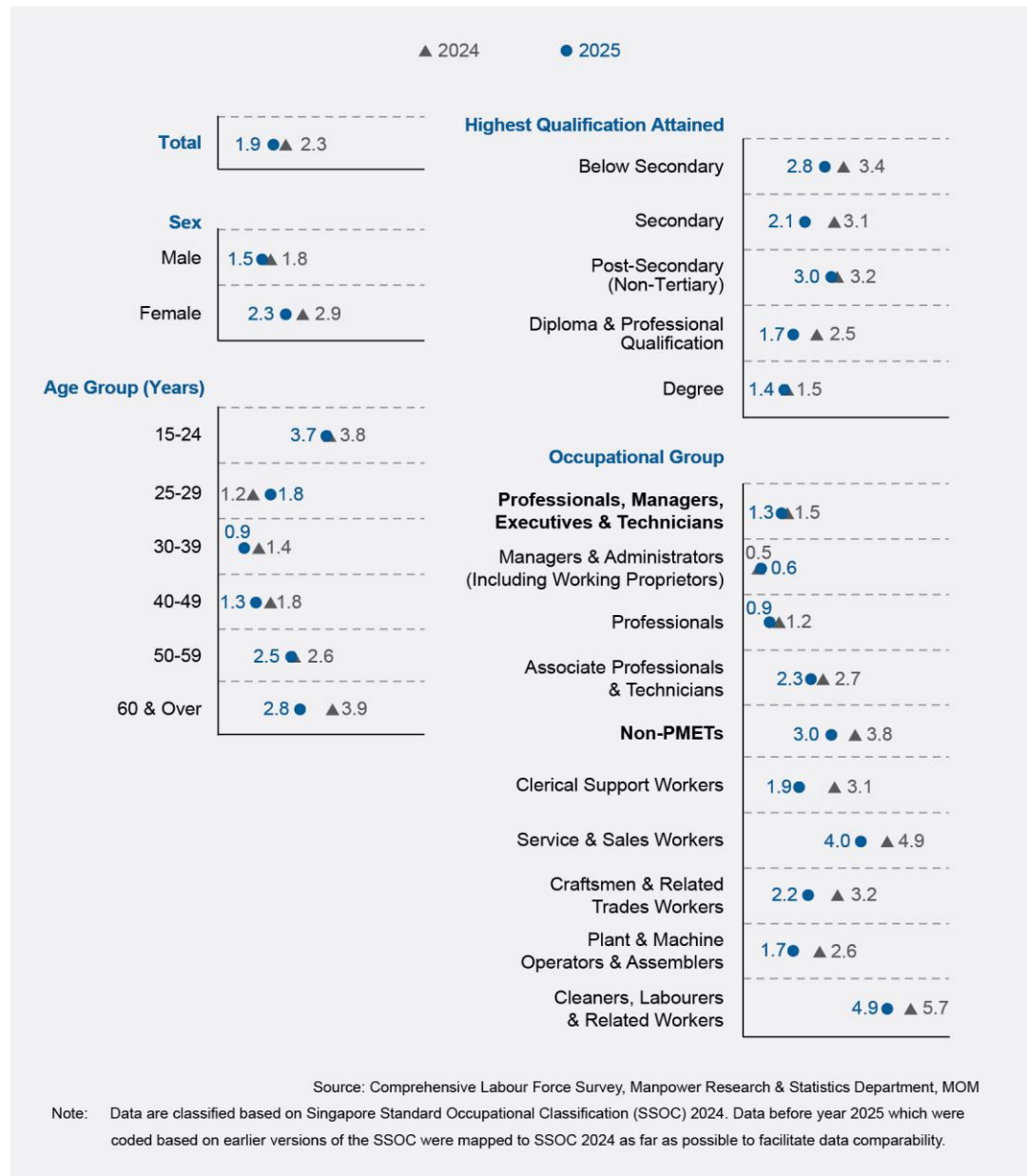


¹⁸ Based on comparative data series from 2009 onwards.

2.14 The decline in time-related under-employment from 2024 and a decade ago was largely broad-based, across most groups by age and education, especially among seniors and the less educated. This corresponds to more pronounced declines seen for non-PMET occupations such as *clerical support workers*, *service & sales workers* and *craftsmen & related trades workers*, as well as sectors where non-PMETs are concentrated in, such as *Retail Trade*, *Transportation & Storage*, and *Food & Beverage Services*.

Chart 14 Resident time-related under-employment rate by characteristics

Per Cent

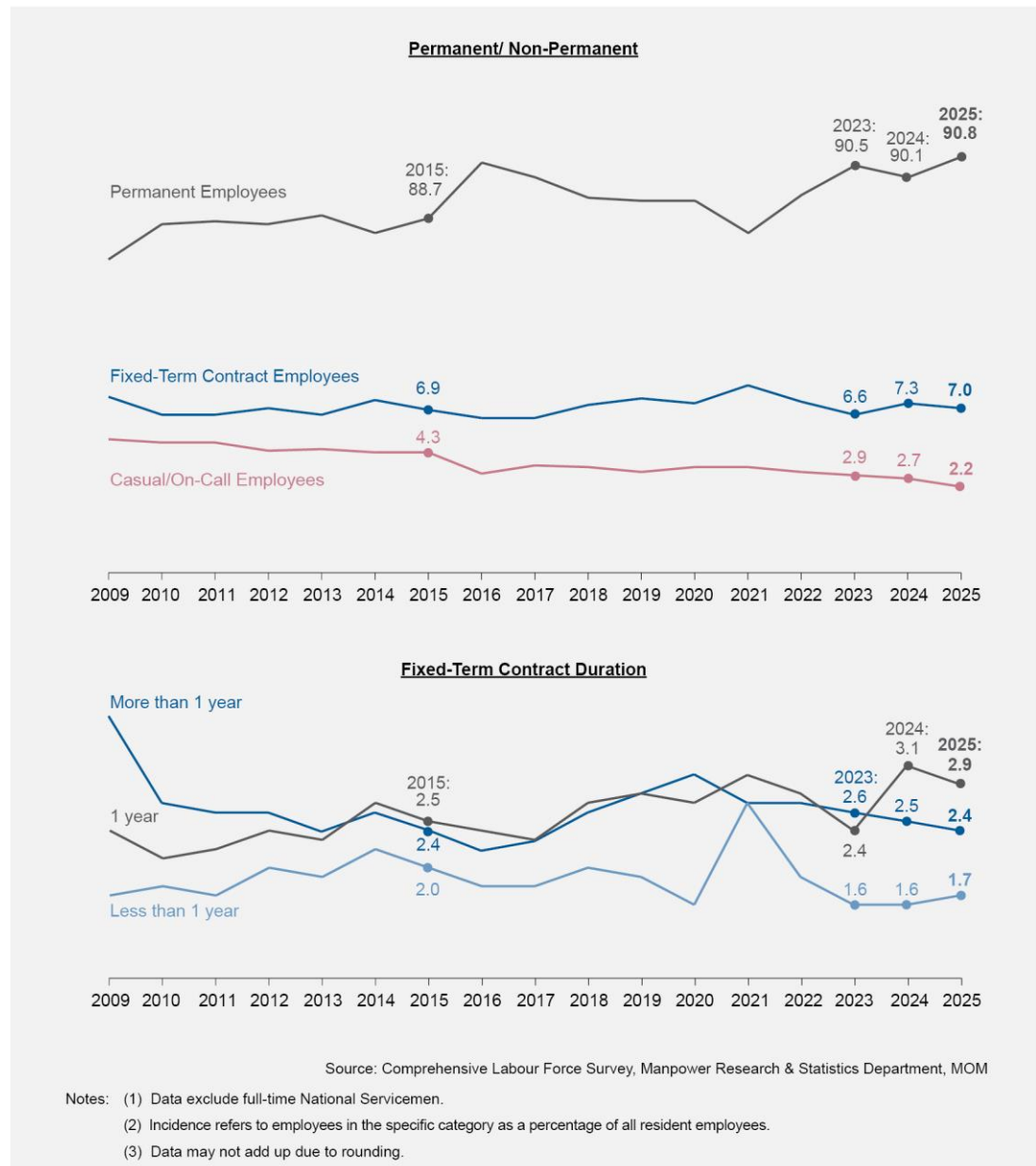


Share of resident employees in permanent positions reached a new high

- 2.15 In 2025, the proportion of permanent employees rose to 90.8%, the highest on record. The share of fixed-term contract employees declined to 7.0%, with most holding contracts lasting one year or more. Casual or on-call workers remained a small portion of employees, with their share falling further to 2.2%, the lowest ever.

Chart 15 Incidence of resident employees by type of employment

Per Cent



- 2.16 From 2024 to 2025, the share of permanent employees increased or remained stable across age, education, and occupational groups. The increase was most pronounced among youths aged 15 to 24 years, with notable declines in the share of fixed-term contract and casual or on-call positions within this age group.¹⁹ This suggests that there is no sustained shift towards shorter-term roles

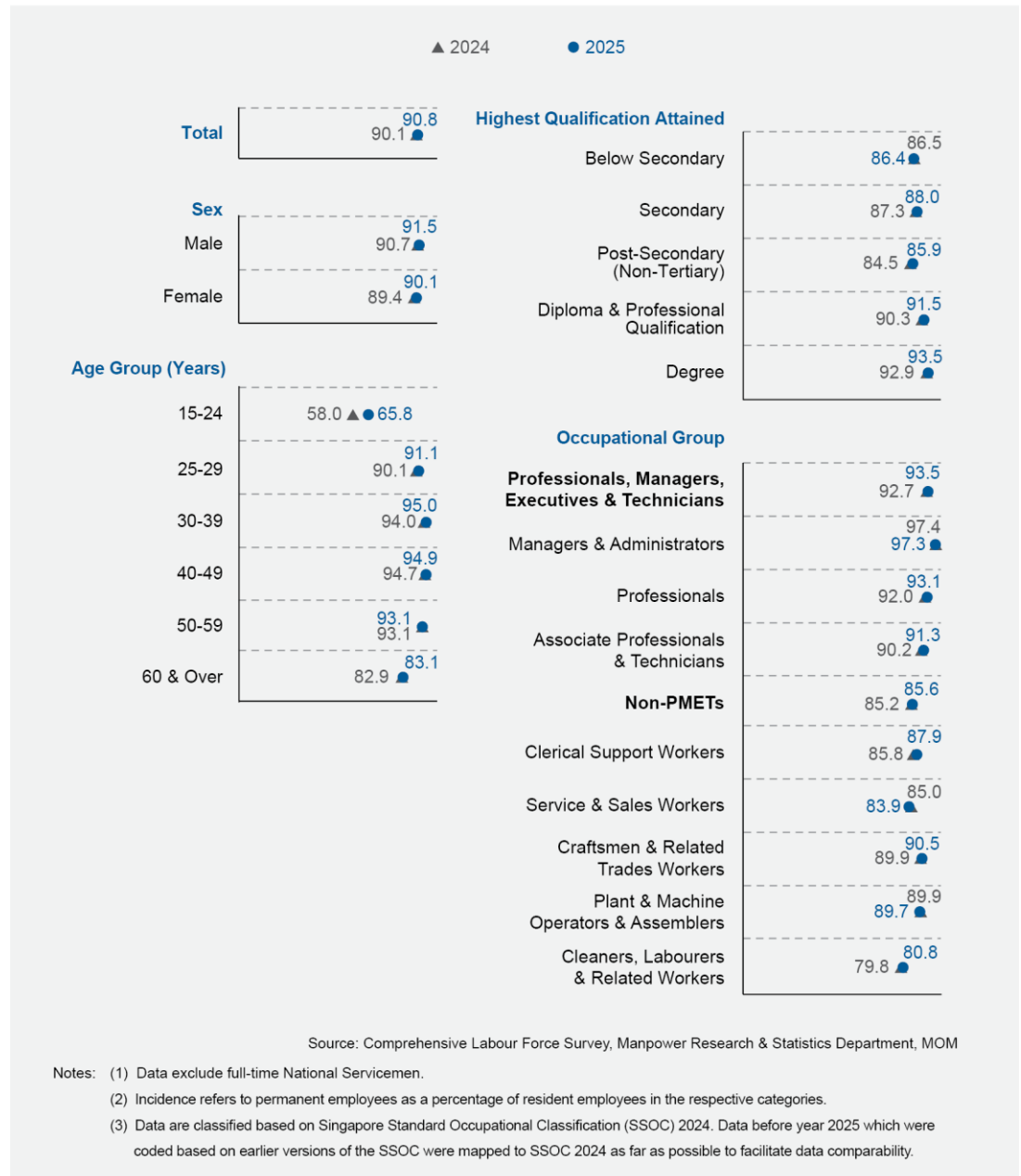
¹⁹ From 2024 to 2025, the proportion of resident employees aged 15 to 24 years on fixed-term contract positions declined from 29.3% to 27.4%, and the proportion on casual or on-call positions declined from 12.6% to 6.8%.

among younger workers, including those aged 25 to 29 years who also saw a higher share of permanent employees over the year.

- 2.17 The rise in permanent employees was also observed across most sectors, including in growth sectors such as *Health & Social Services*, *Professional Services*, and *Information & Communications*, as well as *Education* and *Real Estate Services* which also have a high concentration of PMETs.

Chart 16 Incidence of resident permanent employees by characteristics

Per Cent



BOX ARTICLE: GLOBAL EXPOSURE OF SINGAPORE'S LABOUR FORCE

INTRODUCTION

Singapore is headquarters for many multinational enterprises with senior leadership and top regional roles. As these corporations commonly seek out senior leaders with global perspectives and the experience in navigating international markets, workers with global or regional experience are better positioned to take on leadership roles in regional offices or managing multi-country teams. This points to the need for sustained efforts to broaden the international exposure and leadership readiness of our local workforce.

As the Ministry of Manpower (MOM) strengthens its efforts in this area of workforce development, we have started collecting new data in 2025 to understand the prevalence of overseas work experience of the resident labour force. Singapore is among the first national statistical agencies to collect and publish these statistics, and we will continue to build and deepen insights into the global exposure and mobility of the resident workforce.

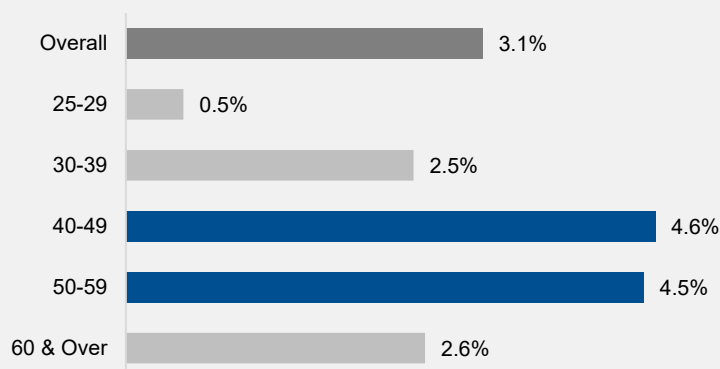
This article compares the extent to which different segments of the labour force have worked overseas, and the types of overseas work experience they had taken up. The findings indicate that overseas work experience was most prevalent among mid-career workers in their 40s and 50s, managers, and employees earning a monthly salary of at least \$30,000. In line with Singapore's status as a global business hub, facilitating overseas work experiences can strengthen workers' cross-cultural expertise and leadership capabilities essential for career progression.

FINDINGS

Overseas work experience most common among mid-career workers in their 40s and 50s

3.1% or 76,000 residents in the labour force in 2025 had ever worked overseas full-time for a stint of at least six months. Overseas work experience was most prevalent among the resident labour force in their 40s (4.6%) and 50s (4.5%). These mid-career residents commonly started their first overseas stint when they were aged 25 to 34 years (53.7%). As workers tend to make more job moves in their younger prime years, there is scope to encourage planning for overseas stints early in workers' careers to build up their capabilities and progress into leadership positions.

Chart A1 Proportion of resident labour force with overseas work experience by age group, 2025

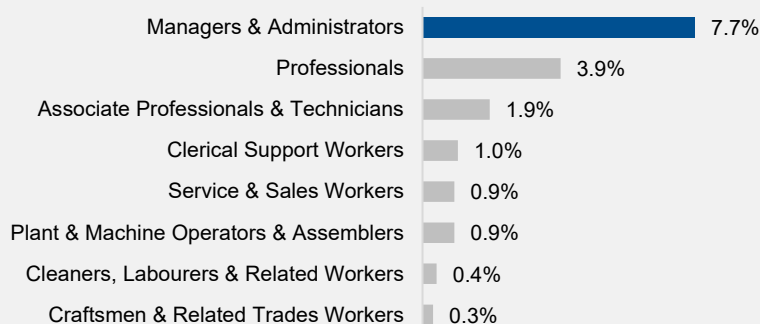


Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM
Note: Data refers to labour force in the respective age group with overseas work experience, as a percentage of labour force in the age group.

More managers, especially those in top managerial positions, had overseas work experience

Overseas work experience was most prevalent among employees currently in *managerial* positions (7.7%), particularly among *managing directors, chief executives & general managers* where global exposure is highly valued, especially in multinational corporations, and companies with overseas operations, suppliers or customers.

Chart A2 Proportion of resident employees with overseas work experience by current occupation, 2025



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

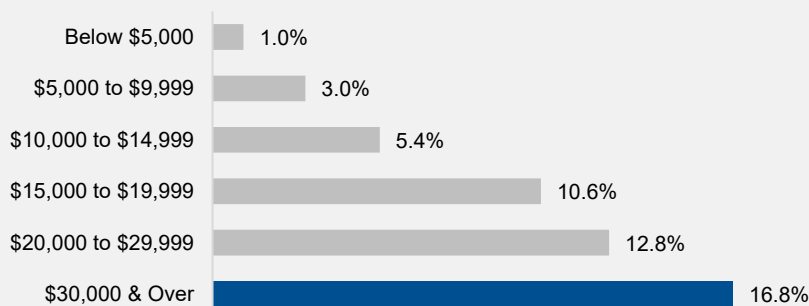
Notes: (1) Data exclude full-time National Servicemen.

(2) Data refers to employees in the respective occupation with overseas work experience, as a percentage of employees in the occupation.

Overseas work experience especially prevalent among higher-income earners

Among full-time resident employees currently earning at least \$30,000 a month, around one in six or 16.8% had overseas work experience. For workers aspiring to take on higher-paying roles in their careers, actively planning and seeking overseas work opportunities is crucial in building up their capabilities to be considered for such roles in the future.

Chart A3 Proportion of full-time resident employees with overseas work experience by current gross monthly income from employment (excluding employer CPF contributions), 2025



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

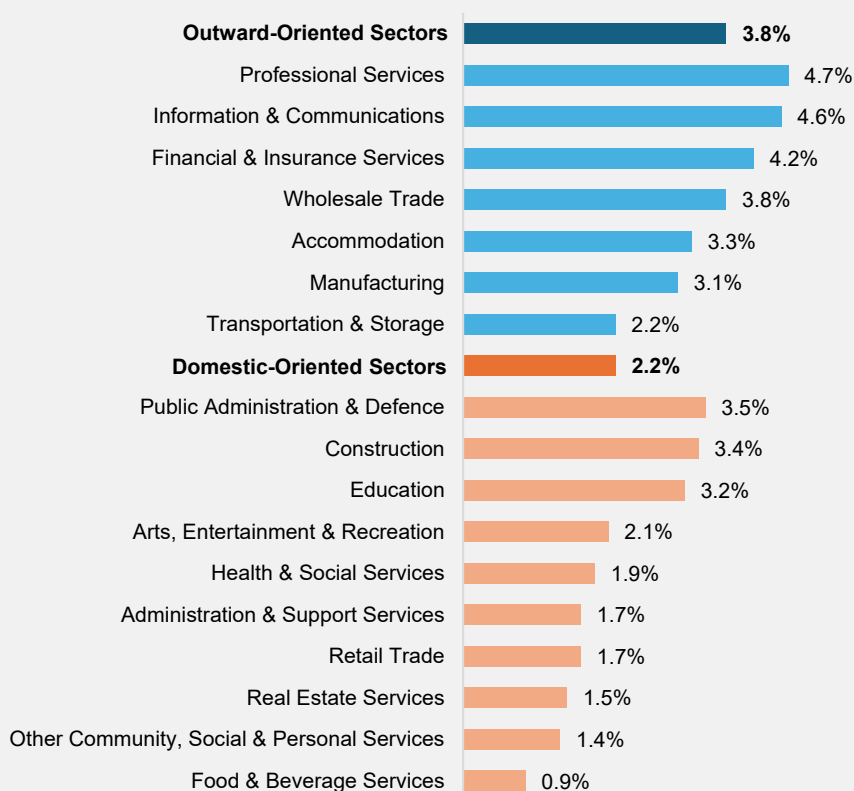
Notes: (1) Data exclude full-time National Servicemen.

(2) Data refers to full-time employees in the respective income band with overseas work experience, as a percentage of full-time employees in the income band.

Overseas work experience was more common among employees currently working in outward-oriented sectors

Employees from outward-oriented sectors (3.8%) were more likely to have overseas work experience compared with those from domestic-oriented sectors (2.2%), more so in *Professional Services* (4.7%), *Information & Communications* (4.6%), *Financial & Insurance Services* (4.2%) and *Wholesale Trade* (3.8%). Given their higher reliance on exports, international markets and global supply chains, these industries tend to have a greater need for workers with experience in overseas markets, which can help them work with business partners, employees and customers in the relevant markets more effectively.

Chart A4 Proportion of resident employees with overseas work experience by current industry, 2025



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

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

(2) Data refers to employees in the respective industry with overseas work experience, as a percentage of employees in the industry.

Close to half of employees with overseas work experience were in professional roles overseas

Resident employees who had at least one overseas work experience lasting six months or longer on a full-time basis were most commonly in a *professional* (45.2%) role in their most recent overseas stint, such as *business & administration professionals* (16.0%), *science & engineering professionals* (13.7%) and *information & communications technology (ICT) professionals* (7.4%). Another three in ten (30.7%) were *managers* in their latest overseas stint, more commonly as *administrative & commercial managers* (11.4%) and *production & specialised services managers* (9.4%) than *managing directors, chief executives & general managers* (5.4%).

Moreover, a significant proportion of current *managing directors, chief executives & general managers* with overseas work experience were *professionals* (39.0%) in their most recent overseas stint compared to those who were *managers* (47.3%). This suggests that workers could still benefit from stints as professionals overseas as part of career development and broaden their subsequent advancement opportunities.

Chart A5 Distribution of resident employees with overseas work experience by common occupations in most recent overseas work experience, 2025



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

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

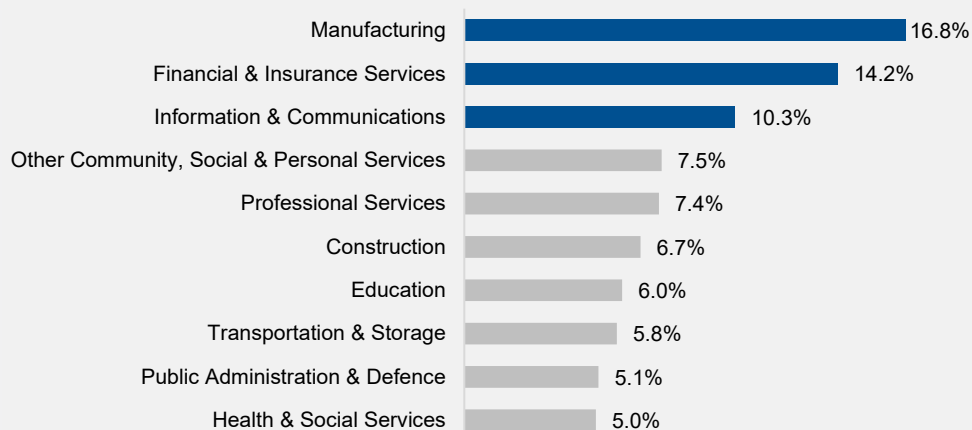
(2) Data refer to resident employees who were in the occupation in their most recent overseas work experience, as a percentage of all resident employees with overseas work experience.

Manufacturing, Financial & Insurance Services and Information & Communications are common industries for overseas stints

Resident employees with overseas work experience were most commonly in *Manufacturing* (16.8%) in their overseas stint. They were mostly working as science & engineering professionals and production & specialised services managers. Some of these workers may have been posted to oversee the production process located in another country. The experience gained help these workers take on roles in the same sector, as well as in related sectors such as *Wholesale Trade*.

Other common industries that resident employees were in during their most recent overseas work experience were *Financial & Insurance Services* (14.2%) and *Information & Communications* (10.3%), most commonly working as business & administration professionals (e.g. accountants, financial analysts) and ICT professionals respectively.

Chart A6 Distribution of resident employees with overseas work experience by common industries in most recent overseas work experience, 2025



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

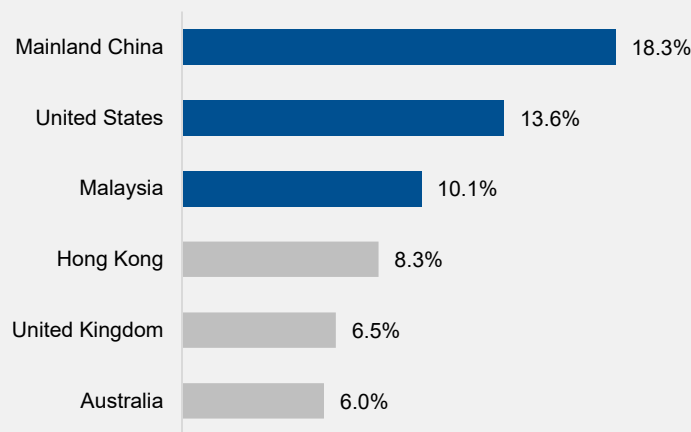
Notes: (1) Data exclude full-time National Servicemen.

(2) Data refer to resident employees who were in the industry in their most recent overseas work experience, as a percentage of all resident employees with overseas work experience.

Resident employees with overseas work experience commonly worked in Mainland China, the United States and Malaysia

Among resident employees with overseas work experience, close to one in five (18.3%) worked in *Mainland China* in their latest overseas stint, most commonly in the Manufacturing sector. Another 13.6% worked in the *United States*, typically in growth sectors such as Professional Services, Information & Communications and Financial & Insurance Services. Neighbouring *Malaysia* (10.1%) was another leading location that resident employees with overseas work experience worked in, more commonly in Manufacturing and Construction.

Chart A7 Distribution of resident employees with overseas work experience by common locations in most recent overseas work experience, 2025



Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM
Notes: (1) Data exclude full-time National Servicemen.
(2) Data refer to resident employees who were in the location in their most recent overseas work experience, as a percentage of all resident employees with overseas work experience.

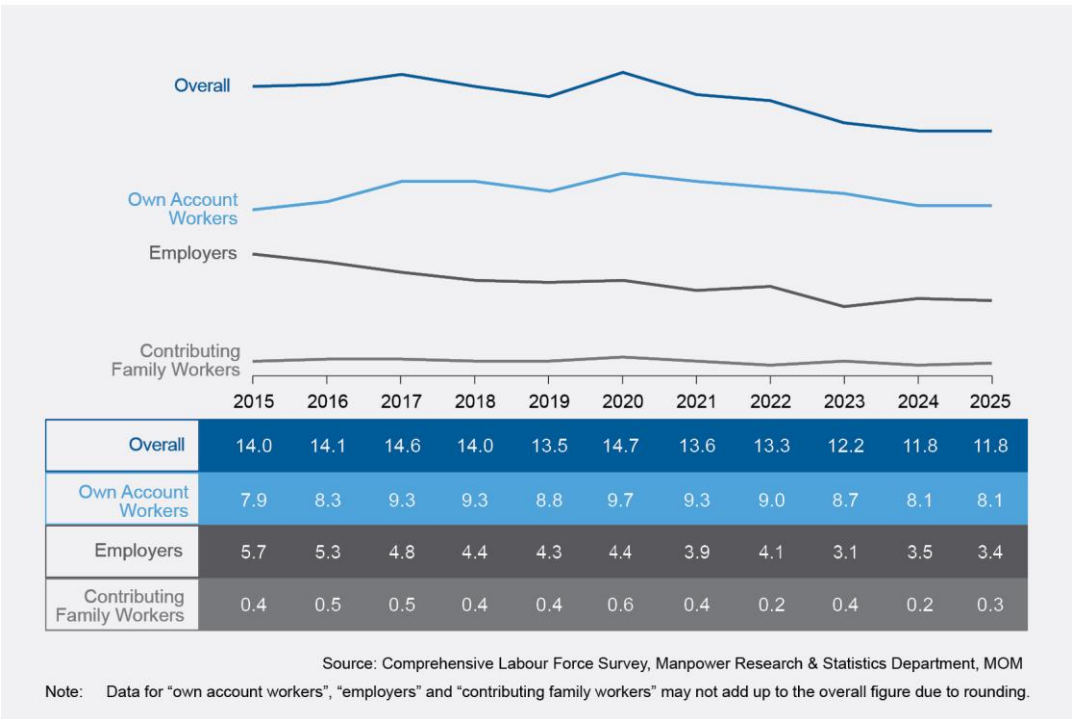
CONCLUSION

In 2025, 3.1% (76,000) residents in the labour force ever had overseas work experience, with such exposure most common among mid-career workers in their 40s and 50s, managers (7.7%), and top-income earners (16.8% of full-time employees earning at or above \$30,000). Their overseas stints were primarily in professional roles (45.2%), within outward-oriented sectors, and concentrated in key markets such as Mainland China, the United States, and Malaysia. These patterns underscore that international experience remains a critical pathway to developing leadership and cross-cultural capabilities in a global business hub like Singapore. Expanding access to overseas opportunities earlier in workers' careers will help strengthen Singapore's pipeline of globally-ready local talent.

Share of self-employed workers remained low

2.18 The proportion of self-employed residents held steady over the year at 11.8% in 2025, following sustained declines in the recent years as a hiring surge post-pandemic drew more workers into regular employee jobs. Correspondingly, the share of employees remained at 88.2% in 2025, higher than the 85.3% in 2020.

Chart 17 Proportion of self-employed among employed residents
Per Cent



Number of primary own account workers increased, following consecutive declines in the past two years

2.19 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.

2.20 There were 208,200 residents who did own account work as a regular form of employment over the one-year period ending mid-2025, 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 increased from 169,000 in 2024 to 179,200 in 2025, and they made up 7.3%²⁰ of all employed residents in 2025. There were more seniors than mid-career or young workers in own account work as a main job.

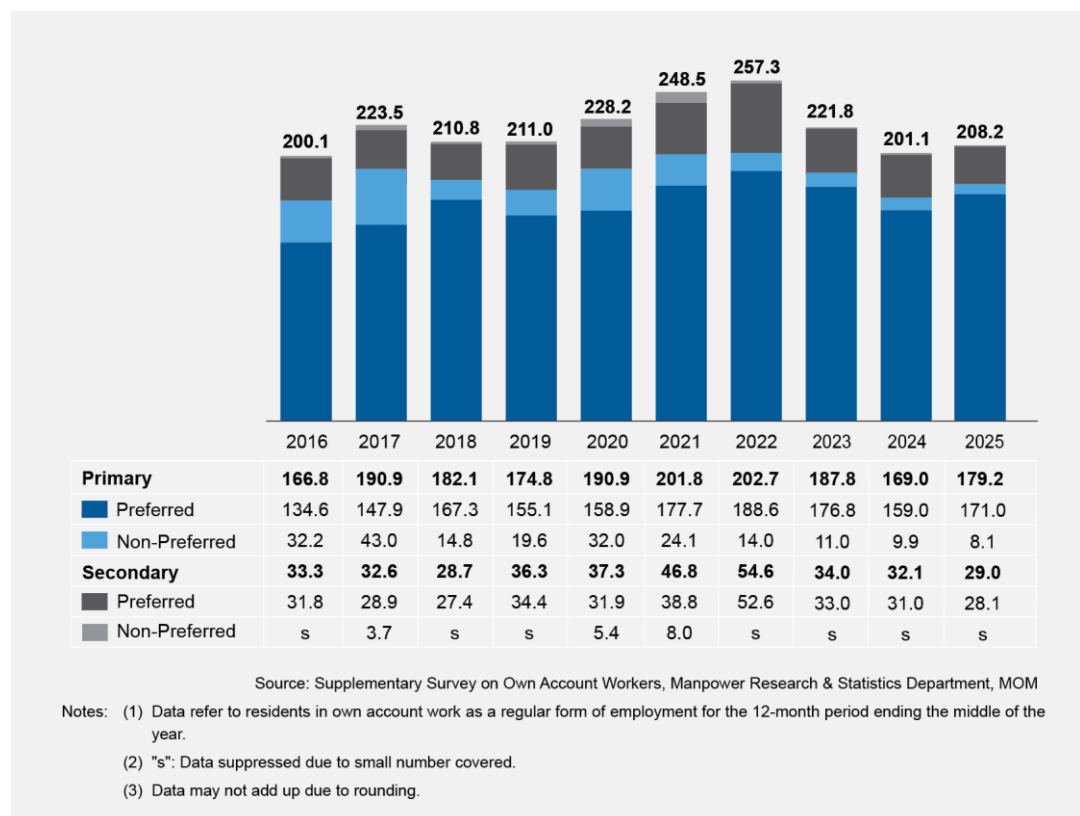
²⁰ The estimate is derived based on the number of regular primary own account workers, as a proportion of total resident employment (average over 12 months ending the middle of the year).

Most residents engage in own account work by choice rather than out of necessity

- 2.21 The vast majority of regular primary own account workers did own account work on a preferred basis, with the share rising from 94.1% in 2024 to 95.5% in 2025, the highest level since 2016. Across age groups, most took up the work by choice and the share who did not prefer own account work has trended down. Similar to previous years, most regular primary own account workers preferred this work arrangement for the flexibility in working hours and location (49.7%), the freedom in choice of work (29.2%) associated with own account work, and greater control over their career (18.2%).
- 2.22 There was also a small segment who did own account work on the side (secondary own account workers: 29,000), a decline from the preceding year (32,100). Among those who chose this work arrangement, the flexibility (39.2%) and freedom (22.7%) associated with own account work were some of the top reasons for their choice. In addition, some were using own account work to complement their current lifestyle and main job, such as to earn income during their spare time (35.4%) or spend more time with family (20.7%).

Chart 18 Resident regular own account workers

Number ('000)

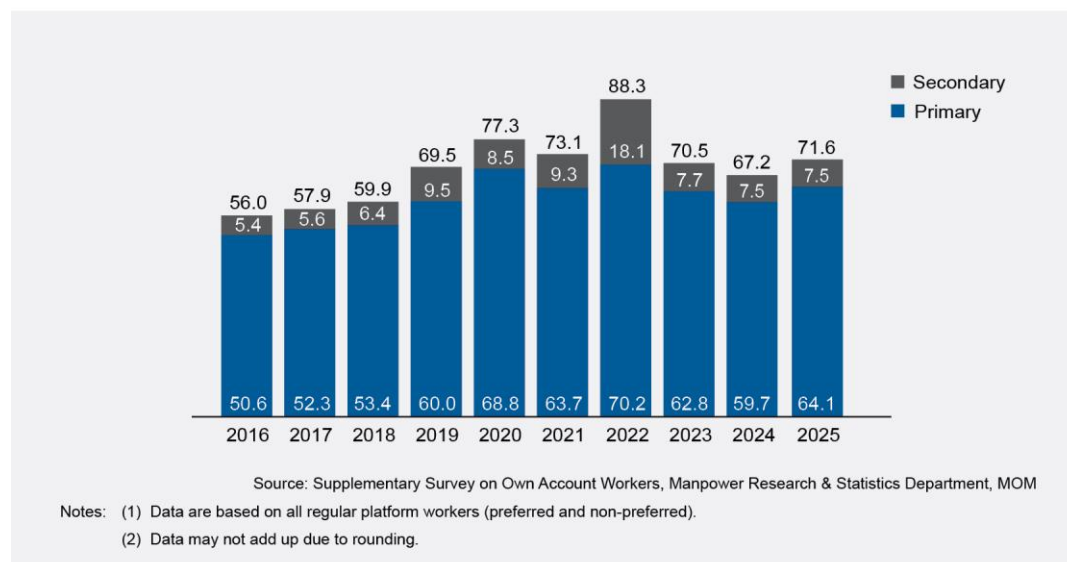


Share of platform workers edged back to around pre-pandemic levels in 2019

- 2.23 Among the 208,200 regular own account workers in 2025, 71,600 (or 2.9% of employed residents) were platform workers²¹, an increase from 67,200 (or 2.7%) in 2024. This increase was driven by *private-hire car drivers* (from 31,800 to 36,000), reflecting stronger demand for ride-hailing services, while the number of *taxi drivers* and *delivery workers* remained stable. Despite the slight uptick, the 2025's share remained comparable to 2023 (2.9%) and the pre-pandemic period in 2019 (3.0%).

Chart 19 Resident regular platform workers

Number ('000)



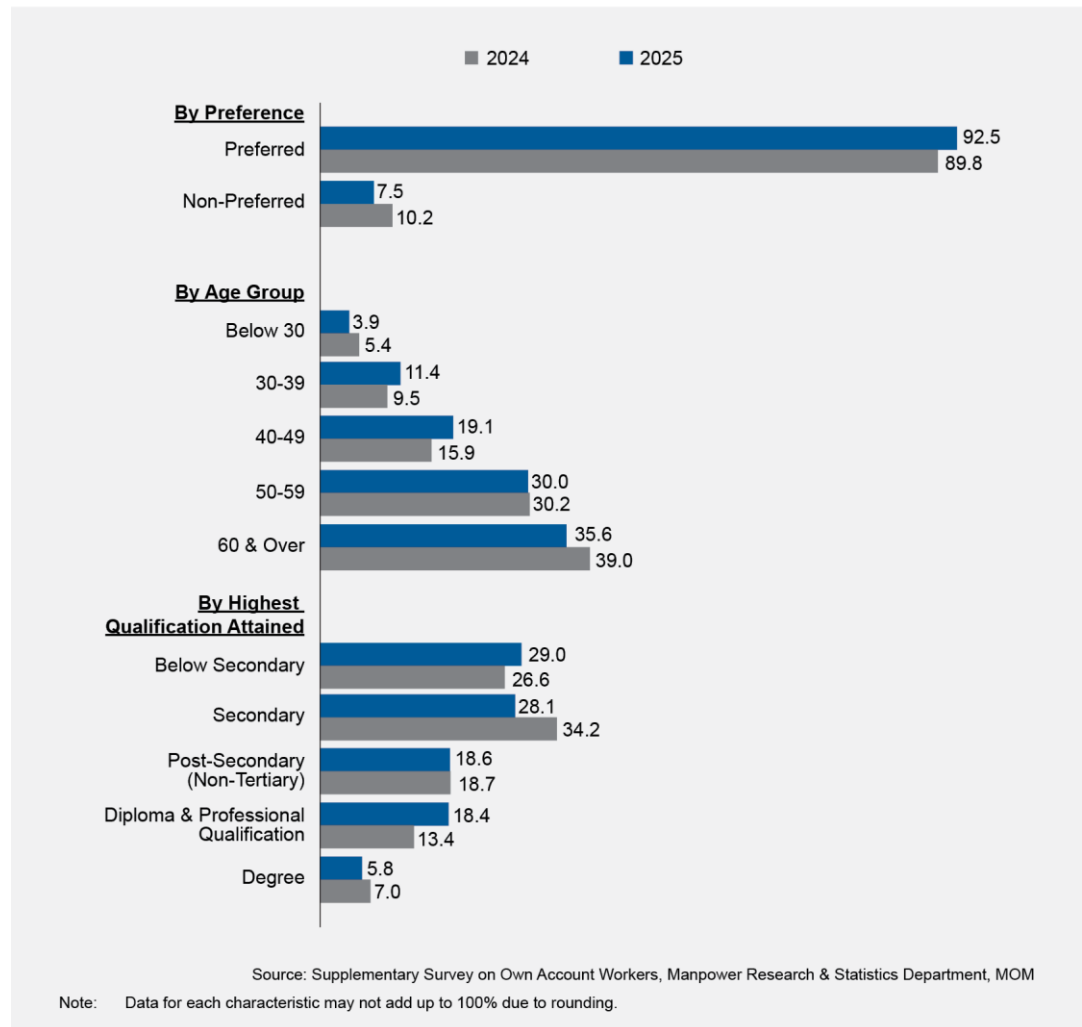
²¹ Platform workers are own account workers who have an agreement with a platform operator to provide ride-hail or delivery services to users for the platform operator and from this, derive payment or benefits in kind. Their work arrangement with platforms could resemble those of employees, as they are subject to the control of platform operators, for example, on work assignments and payment rate. Such jobs include private-hire car drivers (36,000 in 2025), taxi drivers (20,900) and delivery workers (14,700).

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.

2.24 Majority of regular primary platform workers preferred to be engaged in this work arrangement (92.5%), an increase from 89.8% in 2024. Seniors aged 60 years and over and the non-tertiary educated continued to form the larger share of these platform workers, though their shares had declined over the year. With its offer of flexibility in working hours and location, as well as accessibility due to lower entry barriers, platform work may continue to attract older workers as they transition into retirement or seek alternative income sources in later career stages.

Chart 20 Resident regular primary platform workers

Per Cent

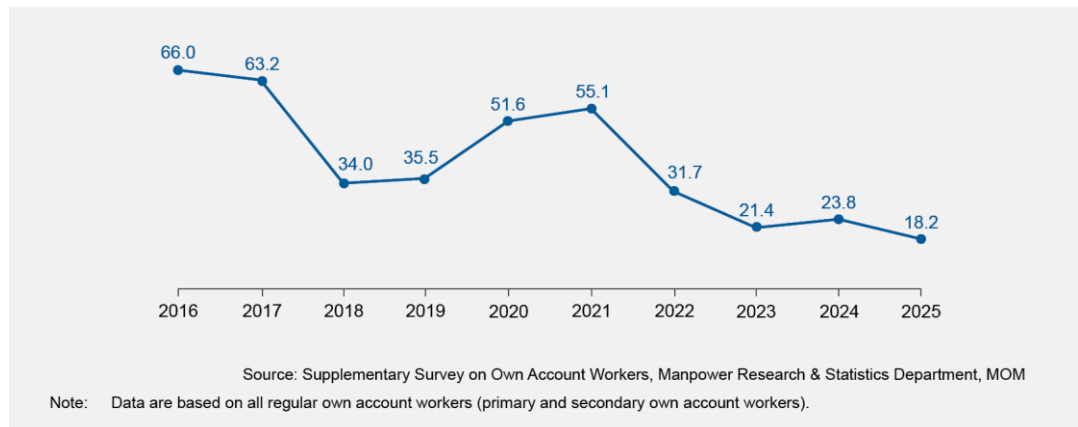


Proportion of own account workers who faced challenges continued to decline

2.25 Notwithstanding increases during the pandemic years, the share of regular own account workers who faced challenges has declined over the longer term from 66.0% in 2016 to 18.2% in 2025.²² This decline reflects continuing collective efforts from the government and tripartite partners in addressing key issues faced by own account workers, such as concerns regarding healthcare, retirement, payment-related disputes, and loss of income in the event of work injury. The Platform Workers' Act,²³ which took effect from 1 January 2025, has further strengthened protection for platform workers.

Chart 21 Resident regular own account workers who faced challenges with own account work

Per Cent



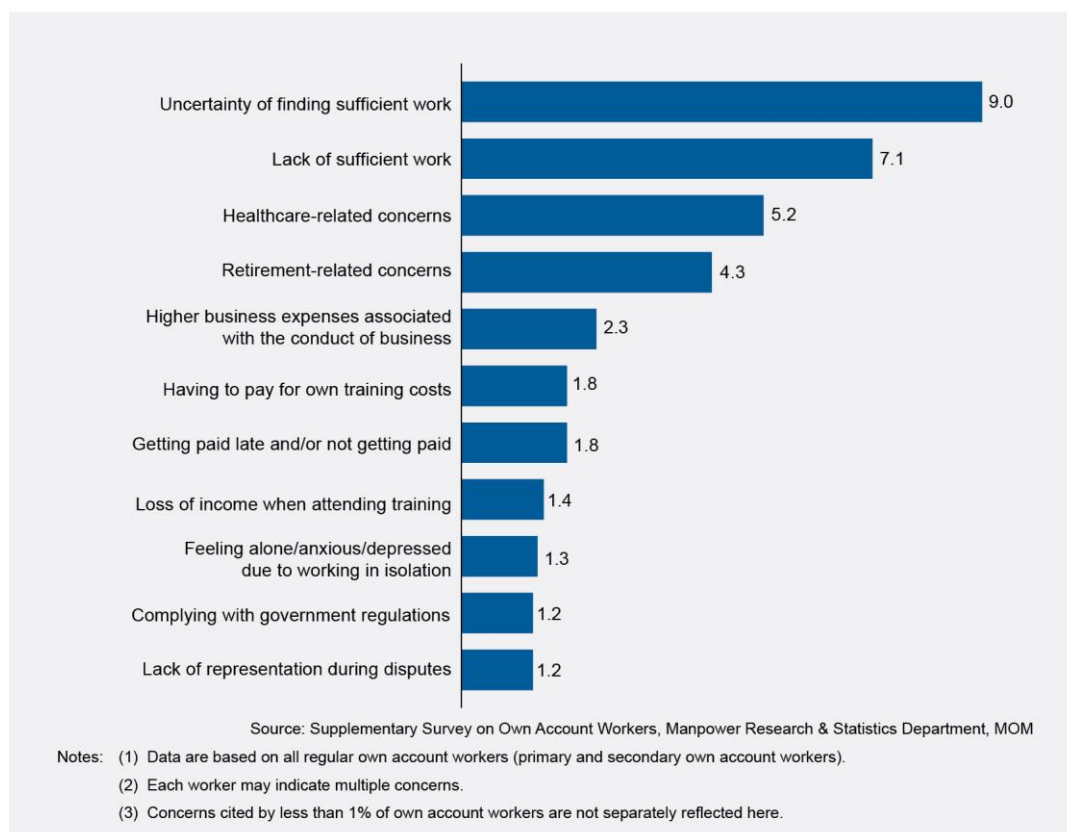
²² Among platform workers, the proportion who faced challenges also declined from 18.1% in 2024 to 14.8% in 2025.

²³ The Platform Workers' Act aims to address key challenges faced by platform workers and strengthen protection for them in three main areas: (1) financial compensation for work-related injuries, (2) housing and retirement adequacy through mandatory Central Provident Fund (CPF) contributions and (3) a legal framework for representation.

- 2.26 Among the minority who faced difficulties, uncertainty of finding sufficient work (9.0%) and lack of sufficient work (7.1%) remained the top challenges faced by own account workers. These two challenges, together with healthcare- (5.2%) and retirement-related (4.3%) concerns, have been the most common areas of concern among own account workers over the years.

Chart 22 Challenges faced by resident regular own account workers, 2025

Per Cent

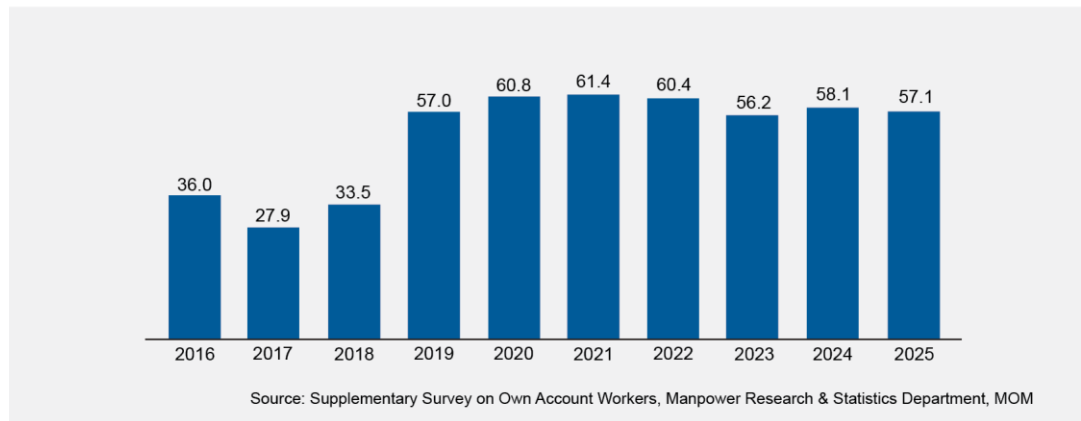


Online channels remained a common way of advertising or obtaining business for own account workers

- 2.27 Regular primary own account workers continued to use digital tools widely, with 57.1% utilising online channels to advertise or obtain business in 2025, including 37.7% who took up work via online matching platforms.²⁴ The proportion has remained relatively stable at around 60% in recent years alongside the growing prevalence of mobile applications and websites as tools for digital services, reflecting the digital evolution of businesses.

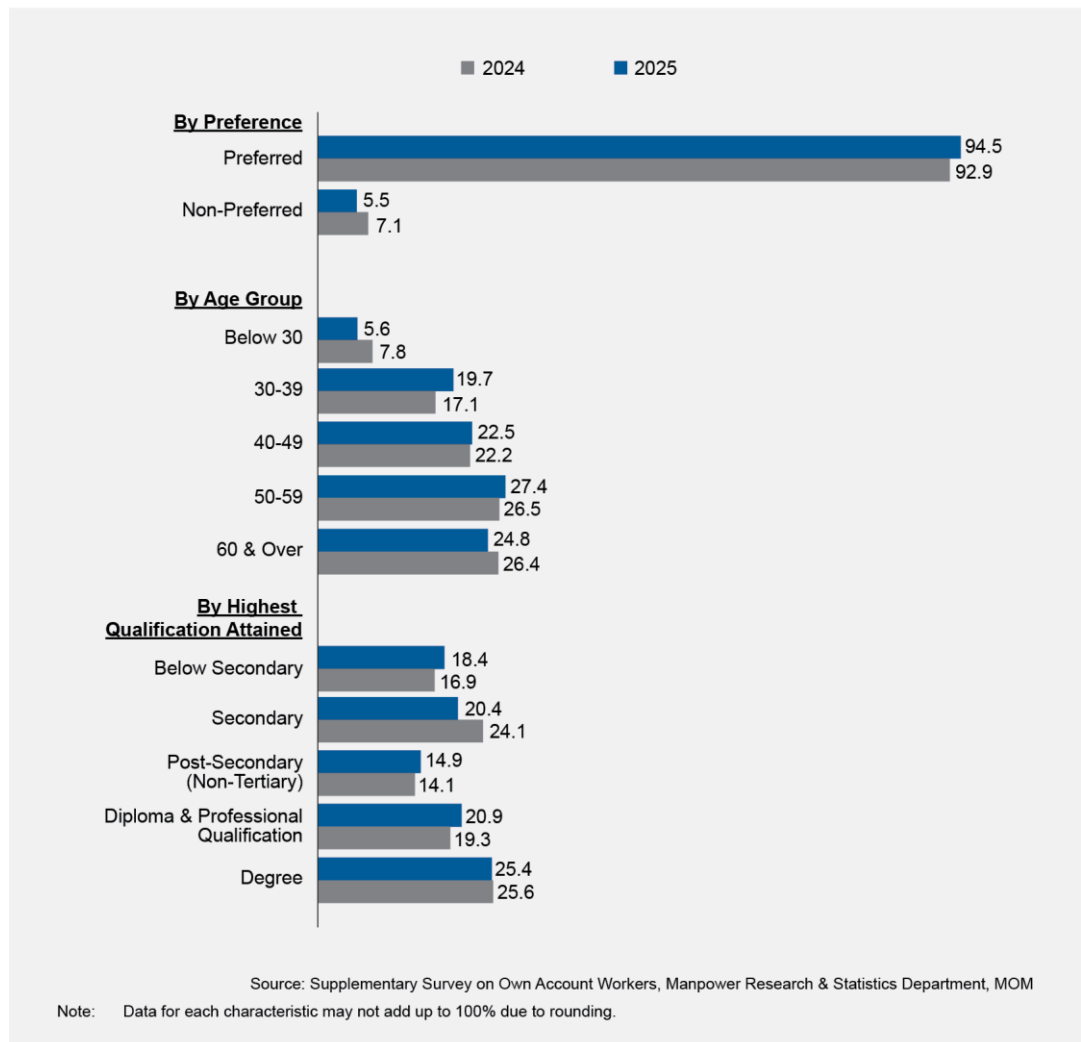
²⁴ In this report, online matching platforms refer to labour sharing platforms that serve as intermediaries to match or connect buyers with workers who take up piecemeal or assignment-based work. Such platforms could be either websites or mobile applications, covering services such as ride-hailing, goods/food 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 23 Usage of online channels for resident regular primary own account workers
Per Cent



2.28 Reflecting the profile of own account workers in general, those using online channels to advertise or obtain business were mostly in the ages of 50 and over (50 to 59 years: 27.4%; 60 years and over: 24.8%), and the non-tertiary educated (53.7%).

Chart 24 Resident regular primary own account workers who used online channels
Per Cent

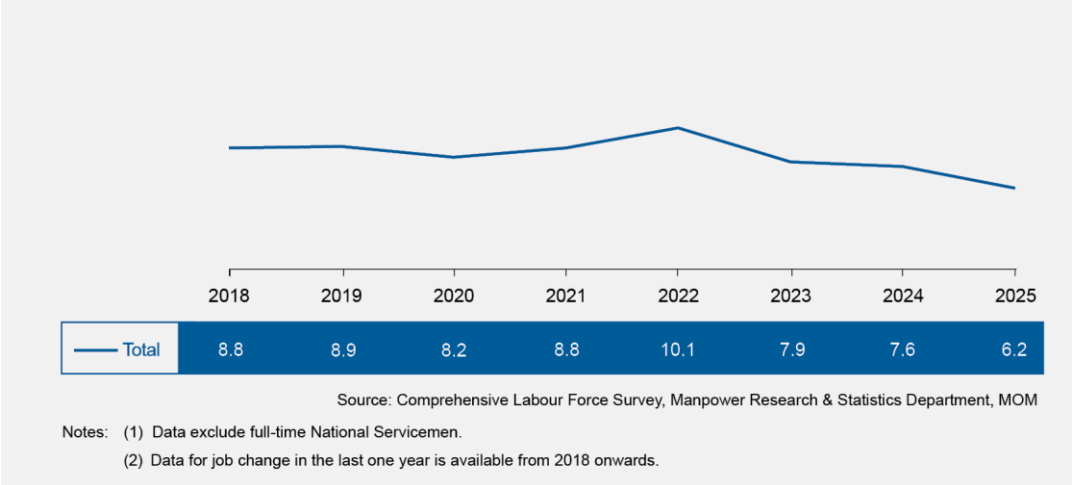


3. Job Mobility

Fewer workers changed jobs

- 3.1 Job switching eased further in 2025, with the proportion of employed residents who changed jobs in the past year declining from 7.6% in 2024 to 6.2% in 2025. This is part of the gradual downtrend over the recent three years, as job switching peaked in 2022 amid a tighter labour market following the post-COVID reopening of businesses. The decline in job switching may also reflect greater caution among workers amid external uncertainties this year.²⁵

Chart 25 Proportion of employed residents who had changed jobs in the last one year
Per Cent

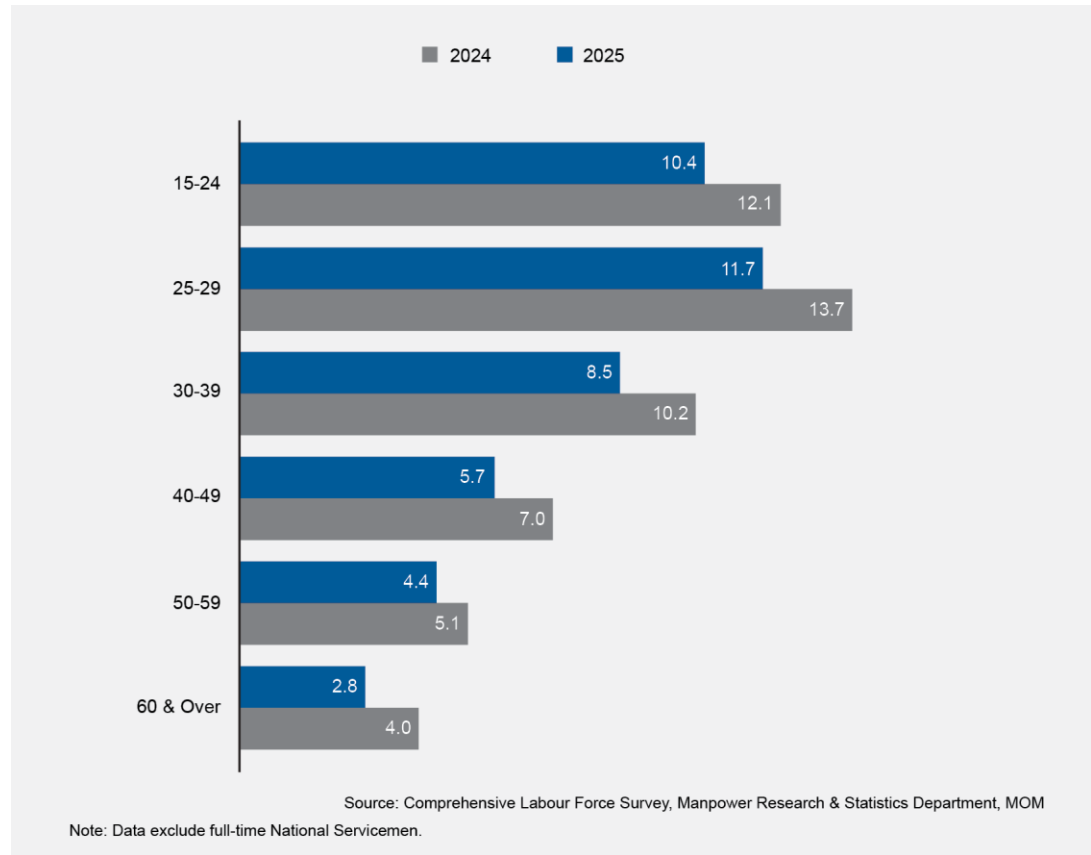


- 3.2 The decline in job switching was observed across all age groups, suggesting that more workers are staying in their current positions. The decrease was most pronounced for younger residents aged 25 to 29 (from 13.7% in 2024 to 11.7% in 2025), who tend to switch jobs more frequently than the older age groups as they explore career options. This suggests that while they are more opportunistic and mobile, they tend to be more sensitive to cyclical hiring. The more cautious stance from employers could contribute to the lower mobility among younger workers in 2025.
- 3.3 For older workers who tend to have stayed in the same job for a longer period, it is crucial to empower them to stay relevant in a changing job market so that they can move into roles where they continue to contribute productively while pursuing work that aligns with their preferences.

²⁵ The proportion of employed residents actively looking out for new jobs has declined from 7.3% in 2024 to 6.2% in 2025.

Chart 26 Proportion of employed residents who had changed jobs in the last one year by age

Per Cent

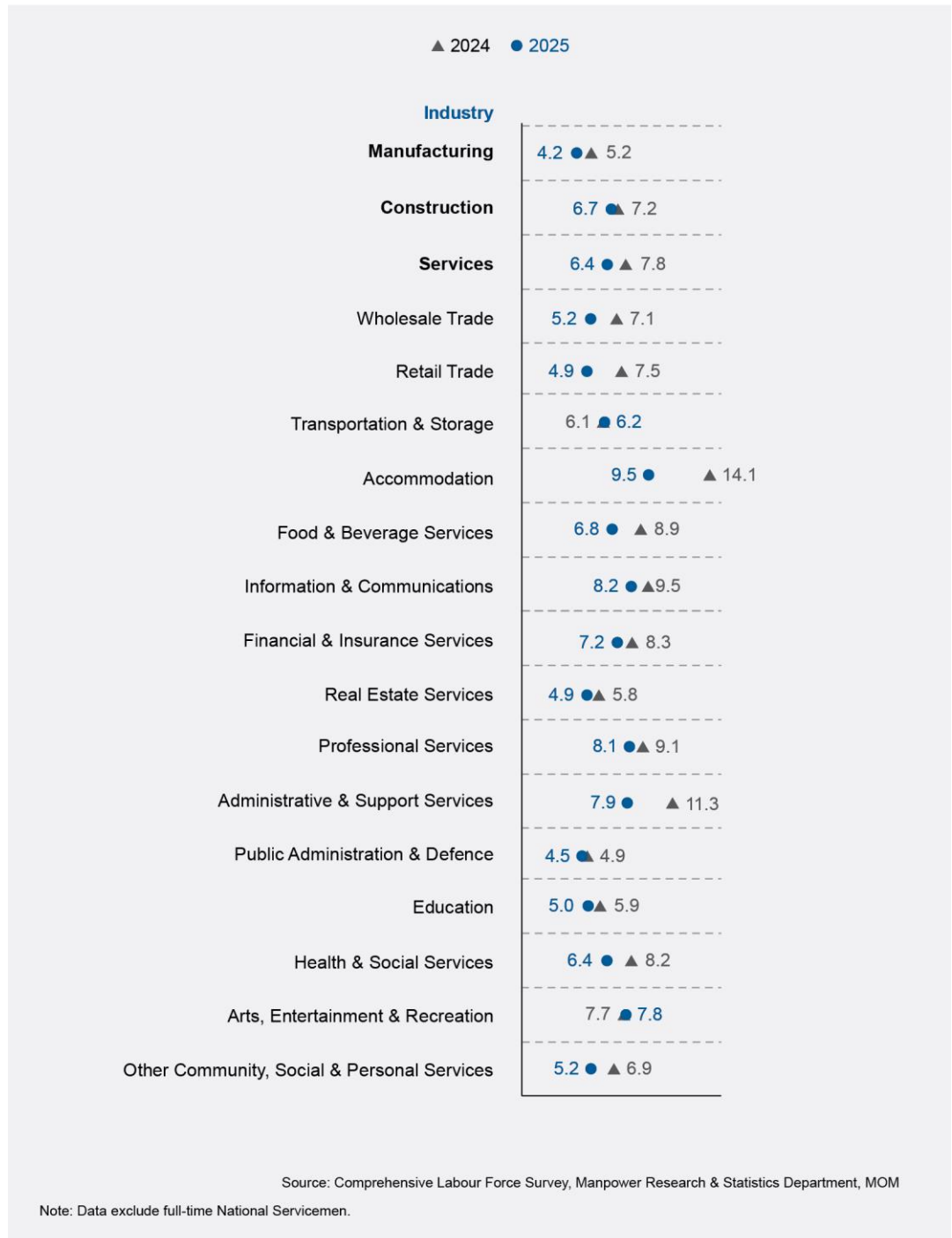


3.4 Job switching has eased across most sectors, particularly in *Accommodation, Administrative & Support Services*, and *Retail Trade*. This is likely due to better staff retention and reduced reliance on manpower.²⁶ There were also decreases in job switches in the outward-oriented sectors of *Information & Communications, Financial & Insurance Services*, and *Professional Services*, which typically see high mobility. While these sectors typically offer attractive compensation packages to attract and retain workers, job switching in these sectors may have eased in 2025 due to a few high-profile workforce restructurings and more cautious hiring sentiments amid economic uncertainty.

²⁶ From 2024 to 2025, the average monthly recruitment rate declined (from 3.1% in 2Q 2024 to 2.6% in 2Q 2025) while the average monthly resignation rate held steady (2.1%) in *Accommodation*. The rates declined in *Administrative & Support Services* (3.3% to 2.8% for recruitment rate, 2.3% to 1.9% for resignation rate) and *Retail Trade* (2.7% to 2.2% for recruitment rate, 2.2% to 1.9% for resignation rate). Source: Labour Market Survey, Manpower Research & Statistics Department, MOM.

Chart 27 Proportion of employed residents who had changed jobs in the last one year by current industry

Per Cent

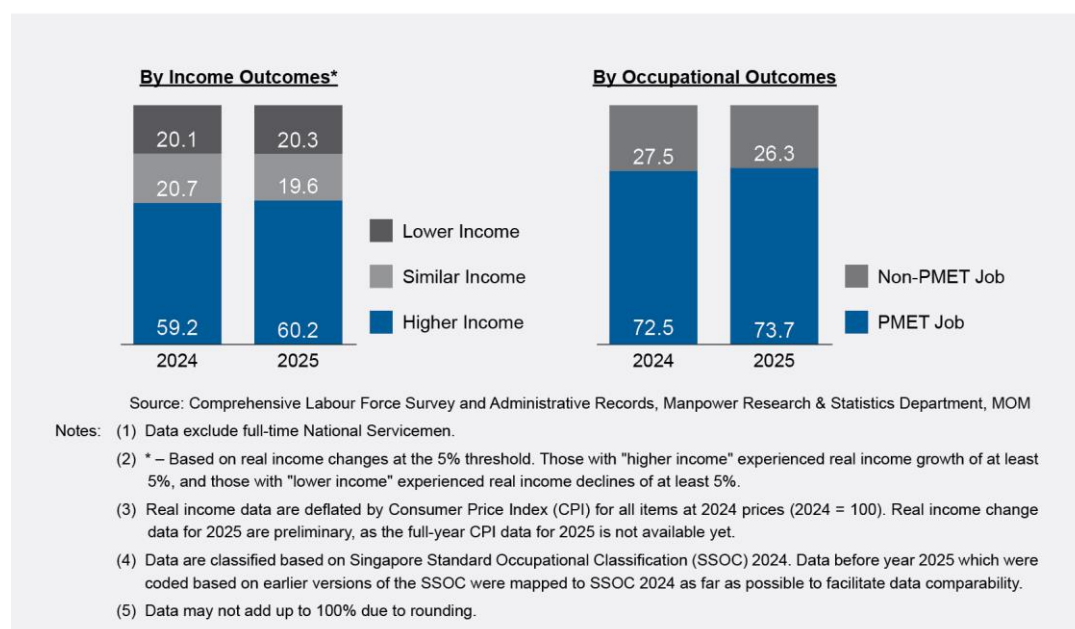


Majority of job switchers continued to see higher income from their job change

- 3.5 While job switching has eased, the quality of job moves remained positive. Six in ten full-time resident employees aged 25 to 64 years who changed jobs in the past year experienced real income increases, suggesting continued opportunities for upward mobility as they were generally shifting into higher-skilled positions in more productive sectors such as *Professional Services*, *Financial & Insurance Services*, and *Information & Communications*. Over the last decade, more residents have moved into these more productive sectors and their proportion in these sectors grew.²⁷

Chart 28 Full-time resident employees aged 25 to 64 years who changed jobs in the last one year

Per Cent



²⁷ From 2015 to 2025, the proportion of employed residents increased in *Professional Services* (from 7.8% to 8.1%), *Financial & Insurance Services* (7.8% to 9.9%), and *Information & Communications* (4.0% to 5.4%).

4. Usual Hours Worked

Average usual hours worked continued to decline

- 4.1 The average weekly usual hours worked by employed residents continued to decrease from 41.6 in 2024 to 41.4 in 2025, with decreases for both full-time (from 44.1 to 43.8) and part-time (from 21.1 to 20.3) workers. Among full-time employed residents, the decline in usual hours worked from a year ago was observed across sectors, except a slight increase in *Accommodation*.
- 4.2 Singapore's steady decline in work hours over the longer term is in line with trends observed in other developed countries.²⁸ Contributing factors include the shift to a more regular workweek,²⁹ decreased excessive work hours,³⁰ higher number of workers in full-time PMET jobs (where average usual working hours are shorter than in full-time non-PMET roles), and improved efficiency through training, technology, and flexible work arrangements.^{31,32}

²⁸ Based on latest available statistics, the average usual weekly hours worked on the main job has declined over the longer term among OECD countries, with larger work hour reductions observed among full-time workers (from 42.1 in 2014 to 40.9 in 2024) compared to part-time workers (holding steady from 16.8 to 16.9). Source: OECD Data Explorer. Note: OECD's data reflect the usual weekly hours worked on the main job only, whereas Singapore's data covers the usual weekly hours worked across all jobs.

²⁹ The proportion of full-time employees who worked a five-day work-week increased from 44.3% in 2008 to 60.8% in 2024. Source: Conditions of Employment Survey, Manpower Research & Statistics Department, MOM.

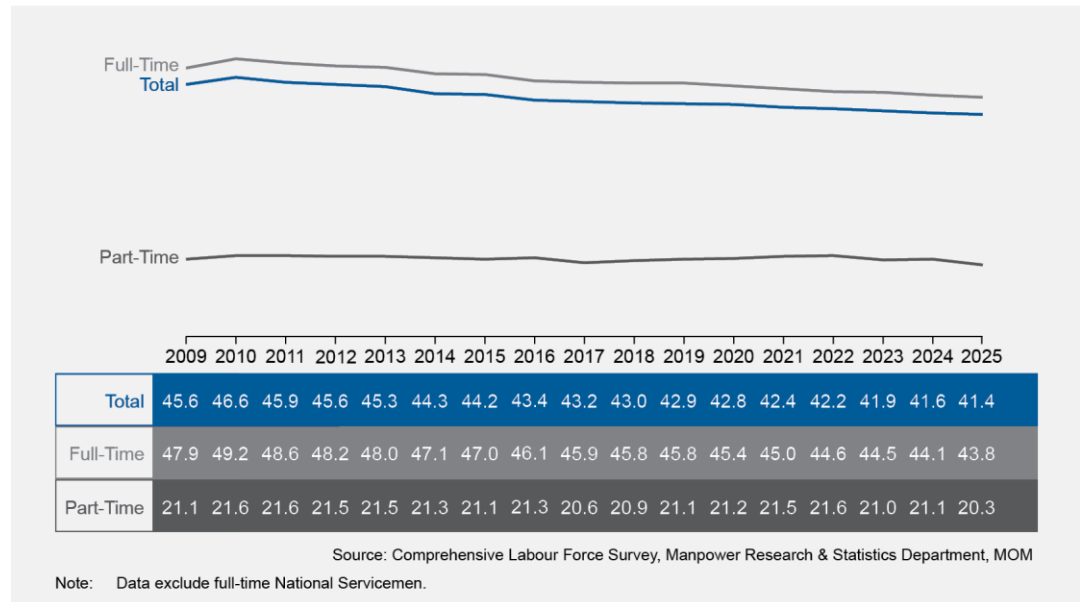
³⁰ The proportion of full-time employed residents who usually worked more than 48 hours a week continued to decline to 15.5% in 2025, from 16.9% in 2024 and 29.4% in 2015. From 2024 to 2025, a decrease was observed across most sectors and occupations, notwithstanding some upticks in *Accommodation*, *Retail Trade*, and *Transportation & Storage*; and for *service & sales workers* and *plant & machine operators & assemblers*.

³¹ 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, the SkillsFuture Level-Up Programme, and the Progressive Wage Model (PWM). The Tripartite Guidelines on Flexible Work Arrangement Requests also supports more flexible time use that can raise worker's productivity.

³² The proportion of firms offering at least one type of scheduled flexible work arrangement (FWA) increased from 28.1% in 2008 to 72.7% in 2024. In 2024, the most common types of scheduled FWA offered were flexi-hours, part-time work, and scheduled tele-working. Source: Conditions of Employment Survey, Manpower Research & Statistics Department, MOM.

Chart 29 Average (mean) usual hours worked per week of employed residents by nature of employment

Hours Per Week

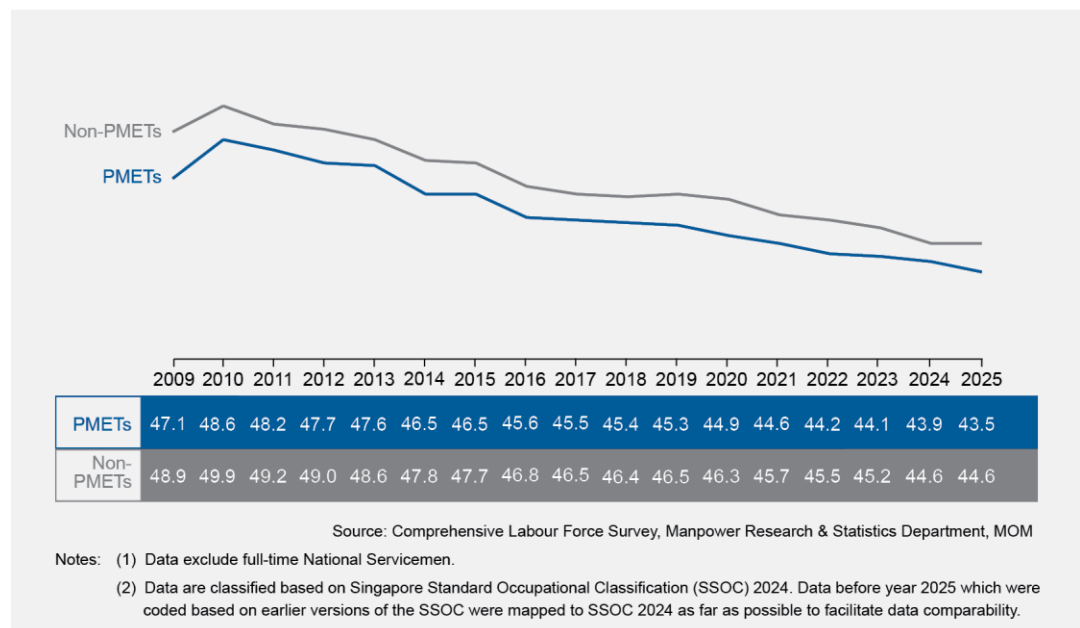


Both full-time PMETs and non-PMETs saw sustained declines in work hours

- 4.3 Over the decade, the average weekly usual hours worked among full-timers have declined for both PMETs (from 46.5 hours in 2015 to 43.5 hours in 2025) and non-PMETs (from 47.7 hours to 44.6 hours). Declines were observed across all occupational groups and sectors.

Chart 30 Average (mean) usual hours worked per week of full-time employed residents by occupation

Hours Per Week



5. Income

Real incomes continued to grow

- 5.1 Nominal incomes³³ continued to increase in 2025, though at a more moderated pace than the preceding year. The nominal median (P50) gross monthly income of full-time employed residents grew from \$5,500 in 2024 to \$5,775 in 2025. This represents a 5.0% growth over the year, lower than the 5.8% growth from 2023 to 2024. Nominal income at the 20th percentile (P20) grew by 4.6% over the year from \$3,026 to \$3,164, slower than the increase of 7.1% in the previous year but same as the growth of 4.6% p.a. seen over the recent ten-year period (2015 to 2025). With Workfare Income Supplement (WIS) and related payments included, the P20 nominal income grew by 6.1% from 2024 to 2025.
- 5.2 With continued nominal income growth and inflation easing,³⁴ real³⁵ incomes grew at both the median (4.3%) and the P20 (3.8%) in 2025, higher than the growth seen over the past decade (2015 to 2025: 2.1% p.a. at P50, 2.9% p.a. at P20).

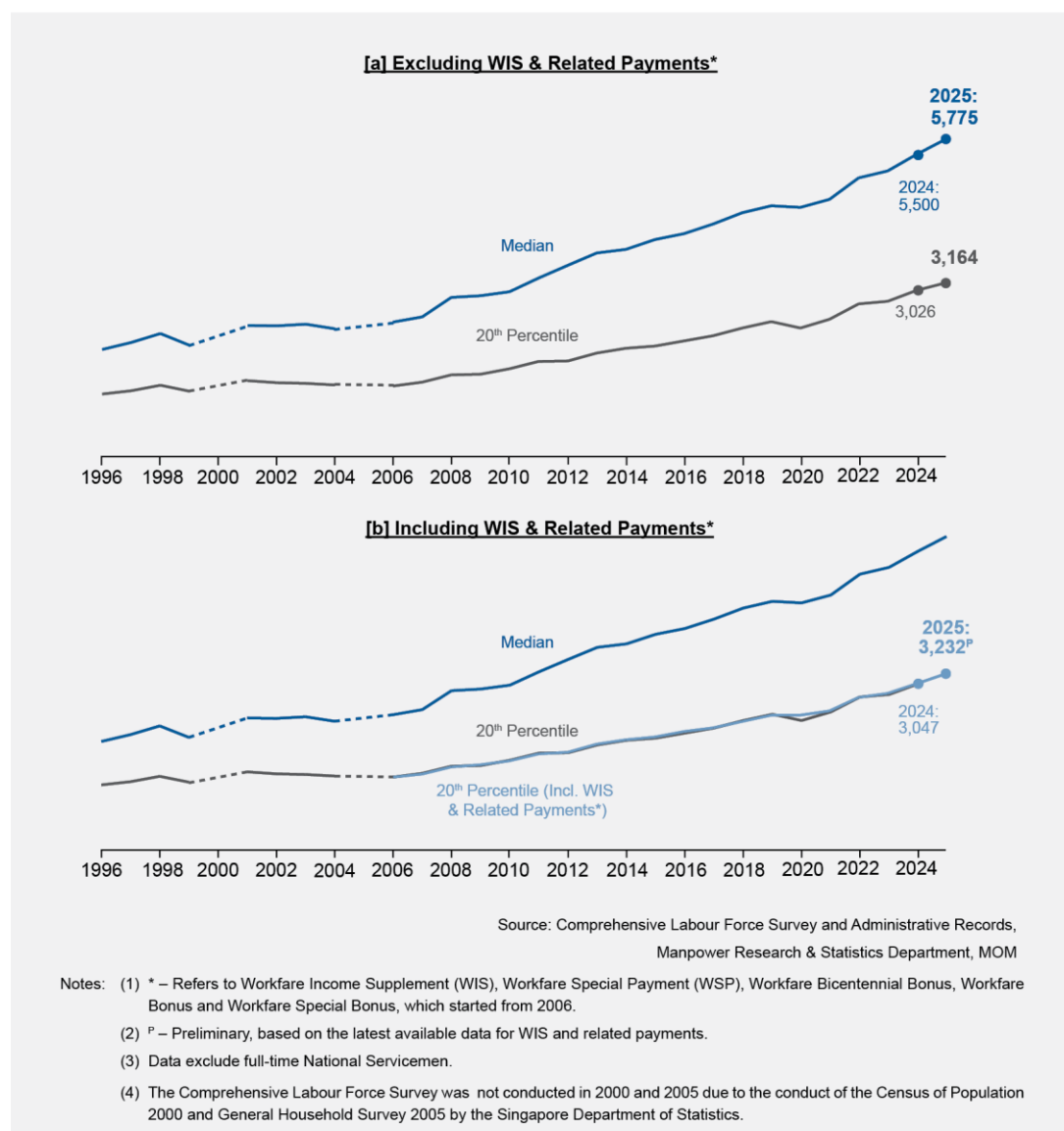
³³ Refers to gross monthly income from employment (including employer/platform operator CPF contributions) of full-time employed residents.

³⁴ The Consumer Price Index for all items is projected to increase by 0.5% to 1.0% in 2025, moderating from the increase of 2.4% in 2024. Source: Monetary Authority of Singapore and Singapore Department of Statistics.

³⁵ All real income figures involving 2025's data are preliminary as the full-year Consumer Price Index for 2025 is not available yet.

Chart 31 Gross monthly income from employment (including employer/platform operator CPF contributions) of full-time employed residents

Dollars

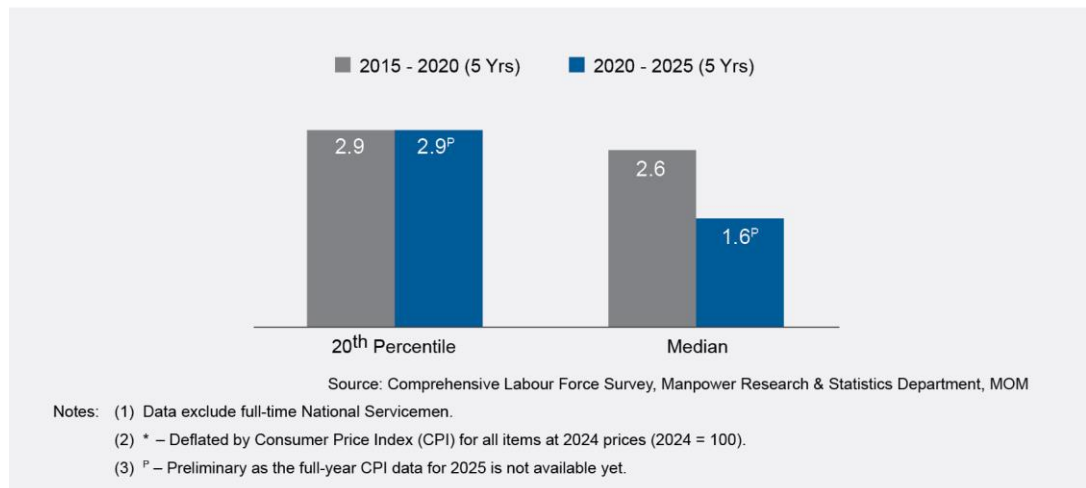


Income growth at the 20th percentile outpaced the median over the longer term, narrowing the income gap between P20 and the median

- 5.3 Real income growth at the P20 over the recent five- and ten-year periods (both 2.9% p.a.) were higher than growth at the median (2020 to 2025: 1.6% p.a., 2015 to 2025: 2.1% p.a.), indicating that income growth over the longer term was inclusive. This was supported by a series of initiatives including the expansion of the PWM to uplift lower-wage workers. As a result, the P20 to P50 income ratio³⁶ rose to 0.55 in 2025, from 0.52 in 2020 and 0.51 in 2015. Wage uplifting through the PWM, alongside productivity and skills upgrading, will continue to support more inclusive income growth.

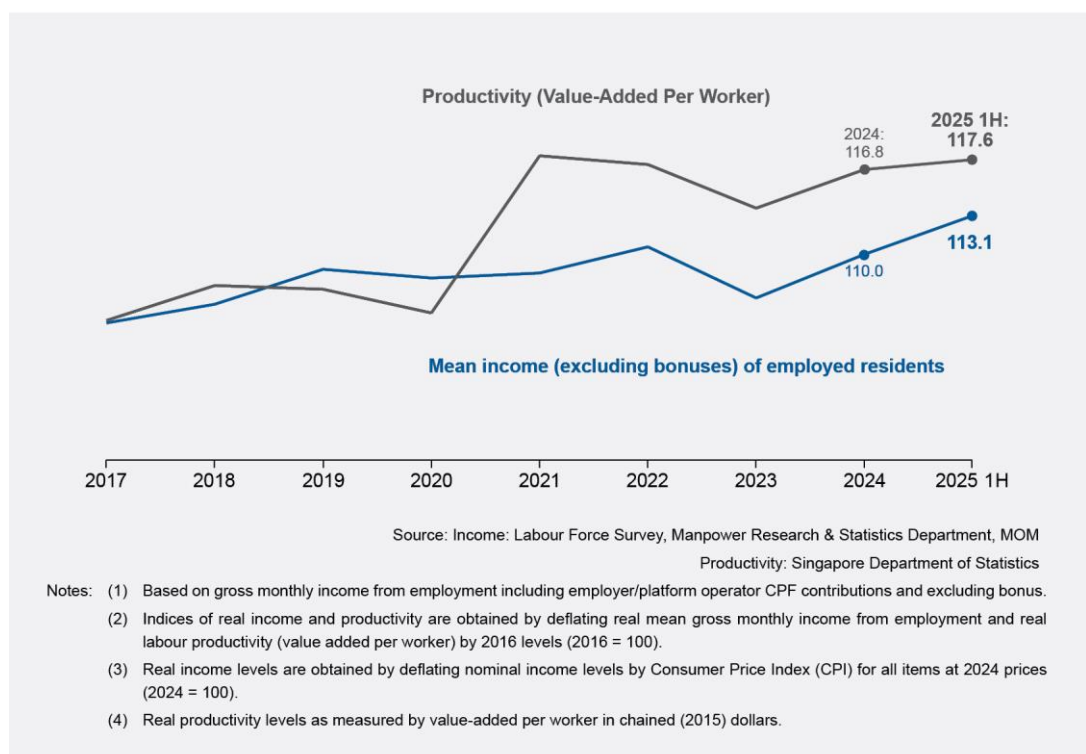
³⁶ This refers to the ratio of the 20th percentile income to the median income of full-time employed residents (including employer/platform operator CPF contributions).

Chart 32 Annualised change in real* gross monthly income from employment (including employer/platform operator CPF contributions) of full-time employed residents
Per Cent Per Annum



5.4 Productivity growth (measured by real value added per worker) and income growth continued to grow in tandem over the medium term, suggesting that improvements in income have been sustainable, though the productivity-income gap has narrowed in the first half of 2025. Efforts to boost productivity through business transformation and workforce upskilling will enhance the ability of businesses to be more profitable and to support longer-term income growth.

Chart 33 Indices of real mean gross monthly income from employment and real labour productivity (value added per worker)
2016 = 100



6. Unemployment³⁷

Unemployment rates remained low for both PMETs and non-PMETs

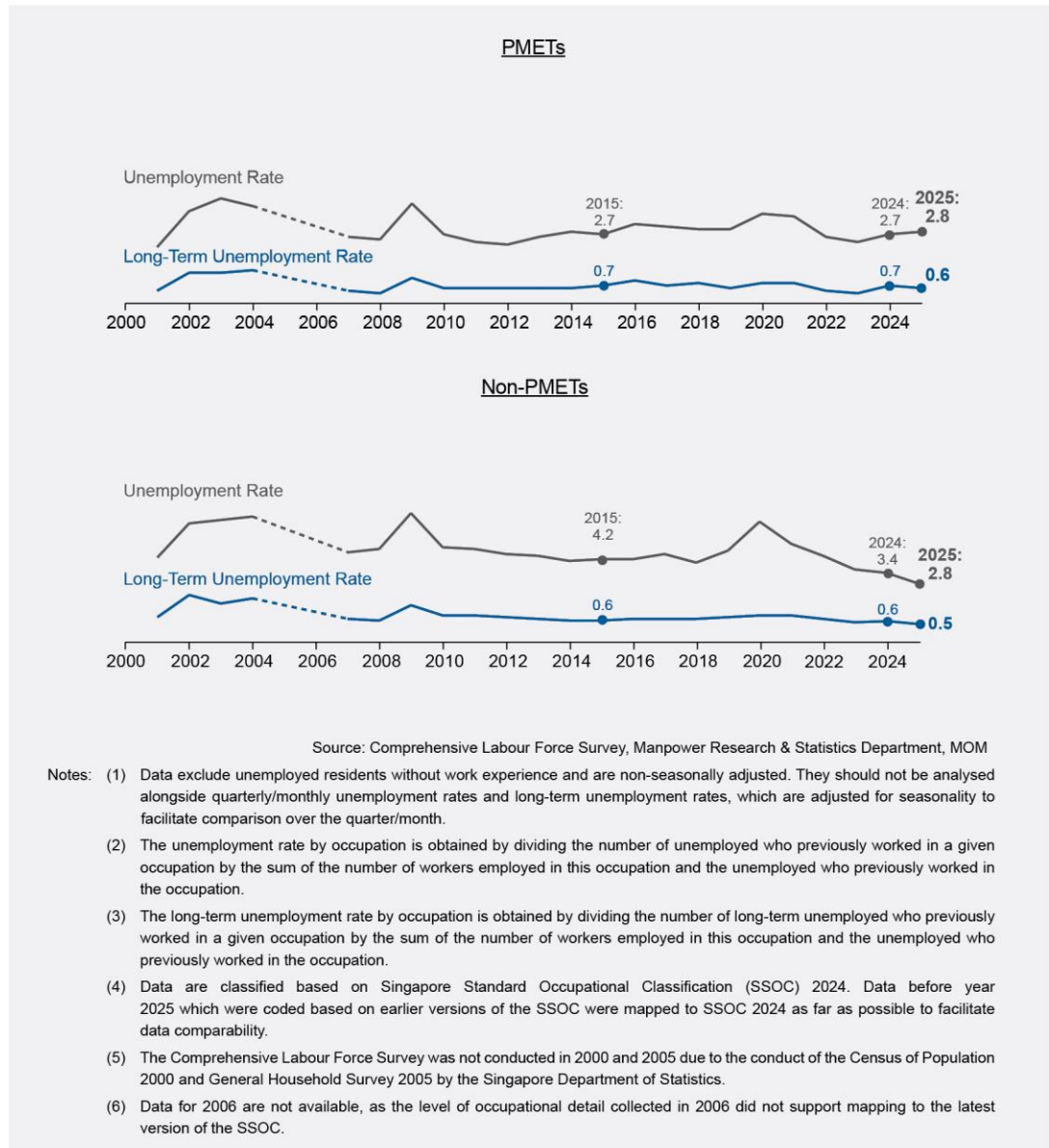
- 6.1 Overall, unemployment remained low and within historical range for PMETs and non-PMETs. From 2024 to 2025, the resident unemployment rate remained similar for PMETs (from 2.7% to 2.8%) and declined among non-PMETs (from 3.4% to 2.8%). The long-term unemployment rate improved for both PMETs (from 0.7% to 0.6%) and non-PMETs (from 0.6% to 0.5%).³⁸
- 6.2 Among PMETs, unemployment rate edged up in most age groups, except for younger residents aged below 30 years who experienced a decline. Their unemployment was likely transitional in nature, as their long-term unemployment rates declined or remained stable over the year amid continued availability of job opportunities in the labour market.
- 6.3 Across age groups, unemployment rates among non-PMETs declined, and their long-term unemployment rates either held steady or remained low.

³⁷ 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 End Monthly Unemployment Situation and quarterly Labour Market Reports.

³⁸ The PMET and non-PMET unemployment rates are non-seasonally adjusted figures for June periods. They should not be analysed alongside monthly unemployment rates, which are adjusted for seasonality to facilitate monthly analysis.

Chart 34 Unemployment rate and long-term unemployment rate of resident PMETs and non-PMETs

Per Cent



6.4 Across industries, the unemployment rate was lower or within the range observed in the recent years from 2021 to 2024. The unemployment rates in both outward-oriented sectors³⁹ (from 3.2% to 3.1%) and domestic-oriented sectors⁴⁰ (from 2.6% to 2.4%) have also fallen over the year in 2025.

Chart 35 Resident unemployment rate by industry
Per Cent



³⁹ Outward-oriented sectors refer to *Manufacturing, Wholesale Trade, Transportation & Storage, Accommodation, Information & Communications, Financial & Insurance Services* and *Professional Services*.

⁴⁰ Domestic-oriented sectors refer to *Construction, Retail Trade, Food & Beverage Services, Real Estate Services, Administrative & Support Services, Public Administration & Defence, Education, Health & Social Services, Arts, Entertainment & Recreation* and *Other Community, Social & Personal Services*.

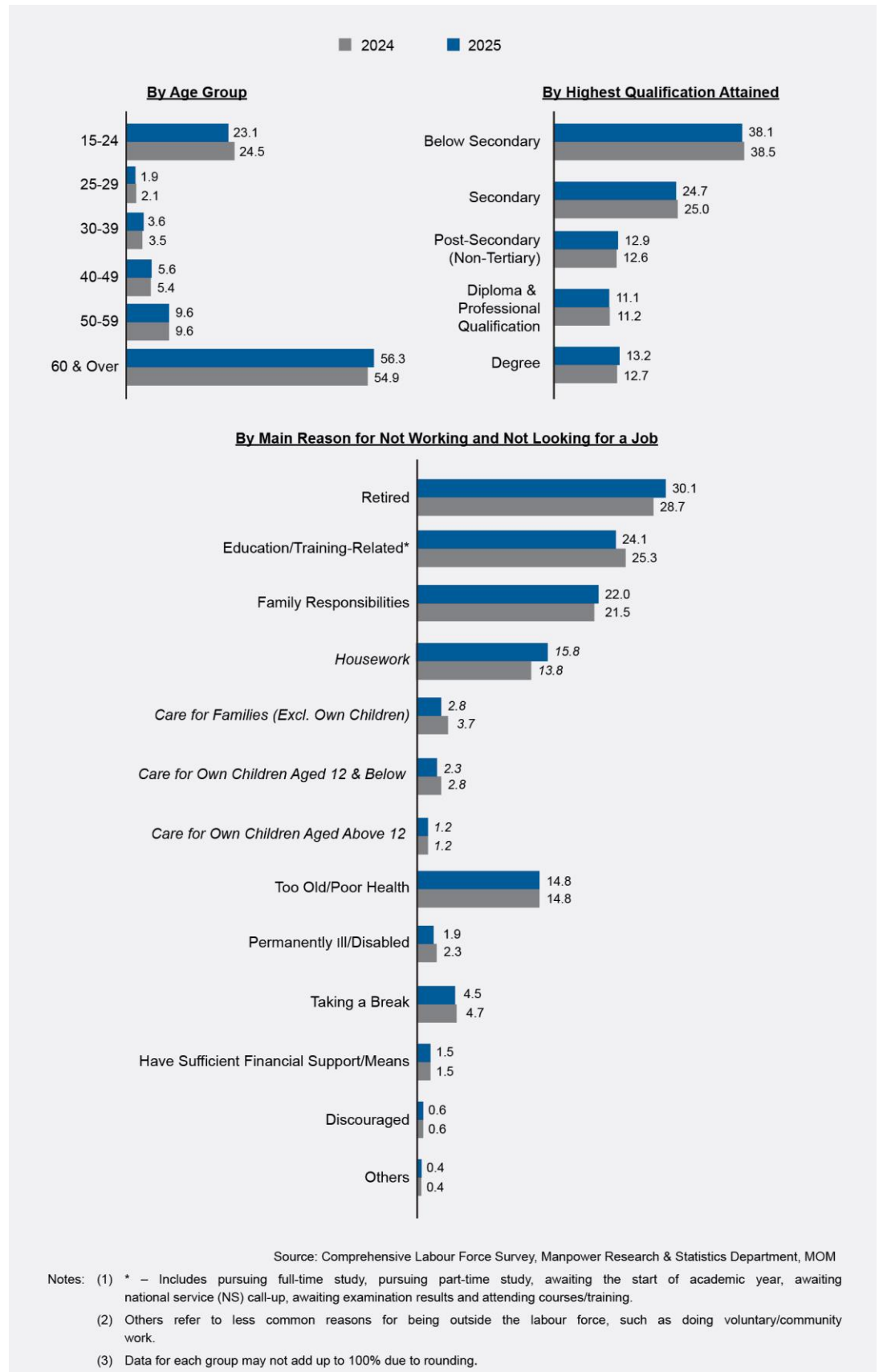
7. Persons Outside the Labour Force

Continued increase in residents outside the labour force as the population ages

- 7.1 In 2025, there were 1.16 million residents outside the labour force, up from 1.14 million in 2024. The increase was primarily due to a rise in retirees, with the proportion of residents outside the labour force citing retirement as the main reason rising from 28.7% in 2024 to 30.1% in 2025. The share of those aged 60 years and over outside the labour force increased further from 54.9% to 56.3%, reflecting population ageing. As baby boomers continue to retire, these trends are expected to continue in the coming years.
- 7.2 Housework and caregiving remained common reasons for being outside the labour force, with the proportion remaining similar at 22.0% in 2025 (2024: 21.5%), following a decline from 24.4% in 2020. The decrease was likely supported by the greater availability of flexible work arrangements, which may have helped caregivers balance work and family responsibilities.

Chart 36 Profile of residents outside the labour force

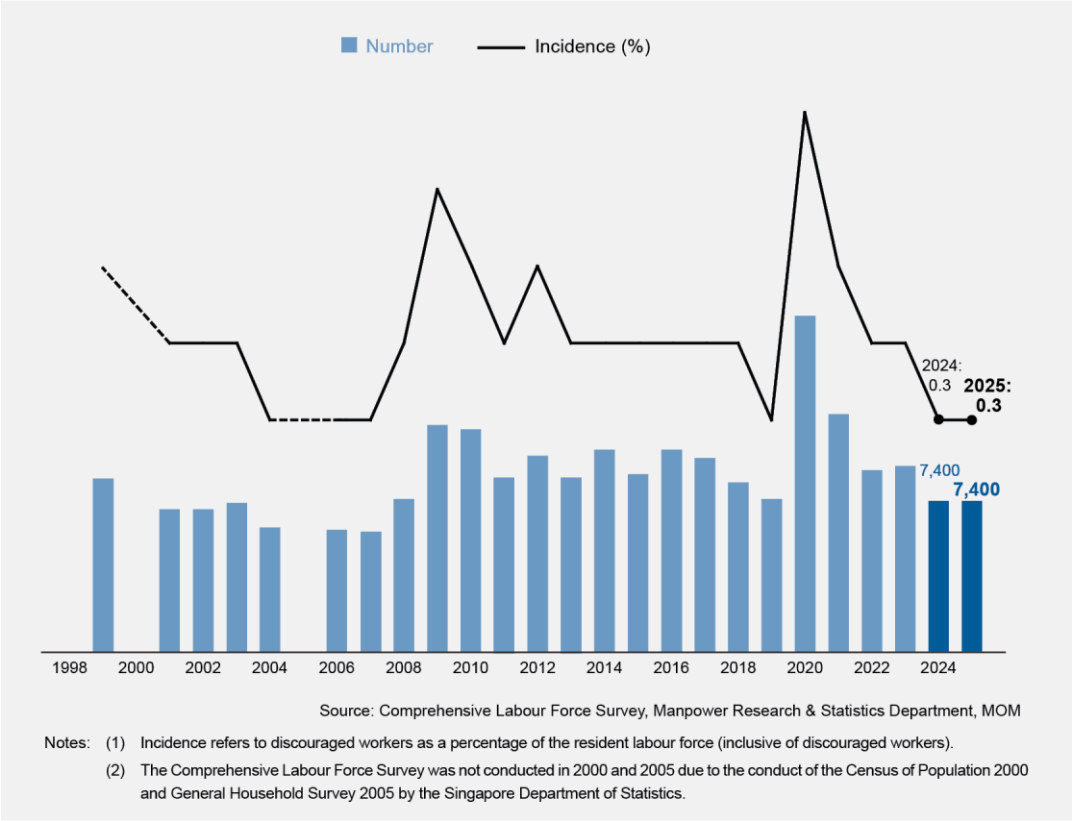
Per Cent



Number and incidence of discouraged workers remained low

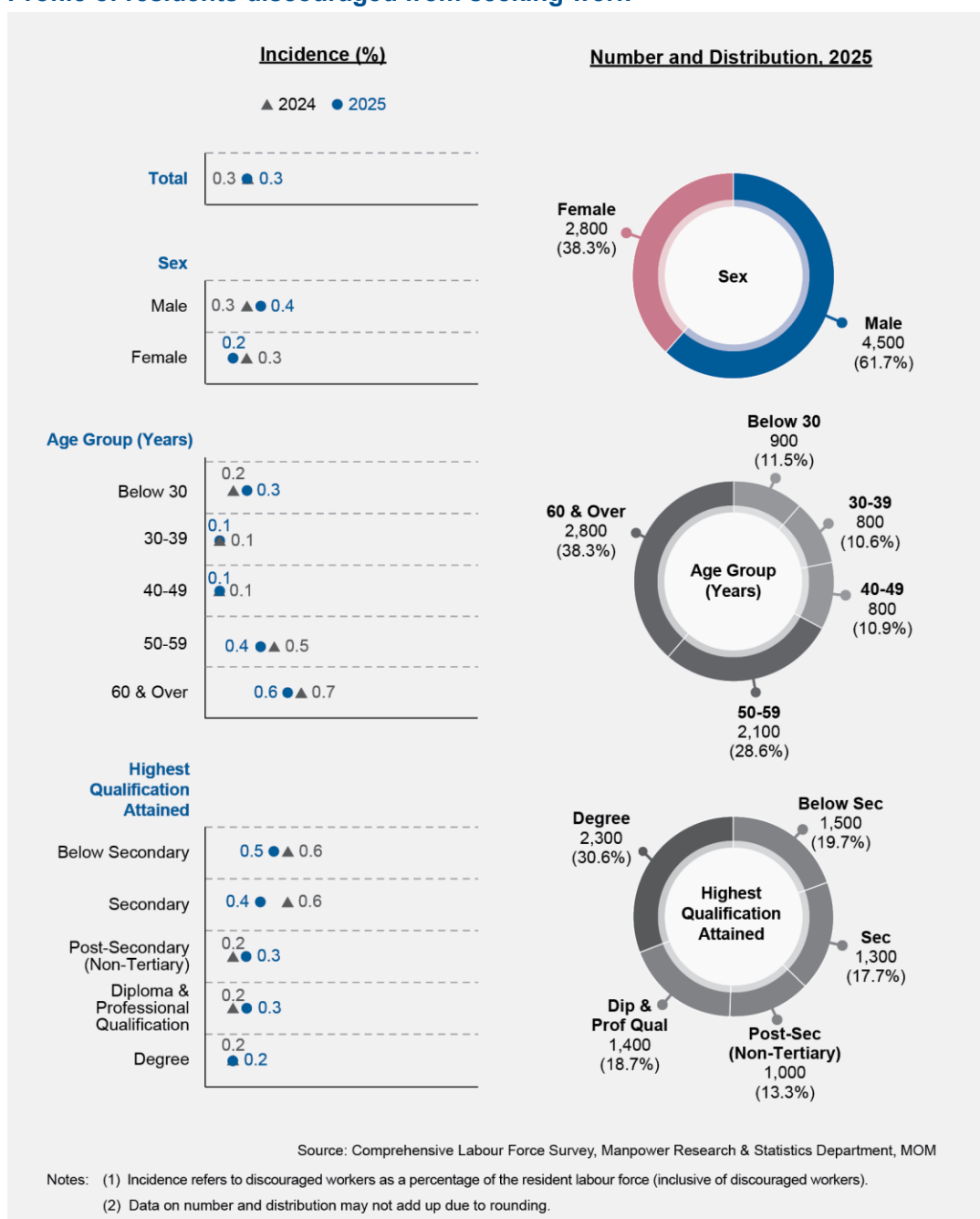
7.3 The number and incidence of discouraged workers, i.e. those not looking for work because they feel their job search will not yield results, maintained at a low of 7,400 or 0.3% in 2025.

Chart 37 Residents discouraged from seeking work



- 7.4 The incidence of discouraged workers improved for seniors and the lower-educated, and remained low for other demographic groups. While the incidence has edged up slightly among younger residents aged below 30 years (from 0.2% in 2024 to 0.3% in 2025), it remained within the historical range and the number stayed low (900).
- 7.5 In 2025, discouraged workers continued to be mostly seniors aged 60 and over (38.3%) or in their 50s (28.6%). Older discouraged workers are increasingly better educated than a decade ago, reflecting improvements in the education profile of seniors, and not because the extent of discouragement has increased among better-educated seniors. Encouraging more seniors to upskill through programmes like the SkillsFuture Level-Up Programme can help them stay employable and remain in the workforce if desired.

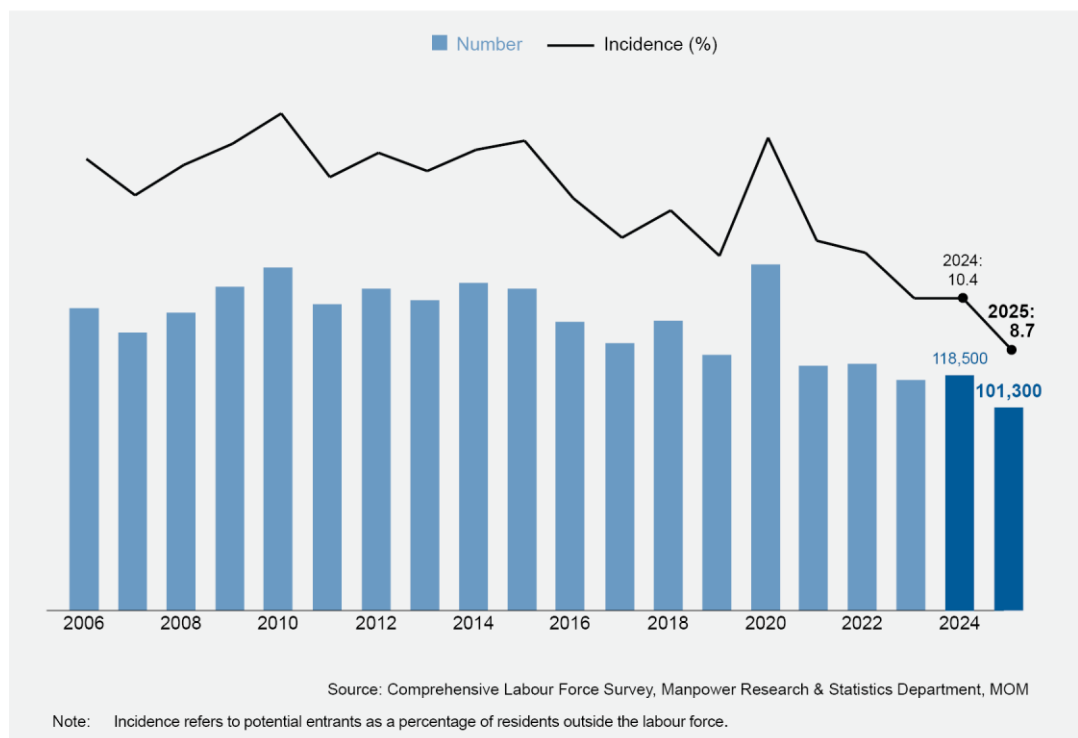
Chart 38 Profile of residents discouraged from seeking work



Number and incidence of potential entrants declined

- 7.6 The number and incidence of potential entrants, which refers to residents who intended to look for jobs within the next two years, continued its longer-term decline from 118,500 or 10.4% of residents outside the labour force in 2024 to 101,300 or 8.7% in 2025. As all post-war baby boomers reach their 70s or older in the coming decade, this downtrend in potential entrants is expected to continue.⁴¹
- 7.7 The incidence of potential entrants is generally higher among those in the prime-working ages as well as the tertiary educated. In 2025, the majority of potential entrants were residents under 50 years of age (66.0%) and those with tertiary education (56.5%). Both figures are significantly above their respective shares among residents outside the labour force (aged below 50 years: 34.1%, tertiary educated: 24.3%).

Chart 39 Resident potential entrants into the labour force



⁴¹ Only 1.0% of residents outside the labour force aged 70 years and over were potential entrants in 2025.

SURVEY COVERAGE AND METHODOLOGY

Introduction

- 1 The 2025 Comprehensive Labour Force Survey (CLFS) is the forty-eighth 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. The 2025 survey was conducted as part of the 2025 Comprehensive Labour Force and Household Survey, which also incorporated the General Household Survey (conducted every ten years in the years between the Censuses of Population).
- 2 The survey is conducted under the Statistics Act 1973 (2020 Revised Edition) which empowers the Director of the Manpower Research and Statistics Department to collect information from survey respondents. The Act also guarantees the confidentiality of individual information obtained from the survey.

Coverage

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

Concepts and Definitions

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

Reference Period	This refers to the week preceding the date of the survey interview.
Residents	Residents refer to Singapore citizens and Permanent Residents.
Labour Force Status	Labour Force ▶ This refers to persons aged 15 years and over who are either employed (i.e. working) or unemployed (i.e. actively looking for a job and available for work) during the reference period. Outside the Labour Force ▶ This refers to persons aged 15 years and over who are neither employed nor unemployed during the reference period.

Employed Persons	This refers to persons aged 15 years and over who, during the reference period: (i) work for one hour or more either for pay or profit; or (ii) have a job or business to return to but are temporarily absent because of illness, injury, breakdown of machinery at workplace, labour management dispute or other reasons. Members of the Singapore Armed Forces including full-time National Servicemen are included in the persons employed, unless otherwise specified.
Unemployed Persons	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.
Labour Force Participation Rate	This is defined as the percentage of the labour force to the population.
Employment Rate	This is defined as the percentage of employed persons to the population.
Unemployment Rate	This is defined as the percentage of unemployed persons to the labour force.
Duration of Unemployment	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.
Long-Term Unemployed Persons	This refers to persons aged 15 years and over who have been unemployed for 25 weeks or more.
Long-Term Unemployment Rate	This is defined as the percentage of long-term unemployed persons to the labour force.
Time-Related Under-Employed Persons	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.
Time-Related Under-Employment Rate	This is defined as the percentage of time-related under-employed persons to employed persons.
Gross Monthly Income from Employment	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.

Nature of Employment	Employed persons can be categorised into those working on full-time or part-time basis. Full-Time ▶ This refers to employment where the normal hours of work is at least 35 hours a week. Part-Time ▶ This refers to employment where the normal hours of work is less than 35 hours a week. Before 2009, full-time refers to employment where the normal hours of work is at least 30 hours a week while part-time refers to employment where the normal hours of work is less than 30 hours a week. From 2009 onwards, the threshold between full-time and part-time was revised from 30 hours to 35 hours to align with the revised definition in the Employment Act.
Employment Status	This refers to the position or status of employed persons in relation to other persons within the organisation they work in. Employed persons are divided into the following four categories: Employers ▶ These are persons who employ at least one paid employee in their business or trade. Employees ▶ These are persons who work for employers in return for regular wages or salaries. Own Account Workers ▶ These are persons who operate their own business without employing any paid employees in the conduct of their business or trade. Contributing Family Workers ▶ These are persons who assist in the operation of family business without receiving regular wages or salaries.
Type of Employment	Employees can be categorised into those employed on casual/on-call, fixed-term contract or permanent basis. Casual/On-Call ▶ Casual/on-call employees refer to those employed on ad hoc basis, as and when the company requires additional manpower. Fixed-Term Contract ▶ Employees on fixed-term contract refer to those whose employment will terminate on the expiry of a specific term unless it is renewed. Permanent ▶ Permanent employees refer to those employed for an unspecified duration, i.e. they are neither casual/on-call employees nor on fixed-term contract.
Job Change	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.

Usual Hours Worked	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.
Discouraged Workers	This refers to persons outside the labour force who are not actively looking for a job because they believe their job search would not yield results. Reasons cited for being discouraged include belief that there is no suitable work available, employers' discrimination and lack of necessary qualifications, training, skills or experience.
Potential Entrants	This refers to persons outside the labour force who intended to look for a job within the next two years.
Highest Qualification Attained	This refers to the highest grade or standard 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.
Occupation	This refers to the type of work performed by workers during the reference period, which may not necessarily be related to their training, skill or professional qualification. In the case of workers who perform two or more kinds of work, their occupation would refer to the one in which they usually work the longest hours during the reference period. The classification of occupations is based on the Singapore Standard Occupational Classification (SSOC) 2024, unless otherwise specified.
Industry	This refers to the major kind of economic activity or the nature of business of the firm, organisation or establishment in which the person is employed during the reference period. For self-employed persons, industry refers to the kind of economic activity or nature of business they are operating. The classification of industries is based on the Singapore Standard Industrial Classification (SSIC) 2020, unless otherwise specified.

Planning, Organisation, Fieldwork and Data Verification

- 5 The field operation for the 2025 survey was carried out from 3 March 2025 to 31 July 2025. 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, 1,507 were excluded from the survey as they were unoccupied, non-residential or demolished. A total of 27,324 households responded to the survey, achieving an overall response rate of 86.8%.

Reliability of Data

- 9 The results of the survey were grossed up to the resident population in June 2025 (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 parameter⁴². 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 metric⁴³ 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 assessing 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.⁴⁴ Generally, estimates derived from smaller subpopulations or strata⁴⁵ 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 sampling⁴⁶ were conducted, approximately 95% of the constructed intervals would contain the true parameter.

⁴² Population parameter refers to a measure (e.g. mean, proportion) that describes an entire population.

⁴³ 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.

⁴⁴ Source: Australian Bureau of Statistics.

⁴⁵ 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.

⁴⁶ 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 2025 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	2,456,400	8,300	0.3	2,440,100	2,472,700
Employed Residents	2,376,400	8,300	0.4	2,360,100	2,392,800
Unemployed Residents	80,000	2,300	2.9	75,400	84,500
Residents Outside the Labour Force	1,162,800	7,500	0.6	1,148,000	1,177,500
Resident Labour Force Participation Rate	67.9%	0.20%-pt	0.3	67.5%	68.3%
Resident Employment Rate (Aged 15 & Over)	65.7%	0.20%-pt	0.3	65.3%	66.1%
Resident Employment Rate (Aged 25 to 64)	83.3%	0.20%-pt	0.2	82.9%	83.7%
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 years and over, unless otherwise stated.

Labour Force Supplementary Survey on Own Account Workers, 2025

- 15 The Labour Force Supplementary Survey on Own Account Workers, 2025 was conducted by the Manpower Research and Statistics Department under the Statistics Act 1973 (2020 Revised Edition). It was conducted from 3 March 2025 to 31 July 2025.
- 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. 3,363 residents were surveyed, of whom 3,112 or 92.5% responded. The results of the supplementary survey were grossed up to the resident population using multiple estimation factors.

Primary Own Account Workers	These are persons who are own account workers in their main job. This includes (i) those who are own account workers in their single job (full-time or part-time) or (ii) those who work longer hours in own account work alongside other jobs.
Secondary Own Account Workers	These are multiple job holders who spend fewer hours in own account work relative to other types of employment. They also include students, homemakers and retirees who do such work on the side.
Preferred and Non-Preferred Choice of Work	Own account workers are asked about the reasons they engage in this form of work. Those for whom own account work is <i>not their preferred choice of work</i> refer to persons who engage in own account work because they are unable to find work as an employee. Among multiple job holders, it includes those unable to find full-time work. Those for whom own account work is a <i>preferred choice of work</i> are those who do not fall into the above estimate of persons for whom own account work is a non-preferred choice of work.
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, 2015 - 2025

	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
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
2025	67.9	73.6	62.5	85.9	91.8	80.5	65.7	71.3	60.5	83.3	88.9	78.0

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

TABLE 2
RESIDENT LABOUR FORCE PARTICIPATION RATE BY AGE AND SEX, 2015 - 2025
(TOTAL)

											Per Cent
Age (Years)	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Total	68.3	68.0	67.7	67.7	68.0	68.1	70.5	70.0	68.6	68.2	67.9
15 - 19	15.8	15.3	14.2	15.2	15.1	13.8	15.7	15.8	15.7	12.8	13.4
20 - 24	65.3	62.3	62.2	61.3	61.0	56.0	62.4	57.3	55.9	54.3	54.0
25 - 29	90.3	90.3	90.2	90.0	90.1	90.4	90.4	89.3	88.5	90.1	90.0
30 - 34	90.2	90.8	91.8	91.0	92.3	92.3	93.4	93.7	93.4	94.1	93.4
35 - 39	89.1	89.7	89.8	89.0	89.6	90.4	91.2	91.7	92.3	92.8	93.3
40 - 44	87.6	88.2	87.7	88.8	88.7	89.0	90.6	89.8	90.5	91.1	91.1
45 - 49	85.9	86.3	86.8	86.5	87.9	87.4	88.3	89.1	89.1	89.1	88.3
50 - 54	82.4	81.4	82.8	82.0	82.3	82.2	84.8	84.2	84.2	86.0	85.9
55 - 59	75.5	75.8	74.9	75.1	75.0	75.9	77.7	78.0	77.1	77.5	77.7
60 - 64	62.4	62.8	63.6	62.2	63.9	65.0	65.9	67.5	66.6	67.9	68.4
65 - 69	42.2	43.2	43.4	45.3	46.1	48.7	50.9	49.4	49.6	50.5	50.2
70 & Over	14.9	15.0	16.2	17.0	17.6	19.4	21.3	21.7	20.9	22.9	22.8
15 - 24	40.6	39.4	38.2	38.1	38.3	36.0	41.3	37.7	36.5	33.7	33.7
25 - 64	83.1	83.3	83.6	83.1	83.8	84.1	85.4	85.5	85.2	86.0	85.9
25 - 54	87.4	87.6	88.0	87.7	88.3	88.5	89.9	89.7	89.6	90.5	90.3
55 - 64	69.5	69.7	69.5	68.9	69.9	70.7	71.7	72.9	72.0	72.6	73.1
65 & Over	25.8	26.5	26.8	27.8	28.7	30.1	32.9	32.1	31.5	32.5	32.3

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

TABLE 2 *(continued)*
RESIDENT LABOUR FORCE PARTICIPATION RATE BY AGE AND SEX, 2015 - 2025
(MALE)

											Per Cent
Age (Years)	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Total	76.7	76.2	76.0	75.6	75.4	75.4	77.2	77.0	74.9	74.0	73.6
15 - 19	18.3	18.0	18.0	18.4	17.5	16.8	17.6	19.4	16.3	15.7	16.2
20 - 24	64.4	62.6	62.7	60.3	59.3	54.9	59.0	57.4	55.4	55.7	53.0
25 - 29	90.9	90.0	90.7	90.7	90.0	89.7	90.2	87.5	86.4	87.2	87.0
30 - 34	97.4	97.0	97.4	97.8	96.8	96.8	97.0	97.6	96.1	96.4	96.2
35 - 39	97.5	97.8	97.6	97.2	97.8	97.2	97.4	98.0	97.1	97.8	96.4
40 - 44	97.1	97.2	97.0	97.2	97.3	97.4	97.1	97.4	97.1	96.7	97.2
45 - 49	96.9	96.3	96.6	95.4	96.0	96.1	96.3	96.1	96.7	96.5	95.6
50 - 54	94.2	92.9	94.4	92.8	93.9	93.2	94.2	93.8	93.7	92.8	94.2
55 - 59	88.2	88.7	88.0	88.0	87.3	87.1	89.5	88.6	88.2	87.9	87.5
60 - 64	77.2	76.9	77.8	75.7	76.7	77.8	79.2	79.2	78.6	78.6	79.1
65 - 69	54.5	55.7	54.8	57.3	57.6	59.8	61.1	59.8	60.6	60.7	60.2
70 & Over	22.3	22.1	24.8	24.6	25.4	27.5	29.7	29.6	28.5	29.5	29.3
15 - 24	41.3	41.0	40.5	39.2	38.6	36.6	40.4	40.1	36.8	36.2	34.5
25 - 64	92.7	92.2	92.7	92.0	92.0	92.0	92.7	92.5	91.8	91.8	91.8
25 - 54	95.7	95.2	95.7	95.2	95.3	95.1	95.5	95.4	94.6	94.8	94.8
55 - 64	83.2	83.2	83.2	82.2	82.3	82.7	84.2	84.1	83.5	83.1	83.2
65 & Over	36.0	37.0	37.1	38.2	38.7	40.1	42.8	41.5	41.0	40.8	40.4

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

TABLE 2 *(continued)*
RESIDENT LABOUR FORCE PARTICIPATION RATE BY AGE AND SEX, 2015 - 2025
(FEMALE)

											Per Cent
Age (Years)	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Total	60.4	60.4	59.8	60.2	61.1	61.2	64.2	63.4	62.6	62.8	62.5
15 - 19	13.1	12.4	10.2	11.6	12.4	10.6	13.7	12.3	15.1	9.6	10.3
20 - 24	66.3	62.0	61.6	62.4	62.9	57.3	66.1	57.1	56.5	52.7	55.1
25 - 29	89.7	90.6	89.6	89.4	90.1	91.1	90.5	91.1	90.7	93.0	93.0
30 - 34	83.9	85.3	86.9	84.9	88.3	88.2	90.1	90.0	90.8	92.0	90.6
35 - 39	81.7	82.3	82.9	81.8	82.7	84.4	85.4	86.0	87.9	88.3	90.3
40 - 44	78.9	80.2	78.9	81.0	81.2	81.4	84.7	83.2	84.6	86.2	85.7
45 - 49	75.5	77.2	77.7	78.1	80.3	78.8	80.6	82.7	82.3	82.5	81.7
50 - 54	70.6	70.3	71.2	71.5	71.3	71.6	76.2	75.2	75.5	79.8	78.6
55 - 59	62.8	63.1	61.8	62.1	63.3	64.8	66.6	67.1	66.6	67.7	69.0
60 - 64	47.7	48.8	49.9	49.4	50.8	52.6	53.6	56.1	55.2	57.7	58.0
65 - 69	31.1	31.4	32.9	33.7	35.3	38.2	40.6	39.4	39.0	41.1	41.0
70 & Over	9.4	9.8	9.6	11.3	11.5	13.1	14.5	15.5	14.9	17.5	17.5
15 - 24	39.8	37.7	35.7	36.9	37.9	35.4	42.3	35.1	36.2	31.0	32.9
25 - 64	74.1	74.9	75.1	74.8	76.1	76.6	78.6	78.9	79.0	80.7	80.5
25 - 54	79.6	80.6	80.8	80.8	81.9	82.4	84.7	84.4	85.0	86.6	86.2
55 - 64	55.9	56.4	56.1	55.9	57.7	59.0	59.9	61.6	61.1	62.6	63.6
65 & Over	17.6	18.0	18.2	19.2	20.2	21.7	24.2	24.0	23.2	25.4	25.3

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

TABLE 3
RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2015 - 2025
(TOTAL)

											Per Cent
Age (Years)	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Total	65.7	65.3	64.9	65.1	65.2	64.5	67.2	67.5	66.2	66.0	65.7
15 - 19	14.5	14.1	13.2	14.2	13.6	12.1	14.7	14.8	14.5	12.0	12.7
20 - 24	59.0	56.5	54.9	55.1	53.8	47.9	55.7	52.2	50.7	50.1	49.9
25 - 29	85.5	85.5	85.4	85.0	84.7	84.2	85.0	84.4	84.2	85.4	85.2
30 - 34	87.5	88.0	89.5	88.2	89.5	89.1	89.8	90.7	90.6	91.4	90.5
35 - 39	87.2	86.5	86.9	86.5	87.3	86.8	88.2	89.1	90.1	90.3	90.8
40 - 44	85.2	85.5	84.7	86.5	86.0	85.8	86.8	87.8	88.6	89.2	88.8
45 - 49	83.3	83.3	84.2	83.5	84.7	83.7	83.5	86.1	85.2	86.3	85.9
50 - 54	80.1	78.8	79.4	79.3	79.2	78.3	81.7	81.5	82.0	83.3	83.3
55 - 59	73.1	73.0	72.1	72.7	72.1	72.4	74.7	75.5	74.7	75.0	75.2
60 - 64	60.1	60.8	61.6	60.4	62.3	62.0	63.5	65.4	64.9	66.0	66.3
65 - 69	40.4	41.5	41.7	43.8	44.6	45.9	49.0	47.5	48.3	49.1	49.1
70 & Over	14.4	14.4	15.8	16.2	16.8	18.5	20.4	21.1	20.3	22.4	22.3
15 - 24	36.8	35.8	34.1	34.5	33.9	30.9	37.2	34.5	33.2	31.2	31.3
25 - 64	80.5	80.3	80.7	80.3	80.8	80.3	81.8	82.7	82.6	83.4	83.3
25 - 54	84.7	84.5	84.9	84.7	85.1	84.6	86.0	86.7	86.8	87.7	87.5
55 - 64	67.2	67.3	67.1	66.8	67.6	67.5	69.0	70.6	70.0	70.4	70.8
65 & Over	24.7	25.5	25.8	26.8	27.6	28.5	31.7	31.0	30.6	31.7	31.5

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

TABLE 3 *(continued)*
RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2015 - 2025
(MALE)

											Per Cent
Age (Years)	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Total	73.9	73.3	73.0	72.8	72.4	71.7	73.8	74.4	72.5	71.5	71.3
15 - 19	17.4	17.4	17.4	17.9	16.5	15.9	16.9	18.8	15.7	15.2	15.7
20 - 24	58.9	58.2	56.7	55.3	53.8	48.7	54.5	53.0	51.9	52.0	49.8
25 - 29	85.7	83.9	84.9	85.1	83.4	82.1	84.2	82.8	81.8	81.8	80.7
30 - 34	94.5	94.3	95.0	95.0	94.2	93.5	93.3	95.0	93.6	93.3	93.4
35 - 39	95.5	94.9	94.5	94.5	95.7	93.9	94.2	95.4	95.1	95.2	94.1
40 - 44	94.9	94.4	94.4	94.9	95.3	94.4	93.8	95.2	95.1	94.9	95.0
45 - 49	94.0	93.4	94.0	92.3	92.9	92.6	91.6	93.0	92.7	93.6	93.3
50 - 54	91.7	90.1	90.5	89.5	90.7	88.8	90.8	90.8	91.1	89.7	91.5
55 - 59	85.2	85.4	84.4	85.4	83.6	83.2	86.3	85.6	85.5	84.6	84.3
60 - 64	74.0	74.5	75.1	73.2	74.7	73.9	75.9	76.7	76.2	76.0	76.5
65 - 69	51.8	53.1	52.2	55.1	55.6	56.5	58.7	57.5	59.0	58.8	58.9
70 & Over	21.5	21.4	24.1	23.1	24.1	26.0	28.2	28.7	27.5	28.8	28.6
15 - 24	38.1	38.4	37.2	36.5	35.3	33.0	37.6	37.5	34.6	34.0	32.7
25 - 64	89.8	89.0	89.4	88.9	88.8	87.9	88.9	89.6	89.0	88.8	88.9
25 - 54	92.9	91.9	92.3	91.9	92.0	91.0	91.5	92.4	91.7	91.7	91.8
55 - 64	80.1	80.3	80.0	79.7	79.4	78.8	81.0	81.3	81.0	80.2	80.3
65 & Over	34.3	35.5	35.6	36.4	37.2	37.8	41.0	40.1	39.8	39.7	39.5

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

TABLE 3 *(continued)*
RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2015 - 2025
(FEMALE)

											Per Cent
Age (Years)	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Total	58.0	57.7	57.2	57.8	58.3	57.7	61.0	60.9	60.3	60.8	60.5
15 - 19	11.4	10.6	8.7	10.1	10.4	7.9	12.4	10.8	13.2	8.5	9.4
20 - 24	59.1	54.5	52.8	54.8	53.8	47.0	57.0	51.1	49.4	47.9	49.9
25 - 29	85.4	87.0	86.0	84.9	86.0	86.3	85.8	86.1	86.7	89.2	89.8
30 - 34	81.2	82.4	84.6	82.2	85.3	85.0	86.5	86.6	87.8	89.6	87.8
35 - 39	79.9	78.7	80.0	79.5	80.1	80.6	82.5	83.3	85.5	86.0	87.7
40 - 44	76.2	77.6	75.6	78.7	78.0	77.8	80.3	81.4	82.6	84.1	83.3
45 - 49	73.3	74.1	75.0	75.4	77.1	75.1	75.7	79.7	78.5	79.7	79.1
50 - 54	68.5	67.9	68.2	69.3	68.3	68.3	73.2	72.8	73.7	77.2	76.0
55 - 59	60.8	60.8	59.8	59.8	61.1	61.7	63.8	65.1	64.6	66.0	67.0
60 - 64	46.4	47.1	48.6	48.2	49.5	50.7	51.9	54.4	54.2	56.3	56.5
65 - 69	30.0	30.4	32.0	32.8	34.2	35.8	39.4	37.9	37.9	40.1	40.0
70 & Over	9.1	9.4	9.4	11.1	11.1	12.6	14.0	15.0	14.5	17.1	17.0
15 - 24	35.3	33.0	30.7	32.4	32.3	28.7	36.7	31.3	31.6	28.0	29.8
25 - 64	71.8	72.1	72.4	72.3	73.3	73.2	75.1	76.2	76.6	78.3	78.0
25 - 54	77.1	77.6	77.9	78.0	78.8	78.6	80.8	81.4	82.2	84.0	83.6
55 - 64	54.2	54.5	54.4	54.2	55.9	56.4	57.7	59.8	59.6	61.1	61.9
65 & Over	17.0	17.4	17.8	18.8	19.6	20.6	23.4	23.1	22.6	24.8	24.7

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, 2015 - 2025**
(Exclude Full-Time National Servicemen)

Dollars

	Including Employer/Platform Operator CPF Contributions			Excluding Employer/Platform Operator CPF Contributions		
	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time
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
2025	5,117	5,775	1,720	4,500	5,000	1,600

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

TABLE 5

TIME-RELATED UNDER-EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER BY SELECTED CHARACTERISTICS, 2025

Characteristics	Number ('000)	Share (%)	Rate (%)
Total	45.3	100.0	1.9
Sex			
Male	19.2	42.4	1.5
Female	26.1	57.6	2.3
Age (Years)			
15 - 24	4.6	10.3	3.7
25 - 29	3.4	7.5	1.8
30 - 39	5.1	11.2	0.9
40 - 49	7.2	16.0	1.3
50 - 59	12.1	26.8	2.5
60 & Over	12.8	28.3	2.8
Highest Qualification Attained			
Below Secondary	8.1	17.8	2.8
Secondary	6.4	14.2	2.1
Post-Secondary (Non-Tertiary)	8.1	17.9	3.0
Diploma & Professional Qualification	8.4	18.6	1.7
Degree	14.3	31.5	1.4

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

Note :

1) Rate refers to the time-related under-employed as a percentage of all employed residents.

TABLE 5 *(continued)*

TIME-RELATED UNDER-EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER BY SELECTED CHARACTERISTICS, 2025

Characteristics	Number ('000)	Share (%)	Rate (%)
Total	45.3	100.0	1.9
Occupation (SSOC 2024)			
PMETs	19.9	43.9	1.3
Managers & Administrators (Including Working Proprietors)	2.5	5.5	0.6
Professionals	5.9	13.0	0.9
Associate Professionals & Technicians	11.5	25.5	2.3
Non-PMETs	25.4	56.1	3.0
Clerical Support Workers	3.8	8.5	1.9
Service & Sales Workers	9.9	21.9	4.0
Craftsmen & Related Trades Workers	1.2	2.6	2.2
Plant & Machine Operators & Assemblers	2.2	4.8	1.7
Cleaners, Labourers & Related Workers	8.3	18.3	4.9
Others	0.1	0.1	0.1

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

Notes :

- 1) 'Others' occupation includes Agricultural & Fishery Workers and Workers Not Elsewhere Classified.
- 2) Rate refers to the time-related under-employed as a percentage of all employed residents.

TABLE 5 (continued)

TIME-RELATED UNDER-EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER BY SELECTED CHARACTERISTICS, 2025

Characteristics	Number ('000)	Share (%)	Rate (%)
Total	45.3	100.0	1.9
Industry (SSIC 2020)			
C Manufacturing	2.0	4.4	0.9
F Construction	1.7	3.9	1.7
G-U Services	41.4	91.5	2.0
G Wholesale & Retail Trade	5.6	12.4	1.7
H Transportation & Storage	3.0	6.7	1.4
I Accommodation & Food Services	6.1	13.4	4.2
J Information & Communications	1.7	3.9	1.3
K Financial & Insurance Services	1.5	3.3	0.6
L Real Estate Services	1.2	2.6	2.0
M Professional Services	3.0	6.6	1.6
N Administrative & Support Services	4.9	10.9	3.9
O,P Public Administration & Education	8.0	17.7	2.6
Q Health & Social Services	3.1	6.8	1.7
R Arts, Entertainment & Recreation	1.7	3.8	4.6
S-U Other Community, Social & Personal Services	1.6	3.5	2.0
A, B, D, E Others	0.1	0.3	0.7

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

Notes :

- 1) 'Others' industry includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
2) Rate refers to the time-related under-employed as a percentage of all employed residents.

TABLE 6

RESIDENT EMPLOYEES AGED FIFTEEN YEARS AND OVER BY TYPE OF EMPLOYMENT AND SELECTED CHARACTERISTICS, 2025
(Exclude Full-Time National Servicemen)

Thousands

Characteristics	Total	Permanent Employees	Non-Permanent Employees	Casual/On-Call	Fixed-Term Contract		
					Less Than 1 Year	1 Year	More Than 1 Year
Total	2,059.5	1,869.8	189.7	45.3	34.2	60.3	49.9
Age (Years)							
15 - 24	86.8	57.1	29.7	5.9	15.2	4.8	3.8
25 - 29	177.6	161.8	15.8	1.9	3.9	5.3	4.7
30 - 39	510.8	485.1	25.7	2.8	2.6	8.4	11.9
40 - 49	486.2	461.1	25.0	3.7	3.8	7.7	9.9
50 - 59	415.8	387.0	28.8	6.8	4.0	9.2	8.8
60 & Over	382.2	317.7	64.5	24.2	4.7	24.9	10.8
Highest Qualification Attained							
Below Secondary	237.3	205.1	32.3	15.6	2.5	10.2	4.0
Secondary	249.0	219.1	29.9	9.7	7.1	9.4	3.7
Post-Secondary (Non-Tertiary)	222.6	191.2	31.4	8.9	8.7	9.3	4.6
Diploma & Professional Qualification	410.4	375.5	34.9	7.0	7.2	11.6	9.1
Degree	940.1	878.9	61.2	4.2	8.7	19.8	28.6
Nature of Employment							
Full-Time	1,871.3	1,758.7	112.6	8.2	20.5	44.2	39.7
Part-Time	188.2	111.1	77.1	37.1	13.7	16.1	10.2

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

TABLE 6 (continued)

RESIDENT EMPLOYEES AGED FIFTEEN YEARS AND OVER BY TYPE OF EMPLOYMENT AND SELECTED CHARACTERISTICS, 2025
(Exclude Full-Time National Servicemen)

Thousands

Characteristics	Total	Permanent Employees	Non-Permanent Employees	Casual/On-Call	Fixed-Term Contract		
					Less Than 1 Year	1 Year	More Than 1 Year
Total	2,059.5	1,869.8	189.7	45.3	34.2	60.3	49.9
Occupation (SSOC 2024)							
Managers & Administrators	321.3	312.6	8.7	-	1.0	2.7	5.0
Professionals	597.1	555.7	41.4	1.6	5.7	14.8	19.4
Associate Professionals & Technicians	430.7	393.4	37.3	4.9	7.2	13.1	12.2
Clerical Support Workers	199.9	175.7	24.2	3.6	8.0	8.7	4.0
Service & Sales Workers	225.0	188.9	36.1	16.2	7.9	8.0	4.1
Craftsmen & Related Trades Workers	44.1	39.9	4.2	1.8	0.4	1.2	0.8
Plant & Machine Operators & Assemblers	63.0	56.6	6.5	2.2	0.9	2.4	0.9
Cleaners, Labourers & Related Workers	160.6	129.8	30.8	14.8	3.1	9.3	3.6
Others	17.7	17.3	0.5	0.2	0.1	0.1	0.1

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

Note :

1) 'Others' occupation includes Agricultural & Fishery Workers and Workers Not Elsewhere Classified.

TABLE 6 (continued)

RESIDENT EMPLOYEES AGED FIFTEEN YEARS AND OVER BY TYPE OF EMPLOYMENT AND SELECTED CHARACTERISTICS, 2025
(Exclude Full-Time National Servicemen)

Thousands

Characteristics	Total	Permanent Employees	Non-Permanent Employees	Casual/On-Call	Fixed-Term Contract		
					Less Than 1 Year	1 Year	More Than 1 Year
Total	2,059.5	1,869.8	189.7	45.3	34.2	60.3	49.9
Industry (SSIC 2020)							
C Manufacturing	198.6	187.3	11.3	2.3	1.6	4.5	2.9
F Construction	89.2	83.1	6.1	1.9	0.7	1.6	1.9
G-U Services	1,752.7	1,582.1	170.6	40.9	31.7	53.5	44.4
G Wholesale & Retail Trade	300.3	280.3	19.9	7.3	4.6	5.2	2.8
H Transportation & Storage	137.6	127.2	10.4	2.4	1.3	4.2	2.6
I Accommodation & Food Services	128.7	107.8	20.9	10.6	4.2	4.6	1.5
J Information & Communications	117.8	109.3	8.5	0.7	2.3	3.8	1.7
K Financial & Insurance Services	210.4	197.1	13.3	0.7	3.4	6.0	3.2
L Real Estate Services	38.5	35.2	3.3	0.5	0.2	1.6	1.0
M Professional Services	169.1	155.7	13.4	2.1	3.1	3.3	4.9
N Administrative & Support Services	119.9	99.9	20.0	6.9	2.8	6.8	3.5
O,P Public Administration & Education	252.8	218.1	34.7	2.5	5.8	10.0	16.4
Q Health & Social Services	176.8	163.5	13.3	2.0	2.3	4.8	4.2
R Arts, Entertainment & Recreation	34.4	29.2	5.3	2.1	0.9	1.2	1.0
S-U Other Community, Social & Personal Services	66.4	58.7	7.6	3.1	0.9	1.9	1.7
A, B, D, E Others	19.0	17.3	1.7	0.2	0.1	0.6	0.8

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

Note :

1) 'Others' industry includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

TABLE 7

UNEMPLOYMENT RATE OF RESIDENT PMETs AND NON-PMETs AGED FIFTEEN YEARS AND OVER BY AGE, 2015 - 2025

Occupation (SSOC 2024) / Age (Years)	Per Cent										
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
PMETs	2.7	3.1	3.0	2.9	2.9	3.5	3.4	2.6	2.4	2.7	2.8
15 - 29	3.6	3.8	3.6	4.1	4.0	4.1	3.9	4.4	2.9	3.8	2.8
30 - 39	1.9	2.7	2.4	2.3	2.1	2.7	2.7	2.0	1.8	2.0	2.4
40 - 49	2.6	2.9	2.9	2.6	2.9	3.2	4.1	2.0	2.7	2.3	2.5
50 & Over	3.1	3.5	3.6	3.3	3.2	4.3	3.4	3.1	2.6	3.1	3.4
Non - PMETs	4.2	4.2	4.5	4.0	4.7	6.4	5.1	4.4	3.6	3.4	2.8
15 - 29	7.5	6.4	7.6	6.2	8.0	10.5	7.0	5.5	5.1	5.2	4.1
30 - 39	4.0	4.7	4.1	3.8	4.7	6.5	5.6	6.8	4.3	4.9	3.6
40 - 49	3.1	3.7	3.5	3.6	3.8	5.6	6.2	4.9	4.1	3.3	2.7
50 & Over	3.3	3.4	3.7	3.2	3.7	5.0	3.9	3.3	2.7	2.6	2.4

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) 2024. Data before year 2025 which were coded based on earlier versions of the SSOC were mapped to SSOC 2024 as far as possible to facilitate data comparability.

TABLE 8

LONG-TERM UNEMPLOYMENT RATE OF RESIDENT PMETs AND NON-PMETs AGED FIFTEEN YEARS AND OVER BY AGE, 2015 - 2025

Per Cent											
Occupation (SSOC 2024) / Age (Years)	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
PMETs	0.7	0.9	0.7	0.8	0.6	0.8	0.8	0.5	0.4	0.7	0.6
15 - 29	0.3	0.3	0.4	0.3	0.3	0.5	0.3	0.3	0.1	0.4	0.5
30 - 39	0.4	0.6	0.4	0.6	0.3	0.4	0.5	0.2	0.2	0.4	0.3
40 - 49	0.8	1.0	0.8	0.8	0.5	0.8	1.0	0.3	0.4	0.6	0.6
50 & Over	1.3	1.5	1.1	1.5	1.1	1.3	1.4	0.9	0.9	1.2	1.1
Non - PMETs	0.6	0.7	0.7	0.7	0.8	0.9	0.9	0.7	0.5	0.6	0.5
15 - 29	0.6	0.5	0.6	0.6	0.6	1.1	0.6	0.2	0.3	0.6	0.6
30 - 39	0.6	0.5	0.7	0.6	0.9	0.6	0.8	0.7	0.6	0.9	0.9
40 - 49	0.4	0.7	0.6	0.5	0.8	1.1	1.1	0.7	0.4	0.4	0.6
50 & Over	0.7	0.8	0.8	0.9	0.8	0.8	0.9	0.8	0.6	0.5	0.4

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) 2024. Data before year 2025 which were coded based on earlier versions of the SSOC were mapped to SSOC 2024 as far as possible to facilitate data comparability.

TABLE 9

RESIDENTS OUTSIDE THE LABOUR FORCE AGED FIFTEEN YEARS AND OVER BY SELECTED CHARACTERISTICS AND SEX, 2025

Characteristics	Total			Male			Female		
	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)
Total	1,162.8	100.0	32.1	460.2	100.0	26.4	702.6	100.0	37.5
Age (Years)									
15 - 24	268.1	23.1	66.3	139.3	30.3	65.5	128.9	18.3	67.1
25 - 29	22.1	1.9	10.0	14.5	3.1	13.0	7.6	1.1	7.0
30 - 39	41.4	3.6	6.7	11.1	2.4	3.7	30.3	4.3	9.6
40 - 49	64.5	5.6	10.3	10.7	2.3	3.6	53.9	7.7	16.3
50 - 59	112.1	9.6	18.1	26.7	5.8	9.1	85.4	12.2	26.1
60 & Over	654.5	56.3	58.0	258.0	56.1	48.7	396.5	56.4	66.3
Highest Qualification Attained									
Below Secondary	443.3	38.1	60.4	159.4	34.6	50.3	283.9	40.4	68.1
Secondary	287.0	24.7	48.1	117.8	25.6	42.0	169.2	24.1	53.5
Post-Secondary (Non-Tertiary)	149.5	12.9	34.6	64.0	13.9	28.3	85.5	12.2	41.5
Diploma & Professional Qualification	129.4	11.1	20.5	59.5	12.9	18.4	69.9	10.0	22.8
Degree	153.5	13.2	12.5	59.5	12.9	10.0	94.0	13.4	14.9

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 10
RESIDENT POTENTIAL ENTRANTS AGED FIFTEEN YEARS AND OVER BY SELECTED CHARACTERISTICS AND SEX, 2025

Characteristics	Total			Male			Female		
	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)
Total	101.3	100.0	8.7	42.8	100.0	9.3	58.5	100.0	8.3
Age (Years)									
15 - 24	26.2	25.9	9.8	10.3	24.0	7.4	15.9	27.2	12.4
25 - 29	9.2	9.1	41.6	6.4	15.0	44.2	2.8	4.8	36.6
30 - 39	15.4	15.2	37.3	5.7	13.3	51.3	9.8	16.7	32.2
40 - 49	16.0	15.8	24.7	3.9	9.1	36.6	12.1	20.6	22.4
50 - 59	18.2	17.9	16.2	7.4	17.4	27.9	10.7	18.3	12.5
60 & Over	16.3	16.1	2.5	9.1	21.2	3.5	7.3	12.4	1.8
Highest Qualification Attained									
Below Secondary	11.1	11.0	2.5	5.2	12.2	3.3	5.9	10.1	2.1
Secondary	14.0	13.8	4.9	5.1	11.9	4.3	8.9	15.2	5.2
Post-Secondary (Non-Tertiary)	19.0	18.7	12.7	8.6	20.2	13.5	10.3	17.6	12.1
Diploma & Professional Qualification	24.7	24.4	19.1	10.9	25.5	18.3	13.8	23.6	19.7
Degree	32.6	32.1	21.2	12.9	30.2	21.7	19.6	33.6	20.9
Work Experience									
With Work Experience	71.5	70.6	10.0	29.8	69.6	9.6	41.7	71.3	10.3
Without Work Experience	29.8	29.4	6.7	13.0	30.4	8.7	16.8	28.7	5.6
Preference for Full-Time / Part-Time Employment									
Full-Time	66.2	65.4	n.a.	30.3	70.7	n.a.	35.9	61.4	n.a.
Part-Time	35.1	34.6	n.a.	12.5	29.3	n.a.	22.6	38.6	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.

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