# 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: 4.1%; P20: 3.6%), exceeding the average gains over the past decade. This indicates that wage growth has remained broad-based and supported by underlying labour demand. The close alignment between medium-term wage growth and productivity growth also 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 reflect greater worker caution amid external economic uncertainties. However, job matching quality among job switchers remained healthy, with six in ten experiencing real income gains, indicating that opportunities for upward transitions remained available. The quality of job switches among younger and mid-career workers remained favourable, with a high share in professional, managerial, executive & technician (PMET) roles or seeing wage increases after a job change.

The proportion of permanent employees rose to a new high of 90.8%, with gains observed across most industries, including growth sectors such as *Professional Services*, *Health & Social Services*, and *Information & Communications*. Increased PMET representation in these sectors also contributed to the overall rise in the PMET share among employed residents from 63.8% in 2024 to 64.2% in 2025. Together, these trends point to continued structural upgrading and a shift towards 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 for both PMETs (2.8%) and non-PMETs (2.8%), while long-term unemployment declined for both groups. The time-related under-employment rate 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%). Taken 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 women's share rising from 45.5% in 2015 to 47.7% in 2025. This reflects significant gains in labour force participation rate (LFPR) among women aged 25 to 64, which increased from 74.1% to 80.5% over the same period. These gains have helped to offset some demographic pressures on labour supply. LFPR among men aged 25 to 64 remained high at 91.8% in 2025.

However, population ageing continued to exert downward pressure on the overall LFPR, which edged down for the fourth consecutive year to 67.9%. While participation rates 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 remained among the highest compared with Organisation for Economic Co-operation and Development (OECD) countries, reflecting strong participation among core working-age groups.

# LABOUR FORCE IN SINGAPORE 2025

## 1. Introduction

1.1 The Labour Force in Singapore[1] report provides insights 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. This report also includes findings on own account workers and training from the Labour Force Supplementary Surveys.

## 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] Had the age profile of the resident population stayed the same over the last decade, the overall labour force participation rate in 2025 would have remained at the 2024 level and would be 2.2%-points higher than in 2015, boosted by improvements in the labour force participation among women and seniors as well as the education profile.

2.2 Looking ahead, population ageing will continue to dampen Singapore's overall labour force participation rate, as more post-war baby boomers progressively age. By 2029, all post-war baby boomers (born 1946 to 1964) will have reached the ages of 65 years and over and will gradually exit the labour force. The dampening effect from population ageing on the overall labour force participation rate is a trend observed in many other countries with an ageing population, including the United States and Japan. The downward pressure on labour force participation rate will continue until the ageing population profile stabilises, but the rising labour force participation among females and seniors, supported by improvements in their educational profiles and sustained efforts to help them remain or return to the workforce, will help partially offset this impact.

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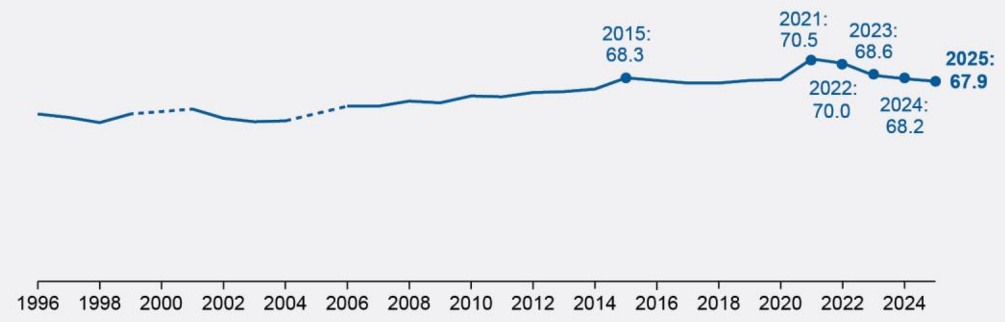
[1] Data in this report are for June periods and pertain to residents (comprising Singapore citizens and permanent residents) aged 15 years and over, unless stated otherwise.

[2] In 2025, 37.9% of residents aged 15 years 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 years, whose labour force participation rate declined over the longer term as more pursue further studies and enter the labour force later.

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

Per Cent

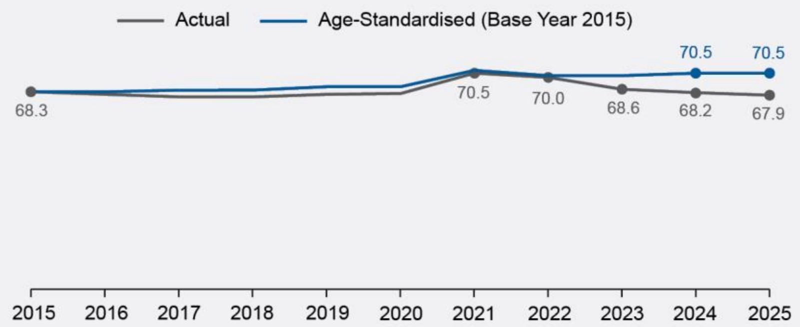



Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

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

## Chart 2 Labour force participation rate of residents aged 15 years and over, actual and age-standardised

Per Cent



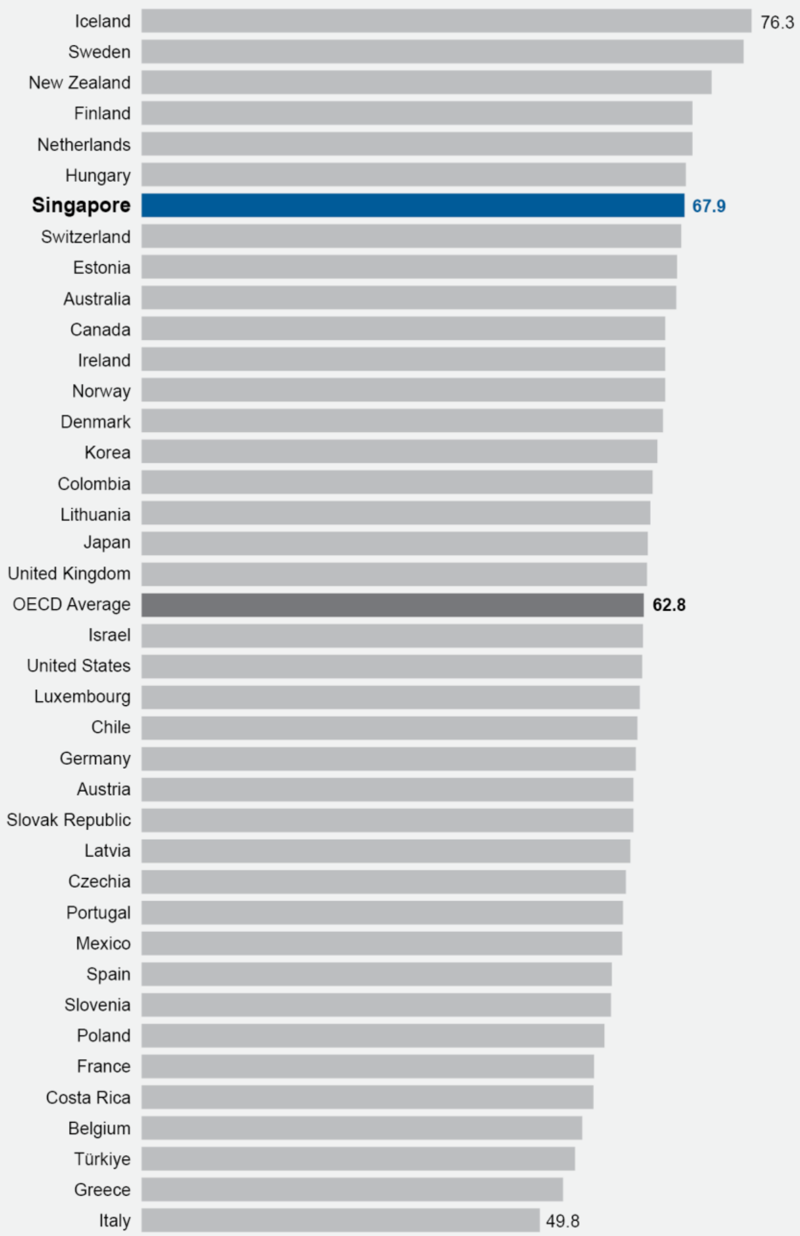

Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: Age-standardised labour force participation rate is derived by holding the age profile constant at 2015 levels, and computing the weighted average of the labour force participation rate in the various age groups using the 2015 age profile as weights.

2.3 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 3 Labour force participation rate (aged 15 years and over) 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.

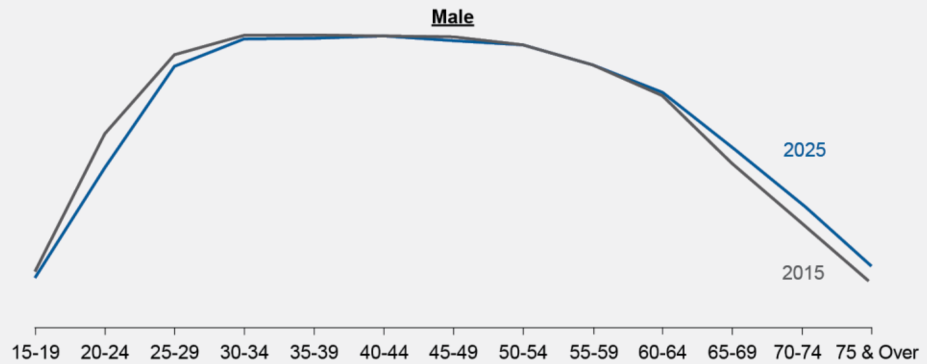
[4] Comparison was made to the OECD member countries, most of which are high-income countries similar to Singapore. The OECD also provides a comprehensive statistical database that facilitates harmonised comparisons across a broad spectrum of indicators.

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

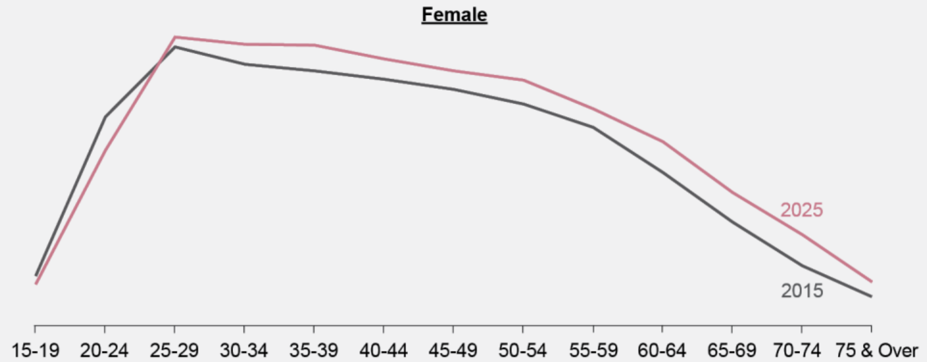
2.4 Females across most age groups saw significant increases in the labour force participation rate over the decade, reflecting their rising educational profile[5] as well as collective efforts aimed at supporting women to stay in or return to the labour force.[6] Among those aged 25 to 64, the female 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 4 Resident labour force participation rate by age and sex**

Per Cent




| | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65-69 | 70-74 | 75 & Over |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2015 | 18.3 | 64.4 | 90.9 | 97.4 | 97.5 | 97.1 | 96.9 | 94.2 | 88.2 | 77.2 | 54.5 | 34.5 | 13.8 |
| 2025 | 16.2 | 53.0 | 87.0 | 96.2 | 96.4 | 97.2 | 95.6 | 94.2 | 87.5 | 79.1 | 60.2 | 41.2 | 20.1 |




| | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65-69 | 70-74 | 75 & Over |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2015 | 13.1 | 66.3 | 89.7 | 83.9 | 81.7 | 78.9 | 75.5 | 70.6 | 62.8 | 47.7 | 31.1 | 16.5 | 5.5 |
| 2025 | 10.3 | 55.1 | 93.0 | 90.6 | 90.3 | 85.7 | 81.7 | 78.6 | 69.0 | 58.0 | 41.0 | 26.9 | 11.1 |

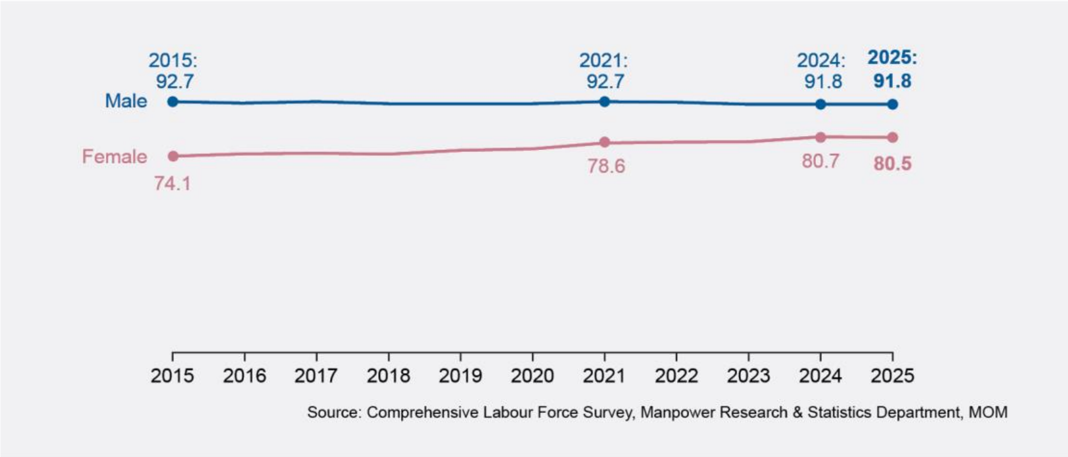
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

[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 5 Labour force participation rate of residents aged 25 to 64 by sex**

Per Cent

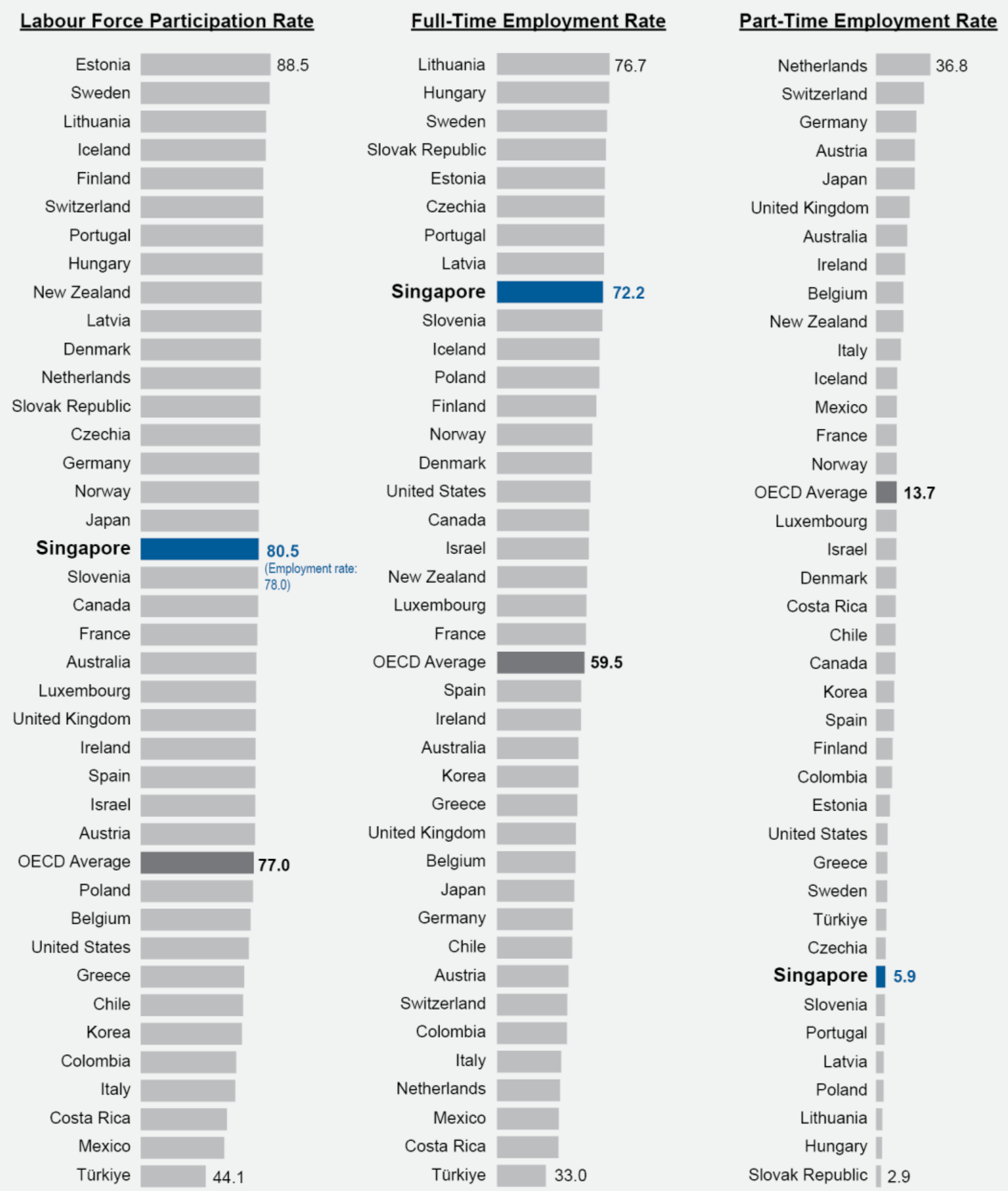



2.5 While the labour force participation rate of females aged 25 to 64 years has improved over time, it remains below that of leading OECD countries (average of top six: 85.8%[7]) and currently ranks in the middle (18th). This is because Singapore's female part-time employment rate (5.9%, compared to the OECD average of 13.7%) is among the lowest (32nd). 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.

## Chart 6 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%).

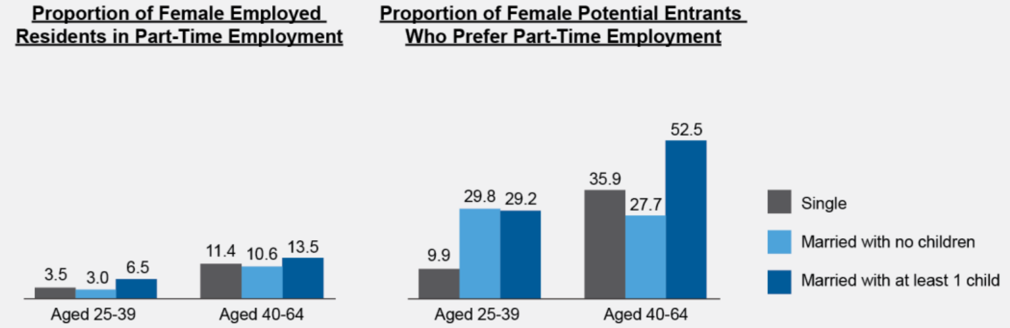
(4) Full-time and part-time employment data for OECD countries are based on a common threshold of 30 hours. Full-time/part-time employment rate refers to full-time/part-time employed as a percentage of the population.

(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.

2.6 Greater availability of part-time employment options can help support women who may prefer alternative work arrangements due to personal commitments[8] and preferences to continue working and raise their participation further. Among the employed, married women with children are more likely to be in part-time employment compared to single women or married women without children. This preference for part-time employment is similarly observed among married women outside the labour force who may potentially rejoin the workforce.

### Chart 7 Proportions of employed female residents in part-time employment and female potential entrants who prefer part-time employment, 2025

Per Cent

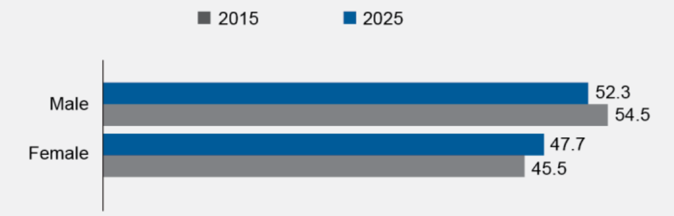



Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

2.7 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 8 Profile of the resident labour force by sex

Per Cent




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

Note: Data for each year may not add up to 100% due to rounding.

[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.

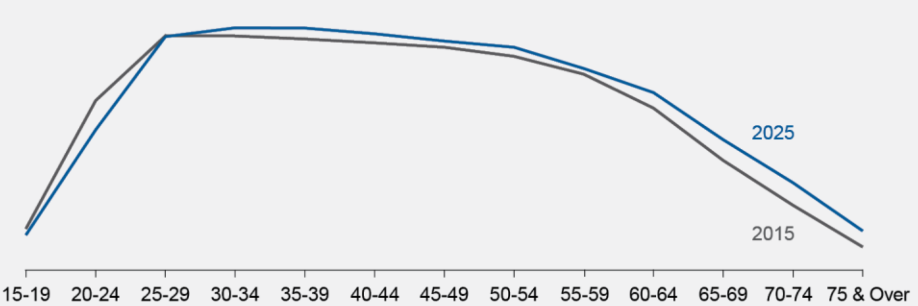
### Share of seniors in the labour force increased over the decade

2.8 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.

2.9 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.[9] 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 9 Resident labour force participation rate by age**

Per Cent

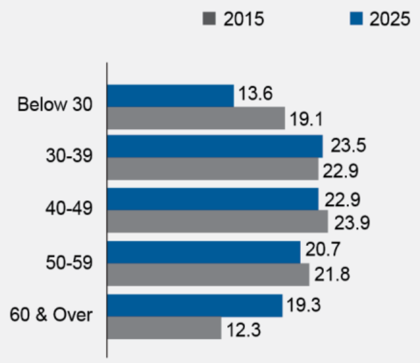



| | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65-69 | 70-74 | 75 & Over |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2015 | 15.8 | 65.3 | 90.3 | 90.2 | 89.1 | 87.6 | 85.9 | 82.4 | 75.5 | 62.4 | 42.2 | 24.9 | 8.8 |
| 2025 | 13.4 | 54.0 | 90.0 | 93.4 | 93.3 | 91.1 | 88.3 | 85.9 | 77.7 | 68.4 | 50.2 | 33.6 | 15.0 |

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

**Chart 10 Profile of the resident labour force by age**

Per Cent




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

Note: Data for each year may not add up to 100% due to rounding.

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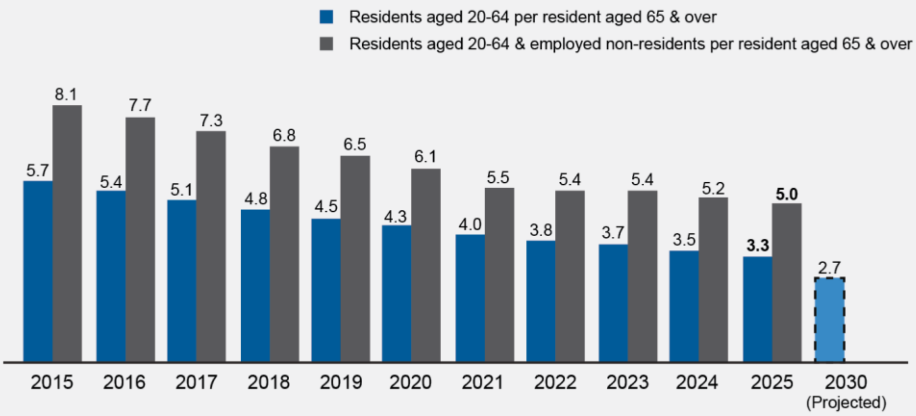
[9] Among the resident population aged 20 to 24 years, 42.8% were outside the labour force pursuing their education or training in 2025, significantly higher than the 31.5% in 2015.

**Resident old-age support ratio has declined**

2.10 As the population continues to age, there are fewer residents supporting our elderly population. The resident old-age support ratio,[10] 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.[11] The inclusion of non-resident workers increases the ratio to 5.0 per elderly resident in 2025,[12] offering some relief to the economic pressures of an ageing population.

**Chart 11 Old-age support ratio**




Source: Administrative Records compiled by Manpower Research & Statistics Department, MOM, and Singapore Department of Statistics

Note: Data on employed non-residents exclude migrant domestic workers.

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

[11] Source: Singapore Department of Statistics.

[12] 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.

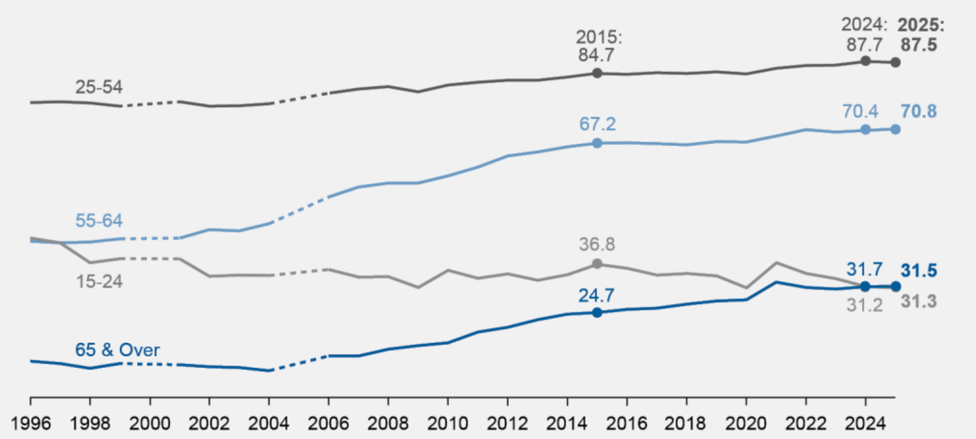
**Employment rate remained high among prime-age and senior residents**

2.11 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*, *Professional Services*, *Wholesale Trade*, *Financial & Insurance Services*, and *Manufacturing*. 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.

2.12 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,[13] progressive increases in re-employment ages will support more older workers who wish to remain in the workforce.

**Chart 12 Resident employment rate by age**

Per Cent




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

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

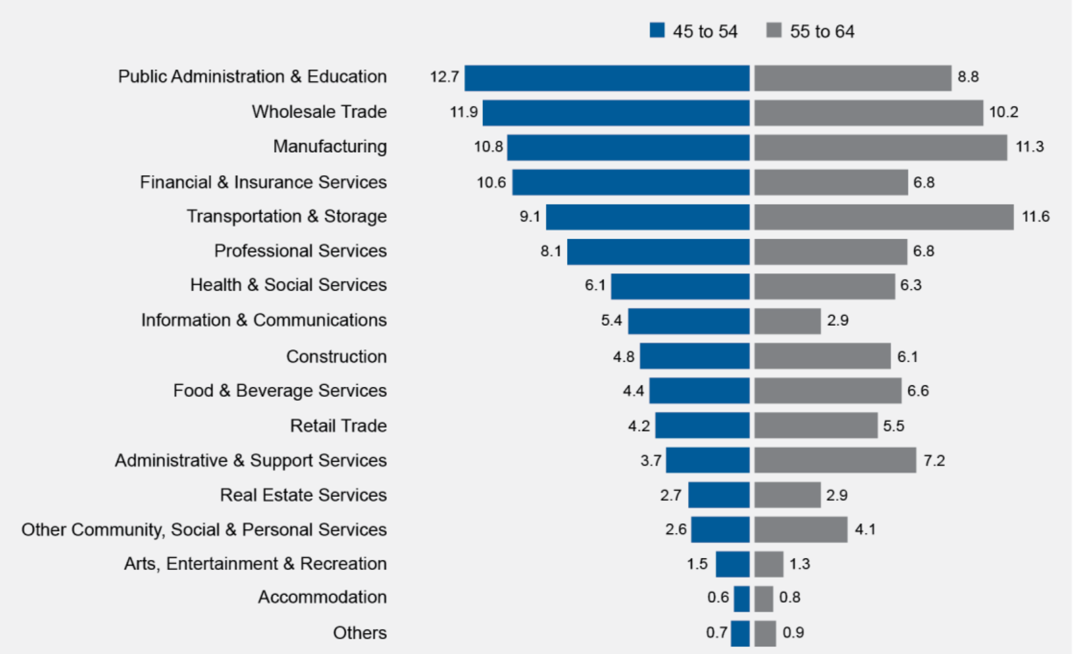
[13] These include the Senior Employment Credit which provides up to 7% in wage offsets to employers who hire Singaporeans aged 60 years and above earning below $4,000 a month, and the Career Conversion Programmes where eligible senior workers can undergo training with up to 90% salary and course fee 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.

2.13 With rising educational levels among future senior cohorts,[14] future seniors are more likely than current seniors to be employed in industries with a higher concentration of professionals, managers, executives & technicians (PMETs).[15] Residents aged 45 to 54 years today were more likely than those aged 55 to 64 years to work in growth sectors as a whole, namely *Financial & Insurance Services* (such as managing directors/chief executive officers or budgeting/financial accounting managers), *Professional Services*, *Health & Social Services* (e.g. nurses, doctors, preschool education teachers), and *Information & Communications* (e.g. information & communications technology (ICT) business process consultants/business analysts, service managers, sales managers).

2.14 Residents aged 45 to 54 also commonly worked in *Public Administration & Education* (e.g. as school teachers or private tutors), *Wholesale Trade* (e.g. sales managers, wholesale trade managers), and *Manufacturing* (e.g. sales managers, engineers). These were also common sectors that those aged 55 to 64 worked in.

**Chart 13 Industry profile of employed residents aged 45 to 64 years, 2025**

Per Cent




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

Notes: (1) Others include Agriculture, Fishing, Quarrying, Utilities, and Sewerage & Waste Management.
(2) Data for each age group may not add up to 100% due to rounding.

[14] In 2025, 69.9% of employed residents aged 45 to 54 years were tertiary educated, higher than the 42.0% among those aged 55 to 64 years.

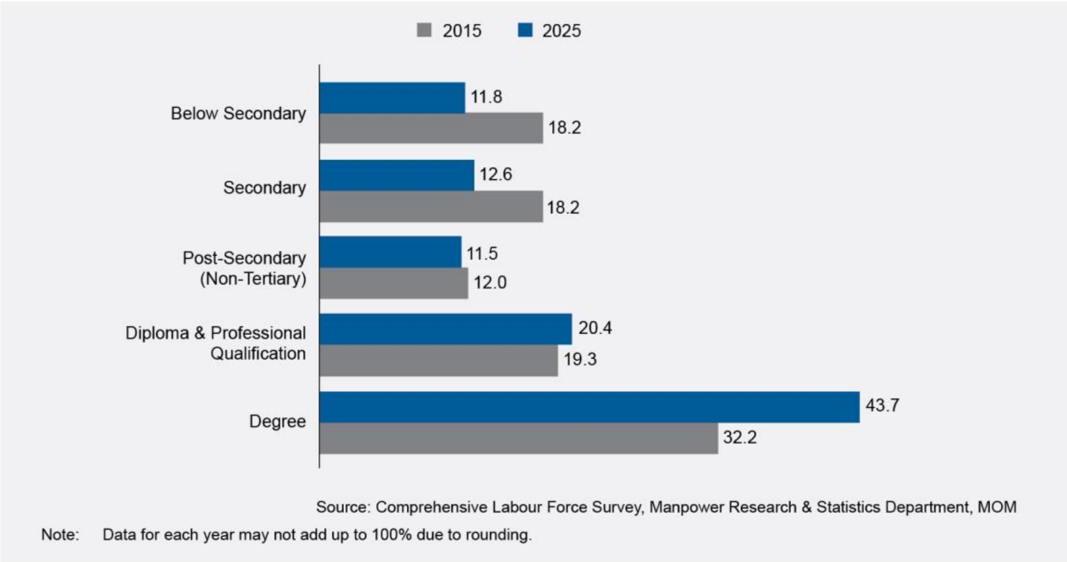
[15] In 2025, 71.8% of employed residents aged 45 to 54 years and 49.9% of those aged 55 to 64 years held PMET roles.

**Degree graduates formed a larger share of the labour force and continued to see good employment outcomes**

2.15 The labour force has become more educated over the decade. In 2025, more than six in ten (64.1%) residents in the labour force had tertiary qualification (i.e. a degree, diploma or professional qualification), up from 51.5% in 2015. This increase was mainly driven by degree holders, whose share in the labour force rose from 32.2% in 2015 to 43.7% in 2025.

**Chart 14 Profile of the resident labour force by highest qualification attained**

Per Cent




2.16 Degree holders are highly employable. The employment rate of degree holders aged 25 to 64, at 88.1% in 2025, was higher than that for other higher educational groups in the same ages (diploma & professional qualifications: 84.8%; post-secondary (non-tertiary) education: 81.4%). Despite the slight decline from 88.8% in 2024,[16] the employment rates of degree holders in the post-pandemic years remained above the historical rates seen from 2002 to 2021.

**Chart 15 Employment rate of resident degree holders aged 25 to 64 years**

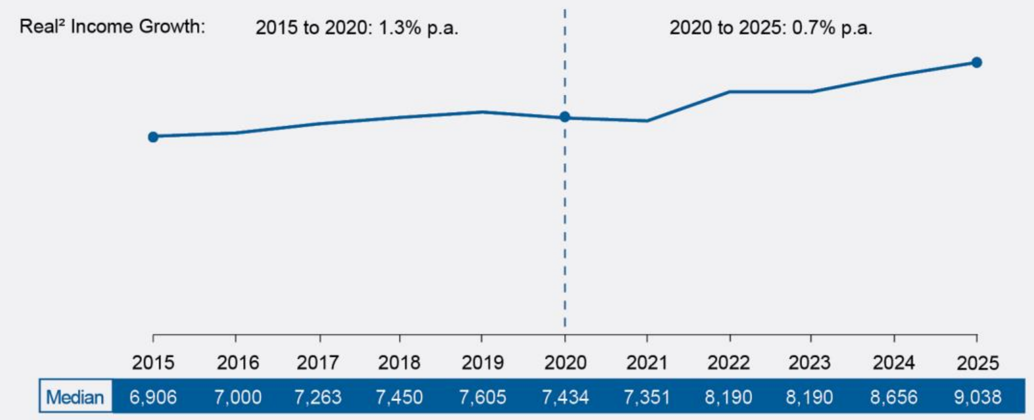
Per Cent


[16] Over the year, employment rate for degree holders declined across the five-year age groups from 30 to 59 but continued to rise for those aged 25 to 29 (from 91.1% in 2024 to 91.8% in 2025).

2.17 A degree qualification continues to provide an advantage in accessing higher-paying jobs. The median income for full-time employed degree holders ($9,038) was higher than the median income for all full-time employed residents ($5,775), as most were in professional, managerial & executive (PME) roles,[17] particularly in higher-paying sectors such as *Financial & Insurance Services* and *Professional Services*.[18] Similar to the trends at the overall, real income growth of full-time employed degree holders has slowed over the recent two five-year periods due to higher inflation, even as their median income grew faster in nominal terms in the recent five-year period (2020 to 2025: 4.0% per annum (p.a.)) compared to the preceding five-year period (2015 to 2020: 1.5% p.a.).

**Chart 16 Median gross monthly income from employment (including employer/platform operator CPF contributions) of full-time employed resident degree holders**

Dollars




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

Notes: (1) Data exclude full-time National Servicemen.
(2) Deflated by Consumer Price Index (CPI) for all items at 2024 prices (2024 = 100).

2.18 Notwithstanding some variations from year to year, the employment rates among young degree holders aged 25 to 29 from local institutions of higher learning (IHLs) were broadly stable at around nine in ten over the decade, indicating that industry demand has matched an increased supply of degree graduates. Relative to their degree counterparts, young local polytechnic diploma holders and Nitec qualification holders saw lower employment rates as a growing share deferred entry into the labour force to further their studies.[19]

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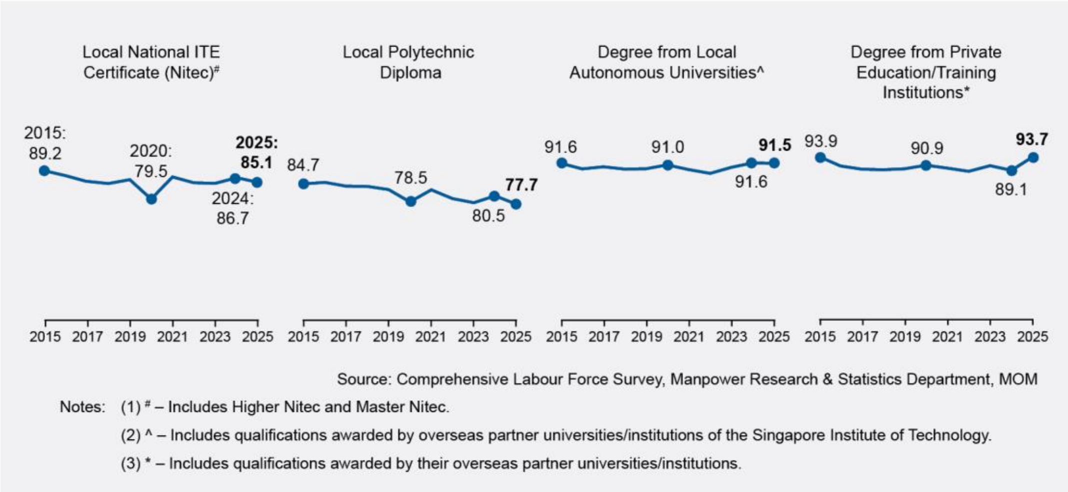
[17] Close to eight in ten or 78.9% of full-time employed resident degree holders held PME roles in 2025.

[18] *Financial & Insurance Services* and *Professional Services* were the top sectors that full-time employed resident degree holders worked in, employing nearly three in ten (28.3%) in 2025.

[19] Among those aged 25 to 29, 15.0% of local polytechnic diploma holders and 7.3% of local Nitec graduates were outside the labour force to pursue education/training in 2025, up from 7.7% and 3.0% respectively in 2015.

### Chart 17 Employment rate of residents aged 25 to 29 years from local institutions of higher learning

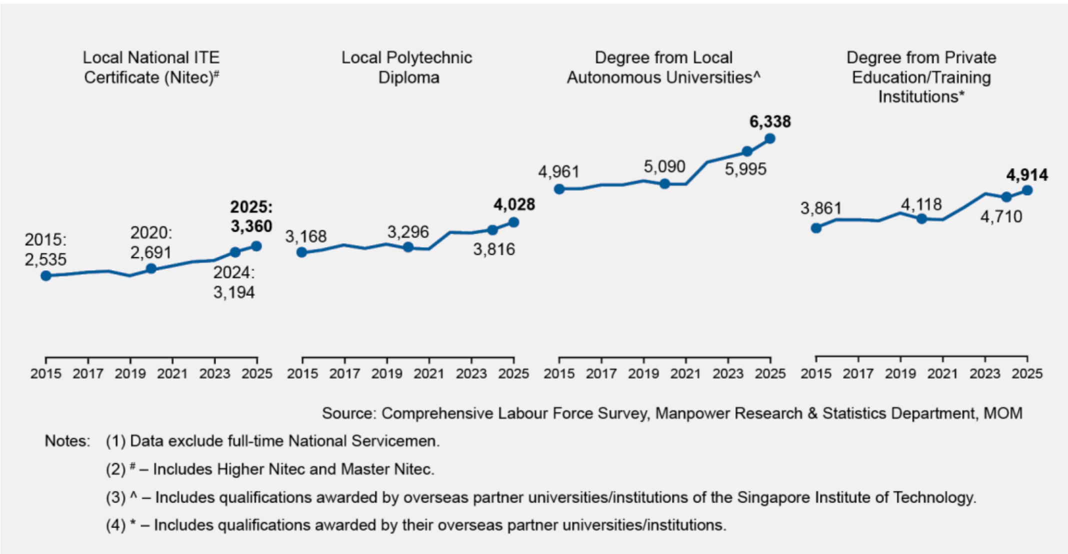
Per Cent




2.19 Wage outcomes of the young have improved across all levels of qualifications from local IHLs, as the median income of those in full-time employment[20] increased over the decade, even after adjusting for inflation.[21]

### Chart 18 Median gross monthly income from employment (including employer/platform operator CPF contributions) of full-time employed residents aged 25 to 29 years from local institutions of higher learning

Dollars




[20] The vast majority of young graduates continue to be in full-time or permanent employment. In 2025, a large majority (96.6%) of employed graduates aged 25 to 29 (excluding full-time National Servicemen) from local IHLs (i.e. with degree, polytechnic diploma and Nitec) were in full-time employment. These employed graduates were predominantly employees on permanent contracts (87.1%), with the remaining being fixed-term contract or casual/on-call employees (8.5%), or self-employed (4.4%).

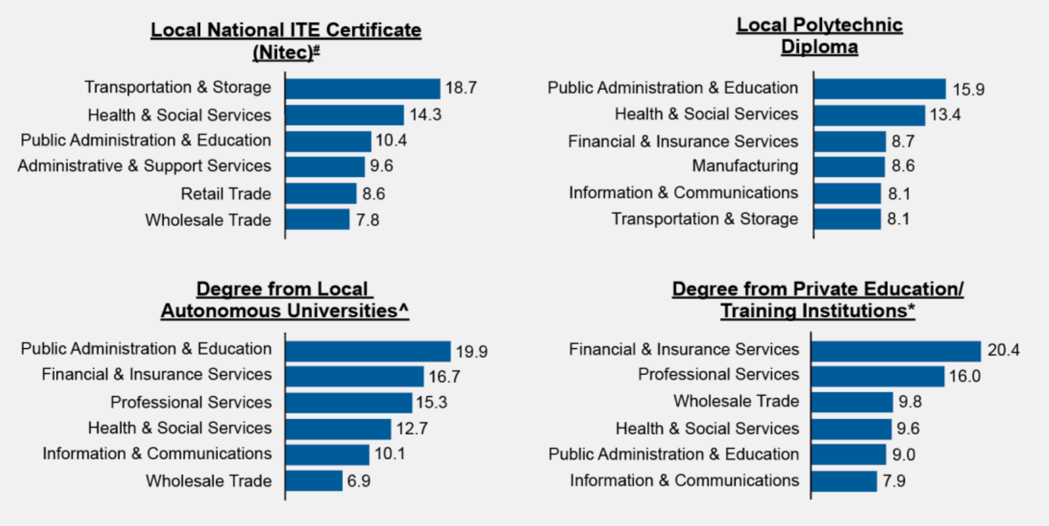
[21] Median income of full-time employed graduates aged 25 to 29 from local IHLs increased in real terms for those with Nitec & related qualification (1.1% p.a.), polytechnic diploma (0.7% p.a.), degree from local autonomous universities (0.7% p.a.), and degree from private education/training institutions (0.7% p.a.) over the decade from 2015 to 2025.

2.20 Reflecting the flexibility to pursue diverse career pathways aligned with different aspirations, young graduates aged 25 to 29 from local IHLs were employed in a wide range of sectors, with some sectoral concentrations reflecting major disciplines offered by the IHLs. With a broad spectrum of programmes spanning different fields of study in local autonomous universities, graduates from local autonomous universities were employed across many sectors, but more commonly in *Public Administration & Education*, *Financial & Insurance Services*, and *Professional Services*. *Financial & Insurance Services* and *Professional Services* were also the top sectors of degree holders from local private education institutions, as industry-relevant programmes in fields such as business, finance and accounting were common in these institutions. Supported by extensive opportunities for individuals to choose their careers, more than nine in ten young degree holders from both local autonomous universities and private education institutions were keen on their jobs, most commonly because they could utilise their skills in the job and found the work interesting/ meaningful.

2.21 Young local polytechnic diploma holders commonly work in *Public Administration & Education* (e.g. in the uniformed services) and *Health & Social Services* (e.g. nurses, preschool educators). Meanwhile, the relatively smaller group of local Nitec graduates were more likely to be in *Transportation & Storage* and *Health & Social Services*. Interesting/meaningful work and ability to utilise their skills were similarly the top reasons that the young diploma and Nitec graduates took up their jobs.

**Chart 19 Common industries among employed residents aged 25 to 29 years from local institutions of higher learning, 2025**

Per Cent




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

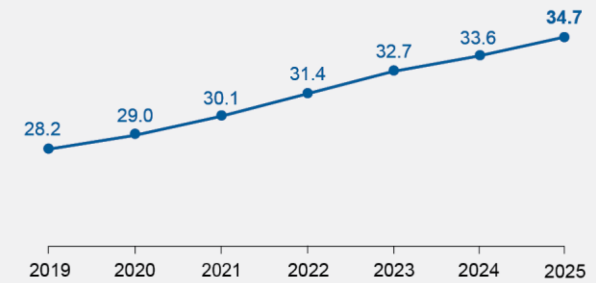
Notes: (1) # – Includes Higher Nitec and Master Nitec.
(2) ^ – Includes qualifications awarded by overseas partner universities/institutions of the Singapore Institute of Technology.
(3) * – Includes qualifications awarded by their overseas partner universities/institutions.

### Employment rate of persons with disabilities continued to increase

2.22 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.[22] 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 20 Two-year moving average of resident employment rate of persons with disabilities aged 15 to 64 years**

Per Cent




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

Notes: (1) Data on the employment outcomes of persons with disabilities are collected from 2018/2019 onwards.

(2) The use of two-year moving averages is to smooth out year-on-year fluctuations in the data due to a relatively small number of persons with disabilities.

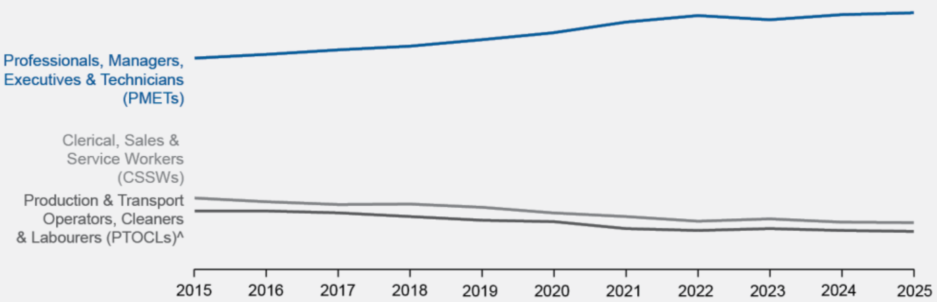
[22] Based on two-year moving averages, i.e. average for 2024 and 2025 compared with average for 2023 and 2024.

### Higher proportion of employed residents held PMET jobs

2.23 The proportion of 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.[23]

**Chart 21 Employed residents by occupation**

Per Cent




| | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| PMETs | 54.4 | 55.2 | 56.2 | 57.0 | 58.4 | 60.0 | 62.2 | 63.6 | 62.7 | 63.8 | 64.2 |
| CSSWs | 24.2 | 23.4 | 22.8 | 22.9 | 22.2 | 21.0 | 20.2 | 19.2 | 19.7 | 19.0 | 18.9 |
| PTOCLs^ | 21.4 | 21.4 | 21.0 | 20.2 | 19.4 | 19.1 | 17.6 | 17.2 | 17.6 | 17.2 | 17.0 |

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

Notes: (1) 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.

(2) ^ – Includes Agricultural & Fishery Workers and Workers Not Elsewhere Classified.

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

2.24 The increase in PMETs over the last decade was driven by *Financial & Insurance Services*, *Health & Social Services*, *Information & Communications*, and *Professional Services*, where they formed the large majority.[24] In comparison, less productive sectors such as *Food & Beverage Services* and *Retail Trade* saw a more modest expansion of PMET employment. With ongoing transformation for productivity-led growth as the resident workforce growth is expected to slow further, initiatives such as Workforce Singapore's (WSG's) Job Redesign Reskilling Programme and the Support for Job Redesign under Productivity Solutions Grant can support employers in these sectors to redesign and upgrade lower-skilled jobs, enabling them to improve productivity and create jobs that tap on the skills of the tertiary-educated, who now form a large majority of the workforce.

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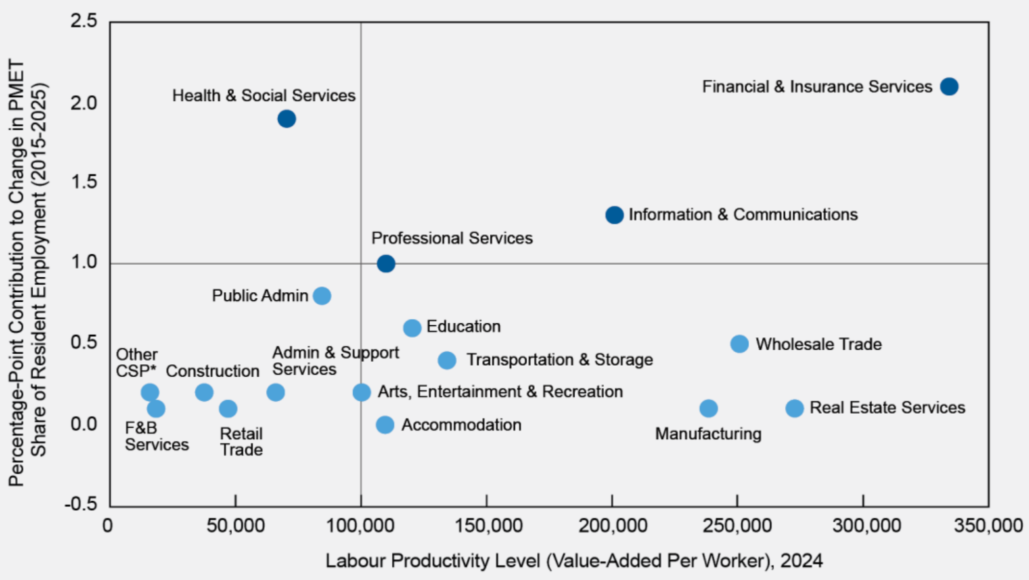
[23] The proportion of the tertiary-educated among employed residents has increased from 51.6% in 2015 to 64.0% in 2025.

[24] 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 22  Labour productivity level and percentage-point contribution to change in PMET share of resident employment by sector**




Source: Contribution to Change in PMET Share of Resident Employment: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM
Labour Productivity Level: Singapore Department of Statistics

Notes: (1) Occupation 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.
(2) * – Refers to Other Community, Social & Personal Services.
(3) Labour productivity level is based on value-added per worker in chained (2015) dollars.

**Time-related under-employment rate declined to the lowest seen[25]**

2.25 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 23  Resident time-related under-employment rate**

Per Cent


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

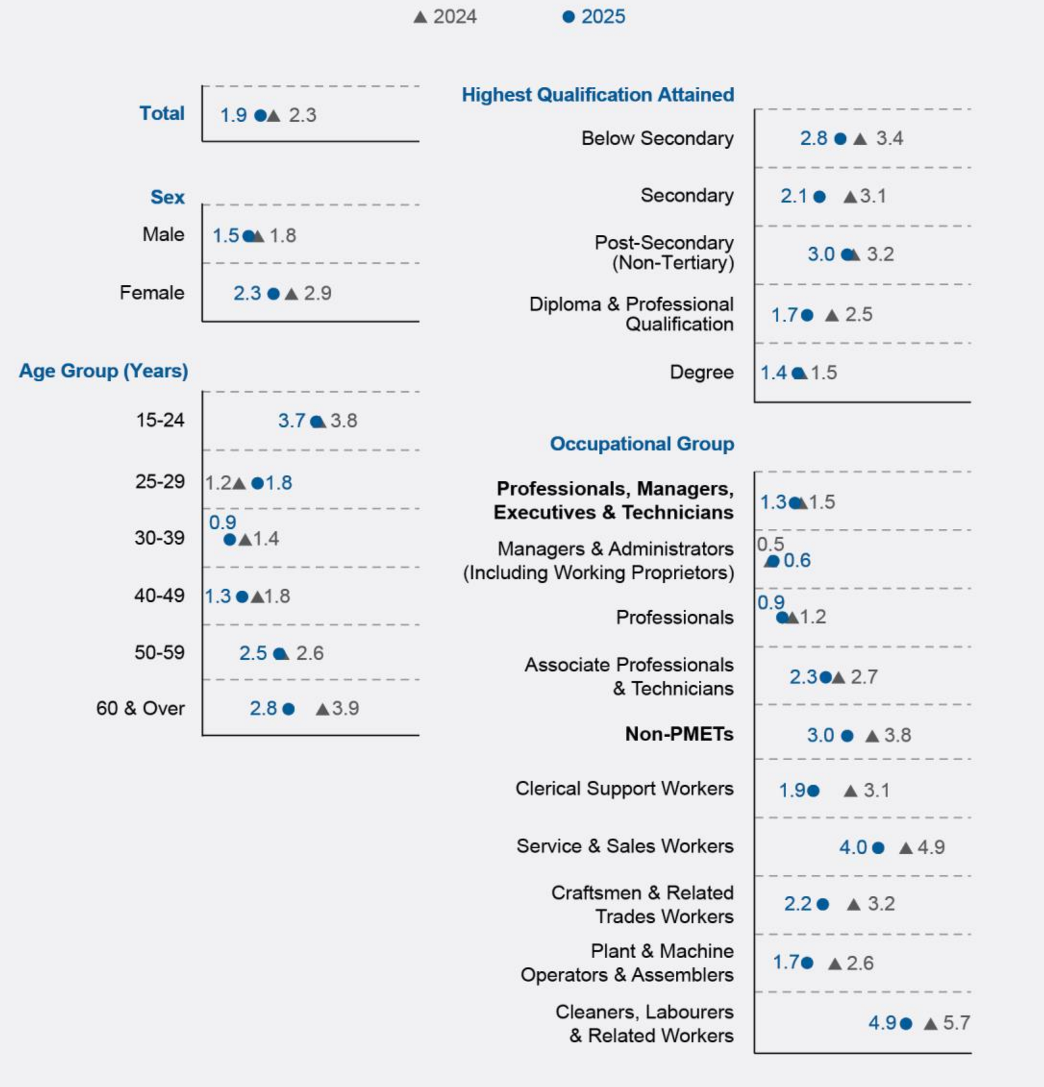
Note: Comparable data series starts from 2009 onwards, when the definition of part-time employment was revised to align with the corresponding change in the Employment Act.

[25] Based on comparable data series from 2009 onwards.

2.26 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 24 Resident time-related under-employment rate by characteristics**

Per Cent




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

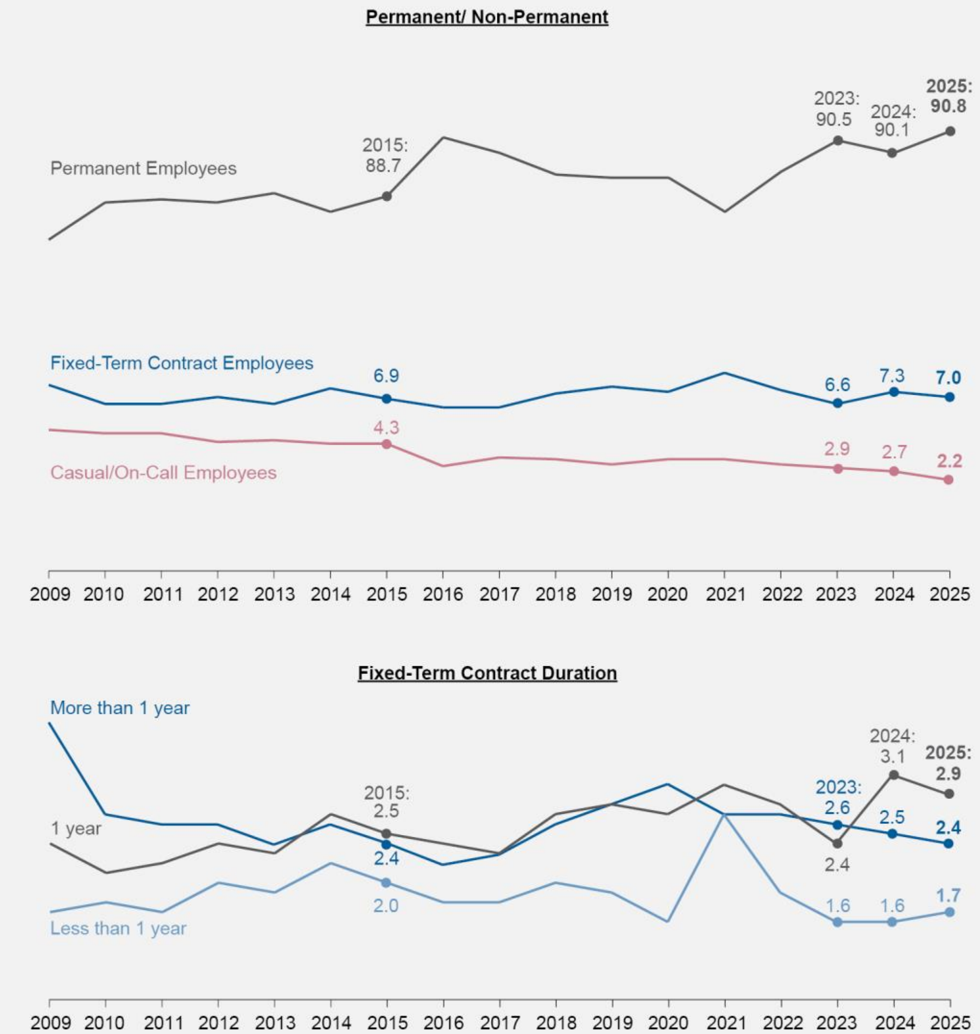
Note: Data are classified based on Singapore Standard Occupational Classification (SSOC) 2024. Data before year 2025 which were coded based on earlier versions of the SSOC were mapped to SSOC 2024 as far as possible to facilitate data comparability.

### Share of resident employees in permanent positions reached a new high

2.27 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 25 Incidence of resident employees by type of employment**

Per Cent




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

Notes: (1) Data exclude full-time National Servicemen.
(2) Incidence refers to employees in the specific category as a percentage of all resident employees.
(3) Data may not add up due to rounding.

2.28 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.[26] This suggests that there is no sustained shift towards shorter-term roles

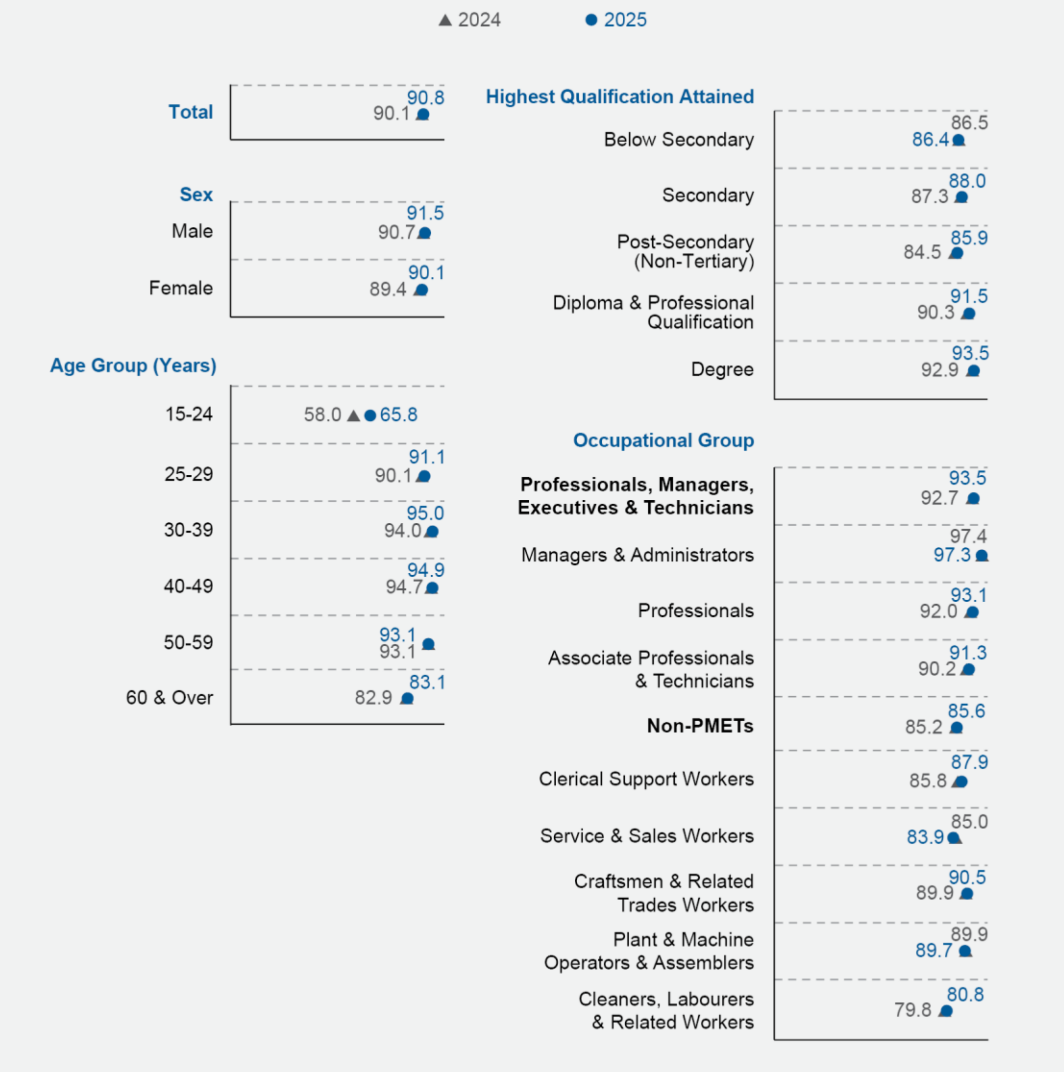
[26] From 2024 to 2025, the proportion of resident employees aged 15 to 24 years on fixed-term contract positions declined from 29.3% to 27.4%, and the proportion on casual or on-call positions declined from 12.6% to 6.8%.

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

2.29 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 26 Incidence of resident permanent employees by characteristics**

Per Cent




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

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

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

(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.

# 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 manage 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.

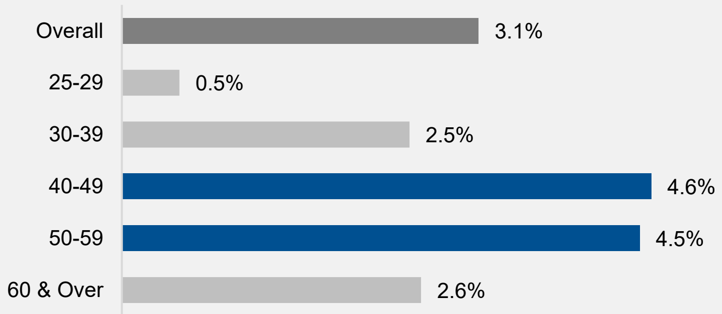
This article compares the extent to which different segments of the labour force have worked overseas, and the types of overseas work experience they had taken up. The findings indicate that overseas work experience was most prevalent among mid-career workers in their 40s and 50s, managers, and employees 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 relocated overseas from Singapore to other countries for a full-time work stint of at least six months during their careers. 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, 2025**




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

Notes: (1) Data refers to labour force with overseas work experience in the respective age group, as a percentage of the labour force in the age group.

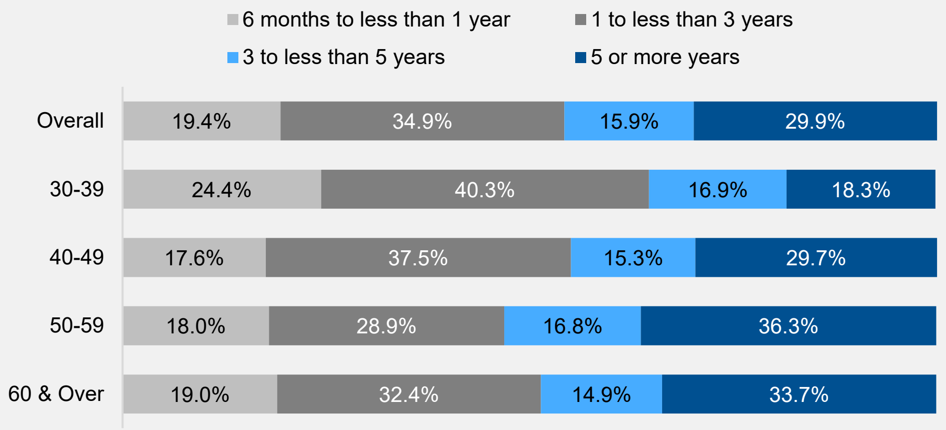
(2) The proportion of youths aged 15-24 with overseas work experience is nil, and hence not plotted in the chart.

## Residents with overseas work experience more commonly had 1 year to less than 3 years of such experiences

Among the resident labour force with overseas work experience, around one in three (34.9%) had accumulated 1 year to less than 3 years of such experiences. A relatively higher proportion of workers in their 30s and 40s with overseas work experience had less than 3 years of such experiences, having been in the workforce for a shorter duration than those older.

At the other end, three in ten (29.9%) residents in the labour force with overseas work experience had at least 5 years of such experience. The proportion was highest among those in their 50s (36.3%), followed by those aged 60 & over (33.7%).

### Chart A2 Distribution of resident labour force with overseas work experience by total duration of overseas work experiences, 2025




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

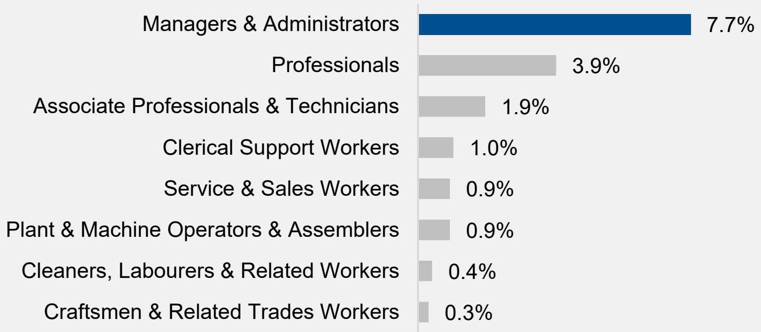
Notes: (1) Data for younger residents aged below 30 with overseas work experience are included in the overall figure but not shown separately, as the number of residents in this age group with overseas work experience is small.

(2) Data for each age group may not add up to 100% due to rounding.

## 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 A3 Proportion of resident employees with overseas work experience by current occupation, 2025**



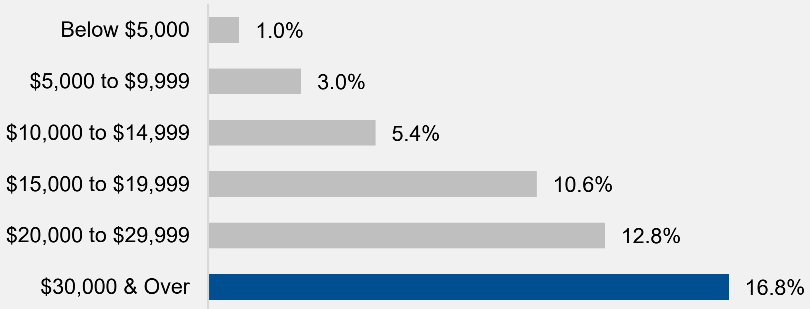

Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes: (1) Data exclude full-time National Servicemen.
(2) Data refers to employees with overseas work experience in the respective occupation, 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 A4 Proportion of full-time resident employees with overseas work experience by current gross monthly income from employment (excluding employer/platform operator CPF contributions), 2025**



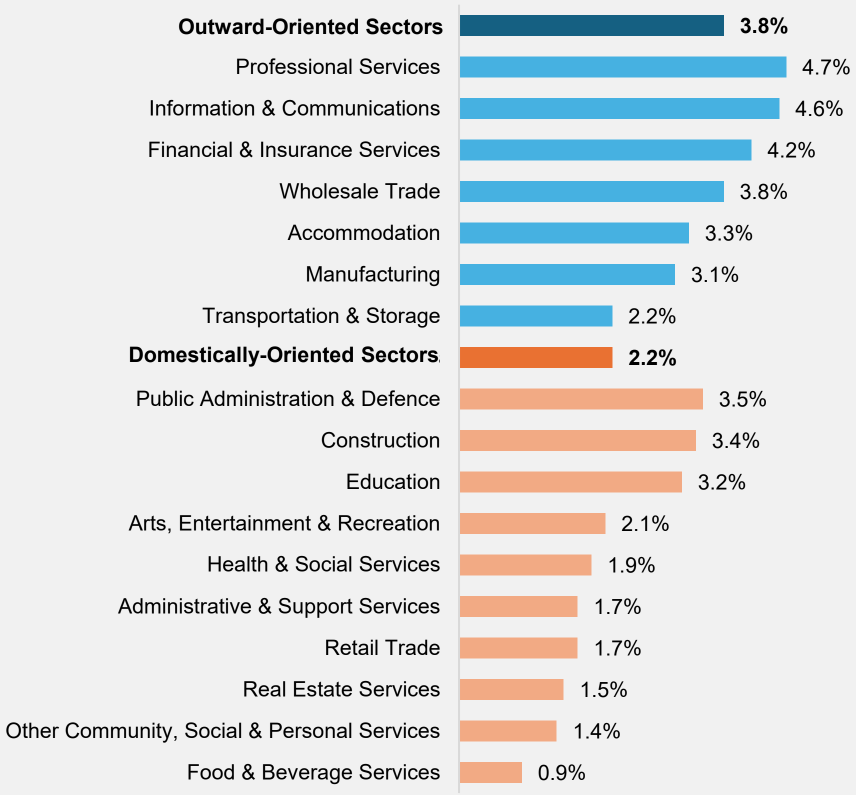

Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes: (1) Data exclude full-time National Servicemen.
(2) Data refers to full-time employees with overseas work experience in the respective income band, 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 domestically-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 A5 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 with overseas work experience in the respective industry, 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 *professional* (45.2%) roles in their most recent overseas stint, such as *business & administration professionals* (16.0%), *science & engineering professionals* (13.7%) and *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%) or *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 A6 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.

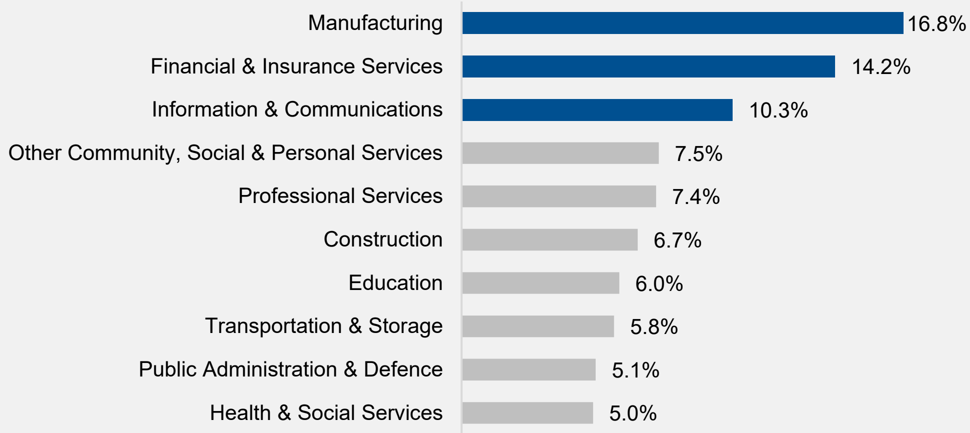
(2) Data refer to resident employees who were in the occupation in their most recent overseas work experience, as a percentage of all resident employees with overseas work experience.

## ***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 latest 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 A7 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

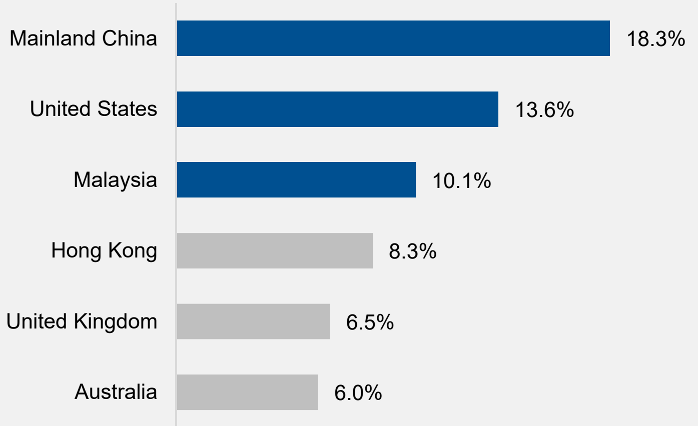
Notes: (1) Data exclude full-time National Servicemen.

(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 A8 Distribution of resident employees with overseas work experience by common locations of employment 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 of employment in their most recent overseas work experience, as a percentage of all resident employees with overseas work experience.

## CONCLUSION

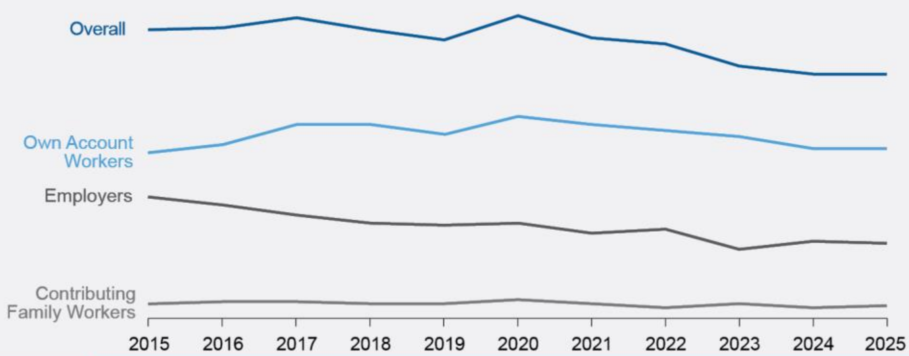
In 2025, 3.1% (76,000) of residents in the labour force ever had overseas work experience, with such exposure most common among mid-career workers in their 40s and 50s, managers (7.7%), and top-income earners (16.8% of full-time employees earning at or above $30,000). Their overseas stints were primarily 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

2.30 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 27 Proportion of self-employed among employed residents**

Per Cent




| | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Overall | 14.0 | 14.1 | 14.6 | 14.0 | 13.5 | 14.7 | 13.6 | 13.3 | 12.2 | 11.8 | 11.8 |
| Own Account Workers | 7.9 | 8.3 | 9.3 | 9.3 | 8.8 | 9.7 | 9.3 | 9.0 | 8.7 | 8.1 | 8.1 |
| Employers | 5.7 | 5.3 | 4.8 | 4.4 | 4.3 | 4.4 | 3.9 | 4.1 | 3.1 | 3.5 | 3.4 |
| Contributing Family Workers | 0.4 | 0.5 | 0.5 | 0.4 | 0.4 | 0.6 | 0.4 | 0.2 | 0.4 | 0.2 | 0.3 |

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

Note: Data for "own account workers", "employers" and "contributing family workers" may not add up to the overall figure due to rounding.

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

2.31 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.

2.32 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%[27] of all employed residents in 2025.

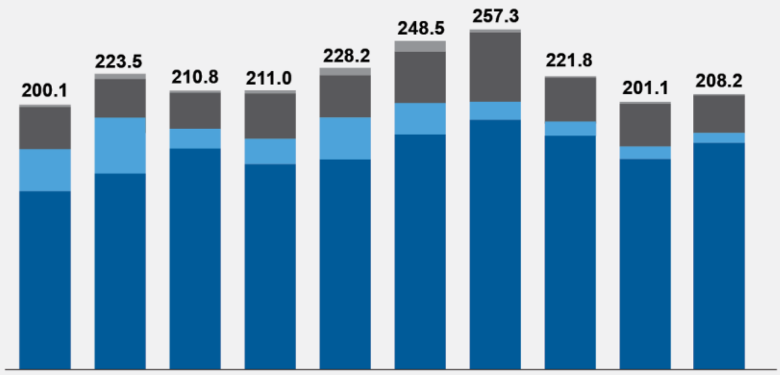
**Most residents engage in own account work by choice rather than out of necessity**

2.33 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. 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%).

2.34 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 28 Resident regular own account workers

Number ('000)




| | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|---|---|
| **Primary** | **166.8** | **190.9** | **182.1** | **174.8** | **190.9** | **201.8** | **202.7** | **187.8** | **169.0** | **179.2** |
| Preferred | 134.6 | 147.9 | 167.3 | 155.1 | 158.9 | 177.7 | 188.6 | 176.8 | 159.0 | 171.0 |
| Non-Preferred | 32.2 | 43.0 | 14.8 | 19.6 | 32.0 | 24.1 | 14.0 | 11.0 | 9.9 | 8.1 |
| **Secondary** | **33.3** | **32.6** | **28.7** | **36.3** | **37.3** | **46.8** | **54.6** | **34.0** | **32.1** | **29.0** |
| Preferred | 31.8 | 28.9 | 27.4 | 34.4 | 31.9 | 38.8 | 52.6 | 33.0 | 31.0 | 28.1 |
| Non-Preferred | s | 3.7 | s | s | 5.4 | 8.0 | s | s | s | s |

Source: Supplementary Survey on Own Account Workers, Manpower Research & Statistics Department, MOM

Notes: (1) Data refer to residents in own account work as a regular form of employment for the 12-month period ending the middle of the year.

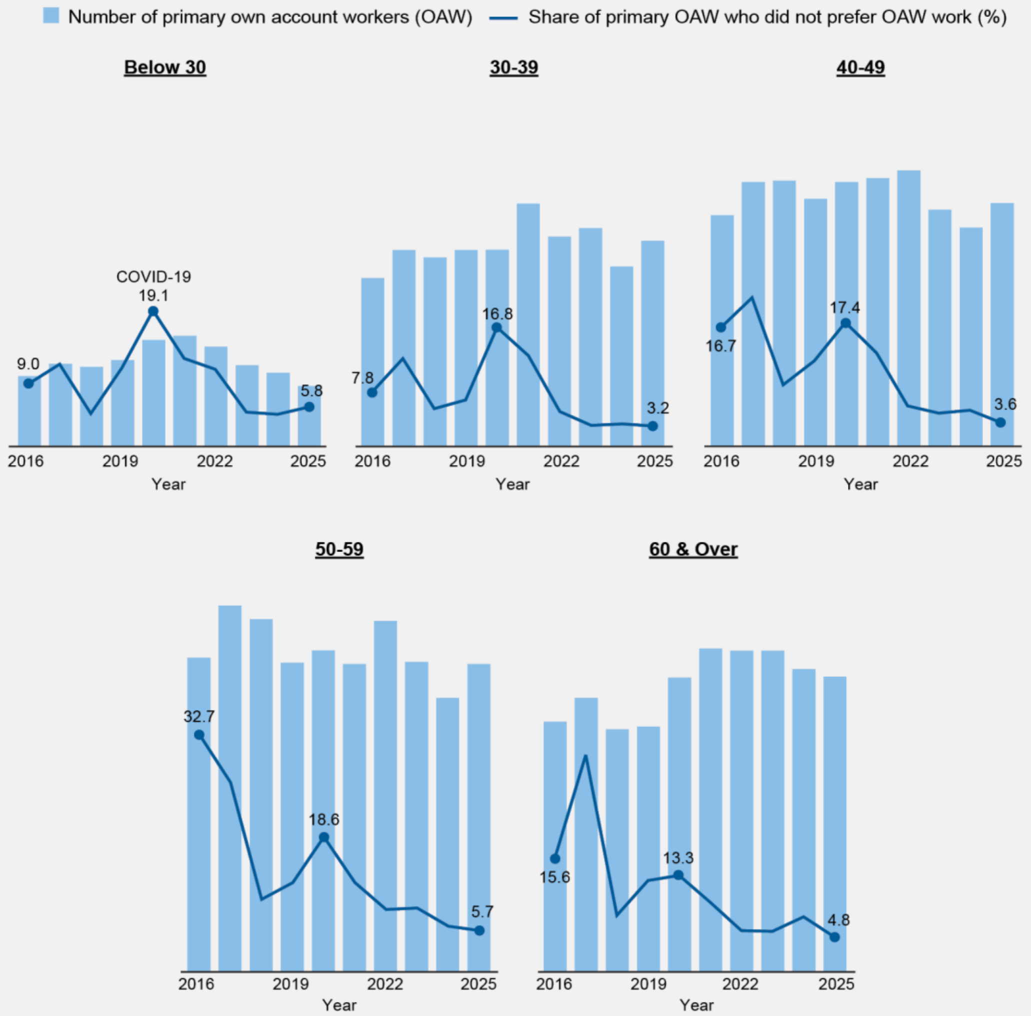
(2) "s": Data suppressed due to small number covered.

(3) Data may not add up due to rounding.

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

2.35 Across age groups, most regular primary own account workers took up the work by choice, and the share who did not prefer own account work has trended down. There were more seniors than mid-career or young workers in own account work as a main job.

**Chart 29 Resident regular primary own account workers and proportion who did not prefer own-account work by age**




Source: Supplementary Survey on Own Account Workers, Manpower Research & Statistics Department, MOM

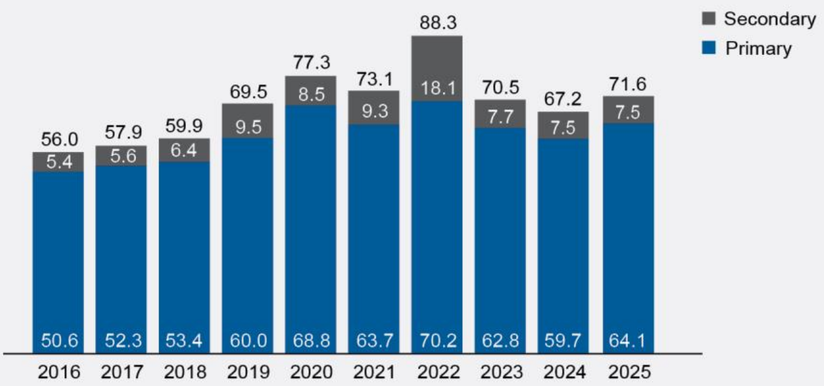
Note: Data refer to residents in own account work as a regular form of employment for the 12-month period ending the middle of the year.

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

2.36 Among the 208,200 regular own account workers in 2025, 71,600 (or 2.9% of employed residents) were platform workers[28], 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* (from 20,800 to 20,900) and *delivery workers* (from 14,800 to 14,700) 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 30 Resident regular platform workers**

Number ('000)




Source: Supplementary Survey on Own Account Workers, Manpower Research & Statistics Department, MOM

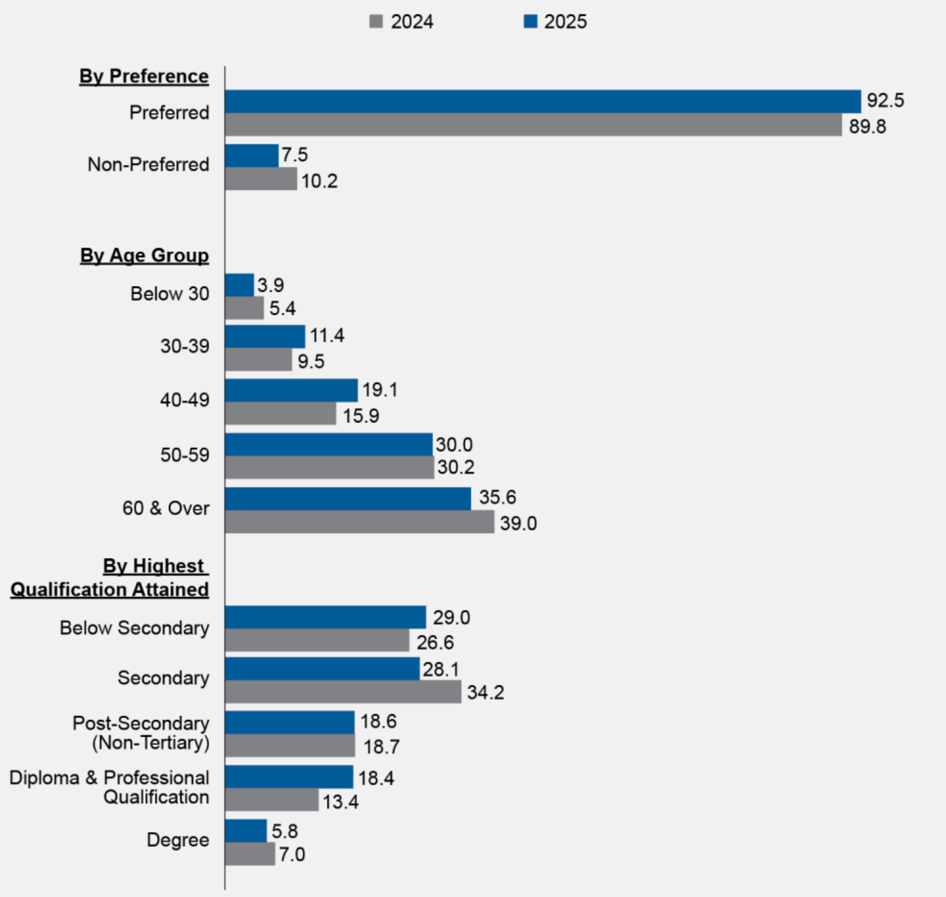
Notes: (1) Data are based on all regular platform workers (preferred and non-preferred).

(2) Data may not add up due to rounding.

[28] 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, taxi drivers and delivery workers.
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.

2.37 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 31 Resident regular primary platform workers**
Per Cent



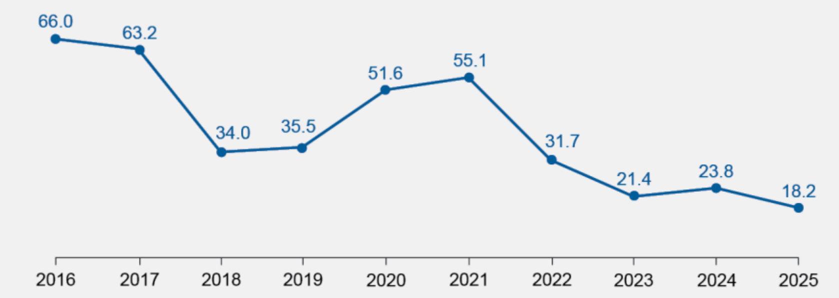

Source: Supplementary Survey on Own Account Workers, Manpower Research & Statistics Department, MOM
Note: Data for each characteristic may not add up to 100% due to rounding.

**Proportion of own account workers who faced challenges continued to decline**

2.38 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.[29] 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,[30] which took effect from 1 January 2025, has further strengthened protection for platform workers.

**Chart 32 Resident regular own account workers who faced challenges with own account work**

Per Cent




Source: Supplementary Survey on Own Account Workers, Manpower Research & Statistics Department, MOM

Note: Data are based on all regular own account workers (primary and secondary own account workers).

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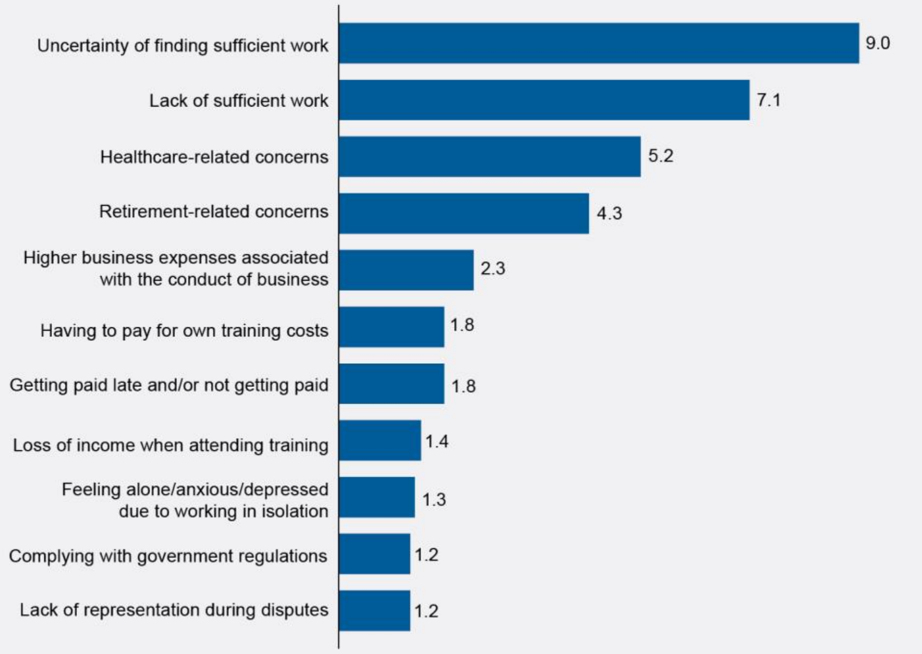
[29] Among platform workers, the proportion who faced challenges also declined from 18.1% in 2024 to 14.8% in 2025.

[30] 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.

2.39 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 33 Challenges faced by resident regular own account workers, 2025**
Per Cent




Source: Supplementary Survey on Own Account Workers, Manpower Research & Statistics Department, MOM

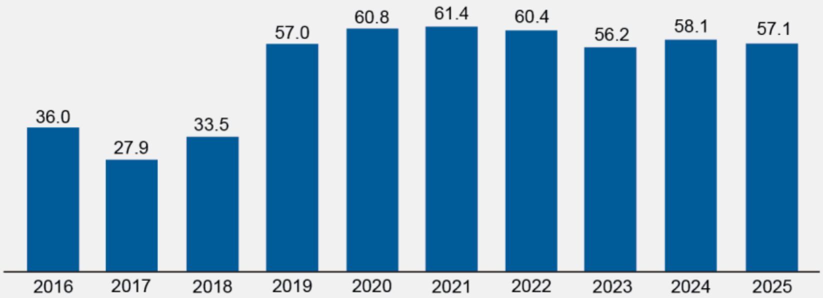
Notes: (1) Data are based on all regular own account workers (primary and secondary own account workers).
(2) Each worker may indicate multiple concerns.
(3) Concerns cited by less than 1% of own account workers are not separately reflected here.

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

2.40 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.[31] 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.

[31] 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.

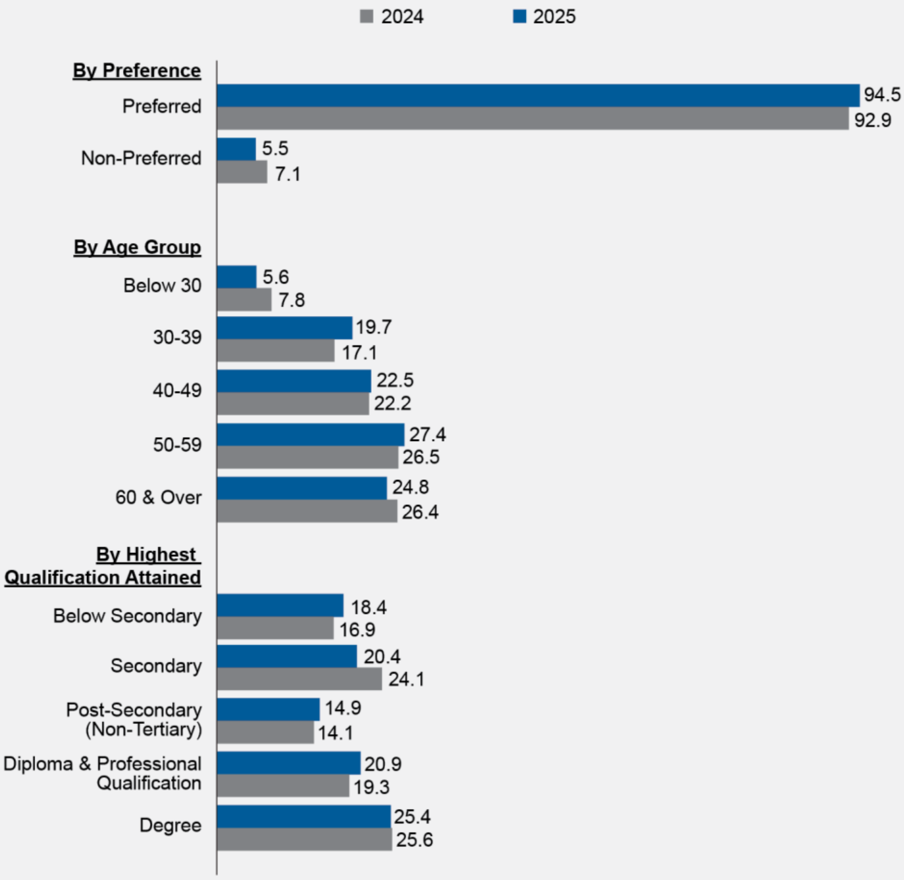
**Chart 34 Usage of online channels for resident regular primary own account workers**
Per Cent




Source: Supplementary Survey on Own Account Workers, Manpower Research & Statistics Department, MOM

2.41 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 35 Resident regular primary own account workers who used online channels**
Per Cent




Source: Supplementary Survey on Own Account Workers, Manpower Research & Statistics Department, MOM

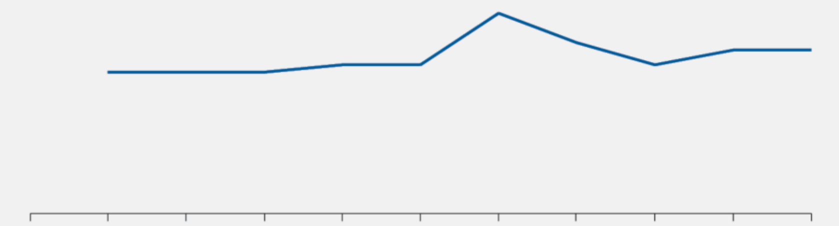
Note: Data for each characteristic may not add up to 100% due to rounding.

### The proportion of workers who held multiple jobs remained low

2.42 Multiple jobholding remained uncommon in Singapore with 3.0% of workers in 2025 holding more than one job, remaining steady from 2024 (3.0%).[32] The proportion has declined from its peak in 2021 (3.5%), when more self-employed took up multiple jobs during the pandemic (8.1%). The proportion of self-employed holding multiple jobs has fallen to 5.3% in 2025, around pre-pandemic levels. Among employees, the proportion of multiple job holders in 2025 (2.7%) broadly stabilised in recent years, following a broad uptrend before the pandemic.

**Chart 36 Proportion of employed residents holding multiple jobs**

Per Cent



| | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Proportion | n.a. | 2.7 | n.a. | 2.7 | 2.8 | 2.8 | 3.5 | 3.1 | 2.8 | 3.0 | 3.0 |

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

Notes: (1) Data exclude full-time National Servicemen.
(2) n.a. - Not available as data on multiple job holders was not collected in these years.

[32] Full-time employed residents who held multiple jobs, including a main full-time job, made up 2.8% of all full-time employed residents in 2025, comparable to the share in 2024 (2.7%).

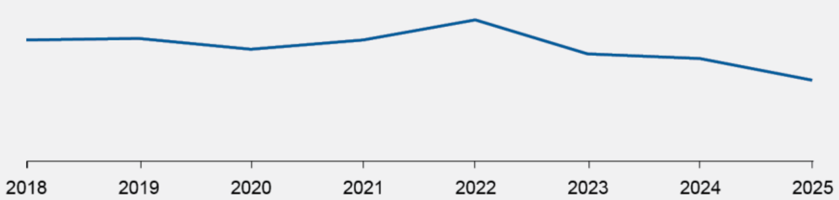
# 3. Job Mobility and Tenure

**Fewer workers changed jobs, in line with easing labour market tightness and reduced labour turnover**

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 economic uncertainties in 2025.[33]

**Chart 37 Proportion of employed residents who had changed jobs in the last one year**

Per Cent




| | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|
| Total | 8.8 | 8.9 | 8.2 | 8.8 | 10.1 | 7.9 | 7.6 | 6.2 |

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

Notes: (1) Data exclude full-time National Servicemen.
(2) Data for job change in the last one year is available from 2018 onwards.

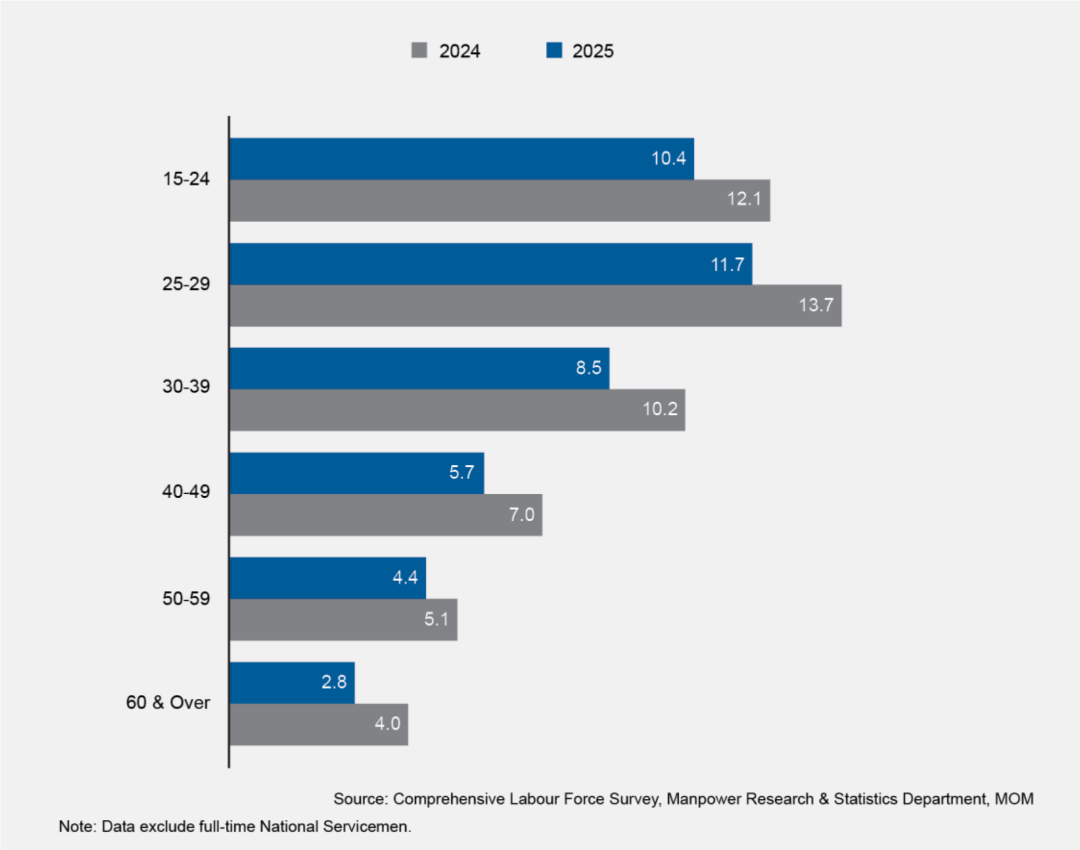
3.2 The decline in job switching was observed across all age groups, suggesting that more workers are staying in their current positions. The decrease was most pronounced for younger residents aged 25 to 29 (from 13.7% in 2024 to 11.7% in 2025), who tend to switch jobs more frequently than the older 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 have contributed 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.

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

**Chart 38 Proportion of employed residents who had changed jobs in the last one year by age**

Per Cent

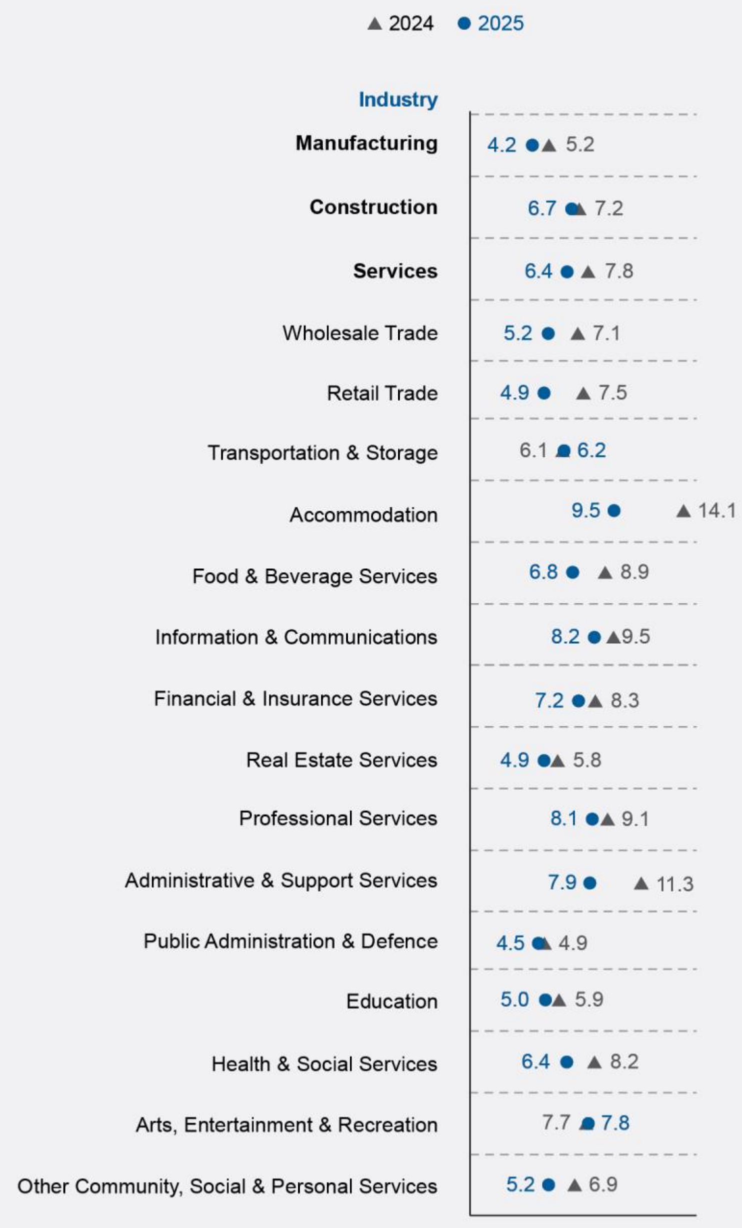



3.4 Job switching has eased across most sectors, particularly in *Accommodation*, *Administrative & Support Services*, and *Retail Trade*. This is likely due to better staff retention and reduced reliance on manpower.[34] There were also decreases in job switches in the outward-oriented sectors of *Information & 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 may have eased in 2025 due to a few high-profile workforce restructurings and more cautious hiring sentiments amid economic uncertainty.

[34] From 2Q 2024 to 2Q 2025, the average monthly recruitment rate declined (from 3.1% to 2.6%) 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 39 Proportion of employed residents who had changed jobs in the last one year by current industry**

Per Cent




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

Note: Data exclude full-time National Servicemen.

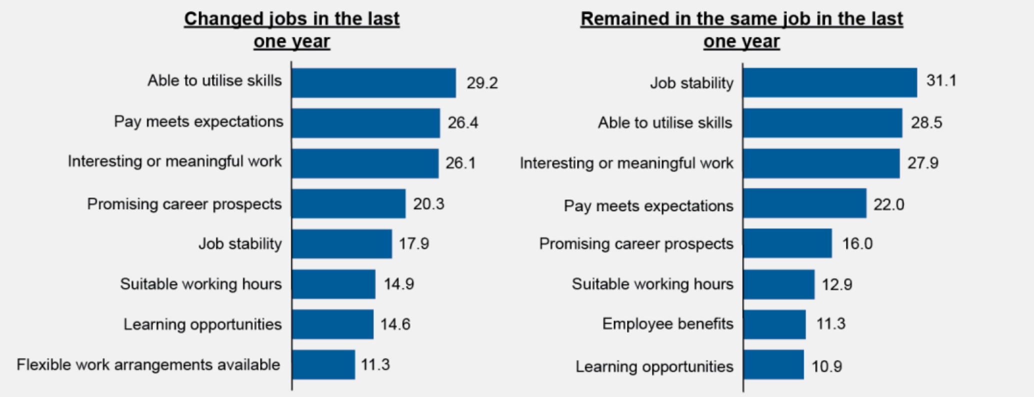
**Job switchers were more motivated by professional development opportunities when taking on jobs, while more job stayers valued job stability**

3.5 Being able to utilise their skills in the role and interesting/meaningful work were among the top reasons for being keen on their current jobs among both job switchers and job stayers. These factors, which were more commonly cited than other factors including employee benefits and suitability of working hours, suggest that the match between an individual's skills and motivations and the job role is more crucial to the typical job seeker.

3.6 For job switchers, they were more likely than job stayers to be drawn to potential advancement opportunities in their new roles, with a higher share taking on their current jobs due to the pay (26.4%; 22.0% among job stayers), career prospects (20.3%; 16.0%), and learning opportunities (14.6%; 10.9%) offered compared to those who remained in the same job over the past year. Meanwhile, a higher share of job stayers was keen on their current jobs for the job stability (31.1%; 17.9% among job switchers). Overall, the findings point to diversity in aspirations and individuals making choices of meaningful careers aligned with their personal goals.

**Chart 40 Common reasons for being keen on current job among resident employees, 2025**

Per Cent




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

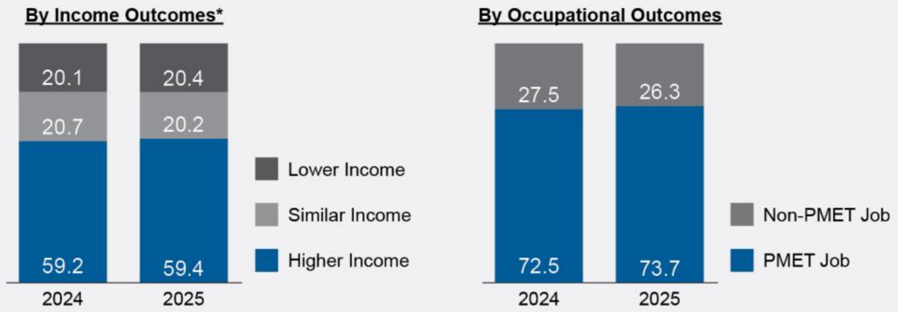
Notes: (1) Data exclude full-time National Servicemen.
(2) Respondents can indicate more than one reason for being keen on current job.

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

3.7 While job switching has eased, the quality of job moves remained positive. Close to six in ten full-time resident employees aged 25 to 64 years who changed jobs in the past year experienced real income increases,[35] suggesting continued opportunities for upward mobility as they were generally in higher-skilled positions in more productive sectors such as *Financial & Insurance Services*, *Professional Services*, and *Information & Communications* after their job change. Over the last decade, more residents have moved into these more productive sectors and their proportion in these sectors grew.[36]

**Chart 41 Full-time resident employees aged 25 to 64 years who changed jobs in the last one year**

Per Cent




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

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

(2) * – Based on real income changes at the 5% threshold. Those with "higher income" experienced real income growth of at least 5%, and those with "lower income" experienced real income declines of at least 5%.

(3) Real income data are deflated by Consumer Price Index (CPI) for all items at 2024 prices (2024 = 100).

(4) 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.

(5) Data may not add up to 100% due to rounding.

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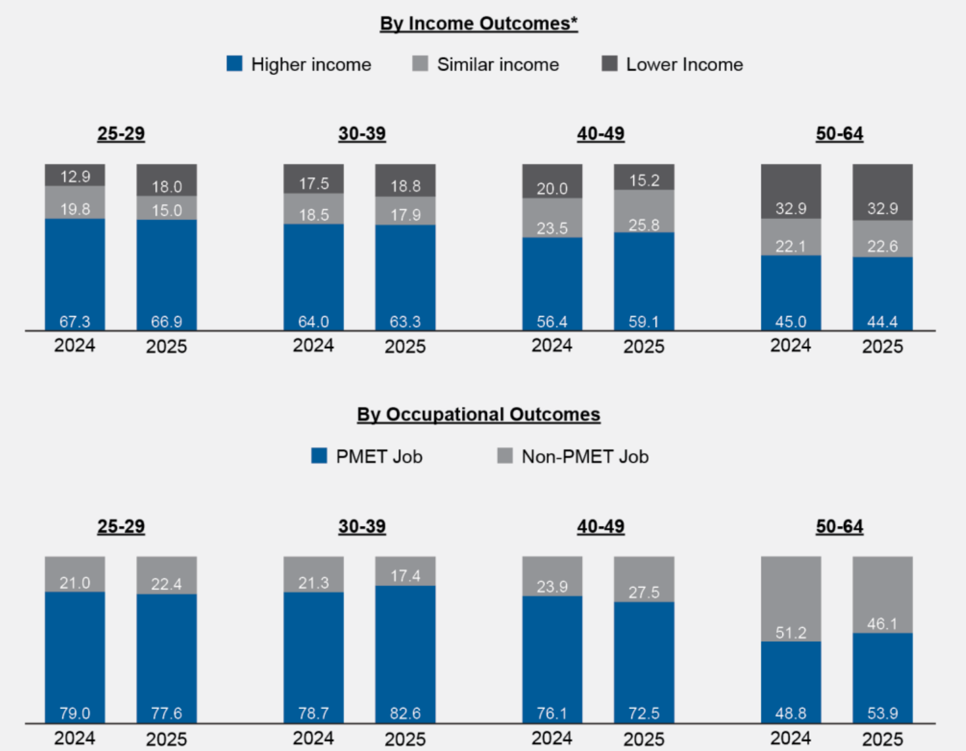
[35] In comparison, real wage gains are less common among job stayers. Among full-time resident employees who have stayed with their employer for at least a year, about one in four had a real total wage increase of at least 5% in 2024. Source: Survey on Annual Wage Changes, Manpower Research & Statistics Department, MOM.

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

3.8 Among younger and mid-career job switchers, the quality of job switches remained favourable in 2025, with a high share in PMET jobs or experiencing a wage increase after a job change. These were broadly similar to the corresponding shares in 2024. For older job switchers aged 50 to 64, they were less likely to see positive job change outcomes than younger age groups. This could reflect a step-down in job role as they balance personal priorities and work at later career stages. Older job switchers were more likely to be keen on their current job for the suitable working hours (15.7%) compared to the young, on top of common reasons such as meaning and interest in the work, skills utilisation, and suitable pay.[37]

### Chart 42 Full-time resident employees aged 25 to 64 years who changed jobs in the last one year by age

Per Cent




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

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

(2) * – Based on real income changes at the 5% threshold. Those with "higher income" experienced real income growth of at least 5%, and those with "lower income" experienced real income declines of at least 5%.

(3) Real income data are deflated by Consumer Price Index (CPI) for all items at 2024 prices (2024 = 100).

(4) 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.

(5) Data may not add up to 100% due to rounding.

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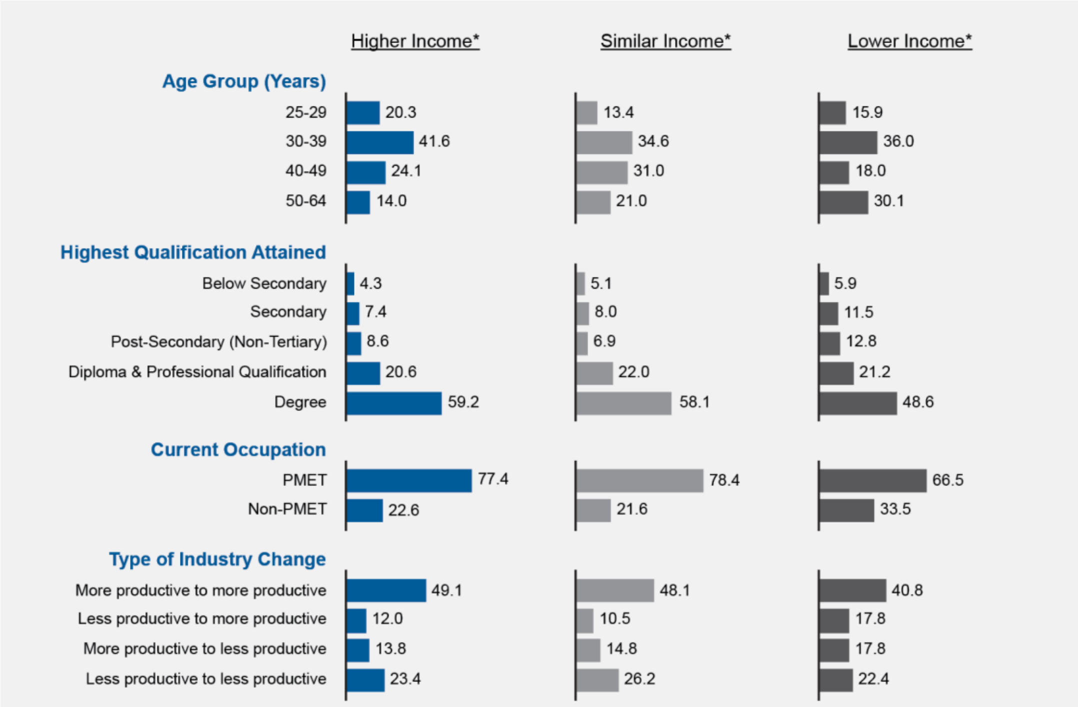
[37] In 2025, among full-time resident employees aged 50 to 64 who changed jobs in the last one year, 22.5% were keen on the job due to interesting/meaningful work, 29.0% due to the ability to utilise their skills in the job, and 26.0% due to pay meeting expectations.

3.9 In terms of the profile of job switchers, those who experienced real wage increases were more likely to be younger, degree holders, and PMETs. They were also more likely to have taken up positions in more productive sectors[38] such as *Financial & Insurance Services*, *Professional Services,* and *Information & Communications*. Facilitating job switches to more productive sectors and helping workers build up the relevant skills can help more workers earn higher wages.

3.10 While a small segment (20.4%) saw lower income in their new job, the vast majority of them were keen on their job (87.4%). Apart from common reasons for taking on the work such as interesting/meaningful work (26.8%) and skills use (25.3%), job switchers who moved to a job with lower pay could be motivated by other valued aspects in their new jobs, such as suitable working hours (15.3%), work location (12.0%), and flexibility in work schedule (11.6%).

**Chart 43 Profile of full-time resident employees aged 25 to 64 years who changed jobs in the last one year by income outcomes, 2025**

Per Cent




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

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

(2) * – Based on real income changes at the 5% threshold. Those with "higher income" experienced real income growth of at least 5%, and those with "lower income" experienced real income declines of at least 5%.

(3) Real income data are deflated by Consumer Price Index (CPI) for all items at 2024 prices (2024 = 100).

(4) Data by age/highest qualification attained/current occupation may not add up to 100% due to rounding.

(5) Data for type of industry change may not add up to 100% due to rounding and the exclusion of Others industries (Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management).

[38] "More productive industries" refer to industries where the value added per worker is above half of the industries in 2024, i.e. *Manufacturing*, *Wholesale Trade*, *Transportation & Storage*, *Accommodation*, *Information & Communications*, *Financial & Insurance Services*, *Real Estate Services*, and *Professional Services*.

### A higher share of employees had been in their job for at least a decade

3.11 More employees are staying longer in their jobs. The share of employees who had worked for at least ten years in their current job increased to 32.3% in 2025, extending the broad uptrend over the last decade. There was a corresponding decline in the share of employees with a tenure of less than a year to 12.4% in 2025, with a faster pace of decrease in the recent three years reflecting lower resignation rates[39] and job switches.

3.12 Increases in the share of employees who had been in their job for at least ten years over the year were observed among employees aged 60 and over, as well as those in their 30s and 40s. Despite dipping in the recent year for those in their 50s, the share with longer tenures of at least a decade were significantly higher than in 2015. The increases reflect sustained collective efforts in keeping workers employable and relevant to changing job demands, such as through training, re-skilling, and policies such as the Retirement and Re-employment Act to support seniors who wish to continue working stay employed.

3.13 Over the longer term, there were broad-based increases in the share of employees who have been in their jobs for at least ten years across occupational groups and industries.[40] Industries with relatively larger increases in employees with long tenures include *Education*, *Financial & Insurance Services*, and *Professional Services*. These sectors could offer competitive salary and career advancement prospects that encourage worker retention.[41] Notable increases were also seen among *cleaners, labourers & related workers* and *services & sales workers*, and in the *Retail Trade* and *Food & Beverage Services* sectors. This reflects efforts under the Progressive Wage Model (PWM) to establish clear career pathways with wage growth and training opportunities in these sectors,[42] enabling workers to remain in their jobs longer.

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[39] The average monthly resignation rate decreased from a seasonally adjusted 1.7% in 2Q 2022 to 1.1% in 2Q 2025. Source: Labour Market Survey, Manpower Research & Statistics Department, MOM.

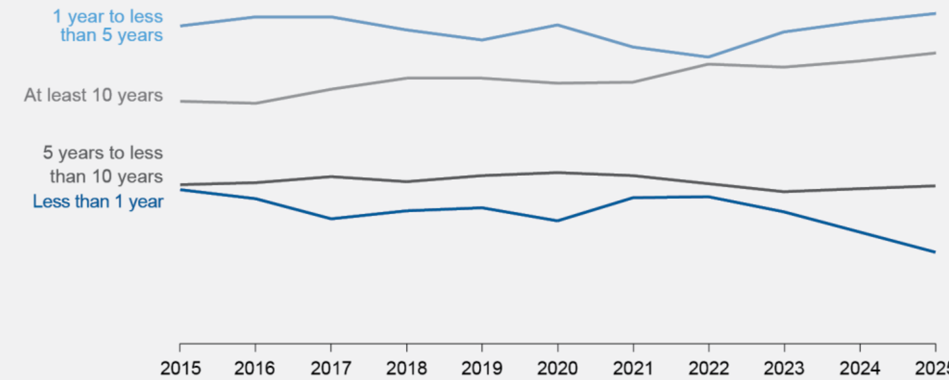
[40] Except for *Real Estate Services*, where the share of employees who have been in their jobs for at least ten years declined slightly from 27.8% in 2015 to 26.5% in 2025.

[41] In the *Education* sector, for example, one of the Ministry of Education's (MOE) strategies to attract and retain teachers include the Education Service Incentive Payment (CONNECT Plan), a 30-year retention plan for every teacher where MOE deposits a certain quantum for each year of service and pays out a portion of the accumulated account every 3 to 5 years while the teacher remains in service.

[42] The PWM requirements came into effect for the *Cleaning* sector from 1 September 2014, for the *Retail Trade* sector from 1 September 2022, and for the *Food Services* sector from 1 March 2023.

## Chart 44 Distribution of resident employees by years in current job

Per Cent



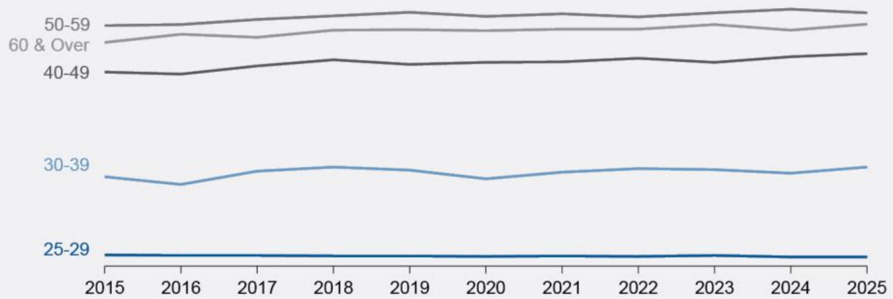

| | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Less than 1 year | 18.6 | 17.7 | 15.7 | 16.5 | 16.8 | 15.5 | 17.8 | 17.9 | 16.4 | 14.4 | 12.4 |
| 1 year to less than 5 years | 34.9 | 35.8 | 35.8 | 34.5 | 33.5 | 35.0 | 32.8 | 31.8 | 34.3 | 35.5 | 36.3 |
| 5 years to less than 10 years | 19.1 | 19.3 | 19.9 | 19.4 | 20.0 | 20.3 | 20.0 | 19.2 | 18.4 | 18.7 | 19.1 |
| At least 10 years | 27.4 | 27.2 | 28.6 | 29.7 | 29.7 | 29.2 | 29.3 | 31.1 | 30.8 | 31.4 | 32.3 |

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

Notes: (1) Data exclude full-time National Servicemen.
(2) Data for each year may not add up to 100% due to rounding.

## Chart 45 Proportion of resident employees who had worked for at least 10 years in their current job by age

Per Cent




| | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 25-29 | 0.8 | 0.7 | 0.7 | 0.6 | 0.6 | 0.5 | 0.6 | 0.5 | 0.7 | 0.4 | 0.4 |
| 30-39 | 16.1 | 14.6 | 17.2 | 18.0 | 17.4 | 15.7 | 17.0 | 17.7 | 17.5 | 16.8 | 18.0 |
| 40-49 | 36.6 | 36.2 | 37.8 | 39.0 | 38.1 | 38.5 | 38.6 | 39.3 | 38.5 | 39.6 | 40.2 |
| 50-59 | 45.7 | 45.9 | 46.9 | 47.6 | 48.3 | 47.5 | 48.0 | 47.4 | 48.2 | 48.9 | 48.2 |
| 60 & Over | 42.4 | 44.0 | 43.4 | 44.8 | 44.9 | 44.7 | 45.0 | 45.0 | 45.9 | 44.8 | 46.0 |

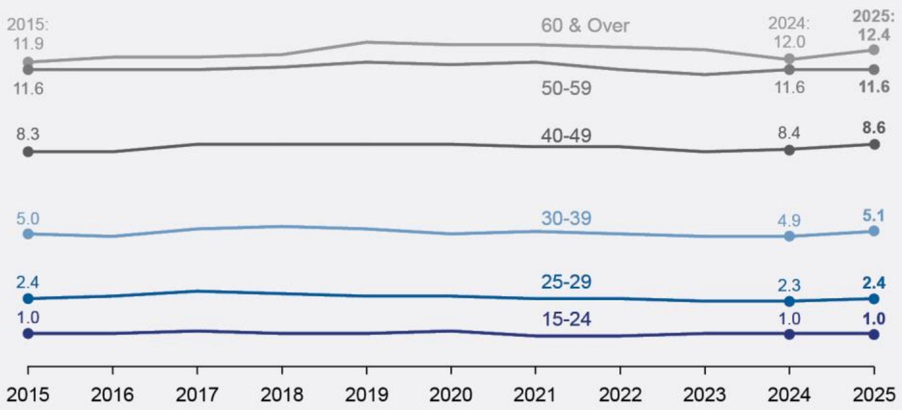
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes: (1) Data exclude full-time National Servicemen.
(2) The proportion of youths aged 15-24 who had worked for at least 10 years in their current job was nil or negligible, and hence not plotted in the chart.

3.14 The average (mean) job tenure increased from 7.4 years in 2015 and 8.0 years in 2024 to 8.2 years in 2025. Across most age groups, the average job tenure has remained relatively stable, except seniors aged 60 years and over who saw a more notable uptick from 11.9 years in 2015 to 12.4 years in 2025. This reflects rising life expectancy, stronger support for senior employment, and greater availability of flexible work arrangements that suit their preferences and needs. The increase in re-employment age[43] also helped more employees stay employed longer in their jobs, with employees aged 65 to 69 posting the largest increase in average job tenure from 10.7 years in 2015 to 12.2 years in 2025.

**Chart 46 Average (mean) years in current job of resident employees by age**

Years




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

Note: Data exclude full-time National Servicemen.

[43] The re-employment age was raised from 65 to 67 years in 2017, and further to 68 in 2022. This will be further raised to 69 in 2026, and 70 by 2030.

# 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.[44] Contributing factors include the shift to a more regular workweek,[45] decreased excessive work hours,[46] 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.[47,48]

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44 Based on latest available statistics, the average usual weekly hours worked on the main job has declined over the longer term among OECD countries, driven by the decrease for full-time workers (from 42.5 in 2014 to 41.2 in 2024), while the average weekly hours worked for part-time workers was stable (17.0 in 2014 and 16.9 in 2024). 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.

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

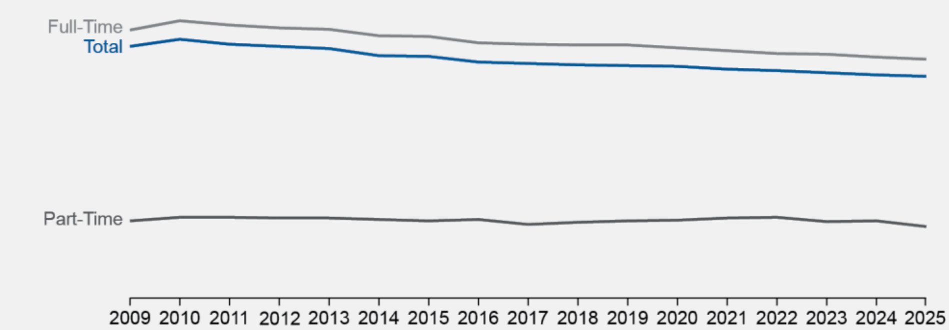
46 The proportion of full-time employed residents who usually worked more than 48 hours a week continued to decline to 15.5% in 2025, from 16.9% in 2024 and 29.4% in 2015. From 2024 to 2025, a decrease was observed across most sectors and occupations, notwithstanding some upticks in *Accommodation*,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

47 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 PWM. The Tripartite Guidelines on Flexible Work Arrangement Requests also supports more flexible time use that can raise worker's productivity.

48 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 teleworking. Source: Conditions of Employment Survey, Manpower Research & Statistics Department, MOM.

## Chart 47 Average (mean) usual hours worked per week of employed residents by nature of employment

Hours Per Week




| | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Total | 45.6 | 46.6 | 45.9 | 45.6 | 45.3 | 44.3 | 44.2 | 43.4 | 43.2 | 43.0 | 42.9 | 42.8 | 42.4 | 42.2 | 41.9 | 41.6 | 41.4 |
| Full-Time | 47.9 | 49.2 | 48.6 | 48.2 | 48.0 | 47.1 | 47.0 | 46.1 | 45.9 | 45.8 | 45.8 | 45.4 | 45.0 | 44.6 | 44.5 | 44.1 | 43.8 |
| Part-Time | 21.1 | 21.6 | 21.6 | 21.5 | 21.5 | 21.3 | 21.1 | 21.3 | 20.6 | 20.9 | 21.1 | 21.2 | 21.5 | 21.6 | 21.0 | 21.1 | 20.3 |

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

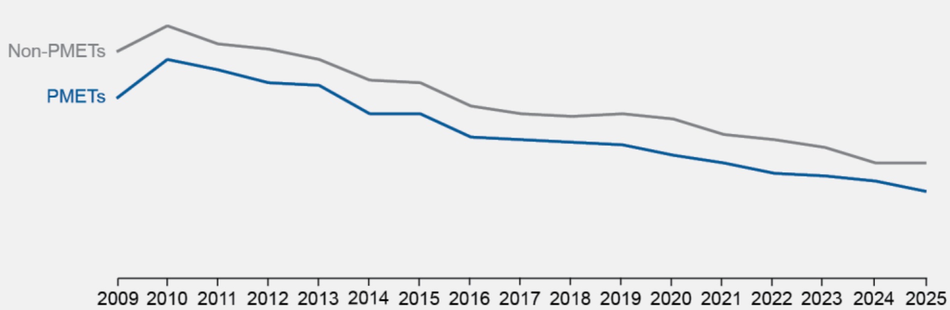
Note: Data exclude full-time National Servicemen.

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

Hours Per Week




| | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PMETs | 47.1 | 48.6 | 48.2 | 47.7 | 47.6 | 46.5 | 46.5 | 45.6 | 45.5 | 45.4 | 45.3 | 44.9 | 44.6 | 44.2 | 44.1 | 43.9 | 43.5 |
| Non-PMETs | 48.9 | 49.9 | 49.2 | 49.0 | 48.6 | 47.8 | 47.7 | 46.8 | 46.5 | 46.4 | 46.5 | 46.3 | 45.7 | 45.5 | 45.2 | 44.6 | 44.6 |

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

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

(2) 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.

# 5. Income

### Real incomes continued to grow

5.1 Nominal incomes[49] 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 6.2% from 2024 to 2025.

5.2 With continued nominal income growth and inflation easing,[50] real incomes grew at both the median (4.1%) and the P20 (3.6%) 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).

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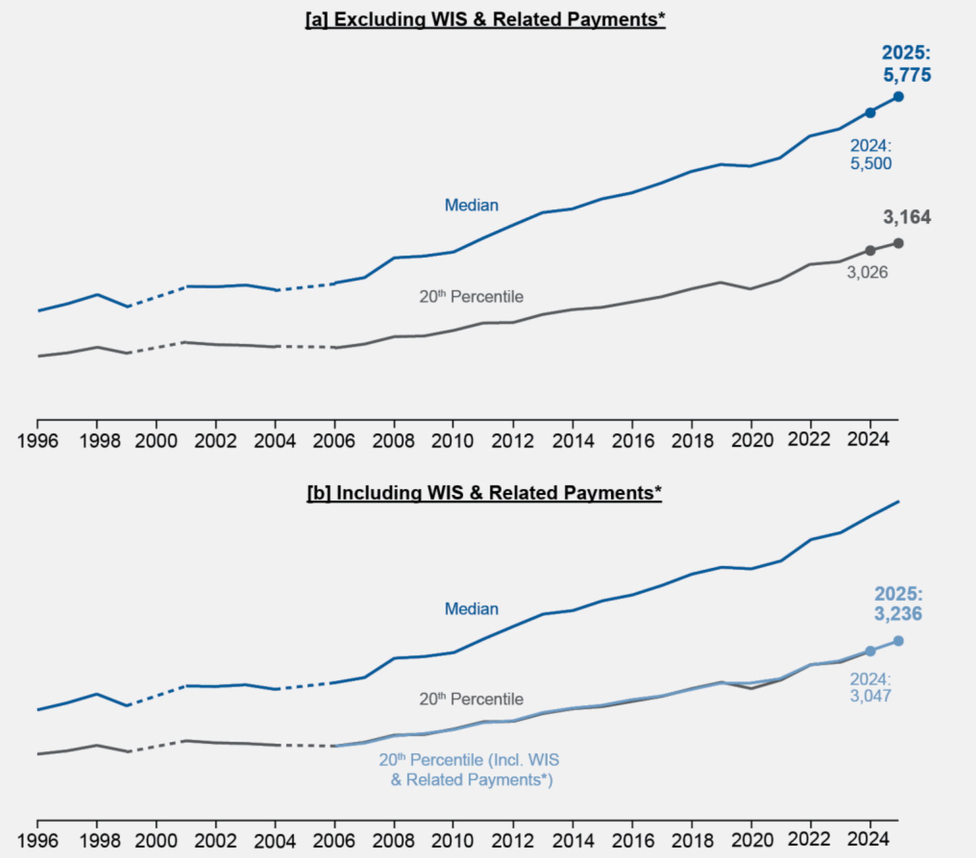
[49] Refers to gross monthly income from employment (including employer/platform operator CPF contributions) of full-time employed residents.

[50] The Consumer Price Index for all items increased by 0.9% in 2025, moderating from the increase of 2.4% in 2024. Source: Singapore Department of Statistics.

## Chart 49 Gross monthly income from employment (including employer/platform operator CPF contributions) of full-time employed residents

Dollars




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

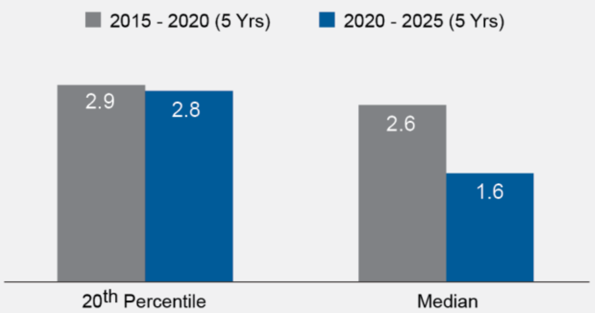
Notes:
(1) * – Refers to Workfare Income Supplement (WIS), Workfare Special Payment (WSP), Workfare Bicentennial Bonus, Workfare Bonus and Workfare Special Bonus, which started from 2006.
(2) Data exclude full-time National Servicemen.
(3) The Comprehensive Labour Force Survey was not conducted in 2000 and 2005 due to the conduct of the Census of Population 2000 and General Household Survey 2005 by the Singapore Department of Statistics.

**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 (2020 to 2025: 2.8% p.a., 2015 to 2025: 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 ratio[51] 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.

**Chart 50 Annualised change in real* gross monthly income from employment (including employer/platform operator CPF contributions) of full-time employed residents**

Per Cent Per Annum




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

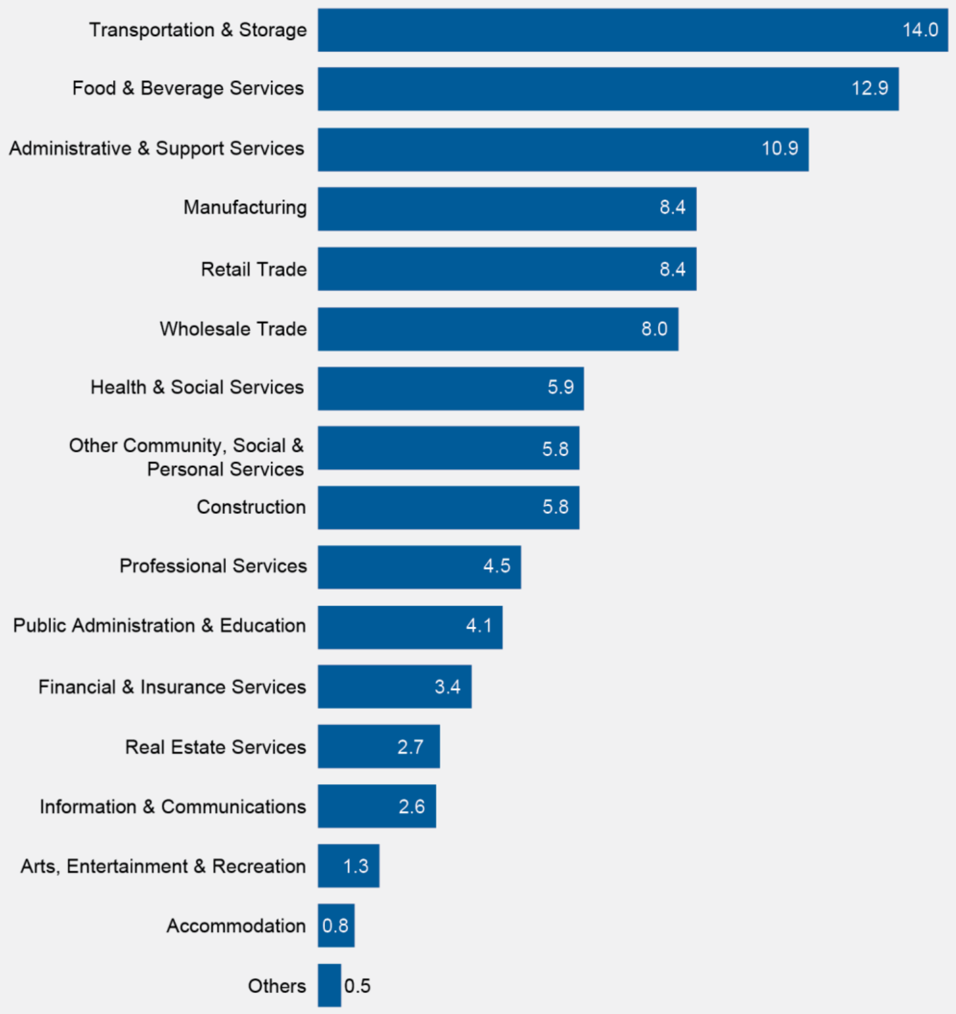
Notes: (1) Data exclude full-time National Servicemen.
(2) * – Deflated by Consumer Price Index (CPI) for all items at 2024 prices (2024 = 100).

[51] 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).

5.4 There were 421,900 lower-wage[52] workers in 2025, of which nearly one in five (18.6% or 78,400) were self-employed and four in five (81.4% or 343,500) were employees. Lower-wage workers were most commonly employed in *Transportation & Storage* (14.0%) (e.g. as private-hire car drivers or taxi drivers), *Food & Beverage Services* (12.9%) (e.g. food/drink stall assistants, hawkers/stall holders, waiters), and *Administrative & Support Services* (10.9%) (e.g. cleaners, security officers).

**Chart 51 Distribution of full-time employed residents with gross monthly income from employment (excluding employer/platform operator CPF contributions) at or below $2,817 by industry, 2025**

Per Cent




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

Notes: (1) Data exclude full-time National Servicemen.
(2) Others include Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
(3) Data may not add up to 100% due to rounding.

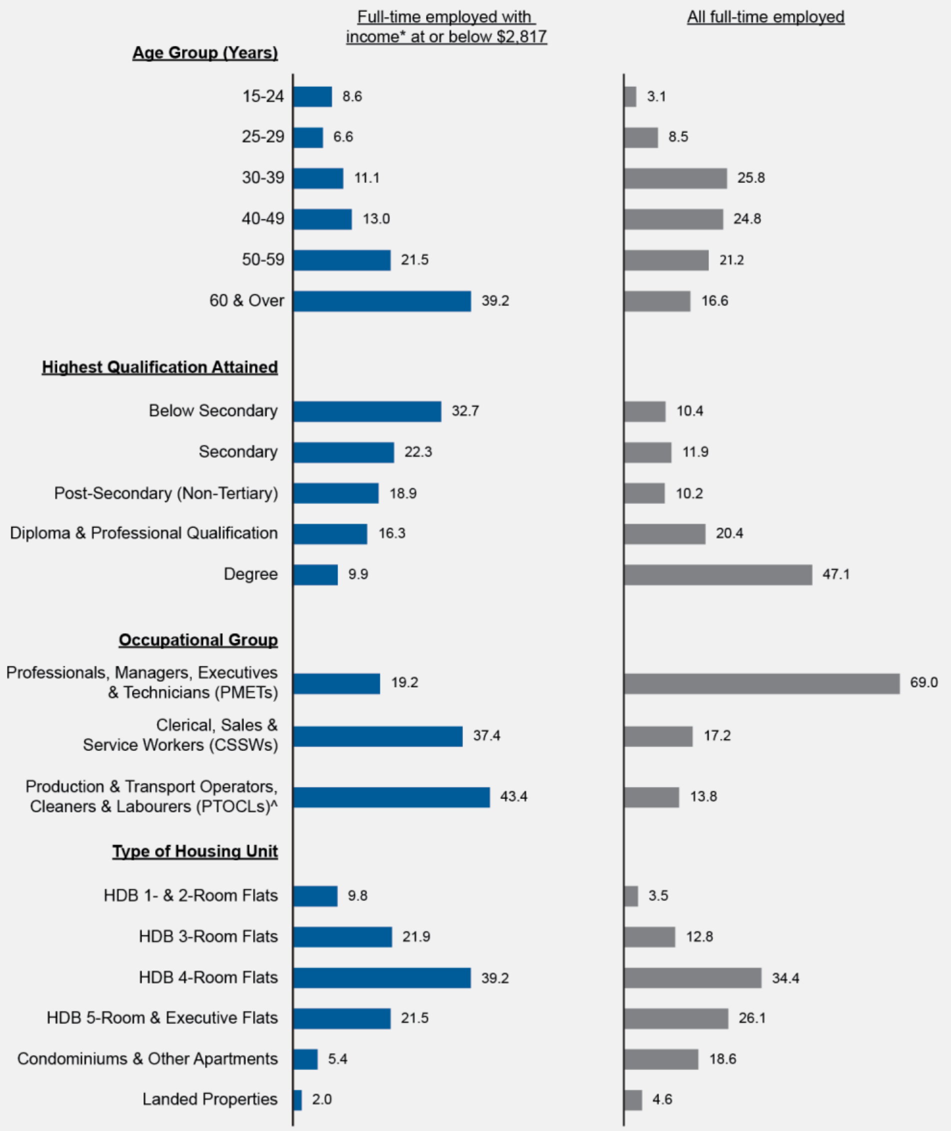
52 Proxied by full-time employed residents earning less than or equal to the 20th percentile gross monthly income (excluding employer/platform operator CPF contributions), which was $2,817 in 2025.

5.5 Lower-wage workers were predominantly aged 50 and over (50 to 59: 21.5%; 60 and over: 39.2%); held secondary (22.3%) or below (32.7%) qualifications; or held non-PMET jobs (80.8%). The share of older and less educated was also higher among lower-wage workers than among full-time employed residents. Older workers today tend to be less educated, due to fewer opportunities to pursue higher education in the 1960s and 1970s, and they were less likely to participate in training. These factors could have contributed to their higher likelihood of earning lower wages and limited wage mobility. Targeted upskilling and career conversion efforts will help lower-wage workers remain employable and earn higher wages. Programmes under Progressive Wages also provide structured progression pathways for skills development and wage progression, and the WIS and Workfare Skills Support schemes provide additional support to help lower-wage workers meet their retirement and upskilling needs.

5.6 A higher proportion of lower-wage workers were staying in Housing & Development Board (HDB) 1- to 4-room flats compared to full-time employed residents. Government assistance such as U-Save and Service & Conservancy Charges rebates helps cushion the impact of rising cost of living, with those residing in smaller HDB flats benefitting more.

## Chart 52 Distribution of full-time employed residents by age group, highest qualification attained, occupational group and type of housing unit, 2025

Per Cent

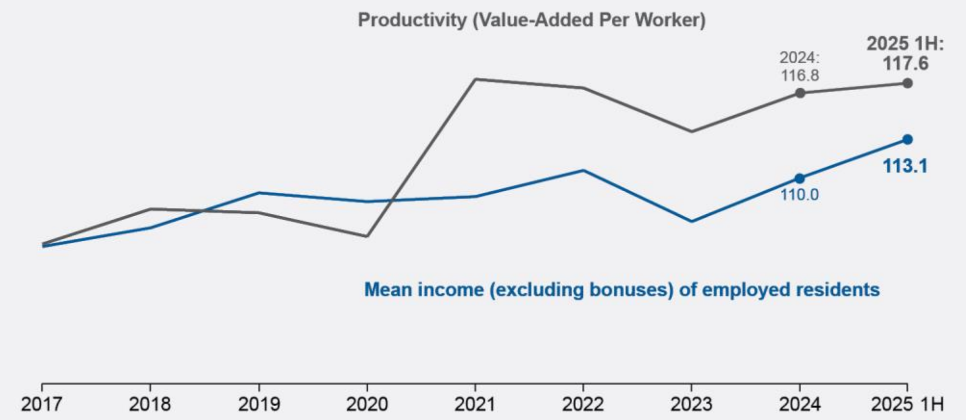



Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes:
(1) Data exclude full-time National Servicemen.
(2) * – Based on gross monthly income from employment (excluding employer/platform operator CPF contributions).
(3) ^ – Includes Agricultural & Fishery Workers and Workers Not Elsewhere Classified.
(4) Data by age/highest qualification attained/occupational groups may not add up to 100% due to rounding.
(5) Data by type of housing unit do not add up to 100% as it includes other types of housing unit not shown, e.g non-HDB shophouses.

5.7 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 53 Indices of real mean gross monthly income from employment and real labour productivity (value added per worker)**
2016 = 100




Source: Income: Labour Force Survey, Manpower Research & Statistics Department, MOM
Productivity: Singapore Department of Statistics

Notes: (1) Based on gross monthly income from employment including employer/platform operator CPF contributions and excluding bonus.
(2) Indices of real income and productivity are obtained by deflating real mean gross monthly income from employment and real labour productivity (value added per worker) by 2016 levels (2016 = 100).
(3) Real income levels are obtained by deflating nominal income levels by Consumer Price Index (CPI) for all items at 2024 prices (2024 = 100).
(4) Real productivity levels as measured by value-added per worker in chained (2015) dollars.

# 6. Training

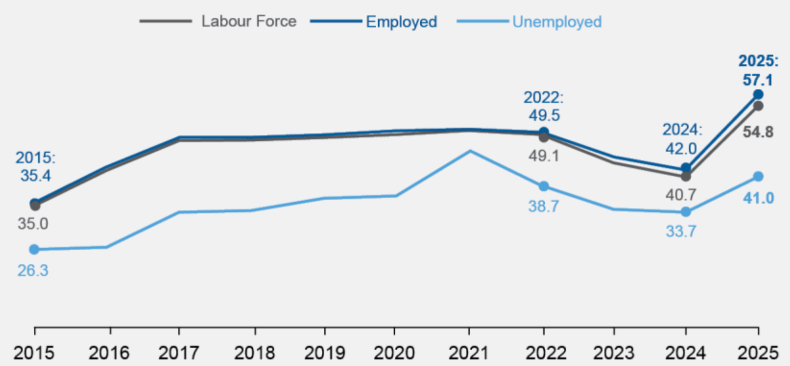
**Training participation amongst resident labour force reached an all-time high**

6.1 The training participation rate[53] of the resident labour force increased sharply from 40.7% in 2024 to an all-time high of 54.8% in 2025, reversing the downward trend observed since 2022. This was driven mostly by the employed, who saw training participation (57.1%) surpass the previous peak of 50.1% observed during the pandemic. The improvement could be spurred by workers' heightened awareness of the need to upskill to keep up with evolving job requirements as technological changes accelerate.

6.2 The increase extended to residents outside the labour force, where training participation rate rose from 11.4% in 2024 to 15.2% in 2025. This broader uptake encompasses full-time students seeking to enhance future employability and retirees pursuing lifelong learning.

**Chart 54 Training participation rate of resident labour force by labour force status**

Per Cent



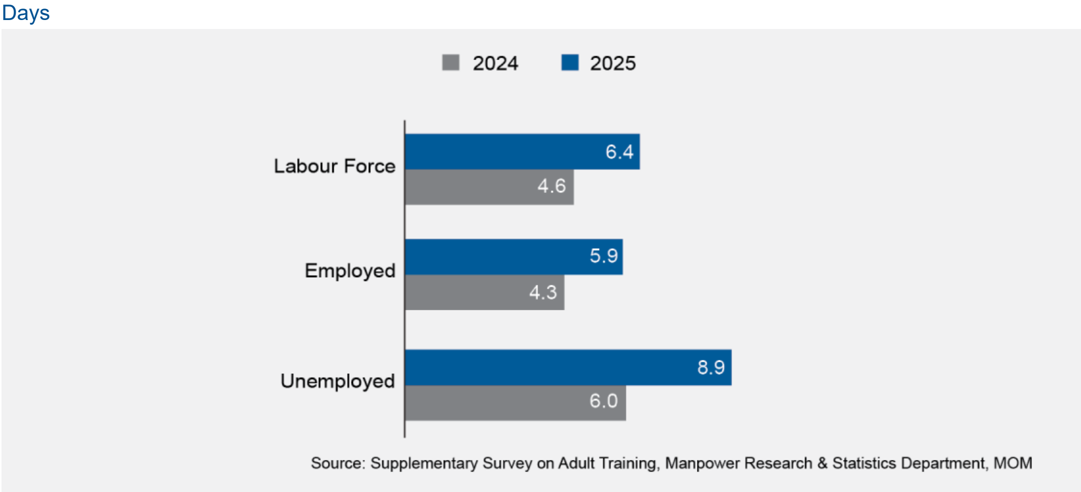

Source: Supplementary Survey on Adult Training, Manpower Research & Statistics Department, MOM

Note: Training participation rate is defined as the proportion of residents aged 15 to 64 in the labour force who had engaged in some form of job-related structured training or education activities over the 12-month period ending June.

[53] The reference period for training participation rate is the 12-month period ending June of the respective years. Data for training pertain to those aged 15 to 64 years.

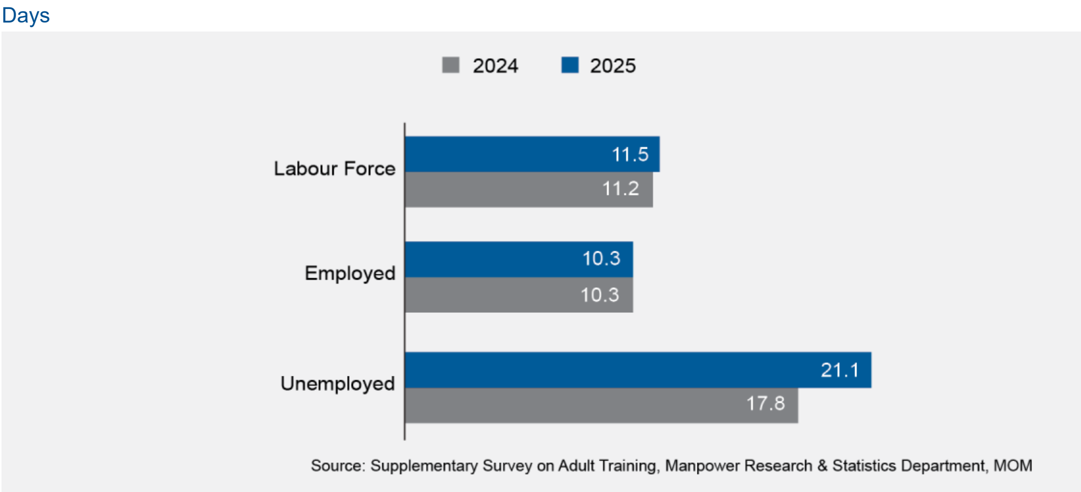
6.3 Mirroring the upward trend observed in the training participation rate, the overall training intensity[54] also increased from 4.6 days in 2024 to 6.4 days in 2025. This was driven by increases across both unemployed (6.0 days to 8.9 days) and employed residents (4.3 days to 5.9 days). The CareersFinder feature on MyCareersFuture portal, which provides personalised job and training recommendations to job seekers, could guide the unemployed in finding suitable training courses and improving employability.

**Chart 55 Training intensity of resident labour force by labour force status**




6.4 Corresponding to the increase in training intensity and overall training participation rate, the overall training duration[55] of the labour force who participated in job-related structured training also increased from 11.2 days in 2024 to 11.5 days in 2025. This overall increase was driven by unemployed residents, whose training duration rose from 17.8 days to 21.1 days.

**Chart 56 Training duration of resident labour force by labour force status**

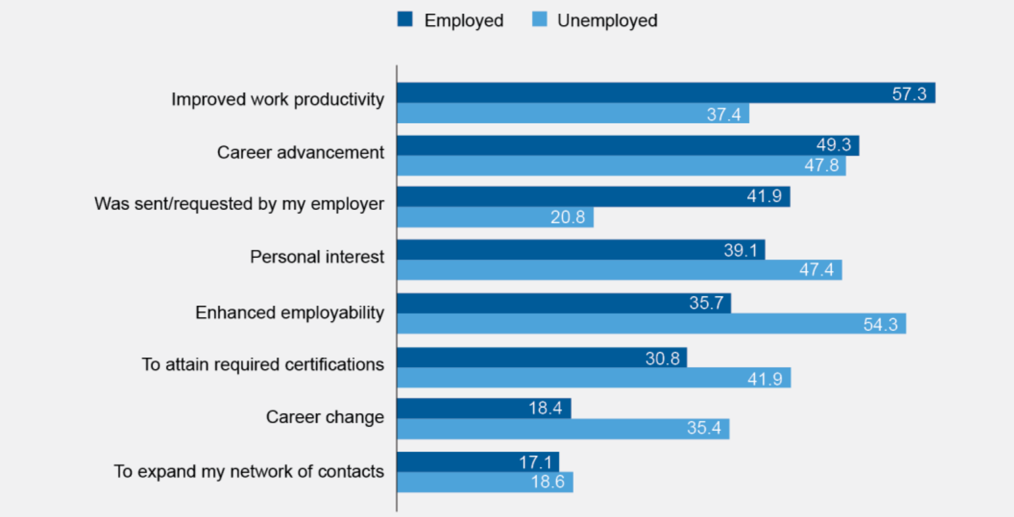



[54] Training intensity is measured by the average number of training days per adult in the labour force.
[55] Training duration is measured by the average number of training days per training participant.

6.5 Employed persons showed stronger motivations to attend training for job effectiveness and growth. 57.3% and 49.3% of employed training participants cited improved work productivity and career advancement respectively, compared to 37.4% and 47.8% of unemployed training participants. Unemployed training participants were more likely to attend training to improve their employment prospects, with 54.3% and 41.9% of unemployed training participants attending training for enhanced employability and to attain required certifications respectively, compared to a corresponding 35.7% and 30.8% of employed training participants.

**Chart 57 Motivations for attending training among training participants by labour force status, 2025**

Per Cent




Source: Supplementary Survey on Adult Training, Manpower Research & Statistics Department, MOM

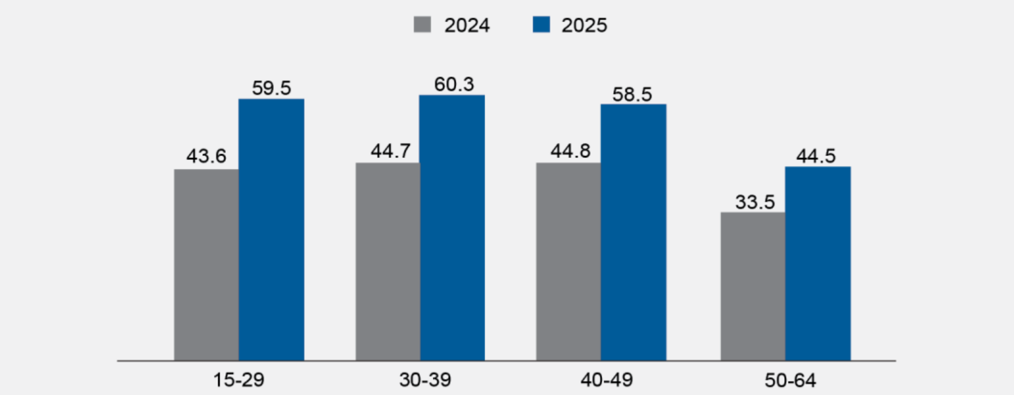
Notes: (1) Respondents can indicate more than one motivation.

(2) The option 'Career advancement' includes promotion, pay raise, and additional responsibilities.

6.6 The training participation rate increased across all age groups in 2025, but the increase was more pronounced among those aged below 40 (below 30: from 43.6% to 59.5%; 30 to 39: from 44.7% to 60.3%). Training participation rate also remained the lowest for seniors aged 50 to 64 (44.5%), reinforcing the need for more targeted interventions to encourage skills upgrading.

**Chart 58 Training participation rate of resident labour force by age**

Per Cent

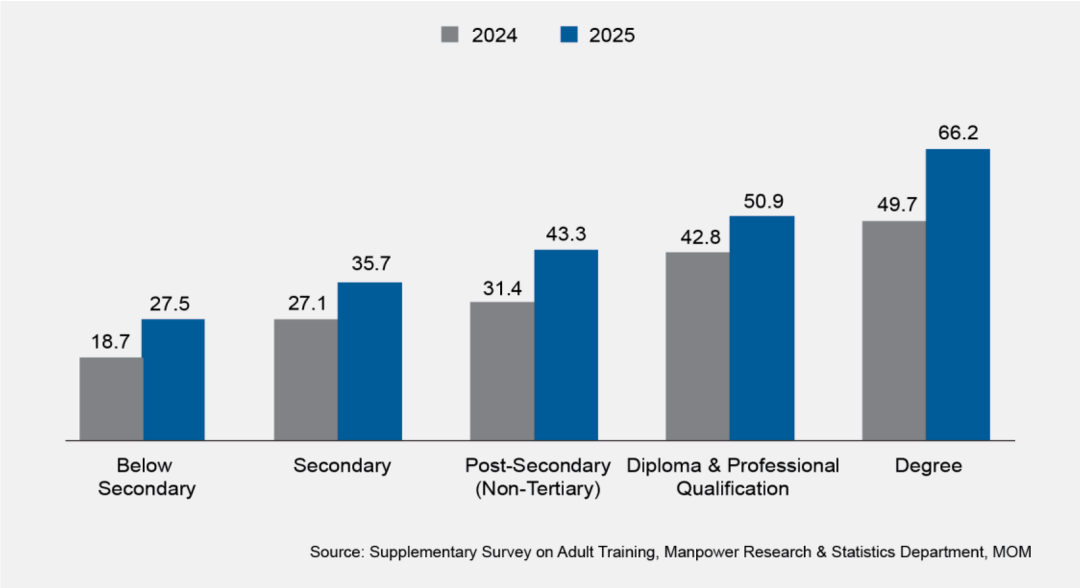



Source: Supplementary Survey on Adult Training, Manpower Research & Statistics Department, MOM

6.7 Broad-based increases in training participation were also observed across all educational groups, with degree holders experiencing the largest increase from 49.7% in 2024 to 66.2% in 2025. The widening disparity in training participation across education groups highlights the importance of promoting inclusive training opportunities and reducing barriers faced by the lower educated.

**Chart 59 Training participation rate of resident labour force by highest qualification attained**

Per Cent

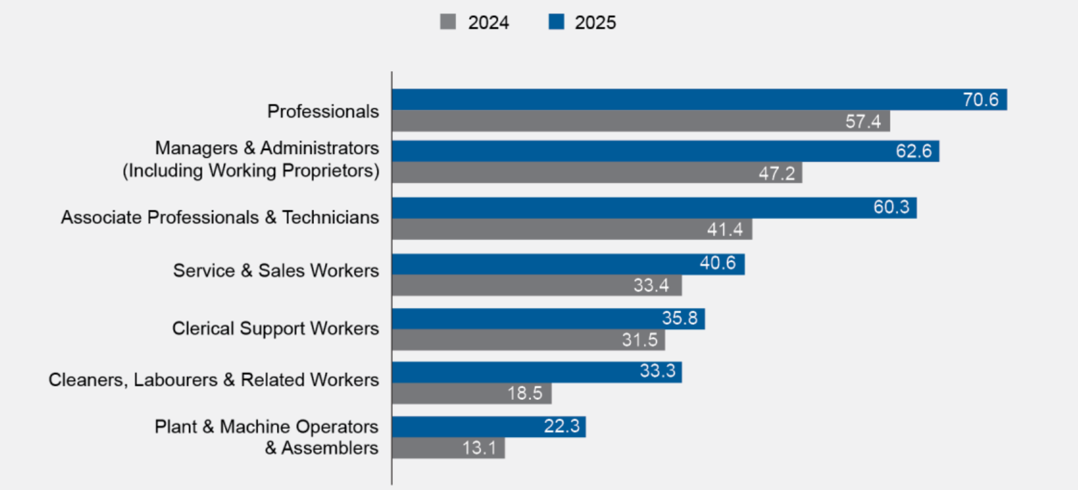



6.8 While training participation rate also rose across all major occupational groups, PMETs (65.1%) remained more likely than non-PMETs (35.0%) to participate in training, as their jobs tend to require a wider range of skills. Training remains a key pathway for all, including non-PMETs, to gain skills and increase the potential for career and wage progression.

6.9 Among PMETs, *associate professionals & technicians* recorded the largest increase (from 41.4% in 2024 to 60.3% in 2025) as they are typically skills-based and credential-sensitive due to the specialised nature of their jobs.

6.10 Among non-PMETs, *cleaners, labourers & related workers* showed the largest increase (from 18.5% in 2024 to 33.3% in 2025), as increased automation integral to job redesign encouraged workers in these occupations to undergo training.

**Chart 60 Training participation rate of employed residents by occupation**
Per Cent

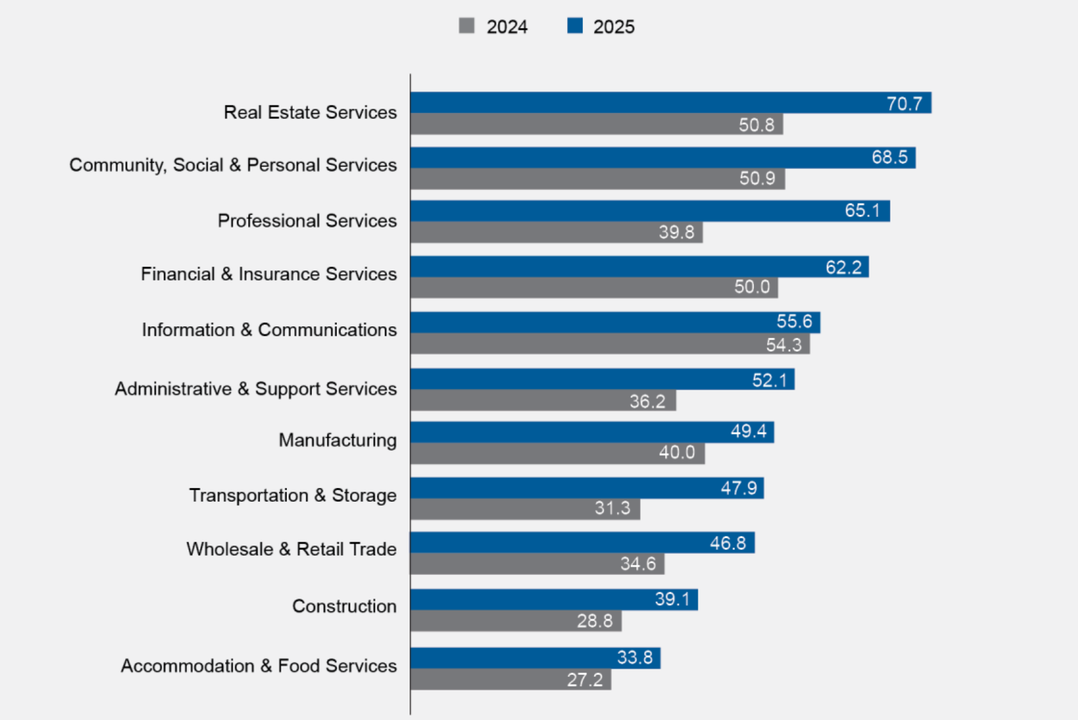



Source: Supplementary Survey on Adult Training, Manpower Research & Statistics Department, MOM

Notes: (1) 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.
(2) Data for craftsmen & related trades workers are not shown due to the small number covered.

6.11 By sector, growth sectors such as *Professional Services*, *Financial & Insurance Services*, and *Information & Communications* recorded high training participation rates, as workers in these industries are in keener need to enhance their skills to remain employable amid rapid technological changes and business transformation.

**Chart 61 Training participation rate of employed residents by industry**
Per Cent




Source: Supplementary Survey on Adult Training, Manpower Research & Statistics Department, MOM

**Most employed residents reported positive outcomes from training, particularly in terms of enhancing work-related skills**

6.12 Training outcomes were predominantly positive, with the majority of employed training participants reporting at least one tangible outcome from training (90.0%). Most employed training participants reported enhanced work-related skills (86.8%) and stronger personal development (63.8%). A large portion also felt that training helped advance their career (43.2%) and improved their employability prospects (42.2%). Only 6.4% reported limited or no benefits from their training experience.

6.13 Most employed training participants assessed that training has helped them become more productive on the job (58.1%), develop new skills (53.5%), and deliver better service (53.1%). Training participants also indicated that training has prepared them for new or redesigned job roles, with the proportion increasing from 23.9% in 2024 to 28.9% in 2025.

6.14 Workers were less likely to indicate positive outcomes associated with career, wage progression and/or enhanced employability immediately post-training, although more training participants in 2025 observed improvements in these areas. These longer-term outcomes are typically tied to improved work performance that is sustained over time. As a larger group of training participants (from 15.2% in 2024 to 21.6% in 2025) were assigned additional or new job responsibilities post-training, they are likely to see higher wages or a promotion given more time.

6.15 The proportion of employed training participants who saw a pay rise (from 3.7% to 7.5%) or received promotions (from 2.9% to 5.2%) increased. Those who managed to secure a new job due to training also increased from 2.5% to 4.4%. This likely reflects the time required for training participants to consolidate newly acquired skills and demonstrate competence through practical application in workplace contexts before such outcomes are realised.

6.16 Training has also yielded positive intangible outcomes for training participants, such as in personal development, with 39.9% reporting increased confidence or self-esteem and 27.9% feeling more encouraged to pursue further training. These outcomes may raise work productivity over time.

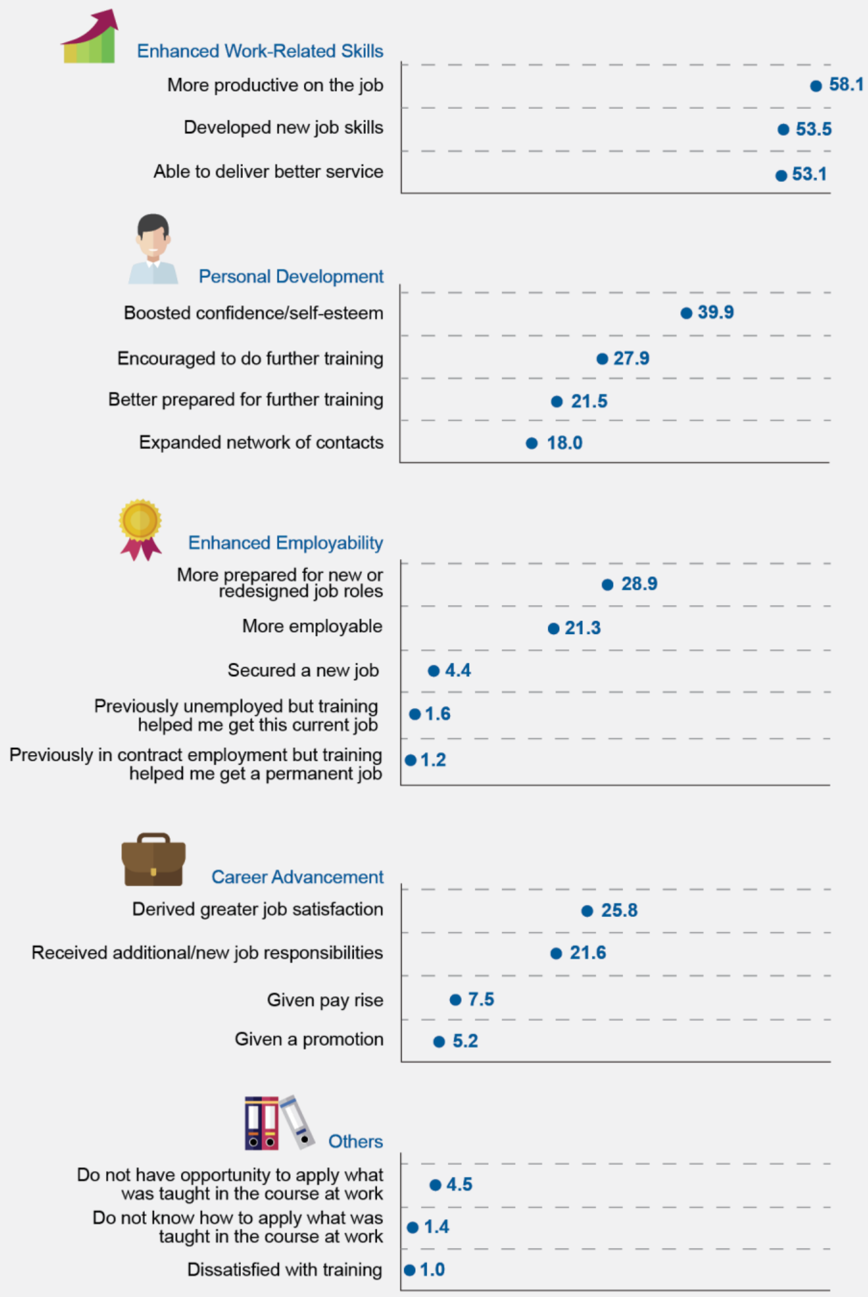
6.17 A small proportion of training participants reported a lack of opportunity to apply what they learnt during training (4.5%), insufficient knowledge on how to apply what they learnt (1.4%), or expressed dissatisfaction with their training programmes (1.0%). The findings suggest that more relevant training and better planning should be discussed.

6.18 Among residents in the labour force who did not participate in training, the most commonly cited reasons were scheduling conflicts or lack of time (36.0%), not perceiving a need for training (18.7%), and uncertainty about the type of skills to develop (11.3%).[56] These barriers to training highlight the need to integrate training into job roles and career pathways to encourage sustained skills development.

[56] Among those outside the labour force, the most commonly cited reasons reflected their labour force status. These include the absence of perceived training needs (29.6%), time constraints (23.7%), and lack of motivation to upskill given no intention to seek employment (19.2%).

## Chart 62 Training outcomes of employed residents, 2025

Per Cent




Source: Supplementary Survey on Adult Training, Manpower Research & Statistics Department, MOM

Notes: (1) Figures are based on employed training participants.

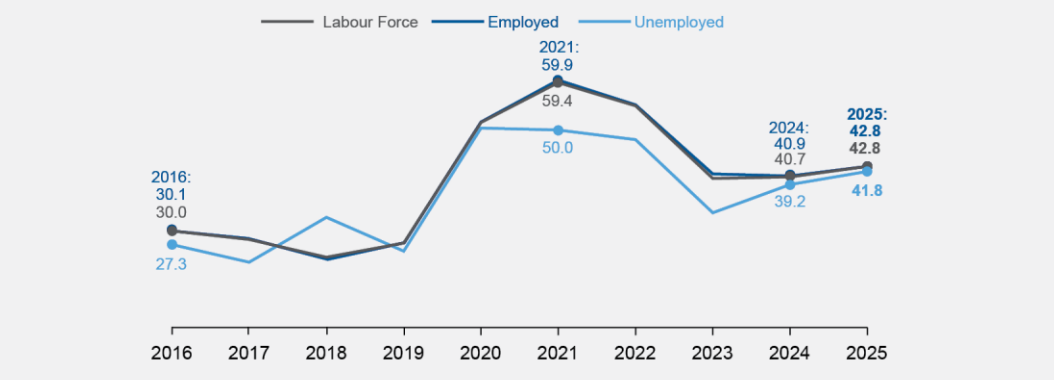
(2) Respondents can indicate more than one training outcome.

**Digital training remained high, with increased focus towards artificial intelligence (AI)-related skills**

6.19 The shift towards flexible training delivery modes is evident, with the proportion of structured training attendees enrolling in online courses increasing from 40.7% in 2024 to 42.8% in 2025. Although this remains below the pandemic peak of 59.4% observed in 2021, it is substantially higher than pre-pandemic levels of around 30% or below, indicating a sustained structural shift in training delivery. This trend likely reflects training providers expanding online course offerings to accommodate workplace and personal constraints, as well as participants' increasing demand for digitally-focused competencies such as data analytics and computer literacy that are conducive to online delivery formats.

**Chart 63 Proportion of structured training attendees who participated in online training by labour force status**

Per Cent



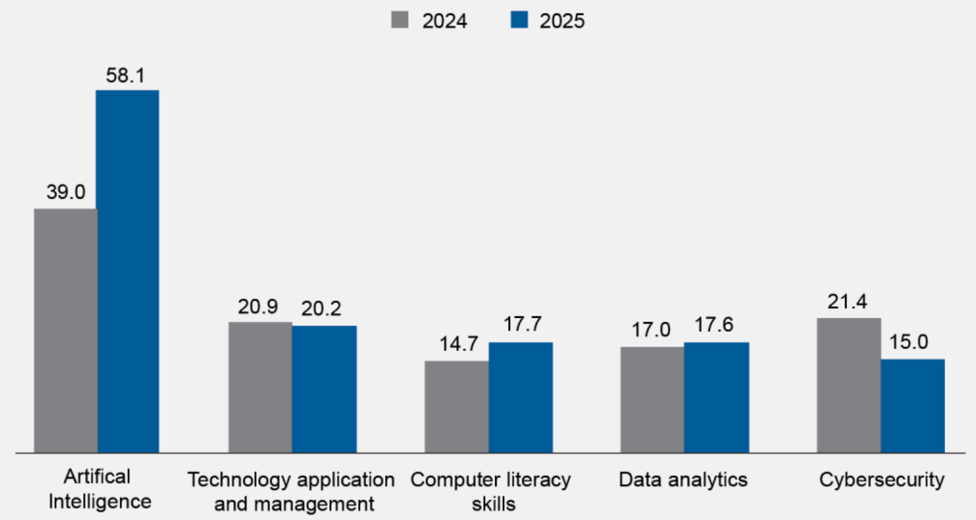

Source: Supplementary Survey on Adult Training, Manpower Research & Statistics Department, MOM

Notes: (1) Figures are based on residents in the labour force who have attended structured training.
(2) Data pertaining to online training was collected from 2016 onwards.

6.20 Most upgrading of digital skills was related to artificial intelligence (AI) (58.1%), reflecting the need to be AI-ready. The increased participation in AI-related training programmes (from 39.0% in 2024 to 58.1% in 2025) was driven by mid-career residents in the 40 to 49 years age group who formed 35.6% of AI-related training participants.

**Chart 64 Common types of digital technology skills training taken up**

Per Cent




Source: Supplementary Survey on Adult Training, Manpower Research & Statistics Department, MOM

Notes: (1) Figures are based on resident labour force training participants who have attended structured training related to digital technology skills.

(2) Respondents can indicate more than one type of digital technology skill.

# 7. Unemployment[57]

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

7.1 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%).[58]

7.2 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.

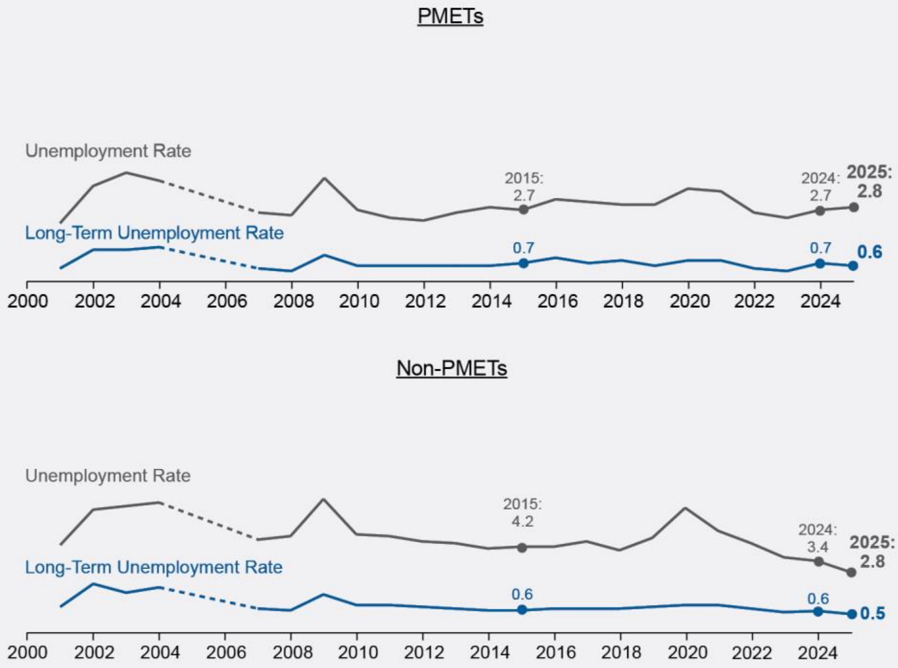
7.3 Across age groups, unemployment rates among non-PMETs declined, and their long-term unemployment rates either held steady or remained low.

[57] 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.

[58] 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 65 Unemployment rate and long-term unemployment rate of resident PMETs and non-PMETs

Per Cent



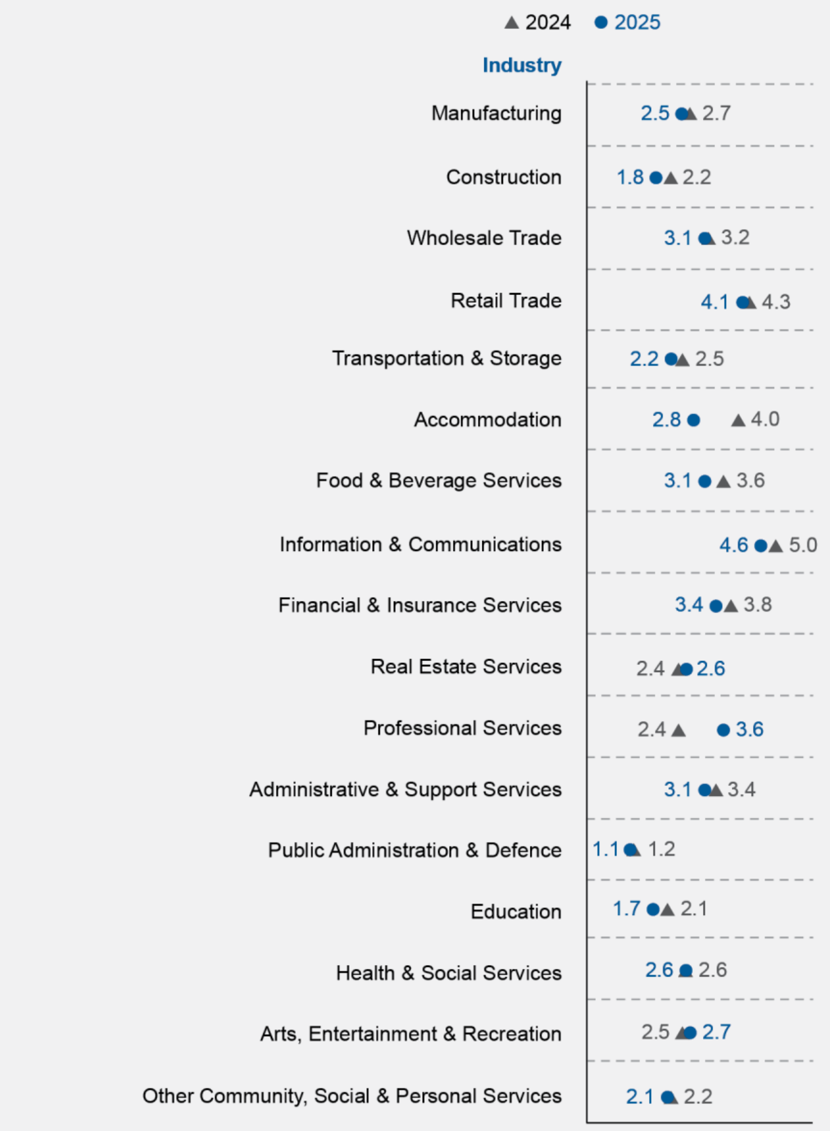

Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes:
(1) Data exclude unemployed residents without work experience and are non-seasonally adjusted. They should not be analysed alongside quarterly/monthly unemployment rates and long-term unemployment rates, which are adjusted for seasonality to facilitate comparison over the quarter/month.
(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) 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.
(4) 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.
(5) The Comprehensive Labour Force Survey was not conducted in 2000 and 2005 due to the conduct of the Census of Population 2000 and General Household Survey 2005 by the Singapore Department of Statistics.
(6) Data for 2006 are not available, as the level of occupational detail collected in 2006 did not support mapping to the latest version of the SSOC.

7.4 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 sectors[59] (from 3.2% to 3.1%) and domestically-oriented sectors[60] (from 2.6% to 2.4%) have also fallen over the year in 2025.

**Chart 66 Resident unemployment rate by industry**

Per Cent




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

Notes: (1) Data exclude unemployed residents without work experience and are non-seasonally adjusted. They should not be analysed alongside quarterly/monthly unemployment rates, which are adjusted for seasonality to facilitate comparison over the quarter/month.

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

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

[60] Domestically-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*.

7.5 The long-term unemployment rates stayed low across industries, with the rates largely similar or lower than in 2024. The relatively higher long-term unemployment rates in *Information & Communications* and *Financial & Insurance Services* likely reflect a longer job search duration required for employers and skilled workers to assess suitability of positions that match job requirements and workers' qualifications and experience.

**Chart 67 Resident long-term unemployment rate by industry**

Per Cent


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

Notes: (1) Data exclude unemployed residents without work experience and are non-seasonally adjusted. They should not be analysed alongside quarterly long-term unemployment rates, which are adjusted for seasonality to facilitate comparison over the quarter.

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

7.6 The share of unemployed residents who cited misalignment around pay and nature of work as reasons for leaving their previous job was broadly similar to 2024. This cuts across aspects such as working hours (7.4%), skills utilisation (4.8%), career advancement (4.7%), work conditions (4.5%),[61] interest (4.5%), and pay (2.0%). The finding suggests that unemployed seeking out new jobs were not increasingly driven by a misalignment in what they had expected from their previous jobs.

7.7 Amid ongoing global economic uncertainty, there was a slight uptick in the share of unemployed residents who had left their jobs involuntarily over the year in 2025.[62] Retrenchment was the top reason for involuntary unemployment, with increases seen among both unemployed PMETs and non-PMETs, driven by outward-oriented sectors such as *Manufacturing* and *Professional Services*. This resulted in a slight increase in involuntary unemployment rate among residents from 1.0% in 2024 to 1.1% in 2025,[63] same as the pre-COVID level in 2019.

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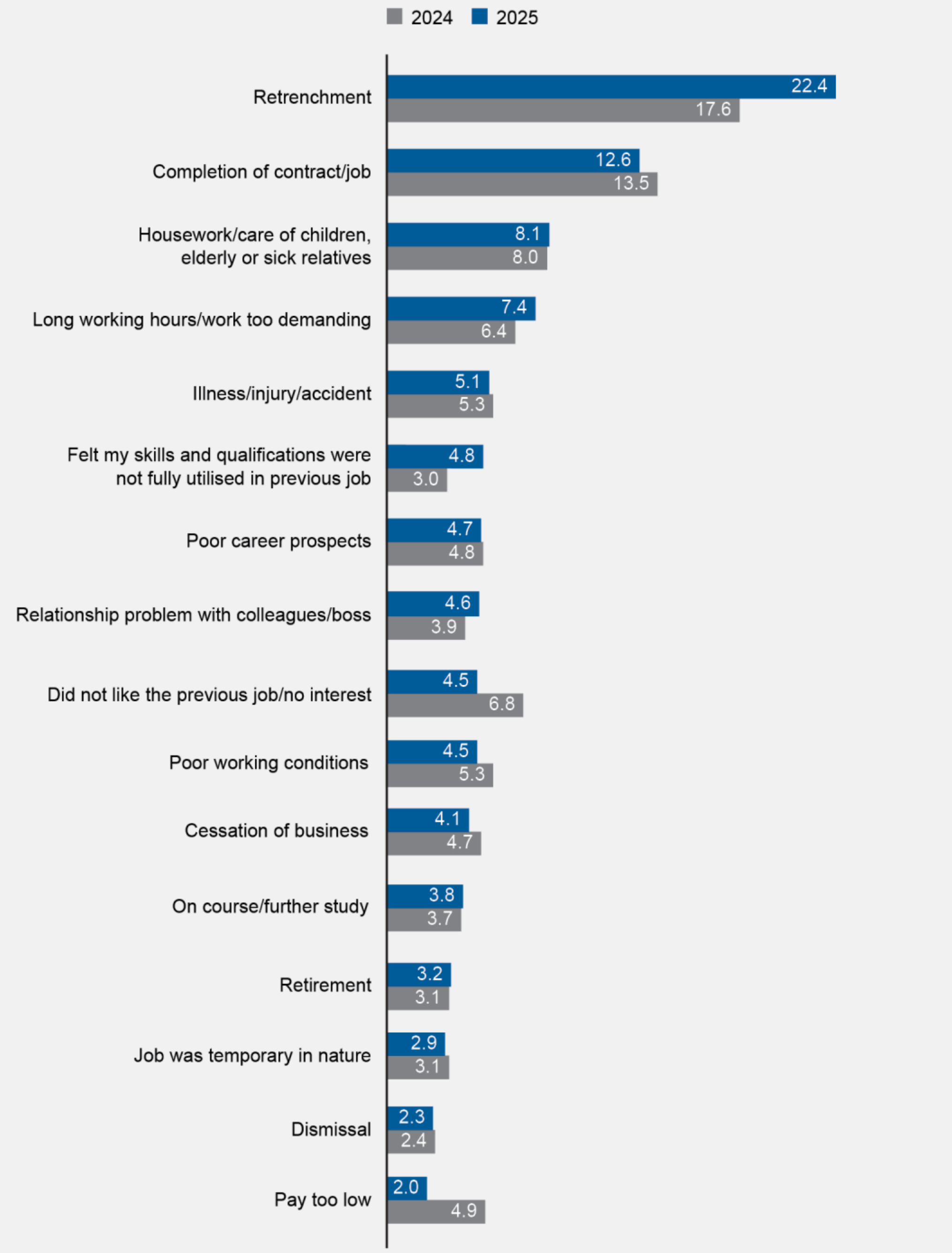
[61] Based on a separate survey on the working conditions of resident employees aged 25 to 64 in full-time employment, it was found that most employees' need for work-life harmony programmes, including FWA, non-statutory leave benefits and employee support schemes (ESS), have been largely provided by employers. For instance, around eight in ten employees were provided with at least one type of scheduled FWA they required in 2024. Source: Survey on Employees' Working Conditions, Manpower Research & Statistics Department, MOM.

[62] The involuntary reasons for unemployment include retrenchment, temporary layoff without pay, cessation of business, dismissal, non-renewal or loss of temporary job, and termination due to illness/injury/accident.

[63] The involuntary unemployment rate refers to the unemployed residents who left their jobs involuntarily, expressed as a percentage of the resident labour force. Data exclude unemployed residents without work experience and are non-seasonally adjusted. They should not be analysed alongside quarterly/monthly unemployment rates, which are adjusted for seasonality to facilitate comparison over the quarter/month.

## Chart 68 Main reason for leaving last job among unemployed residents

Per Cent



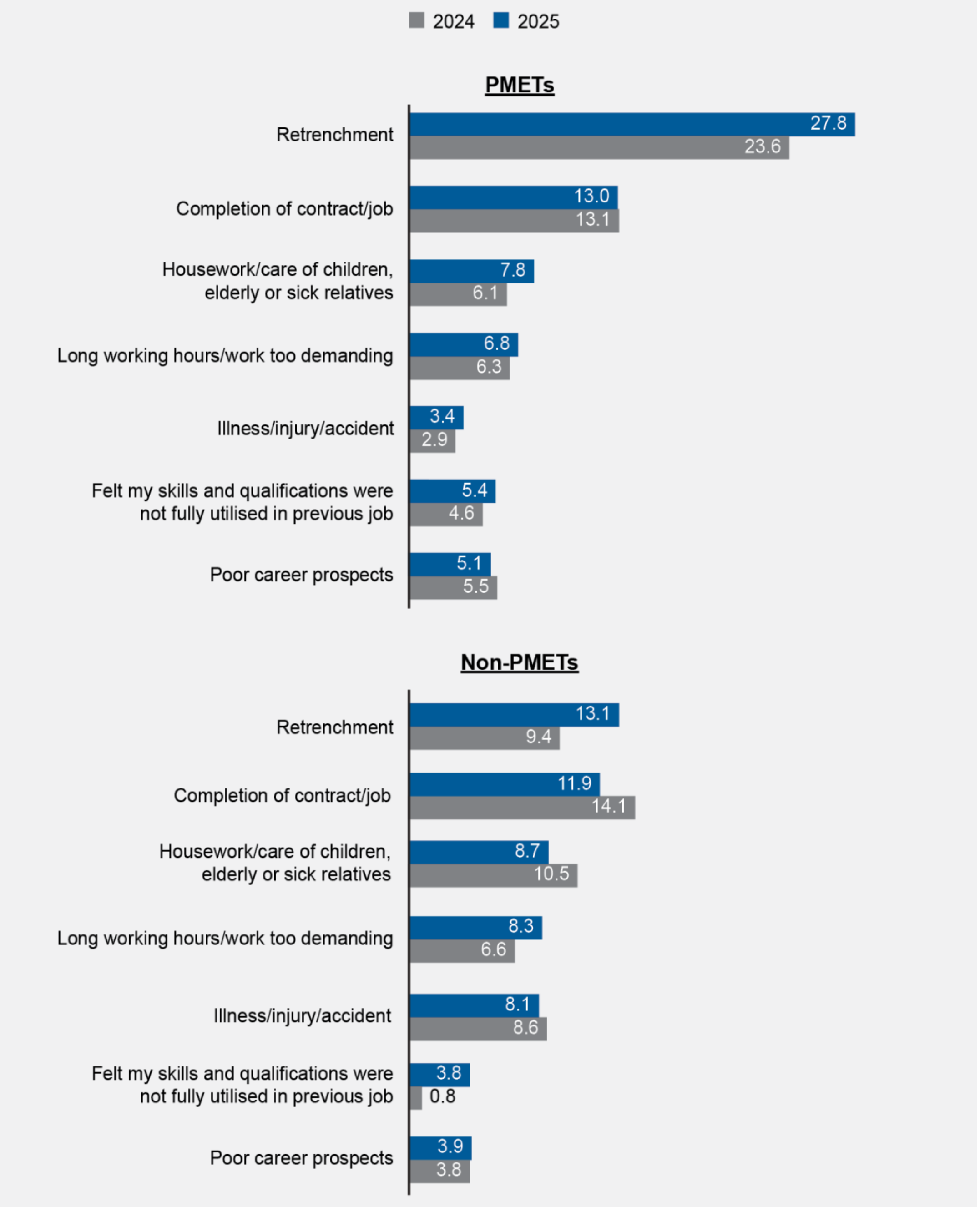

Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes: (1) Data exclude unemployed residents without work experience.

(2) Data for each year will not add up to 100% as other reasons with smaller numbers are not shown here (but available in the Statistical Tables).

## Chart 69 Selected main reasons for leaving last job among unemployed resident PMETs and non-PMETs

Per Cent




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

Notes: (1) Data exclude unemployed residents without work experience.

(2) Data for each year will not add up to 100% as only selected main reasons are shown in the chart.

(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.

# 8. Persons Outside the Labour Force

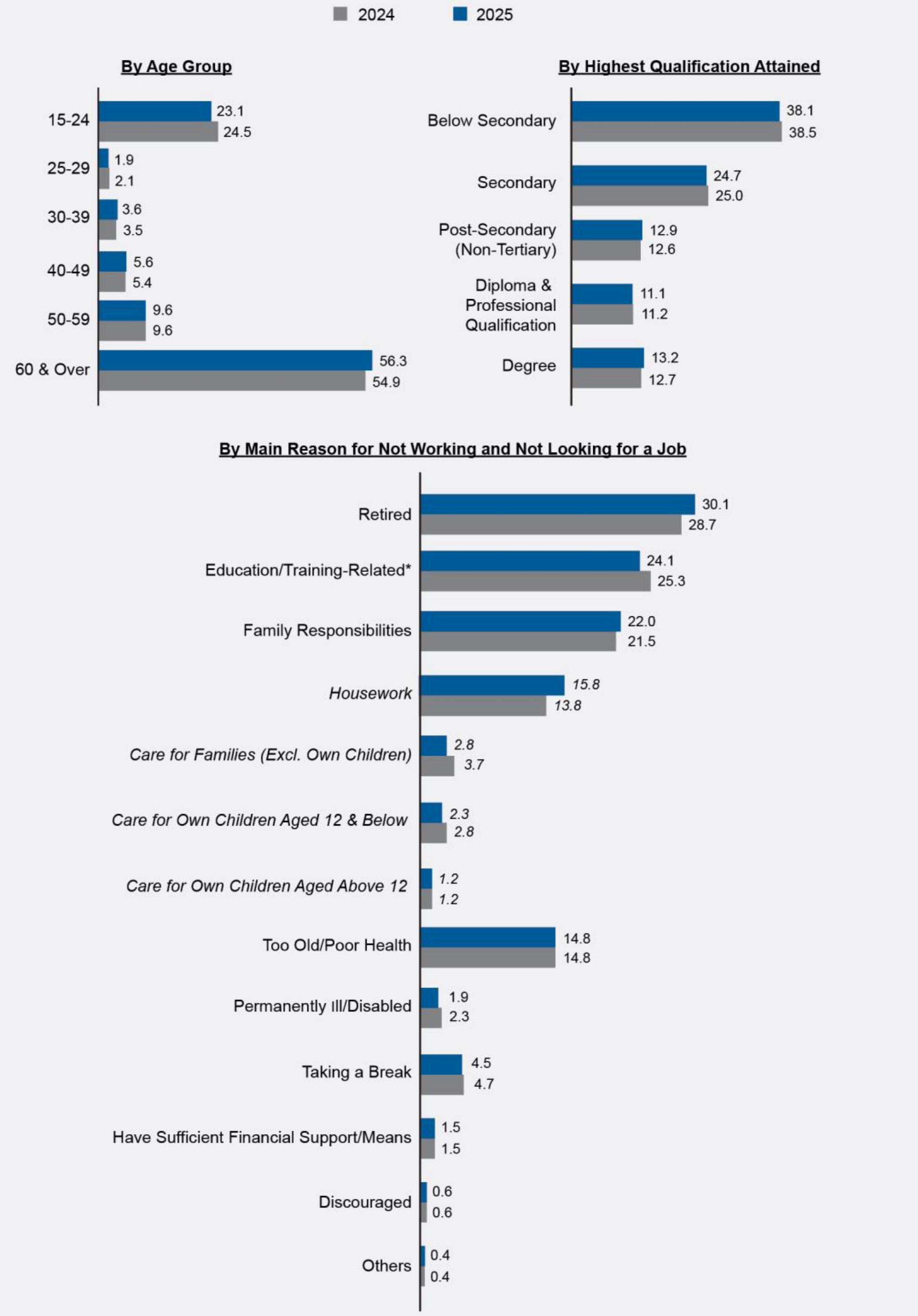
**Continued increase in residents outside the labour force as the population ages**

8.1 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.

8.2 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 70 Profile of residents outside the labour force

Per Cent




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

Notes: (1) * – Includes pursuing full-time study, pursuing part-time study, awaiting the start of academic year, awaiting national service (NS) call-up, awaiting examination results and attending courses/training.

(2) Others refer to less common reasons for being outside the labour force, such as doing voluntary/community work.

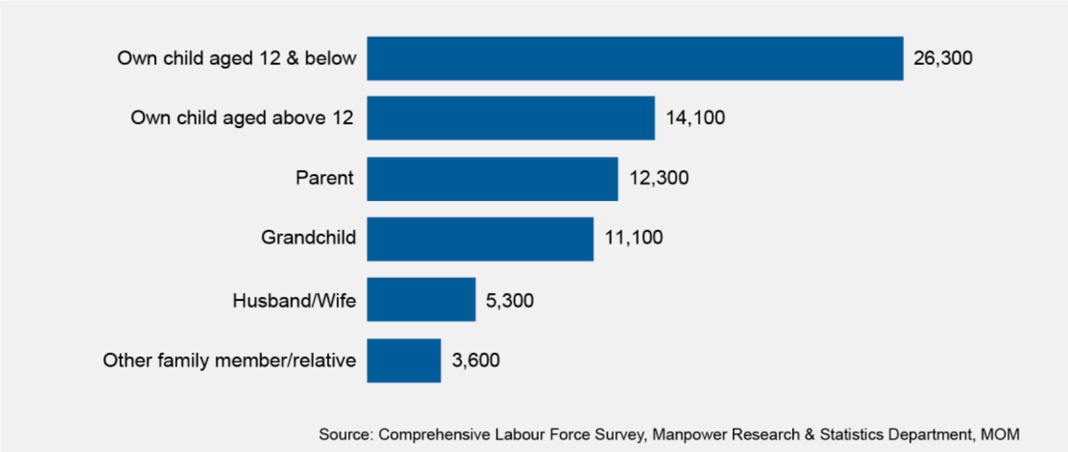
(3) Data for each group may not add up to 100% due to rounding.

8.3 The number and share of residents who were outside the labour force mainly for caregiving reasons continued its steady downtrend, from 133,500 (12.2%) in 2019 to 87,100 (7.6%) in 2024 and further to 72,500 (6.2%) in 2025. Most were taking care of children, majority (26,300) of whom were aged 12 and below. There were also some who were looking after their parents (12,300), mostly either aged (in their 80s or older), ill, or disabled, with the number decreasing slightly from 13,200 a year ago.

8.4 A large majority of caregivers (94.5%) were outside the labour force as they preferred to personally provide care to their family. Availability of flexible work arrangements and practices[64] for more progressive and inclusive workplaces would encourage more with caregiving responsibilities to continue working whilst providing care at home.

**Chart 71 Residents outside the labour force mainly due to caregiving by relationship of care recipient to caregiver, 2025**

Number




[64] These include the Tripartite Guidelines on Flexible Work Arrangement Requests, the Tripartite Standard on Work-Life Harmony, and the Tripartite Standard on Unpaid Leave for Unexpected Care Needs.

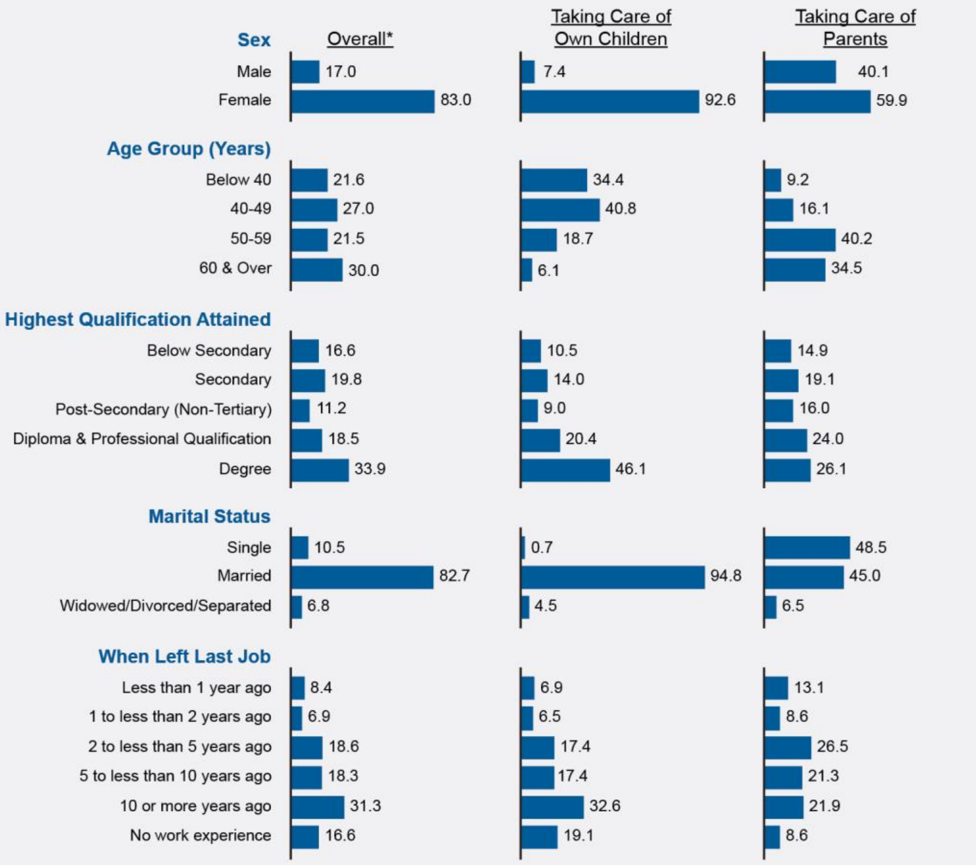
8.5 The proportion of caregivers who had left the labour force in the recent year remained stable (from 8.3% in 2024 to 8.4% in 2025). A slight majority of caregivers were outside the labour force to look after their own children (55.6%), more commonly those aged 12 and below. Caregivers taking care of own children were predominantly females (92.6%). This group of caregivers were typically in their 40s or younger (75.2%), and held tertiary qualifications (66.5%), especially degree (46.1%). Many of them had left their jobs for at least ten years (32.6%) or had no work experience (19.1%).

8.6 While caregivers who were outside the labour force to take care of their parents were mostly females (59.9%), there was also a sizable share of males (40.1%). This group of caregivers tended to be seniors aged 50 and over (74.7%), with slightly more who are single (48.5%) compared to married (45.0%). The tertiary (50.1%) and non-tertiary educated (49.9%) were evenly distributed among this group, and most had left the labour force within the recent decade (69.5%).

8.7 Should caregivers decide to return to or join the labour force, they could tap on available government support on career guidance, job search assistance, and training services for skills upgrading. The Tripartite Guidelines on Flexible Work Arrangement Requests could also facilitate a greater adoption of flexible work arrangements and support workers in balancing work and family responsibilities.

### Chart 72 Profile of residents outside the labour force who are not working mainly due to caregiving, 2025

Per Cent




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

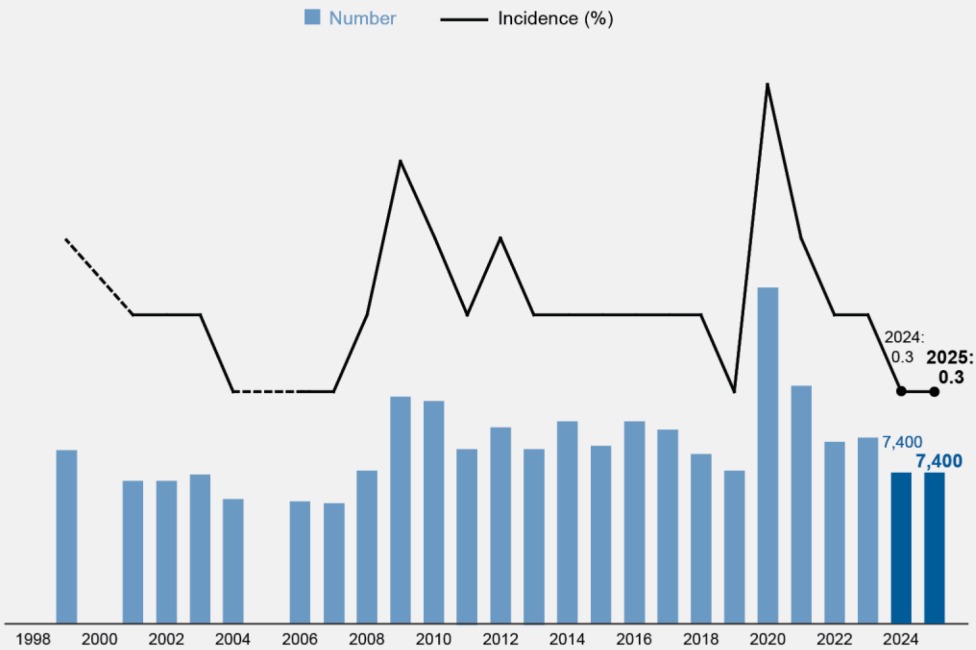
Notes: (1) Data for each characteristic may not add up to 100% due to rounding.

(2) * – Also includes those taking care of grandchild, husband/wife or other family member/relative, which are not separately reflected.

### Number and incidence of discouraged workers remained low

8.8 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 73 Residents discouraged from seeking work




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

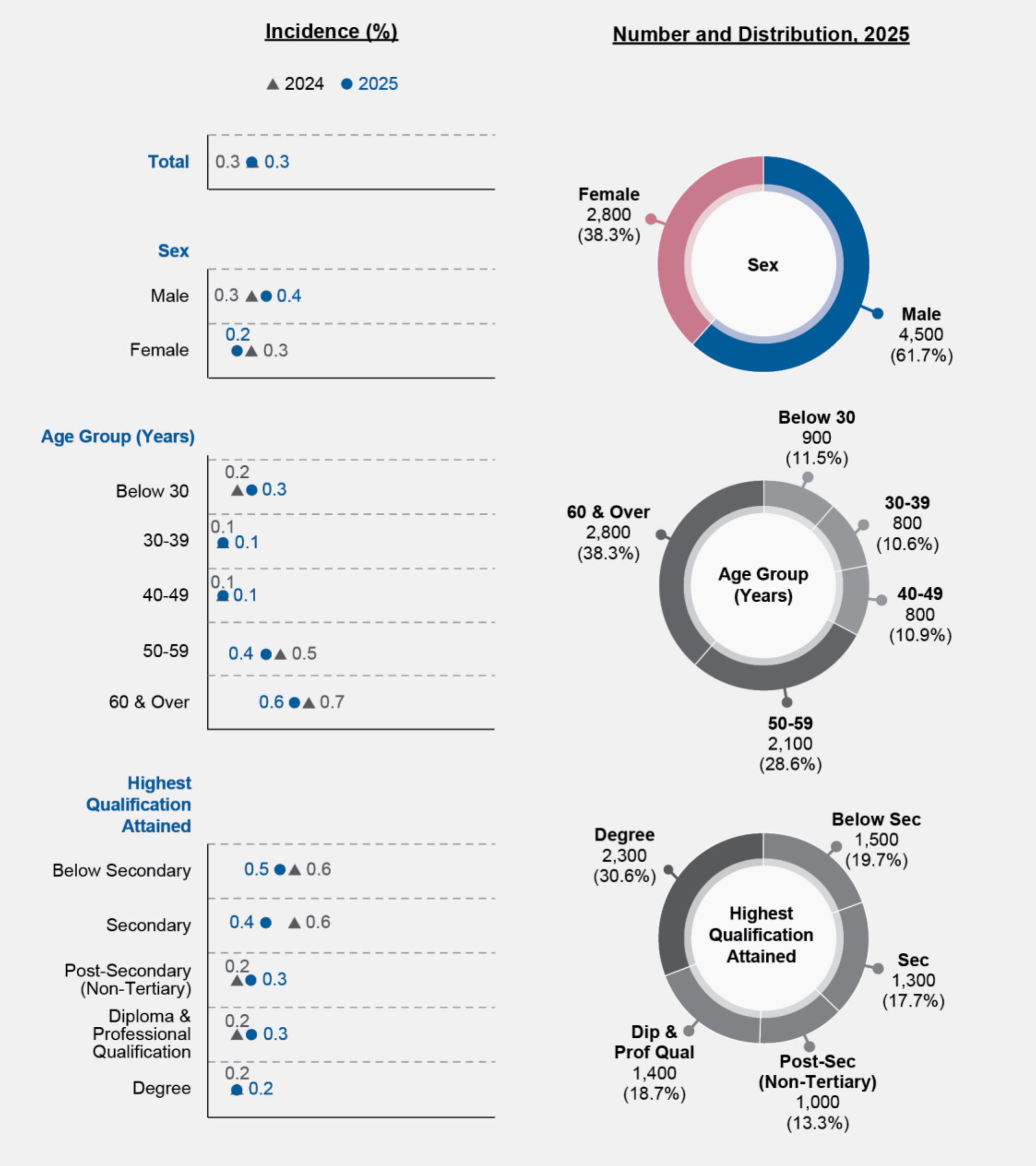
Notes: (1) Incidence refers to discouraged workers as a percentage of the resident labour force (inclusive of discouraged workers).

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

8.9 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).

8.10 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 74 Profile of residents discouraged from seeking work




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

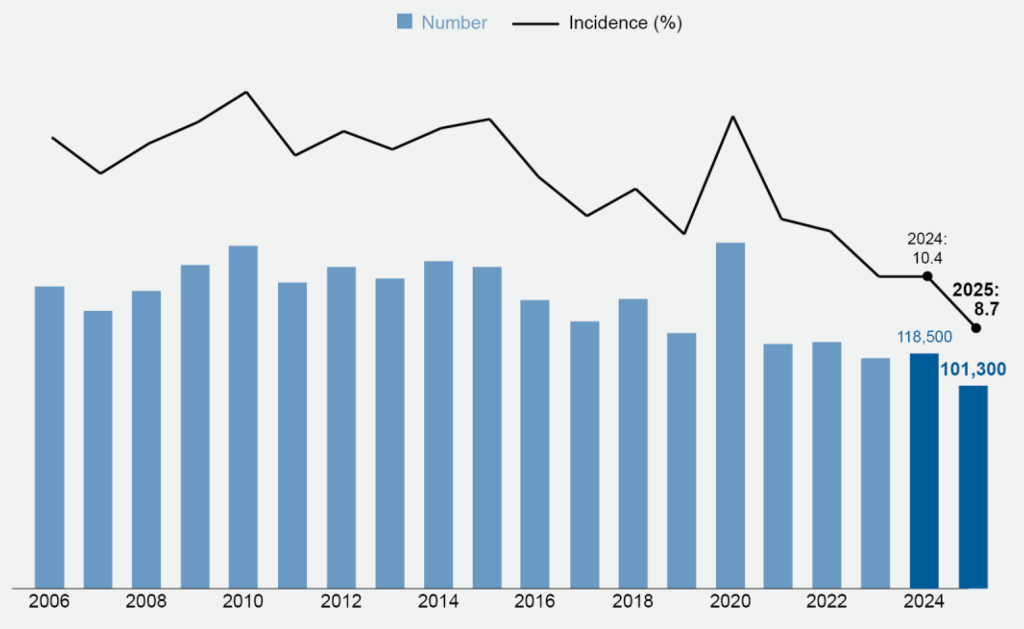
Notes: (1) Incidence refers to discouraged workers as a percentage of the resident labour force (inclusive of discouraged workers).
(2) Data on number and distribution may not add up due to rounding.

**Number and incidence of potential entrants declined**

8.11 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.[65]

8.12 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 75 Resident potential entrants into the labour force**




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

Note: Incidence refers to potential entrants as a percentage of residents outside the labour force.

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