Labour Force in Singapore
Advance Release 2019

Manpower Research and Statistics Department
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LABOUR FORCE IN SINGAPORE ADVANCE RELEASE 2019

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NOTATIONS

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

ABBREVIATIONS

Below Sec	:	Below Secondary
CPF	:	Central Provident Fund
CSSWs	:	Clerical, Sales & Service Workers
CPI	:	Consumer Price Index
Dip & Prof Qual	:	Diploma & Professional Qualification
FWA	:	Flexible Work Arrangement
ILO	:	International Labour Organisation
Incl.	:	Including
LFPR	:	Labour Force Participation Rate
MOM	:	Ministry of Manpower
NS	:	National Service
OECD	:	Organisation for Economic Co-operation and Development
p.a.	:	Per Annum
PMETs	:	Professionals, Managers, Executives & Technicians
Post-Sec (Non-Tertiary)	:	Post-Secondary (Non-Tertiary)
PTOCLs	:	Production & Transport Operators, Cleaners & Labourers
Sec	:	Secondary
SSEC	:	Singapore Standard Educational Classification
SSIC	:	Singapore Standard Industrial Classification
SSOC	:	Singapore Standard Occupational Classification
Yrs	:	Years

HIGHLIGHTS

- The employment rate for residents aged 25 to 64 increased from 80.3% in June 2018 to 80.8% in June 2019, as employment rose in community, social & personal services, professional services, financial & insurance services, and information & communications.[1] The employment rate among females continued to increase, while the male employment rate remained high and ranked favourably (6th) compared with OECD economies.

- The employment rate for residents aged 65 & over continued to rise firmly, from 26.8% in June 2018 to 27.6% in June 2019. This reflected continued efforts to strengthen the employability of older workers.

- Real median income[2] of full-time employed residents grew at a slower pace in June 2019 (by 2.2%[P]) than in June 2018 (4.4%). Nevertheless, the real median income growth in the recent five years from June 2014 to June 2019 (3.8% p.a.[P]) was significantly higher than in the previous five years (1.9% p.a.). Helped by sustained efforts to raise the incomes of low-wage workers, real income growth at the 20th percentile remained higher than at the median.

- Employment growth remained firm in sectors which employed mainly PMETs[3]. As a result, the PMET unemployment rate held steady at 2.9%, and their long-term unemployment rate decreased.

- Cyclical effects such as the US-China trade conflict contributed to the increase in unemployment rate for non-PMETs from 4.0% in June 2018 to 4.7% in June 2019. However, their increase in long-term unemployment rate was slight, from 0.7% in June 2018 to 0.8% in June 2019.

- The proportion of resident employees on fixed-term contracts continued to increase from 7.2% in June 2018 to 7.6% in June 2019. This suggests greater caution among employers about hiring amid uncertainty and economic restructuring.

- Time-related under-employment rate eased in June 2019, though there was a slight uptick in time-related under-employment due to difficulty in securing a full-time job.

- Over the decade, Singapore registered one of the largest decline in usual hours worked compared to OECD economies. Our average usual hours worked among employed residents continued its downtrend to 42.9 hours per week.

[1] Employment growth data reported in Labour Market Report Second Quarter 2019, Manpower Research & Statistics Department, MOM
[2] Including employer CPF contributions
[P] Preliminary as full-year CPI data for 2019 is not available yet
[3] Professionals, managers, executives & technicians

LABOUR FORCE IN SINGAPORE ADVANCE RELEASE 2019

1. Introduction

1.1 This report analyses the key trends of the resident labour force in Singapore, based on data from the Comprehensive Labour Force Survey conducted in mid-2019. The data are for June periods of each year and pertain to residents aged 15 & over, unless stated otherwise. A final report of the survey findings, *Labour Force in Singapore 2019*, will be released on 31 January 2020. The survey methodology, coverage, concepts and definitions are in Annex A.

2. Labour Force

Employment rate among residents aged 25 to 64 and older residents increased

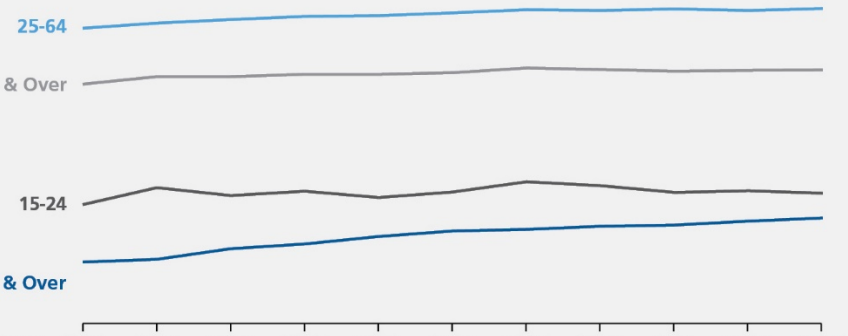
2.1 The employment rate for residents aged 15 & over edged up from 65.1% in 2018 to 65.2% in 2019. For residents aged 25 to 64, the employment rate rose from 80.3% to 80.8%. This reflects the improvement among women (from 72.3% to 73.3%), while the employment rate for men stayed high (88.8%) and was one of the highest compared with OECD economies (6th).

2.2 Continued efforts to strengthen the employability of older workers saw the employment rate for residents aged 65 & over rise firmly from 26.8% to 27.6%, with increases for both males and females. Both the tertiary (from 36.7% to 38.1%) and non-tertiary (from 25.5% to 26.1%) educated contributed to the increase in employment rate for those aged 65 & over.

2.3 Among the three age groups, the weaker segment was youths aged 15 to 24 (declined from 34.5% to 33.9%), as students found it harder to secure vacation jobs amid greater caution in hiring.

Chart 1 Resident employment rate by age

Per Cent

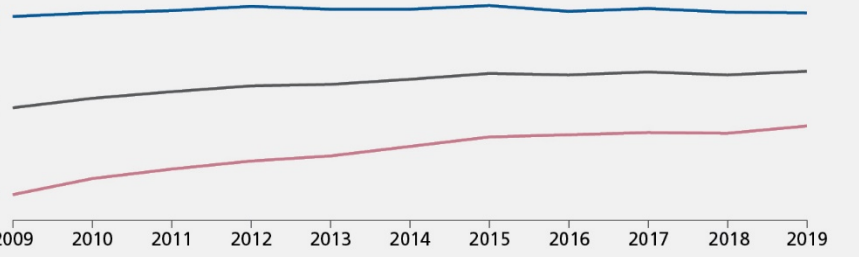


	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
15 & Over	61.6	63.5	63.5	64.1	64.1	64.5	65.7	65.3	64.9	65.1	65.2
15-24	31.0	35.3	33.3	34.4	32.8	34.2	36.8	35.8	34.1	34.5	33.9
25-64	75.8	77.1	78.0	78.8	79.0	79.7	80.5	80.3	80.7	80.3	80.8
65 & Over	16.4	17.1	19.8	21.0	22.9	24.3	24.7	25.5	25.8	26.8	27.6

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

Chart 2 Employment rate of residents aged 25 to 64 by sex

Per Cent



	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Total	75.8	77.1	78.0	78.8	79.0	79.7	80.5	80.3	80.7	80.3	80.8
Males	88.3	88.8	89.1	89.7	89.3	89.3	89.8	89.0	89.4	88.9	88.8
Females	63.9	66.1	67.4	68.5	69.2	70.5	71.8	72.1	72.4	72.3	73.3

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

Chart 3 Employment rate of residents aged 65 and over

Per Cent

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Total	16.4	17.1	19.8	21.0	22.9	24.3	24.7	25.5	25.8	26.8	27.6
Males	25.7	26.4	29.7	30.9	33.4	34.7	34.3	35.5	35.6	36.4	37.2
Females	8.9	9.8	11.7	13.2	14.4	15.9	17.0	17.4	17.8	18.8	19.6

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Total	16.4	17.1	19.8	21.0	22.9	24.3	24.7	25.5	25.8	26.8	27.6
Non-Tertiary	15.5	16.2	18.8	20.1	21.8	23.0	23.8	24.3	25.1	25.5	26.1
Tertiary	30.4	30.4	31.6	31.4	35.7	36.9	33.4	35.9	32.8	36.7	38.1

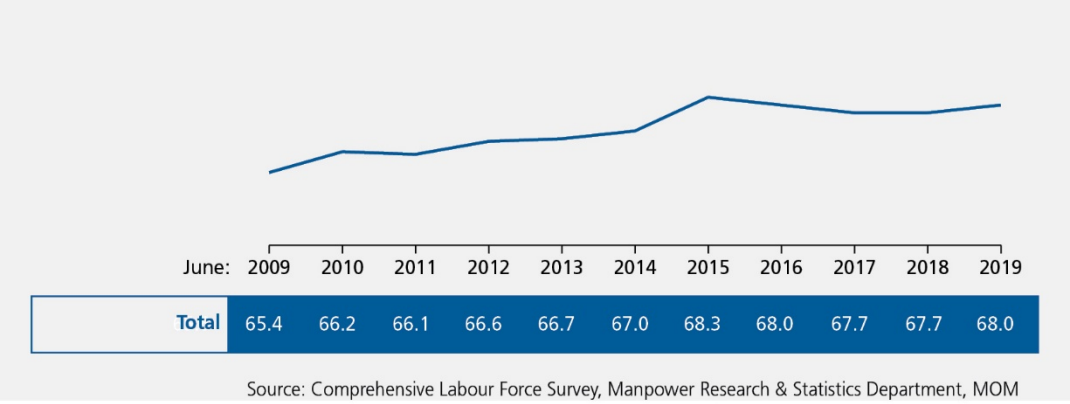
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Labour force participation rate edged up in 2019, and held broadly steady since 2015

2.4 The resident labour force participation rate (LFPR) edged up from 67.7% in 2018 to 68.0% in 2019. The LFPR has held broadly steady since 2015, with increases among women and older residents offsetting the downward impact of ageing.

Chart 4 Labour force participation rate of residents aged 15 & over

Per Cent



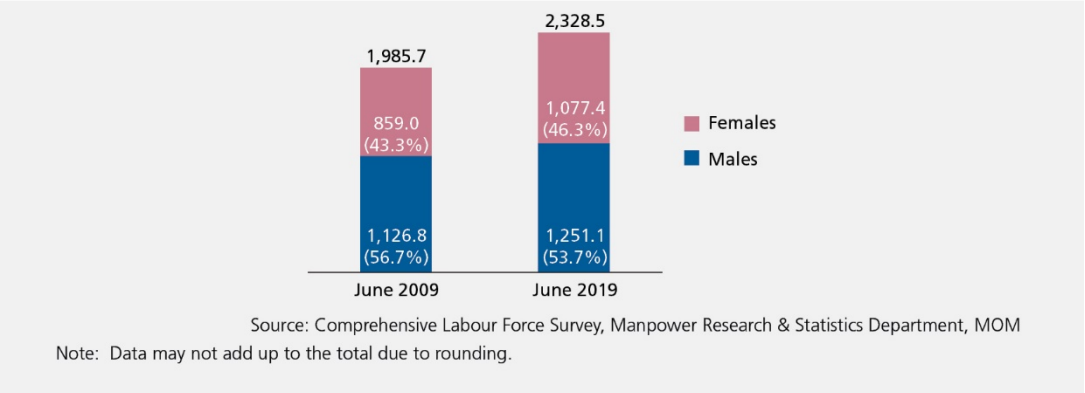
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

More females in the labour force

2.5 As female LFPR rose over the decade while that for males was broadly stable,[4] the share of females in the labour force increased from 43% in 2009 to 46% in 2019. This reflected increased prevalence of flexible work arrangements[5], and higher educational attainment among females[6].

Chart 5 Resident labour force by sex

Number ('000)



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

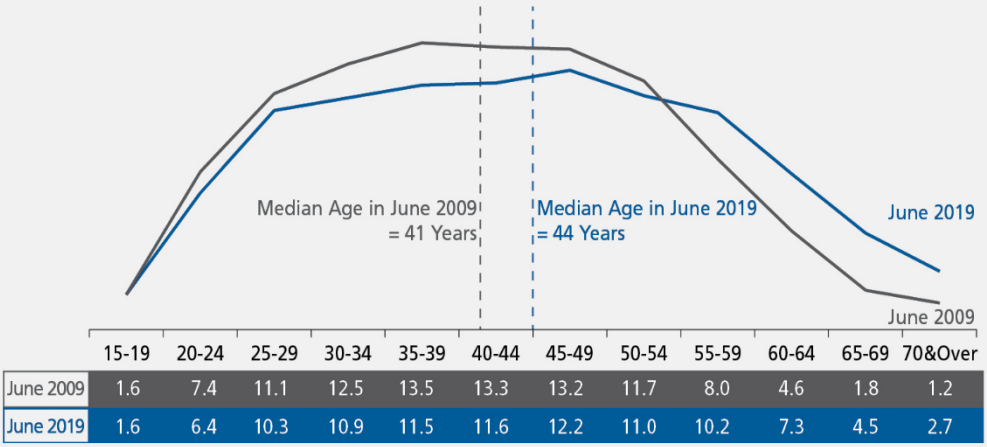
Note: Data may not add up to the total due to rounding.

[4] The LFPR for females rose from 55.2% in 2009 to 61.1% in 2019. For males, the LFPR was broadly stable at 75.4% in 2019 compared with 76.3% in 2009.
[5] Proportion of establishments offering at least 1 ad-hoc flexible work arrangement (FWA) (e.g. unplanned time off) rose from 68% in 2013 to 84% in 2018, while those offering formal FWAs (e.g. part-time work or flexi-time/staggered hours) rose from 44% in 2013 to 53% in 2018. Source: Report on Conditions of Employment 2018, Manpower Research & Statistics Department, MOM.
[6] Females with tertiary qualifications were more likely to be in the labour force than females with lower qualifications.

More older residents in the labour force

2.6 With population ageing[7] and sustained rise in LFPR of older residents, the share of residents aged 55 & over in the labour force rose substantially from 16% in 2009 to 25% in 2019. Meanwhile, the share of the resident labour force aged 25 to 54 declined from 75% to 67% even as their LFPR increased, as the population cohorts moving into these age bands were smaller than those who moved out due to lower birth rates.[8] As a result, the median age of residents in the labour force rose from 41 years in 2009 to 44 years in 2019.

Chart 6 Resident labour force 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&Over
June 2009	1.6	7.4	11.1	12.5	13.5	13.3	13.2	11.7	8.0	4.6	1.8	1.2
June 2019	1.6	6.4	10.3	10.9	11.5	11.6	12.2	11.0	10.2	7.3	4.5	2.7

Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM
Note: Data for each year may not add up to 100% due to rounding.

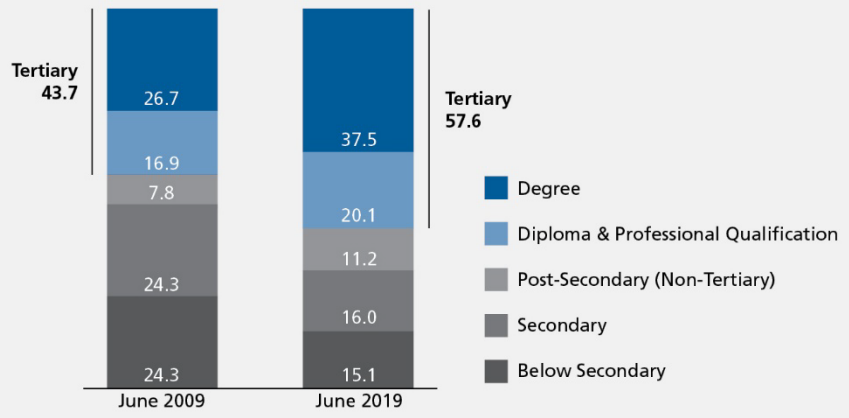
More tertiary-educated in the labour force

2.7 As younger cohorts with greater access to higher education enter the labour force and older cohorts progressively retire, the profile of residents in the labour force became better educated than before. Close to six in ten (58%) in 2019 were tertiary-educated, much higher than the 44% in 2009. The rise came mainly from degree holders, whose share in the labour force rose to 37%, up from 27% ten years ago.

[7] The share of residents aged 55 & over among working-age population (aged 15 & over) rose from 24% in 2009 to 34% in 2019. Source: Singapore Department of Statistics.
[8] The share of residents aged 25 to 54 among working-age population (aged 15 & over) fell from 59% in 2009 to 52% in 2019. Source: Singapore Department of Statistics.

Chart 7 Resident labour force by highest qualification attained

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.

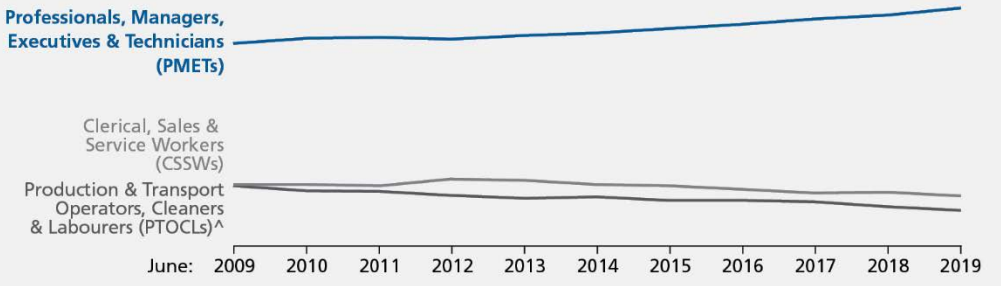
Higher PMET share among employed residents

2.8 With the labour force becoming better educated, the share of professionals, managers, executives & technicians (PMETs) among employed residents trended up over the decade, from 51% in 2009 to 58% in 2019. Correspondingly, the share of non-PMETs declined over the decade, more so among the production & transport operators, cleaners & labourers.

2.9 The increase in PMET share of the resident workforce in the recent year was faster than in earlier years, as employment growth in PMET-concentrated sectors such as information & communications, financial & insurance services, professional services and community, social & personal services remained firm despite the economic headwinds.

Chart 8 Employed residents by occupation

Per Cent



	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
PMETs	51.4	52.4	52.6	52.3	53.0	53.5	54.3	55.1	56.1	56.9	58.3
CSSWs	24.5	24.5	24.3	25.5	25.2	24.4	24.2	23.5	22.8	22.9	22.2
PTOCLs^	24.2	23.2	23.1	22.3	21.8	22.1	21.4	21.4	21.1	20.2	19.5

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

Notes: (1) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2015. Data before year 2015 which were coded based on earlier versions of the SSOC were mapped to SSOC 2015 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.

Continued rise in proportion of employees on fixed-term contracts, suggesting greater caution among employers on hiring amid uncertainty

2.10 The proportion of resident employees on fixed-term contracts continued to increase from 7.2% in 2018 to 7.6% in 2019. This reflected increases for those on fixed-term contracts of one year (from 2.7% to 2.8%) or longer (from 2.6% to 2.8%). The increase in incidence of fixed-term contract employees was larger for PMETs (from 6.3% to 6.8%) than non-PMETs (from 8.5% to 8.7%). Among the age groups, young residents aged 25 to 29 and those in their 50s posted larger increases in incidence of fixed-term contract employees.

2.11 Permanent employees continued to form the vast majority among resident employees, even though their share dipped slightly from 89.4% to 89.3%. The proportion of casual/on-call employees continued to decrease, reflecting the improvement in education profile of the labour force.

Chart 9 Resident employees by type of employment

Per Cent

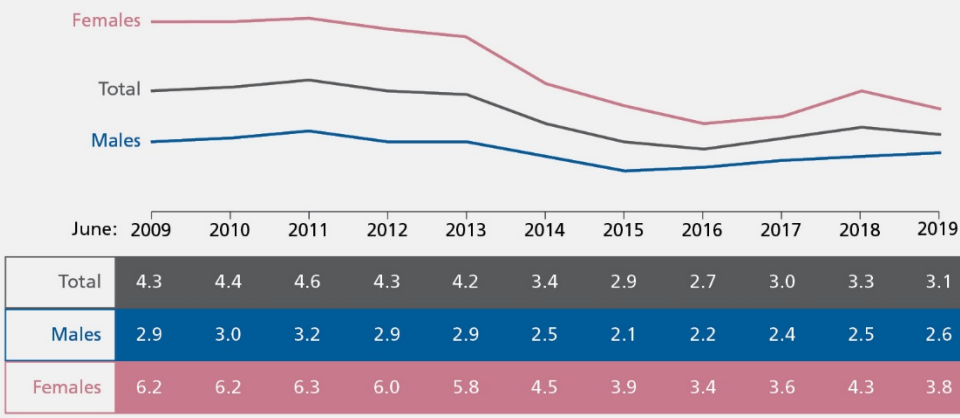
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

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

Slight increase in time-related under-employment due to inability to find a full-time job

2.12 Overall, the time-related under-employment rate[9] eased from 3.3% in 2018 to 3.1% in 2019, after increasing in the preceding two years. However, there was a slight uptick in the proportion of employed persons who were time-related under-employed because they could not find a full-time job. Time-related under-employment rate for women decreased, while the rate for men continued its gentle uptrend from 2.5% to 2.6% as more of them were unable to find full-time work (+0.2%-pt among employed males).

Chart 10 Resident time-related under-employment rate
Per Cent



	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Total	4.3	4.4	4.6	4.3	4.2	3.4	2.9	2.7	3.0	3.3	3.1
Males	2.9	3.0	3.2	2.9	2.9	2.5	2.1	2.2	2.4	2.5	2.6
Females	6.2	6.2	6.3	6.0	5.8	4.5	3.9	3.4	3.6	4.3	3.8

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

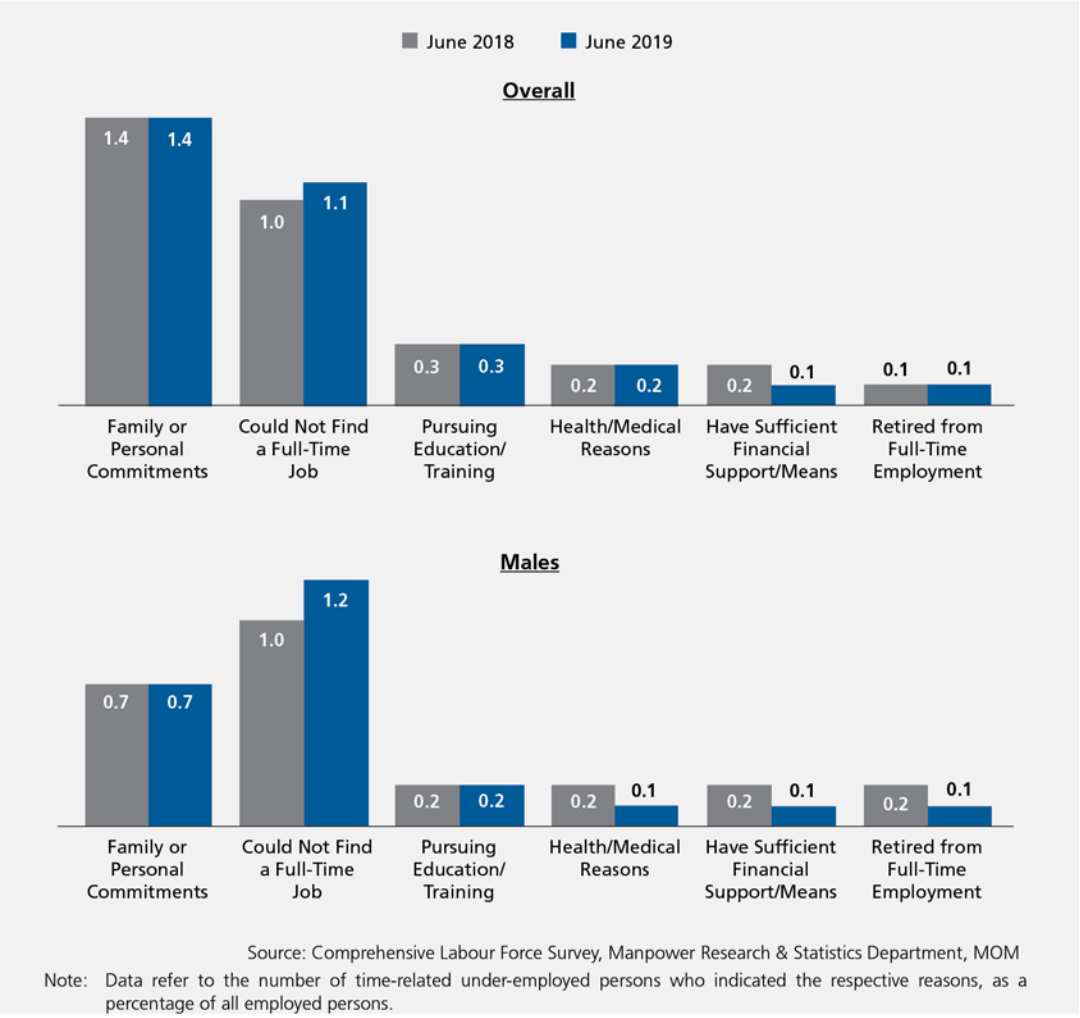
Notes: (1) Time-related under-employed persons refer to part-timers who are willing and available to work additional hours.

(2) Time-related under-employment rate refers to time-related under-employed persons as a percentage of all employed persons.

[9] Refers to part-timers who are willing and available to work additional hours as a percentage of all (full-time and part-time) employed residents.

Chart 11 Contribution to resident time-related under-employment rate by main reason for working part-time rather than full-time

Per Cent



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

Note: Data refer to the number of time-related under-employed persons who indicated the respective reasons, as a percentage of all employed persons.

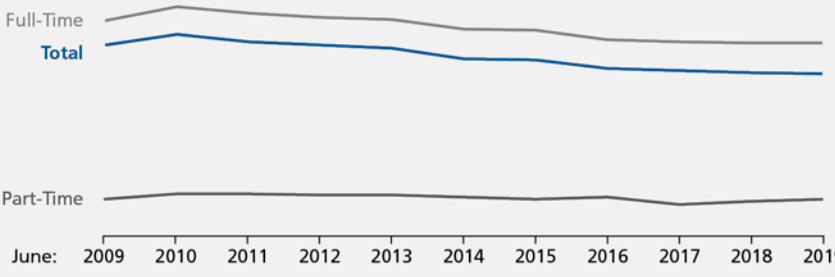
3. Usual Hours Worked

Average usual hours worked continued to decline

3.1 The average weekly usual hours worked among employed residents decreased for the ninth successive year, from 43.0 hours in 2018 to 42.9 hours in 2019. The decline reflects the continued increase in share of part-timers in the workforce, which outweighed the slight increase in average usual hours worked of part-timers from 20.9 to 21.1 hours. The average usual hours worked of full-timers held steady in 2019, after trending down from its peak in 2010.

Chart 12 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
Total	45.6	46.6	45.9	45.6	45.3	44.3	44.2	43.4	43.2	43.0	42.9
Full-Time	47.9	49.2	48.6	48.2	48.0	47.1	47.0	46.1	45.9	45.8	45.8
Part-Time	21.1	21.6	21.6	21.5	21.5	21.3	21.1	21.3	20.6	20.9	21.1

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

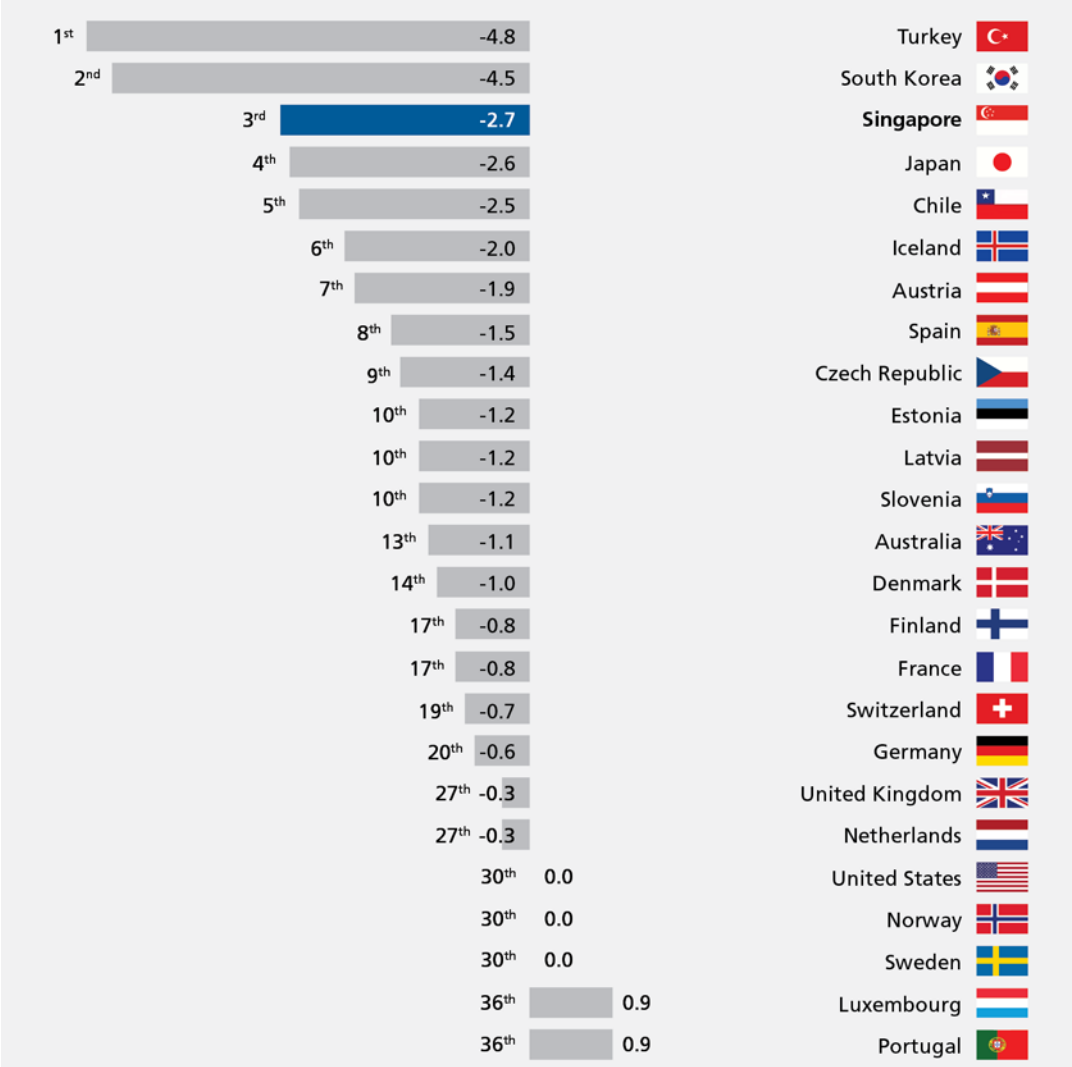
Note: Data exclude full-time National Servicemen.

Decline in Singapore's average usual hours worked among the largest compared to OECD economies

3.2 Workers in Singapore work relatively longer hours than in many OECD economies[10] as part-time employment is less prevalent here. However, the difference has narrowed as Singapore's decrease in average working hours is larger than in most OECD economies. We registered the third-largest decline in average usual weekly hours worked compared to OECD economies over the last ten years. This was due to growing prevalence of residents in part-time work, shifts in occupation/industry composition to more PMET jobs (with shorter average usual working hours) and productivity gains made via technological advancements over time.

Chart 13 Decline in average (mean) usual hours worked per week in Singapore and OECD economies over last ten years

Hours Per Week



Sources: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM
Other Economies: OECD Stat Database & National Statistical Agencies

Note: Data refer to the difference in average (mean) usual hours worked in the latest ten-year period i.e. 2009 to 2019 for Singapore and 2008 to 2018 for OECD economies.

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

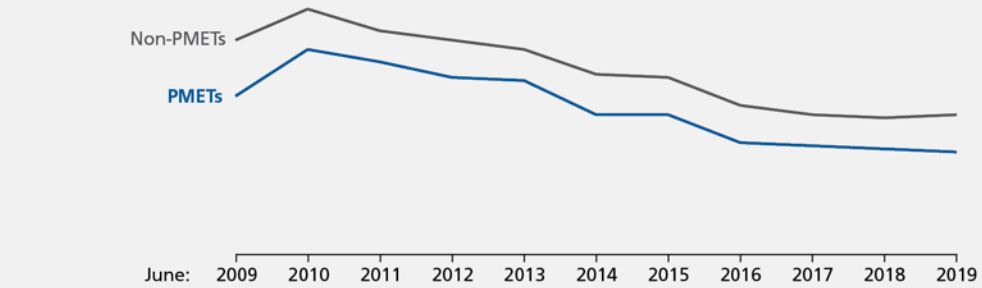
Both PMETs and non-PMETs working full-time saw a decline in average usual hours worked over the decade

3.3 Among full-timers, the average usual hours worked per week for both PMETs and non-PMETs were on the downtrend over the decade.

3.4 In the recent year, average usual hours worked for PMETs working full-time continued to fall from 45.4 hours in 2018 to 45.3 hours in 2019, but edged up for non-PMETs from 46.4 hours to 46.5 hours. The slight increase for non-PMETs came from production & transport operators, cleaners & labourers, reflecting increases in several industries including construction, wholesale trade, retail trade, transportation & storage, professional services and administrative & support services. Meanwhile, average usual hours worked for clerical, sales & service workers remained the same.

Chart 14 Average (mean) usual hours worked per week of full-time employed residents by occupation

Hours Per Week



June:	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
PMETs	47.1	48.6	48.2	47.7	47.6	46.5	46.5	45.6	45.5	45.4	45.3
Non-PMETs	48.9	49.9	49.2	48.9	48.6	47.8	47.7	46.8	46.5	46.4	46.5

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

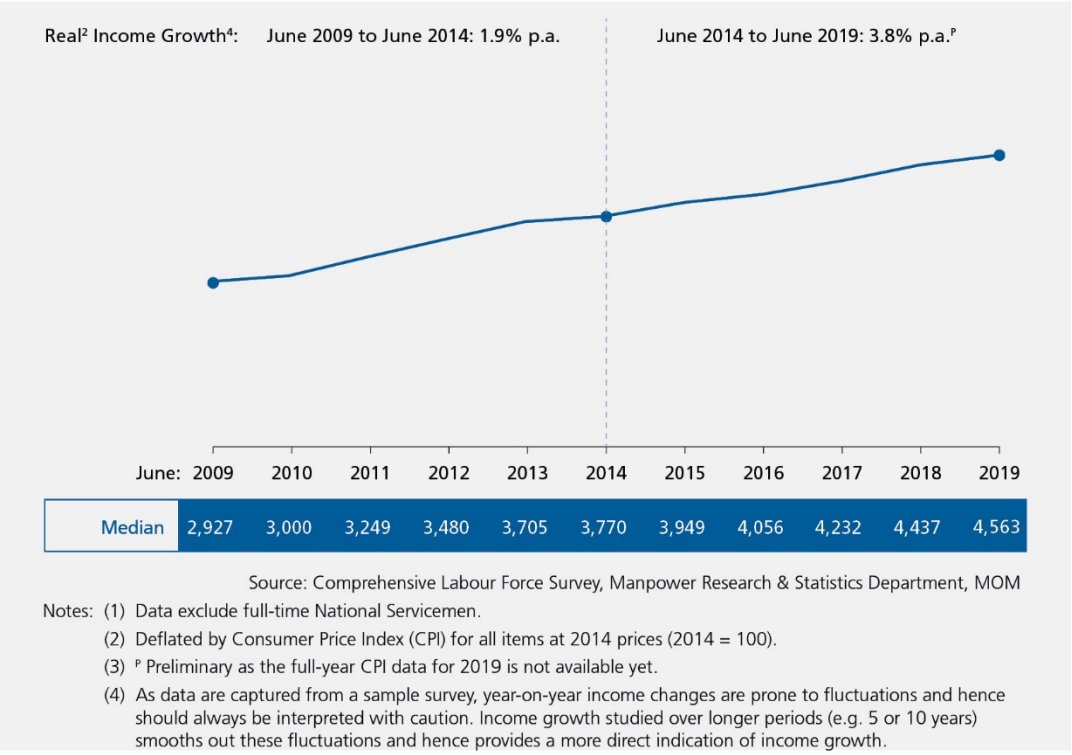
Note: Data exclude full-time National Servicemen.

4. Income

Real median income continued to grow, but at a slower pace

4.1 Workers' income continued to grow, though it has moderated from a year ago. The real median[11] gross monthly income from work of full-time employed residents grew by 2.2%[P] in 2019, lower than the growth of 4.4% in 2018. Nevertheless, the real median income growth of 3.8% p.a.[P] in the recent five years from 2014 to 2019 was significantly higher than the 1.9% p.a. in the preceding five years from 2009 to 2014.

Chart 15 Median gross monthly income from work (including employer CPF contributions) of full-time employed residents
Dollars



June:	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Median	2,927	3,000	3,249	3,480	3,705	3,770	3,949	4,056	4,232	4,437	4,563

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 2014 prices (2014 = 100).
(3) [P] Preliminary as the full-year CPI data for 2019 is not available yet.
(4) As data are captured from a sample survey, year-on-year income changes are prone to fluctuations and hence should always be interpreted with caution. Income growth studied over longer periods (e.g. 5 or 10 years) smooths out these fluctuations and hence provides a more direct indication of income growth.

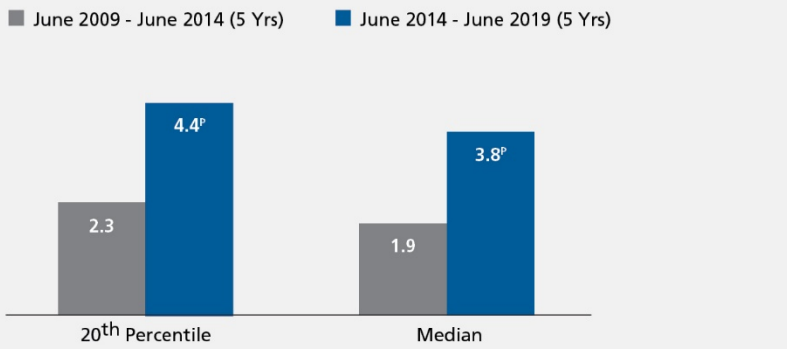
[11] The median income is the income such that half of the workers earn less and the other half earn more.
[P] Preliminary as the full-year CPI data for 2019 is not available yet.

Lower-income earners experienced faster income growth than the median worker, narrowing their income gap

4.2 Over the last five years from 2014 to 2019, income at the 20th percentile[12] of full-time employed residents increased by 4.4% p.a.^{P} in real terms, higher than the 3.8% p.a.^{P} at the median and significantly higher than in the preceding five years from 2009 to 2014. This was helped by collective policy measures such as the Progressive Wage Model, Wage Credit, Special Employment Credit, and foreign workforce policy adjustments. As a result, their income gap with the median worker[13] narrowed.

Chart 16 Annualised change in real* gross monthly income from work (including employer 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 2014 prices (2014 = 100).
(3) P Preliminary as the full-year CPI data for 2019 is not available yet.

[12] The 20th percentile income of full-time employed residents was $2,457 (including employer CPF contributions) and $2,167 (excluding employer CPF contributions) in June 2019.
[13] Refers to the ratio of the median income to the 20th percentile income of full-time employed residents.

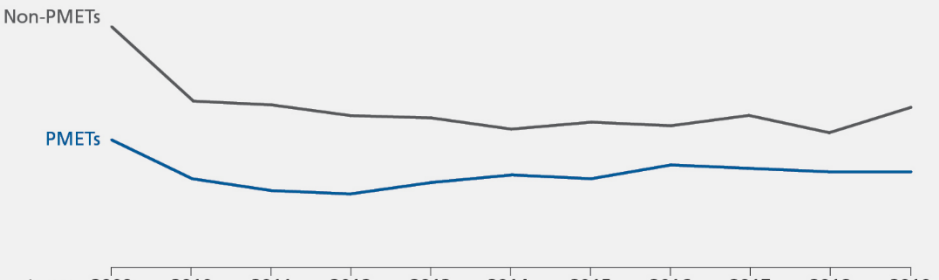
5. Unemployment[14]

Unemployment rate held steady for PMETs, but rose for non-PMETs

5.1 The non-seasonally adjusted unemployment rate for PMETs held steady at 2.9% in 2019, as employment growth remained firm in PMET-concentrated industries such as modern services[15]. Unemployment rate improved for PMETs in most age groups except for PMETs in their 40s. The PMET long-term unemployment rate decreased from 0.8% to 0.6% over the same period, improving for those in their 30s and older but remained unchanged for those below 30.

5.2 For non-PMETs, the unemployment rate increased from 4.0% to 4.7%. This reflects cyclical effects such as the US-China trade conflict that affected manufacturing output and retail trade, and increased labour turnover in food & beverage services. Non-PMET unemployment increased for all age groups, and more so for those aged below 40. The long-term unemployment rate for non-PMETs rose slightly from 0.7% to 0.8%, with the increase concentrated among those in their 30s and 40s while it eased for older non-PMETs aged 50 & over.

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



June:	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
PMETs	3.8	2.7	2.4	2.3	2.6	2.8	2.7	3.1	3.0	2.9	2.9
Non-PMETs	7.0	4.9	4.8	4.5	4.4	4.1	4.3	4.2	4.5	4.0	4.7

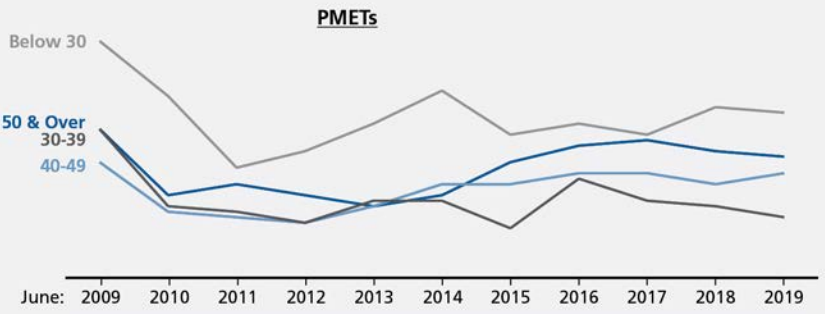
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes: (1) Data exclude unemployed residents without work experience.
(2) The unemployment rate by occupation is obtained by dividing the number of unemployed who previously worked in a given occupation by the sum of the number of workers employed in this occupation and the unemployed who previously worked in the occupation.
(3) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2015. Data before year 2015 which were coded based on earlier versions of the SSOC were mapped to SSOC 2015 as far as possible to facilitate data comparability.

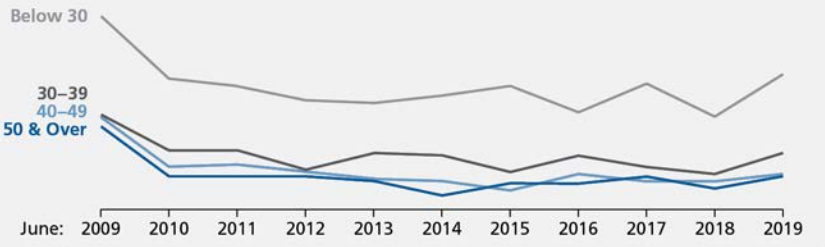
[14] This section covers the unemployment rates by occupation and industry, and data are non-seasonally adjusted because they pertain specifically to June periods, and comparisons over time is not affected by seasonality. Therefore, they should be compared with the non-seasonally adjusted unemployment rate at the top line, rather than the seasonally adjusted rate. For analysis of unemployment trends at the top-line and by age, highest qualification attained and sex, please refer to the quarterly Labour Market Reports.
[15] This includes information & communications, financial & insurance services and professional services.

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

Per Cent



	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Below 30	5.3	4.3	3.0	3.3	3.8	4.4	3.6	3.8	3.6	4.1	4.0
30-39	3.7	2.3	2.2	2.0	2.4	2.4	1.9	2.8	2.4	2.3	2.1
40-49	3.1	2.2	2.1	2.0	2.3	2.7	2.7	2.9	2.9	2.7	2.9
50 & Over	3.7	2.5	2.7	2.5	2.3	2.5	3.1	3.4	3.5	3.3	3.2



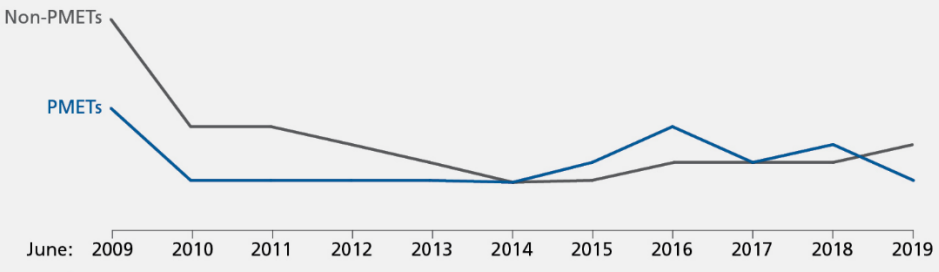
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Below 30	10.4	7.8	7.5	6.9	6.8	7.1	7.5	6.4	7.6	6.2	8.0
30–39	6.3	4.8	4.8	4.0	4.7	4.6	3.9	4.6	4.1	3.8	4.7
40–49	6.2	4.1	4.2	3.9	3.6	3.5	3.1	3.8	3.5	3.5	3.8
50 & Over	5.8	3.7	3.7	3.7	3.5	2.9	3.4	3.4	3.7	3.2	3.7

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

Note: See notes 1 to 3 for Chart 17.

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

Per Cent



	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
PMETs	1.0	0.6	0.6	0.6	0.6	0.6	0.7	0.9	0.7	0.8	0.6
Non-PMETs	1.5	0.9	0.9	0.8	0.7	0.6	0.6	0.7	0.7	0.7	0.8

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

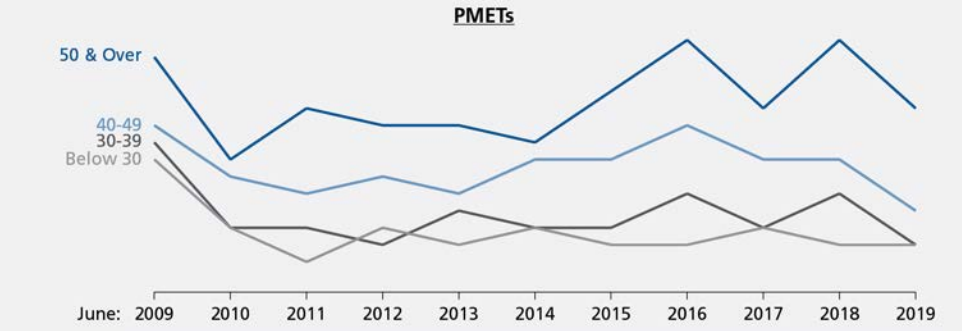
Notes: (1) Data exclude unemployed residents without work experience.

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

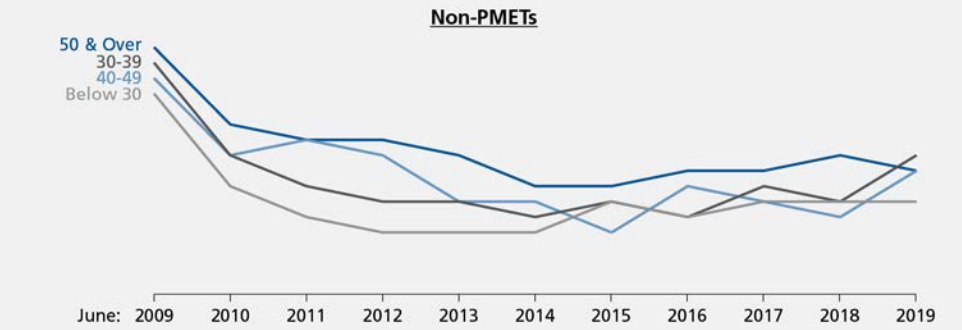
(3) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2015. Data before year 2015 which were coded based on earlier versions of the SSOC were mapped to SSOC 2015 as far as possible to facilitate data comparability.

Chart 20 Long-term unemployment rate of resident PMETs and non-PMETs by age

Per Cent



	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Below 30	0.8	0.4	0.2	0.4	0.3	0.4	0.3	0.3	0.4	0.3	0.3
30-39	0.9	0.4	0.4	0.3	0.5	0.4	0.4	0.6	0.4	0.6	0.3
40-49	1.0	0.7	0.6	0.7	0.6	0.8	0.8	1.0	0.8	0.8	0.5
50 & Over	1.4	0.8	1.1	1.0	1.0	0.9	1.2	1.5	1.1	1.5	1.1



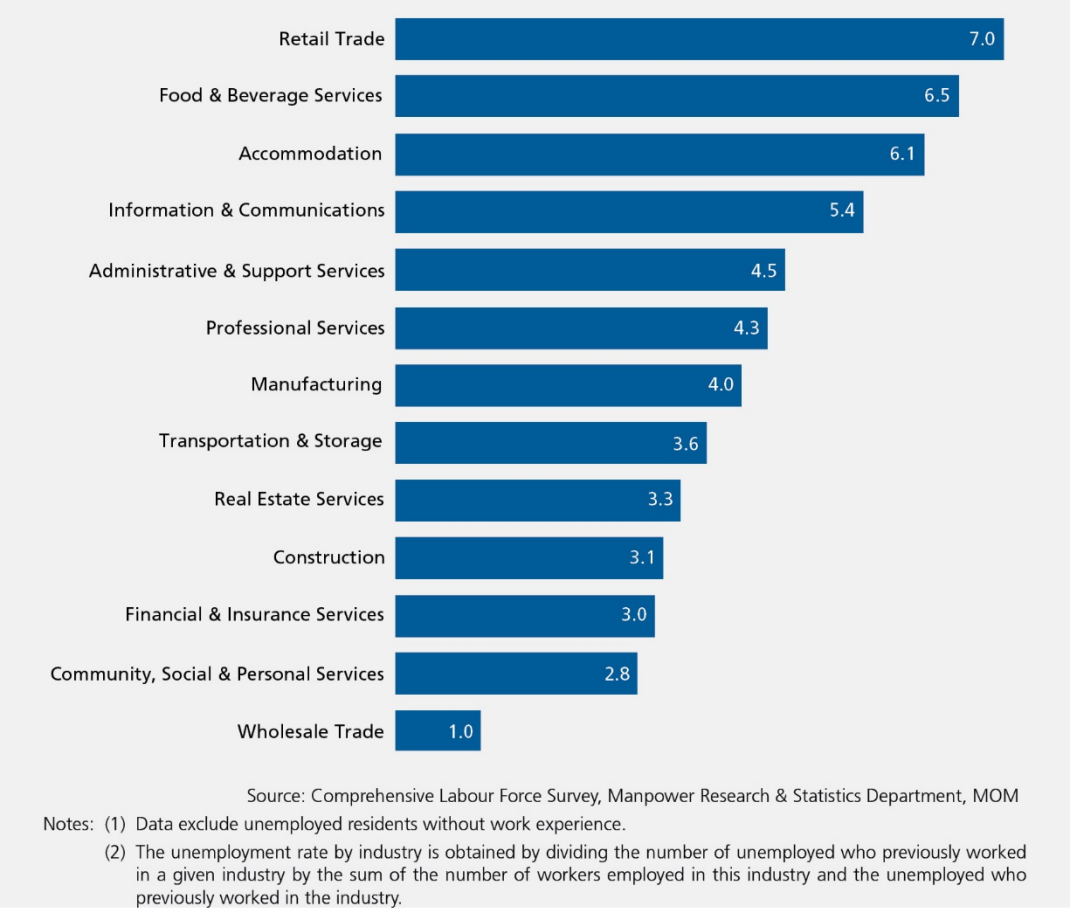
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Below 30	1.3	0.7	0.5	0.4	0.4	0.4	0.6	0.5	0.6	0.6	0.6
30-39	1.5	0.9	0.7	0.6	0.6	0.5	0.6	0.5	0.7	0.6	0.9
40-49	1.4	0.9	1.0	0.9	0.6	0.6	0.4	0.7	0.6	0.5	0.8
50 & Over	1.6	1.1	1.0	1.0	0.9	0.7	0.7	0.8	0.8	0.9	0.8

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

Note: See notes 1 to 3 for Chart 19.

5.3 Reflecting weak retail sales volume[16] and increase in labour turnover in food & beverage services[17], retail trade (7.0%) and food & beverage services (6.5%) overtook accommodation (6.1%) as the industries with the highest unemployment rates in 2019. Information & communications (5.4%) had relatively higher unemployment rate among the PMET-concentrated industries, amid on-going restructuring and the industry's fast-evolving skills landscape.

Chart 21 Resident unemployment rate by industry, June 2019
Per Cent



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

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

[16] Overall retail sales volume declined by 4.7% in the second quarter of 2019, weighed down by the 17% fall in motor vehicle sales. Non-motor vehicle retail sales volume contracted by 1.8%. Source: Economic Survey of Singapore Second Quarter 2019, MTI
[17] The average monthly recruitment rate in food & beverage services increased from 4.2% in the second quarter of 2018 to 4.7% in the second quarter of 2019, while the average monthly resignation rate increased from 3.8% to 4.4%. Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

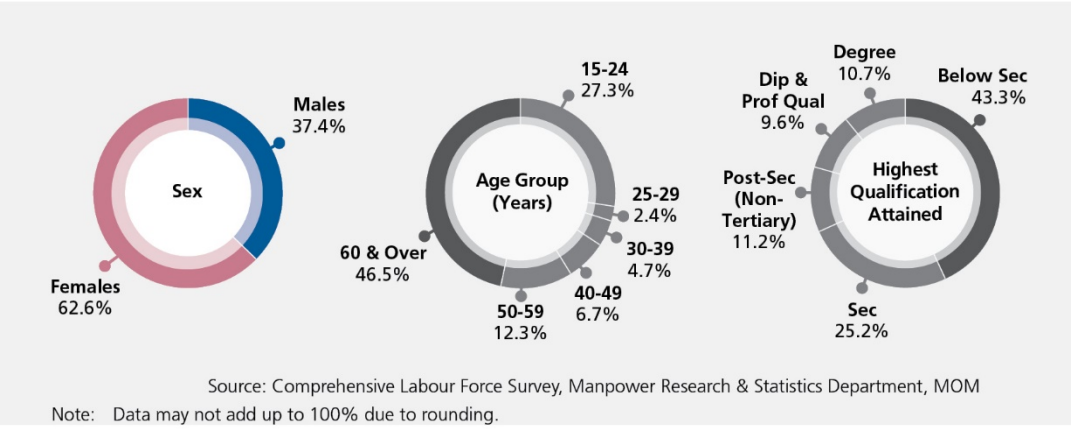
6. Persons Outside the Labour Force

Residents outside the labour force were mainly females, older and less educated

6.1 There were 1.09 million (or 32.0%) residents aged 15 & over who were outside the labour force in 2019, broadly similar to 2018 (1.09 million or 32.3%). Despite an ageing population, the number of residents outside the labour force had only trended up gently from 1.05 million in 2009, as the proportion of the population aged 15 & over who were outside the labour force declined from 34.6%.

6.2 Close to half of the residents outside the labour force were aged 60 & over (47%), many of whom were retired. Another 27% were youths aged 15 to 24, predominantly students. Reflecting the higher proportion of older residents, most residents outside the labour force held below secondary (43%) and secondary (25%) qualifications.

Chart 22 Profile of residents outside the labour force, June 2019



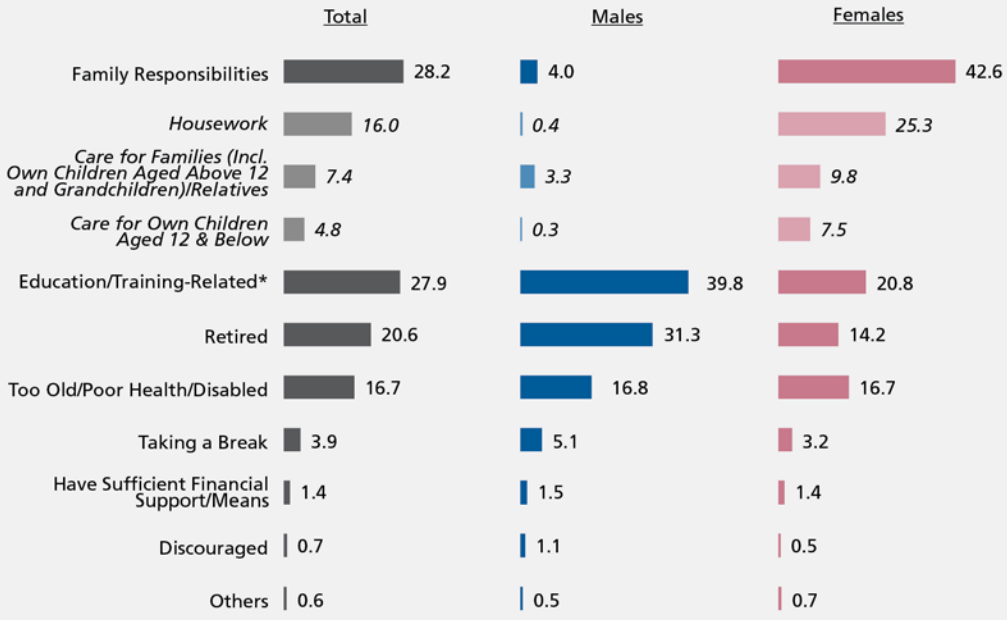
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

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

6.3 Women (63%) formed the majority of residents outside the labour force. Many of them (43%) did not participate in the labour market because of family responsibilities, including housework (25%), taking care of own children aged 12 & below (7.5%) or other family members (including children aged above 12 and grandchildren)/relatives (9.8%). On the other hand, as males outside the labour force were predominantly youths and older residents, the common reasons they indicated were education/training (40%) and retirement (31%).

Chart 23 Residents outside the labour force by main reason for not working and not looking for a job, June 2019

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) Discouraged workers are persons outside the labour force who are not actively looking for a job because they believe their job search would not yield results. Reasons cited for being discouraged include: (a) Believes no suitable work available; (b) Employers' discrimination (e.g. prefer younger workers) and (c) Lacks necessary qualification, training, skills or experience.

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

(4) Data for "Housework", "Care for Families/Relatives", "Care for Own Children Aged 12 & Below", "Retired" and "Too Old/Poor Health/Disabled" are not comparable with those for 2017 and earlier due to changes in the survey questionnaire.

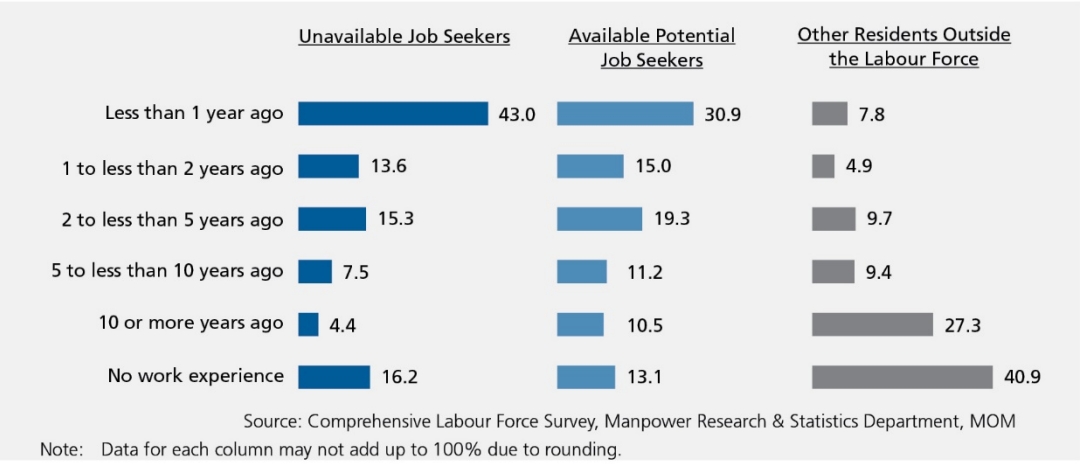
(5) Data for each column may not add up to 100% due to rounding.

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

Unavailable job seekers and available potential job seekers tend to have more recent labour market experience

6.5 In Singapore, there were 15,300 (1.4% of those outside the labour force) unavailable job seekers and 20,700 (1.9%) available potential job seekers in 2019. Unlike those outside the labour force in general, the unavailable job seekers and available potential job seekers had more recent labour market experience, with 43% and 31% having left their last job within the past one year. Many of them were taking a break or pursuing education/training.

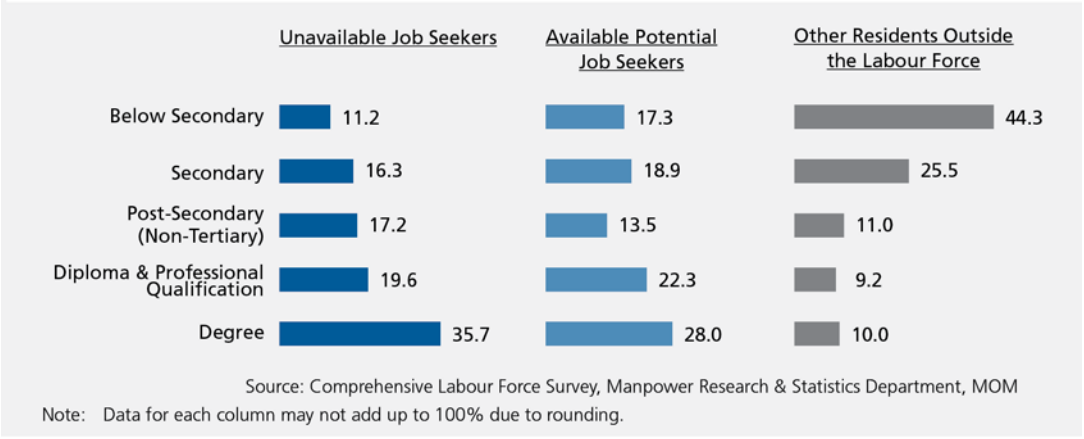
Chart 24 Residents outside the labour force by when left last job, June 2019
Per Cent



Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM
Note: Data for each column may not add up to 100% due to rounding.

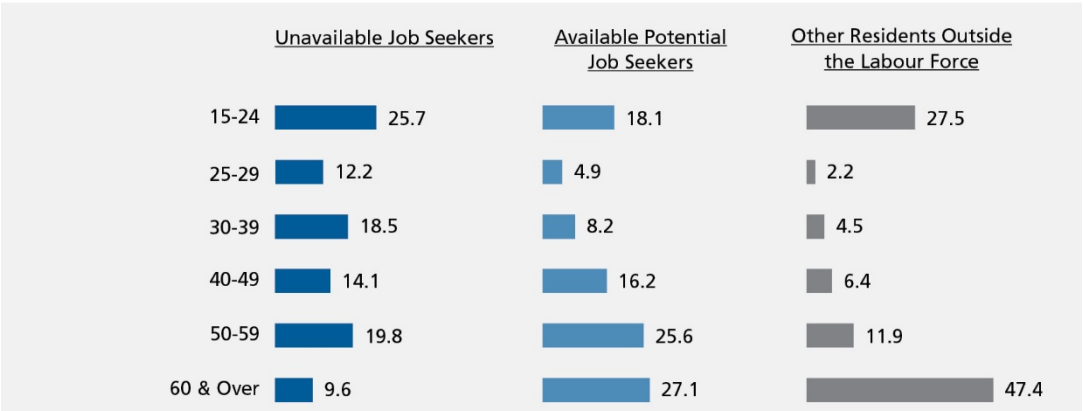
6.6 A larger share of unavailable job seekers and available potential job seekers were tertiary-educated, unlike the remaining residents outside the labour force who mostly held below-secondary qualifications. The unavailable job seekers have a relatively younger age profile with close to six in ten (56%) aged below 40. Even though available potential job seekers have an older age profile, they were more evenly distributed in the 60 & over (27%) and 50 to 59 (26%) age groups, unlike the rest of the residents outside the labour force where nearly half were aged 60 & over.

Chart 25 Residents outside the labour force by highest qualification attained, June 2019
Per Cent



Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM
Note: Data for each column may not add up to 100% due to rounding.

Chart 26 Residents outside the labour force by age, June 2019
Per Cent

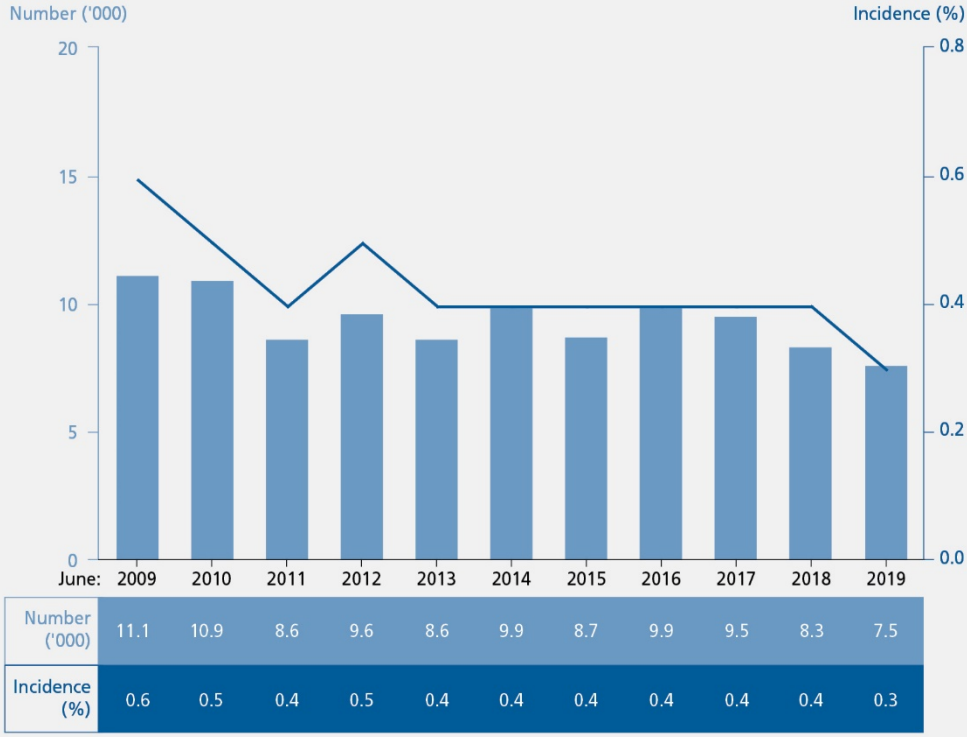


Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM
Note: Data for each column may not add up to 100% due to rounding.

Continued downtrend in discouraged workers

6.7 The number of discouraged workers continued to decrease from 8,300 (0.4% of the resident labour force[18]) in 2018 to 7,500 (0.3%) in 2019.[19]

Chart 27 Residents discouraged from seeking work



June:	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Number ('000)	11.1	10.9	8.6	9.6	8.6	9.9	8.7	9.9	9.5	8.3	7.5
Incidence (%)	0.6	0.5	0.4	0.5	0.4	0.4	0.4	0.4	0.4	0.4	0.3

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

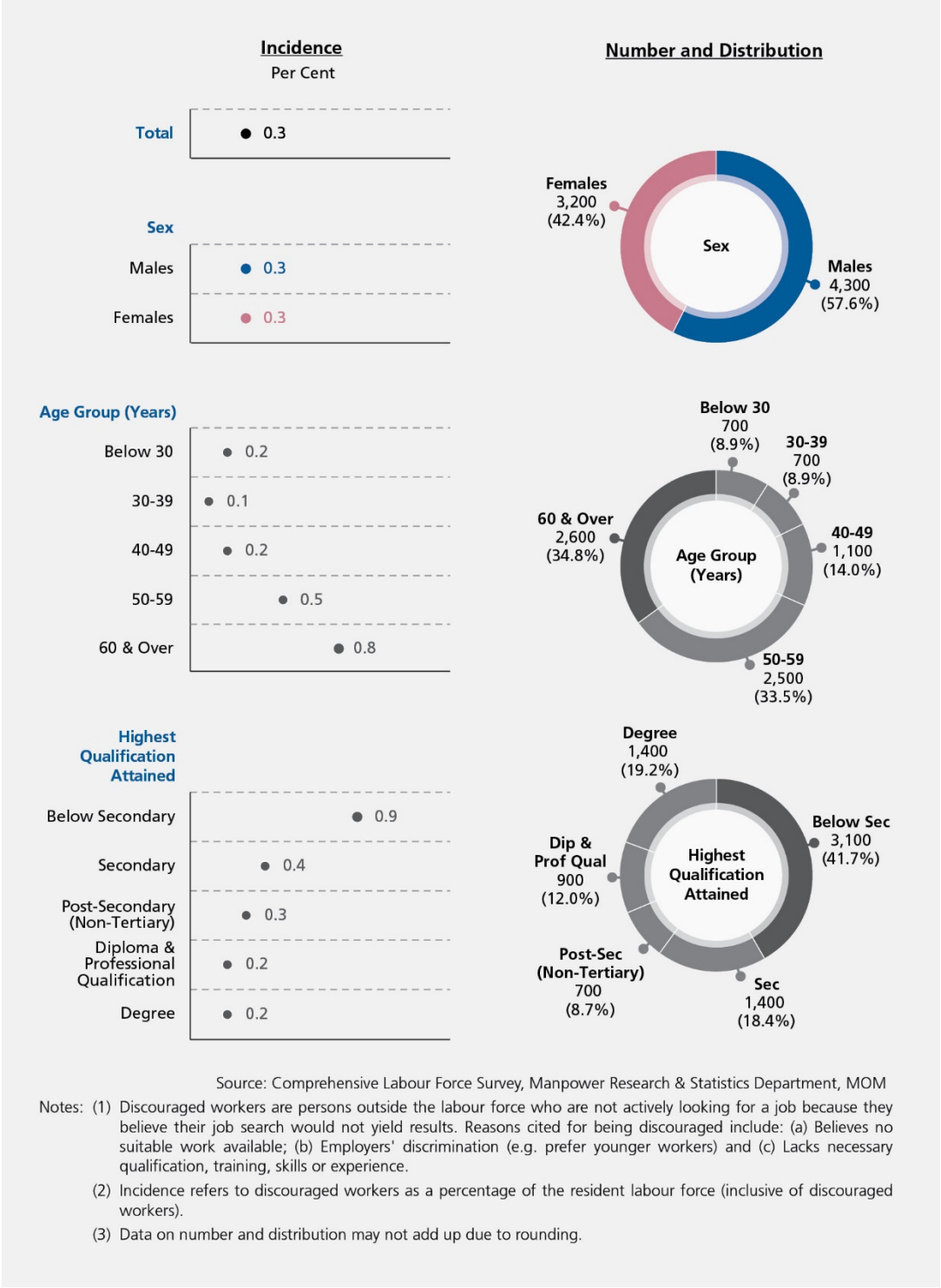
Notes: (1) Discouraged workers are persons outside the labour force who are not actively looking for a job because they believe their job search would not yield results. Reasons cited for being discouraged include: (a) Believes no suitable work available; (b) Employers' discrimination (e.g. prefer younger workers) and (c) Lacks necessary qualification, training, skills or experience.

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

[18] Inclusive of discouraged workers.
[19] The International Labour Organisation (ILO)'s new definition of discouraged workers included additional criteria that they must be available potential job seekers (i.e. wanted and were currently available to work even though they did not actively seek employment). Based on this definition, the number of discouraged workers is lower at 2,200 in 2019.

6.8 Discouraged workers had a relatively older age profile, with close to seven in ten aged 60 & over (35%) or in their 50s (34%). Those aged 60 & over had the highest incidence of discouraged workers among the age groups (0.8%). Reflecting the larger proportion of older residents among discouraged workers, most discouraged workers held below secondary qualifications (42%).

Chart 28 Profile of residents discouraged from seeking work, June 2019



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

Notes: (1) Discouraged workers are persons outside the labour force who are not actively looking for a job because they believe their job search would not yield results. Reasons cited for being discouraged include: (a) Believes no suitable work available; (b) Employers' discrimination (e.g. prefer younger workers) and (c) Lacks necessary qualification, training, skills or experience.

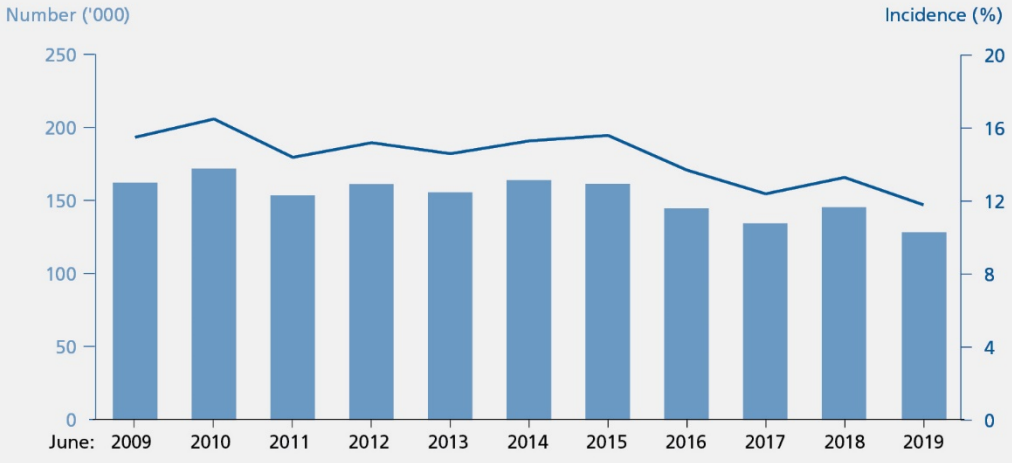
(2) Incidence refers to discouraged workers as a percentage of the resident labour force (inclusive of discouraged workers).

(3) Data on number and distribution may not add up due to rounding.

Number of potential entrants decreased to a new low

6.9 As labour force participation rose and population ageing continues, there were fewer residents outside the labour force who intended to look for jobs within the next two years. There were 128,600 potential entrants making up 12% of those outside the labour force in 2019, the lowest since the start of comparable series from 2006.

Chart 29 Resident potential entrants into the labour force



June:	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Number ('000)	162.4	171.9	153.6	161.3	155.7	164.2	161.5	144.9	134.5	145.4	128.6
Incidence (%)	15.5	16.5	14.4	15.2	14.6	15.3	15.6	13.7	12.4	13.3	11.8

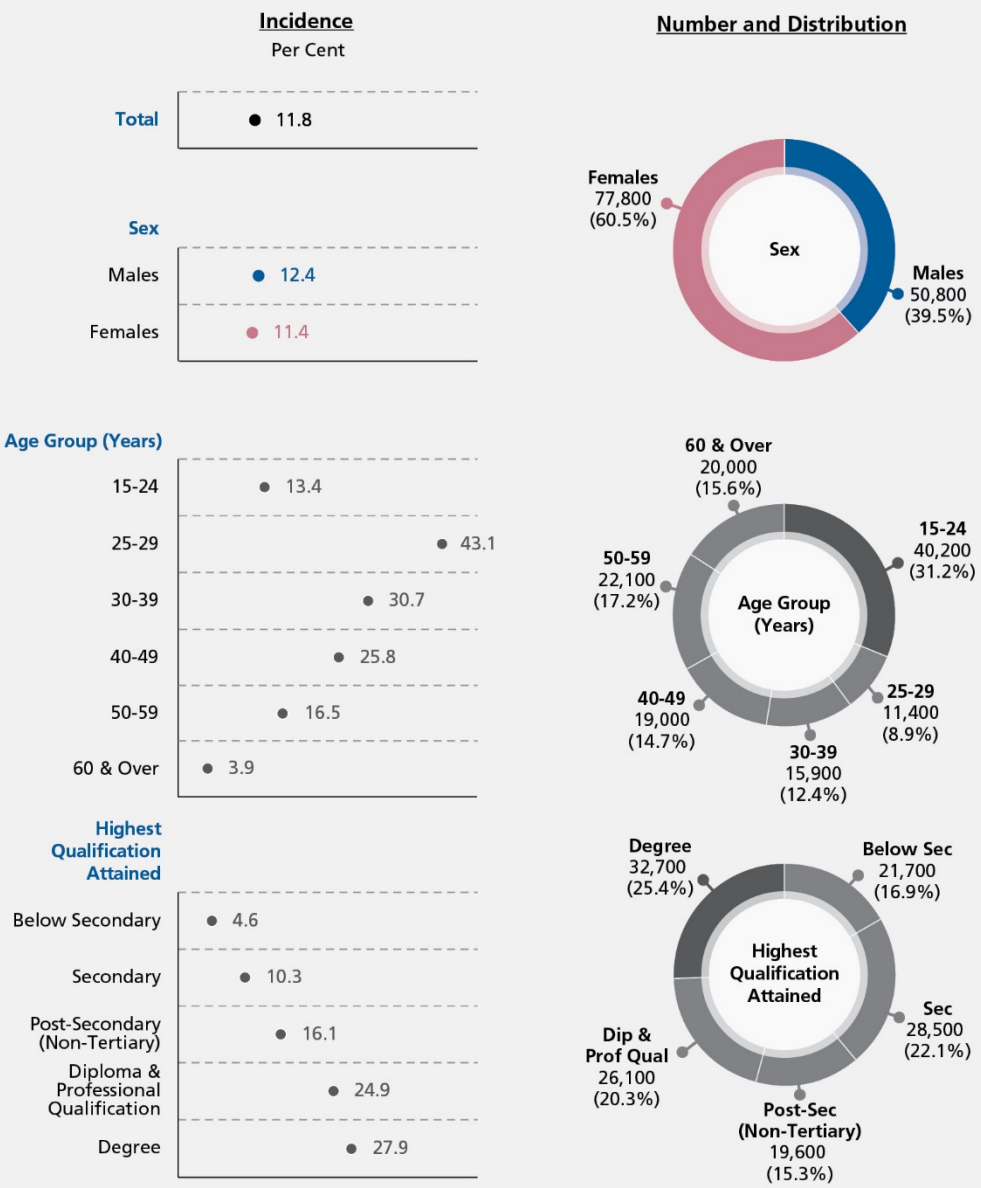
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes: (1) Potential entrants refer to persons outside the labour force who intended to look for a job within the next two years.

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

6.10 Like in earlier years, majority of the potential entrants in 2019 were females (61%), as they formed a larger proportion (63%) of residents outside the labour force. Apart from youths aged 15 to 24, younger residents were more likely to be potential entrants compared to their older counterparts, with the incidence of potential entrants ranging from 43% among those aged 25 to 29 to 16% among those in their 50s and 3.9% among those aged 60 & over. Educational qualification also played a role, where tertiary-educated residents were more likely to be potential entrants than those with non-tertiary qualifications.

Chart 30 Profile of resident potential entrants into the labour force, June 2019



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

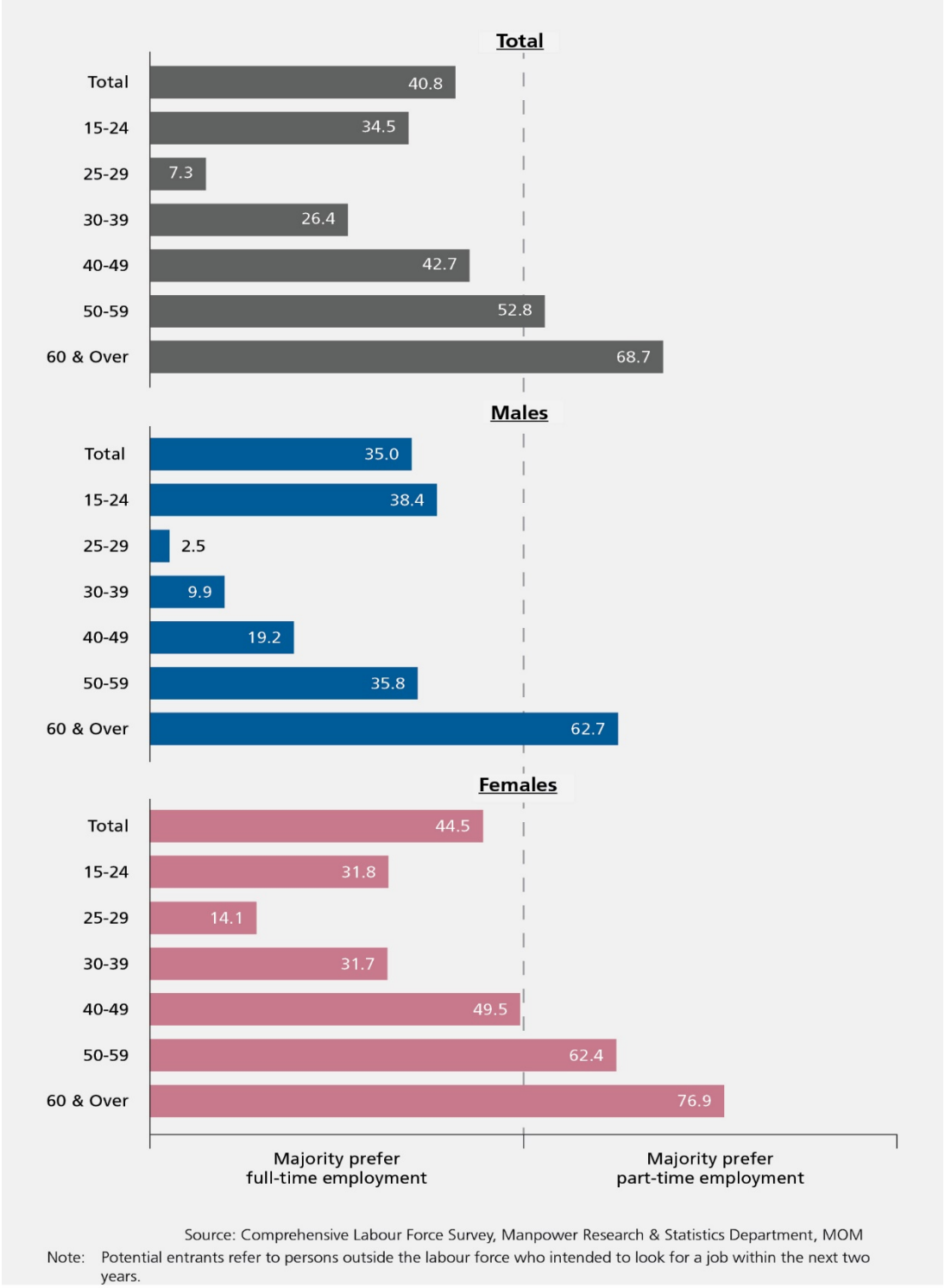
Notes: (1) Potential entrants refer to persons outside the labour force who intended to look for a job within the next two years.

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

(3) Data on number and distribution may not add up due to rounding.

6.11 41% or 52,400 of the potential entrants preferred to work part-time. While most of the male potential entrants aged 25 to 49 and females aged 25 to 29 preferred full-time employment, a sizeable share of female potential entrants and those in older age groups preferred to work part-time. This suggests that a greater availability of suitable part-time job opportunities may help more of them successfully return to the workforce, and could ease potential tightness in the labour market as population ageing continues alongside slower population growth.

Chart 31 Proportion of resident potential entrants who preferred to work part-time by age group and sex, June 2019
Per Cent



Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM
Note: Potential entrants refer to persons outside the labour force who intended to look for a job within the next two years.

Annex A

SURVEY COVERAGE AND METHODOLOGY

Introduction

1 The 2019 Comprehensive Labour Force Survey is the forty-second in the series of mid-year labour force surveys conducted in Singapore by the Manpower Research and Statistics Department of the Ministry of Manpower. The objective of the survey is to collect data on the economic activities of the population, including detailed information on employment and unemployment as well as characteristics of persons in and outside the labour force.

2 The survey is conducted under the Statistics Act (Chapter 317) which empowers the Director of the Manpower Research and Statistics Department to collect information from survey respondents. The Act also guarantees the confidentiality of individual information obtained from the survey.

Coverage

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

Concepts and Definitions

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

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

Employed Persons	This refers to persons aged 15 years and over who, during the reference period: (i) work for one hour or more either for pay or profit; or (ii) have a job or business to return to but are temporarily absent because of illness, injury, breakdown of machinery at workplace, labour management dispute or other reasons. Members of the Singapore Armed Forces including full-time National Servicemen are included in the persons employed, unless otherwise specified.
Unemployed Persons	This refers to persons aged 15 years and over who are not working but are actively looking for a job and available for work during the reference period. They include persons who are not working but are taking steps to start their own business or taking up a new job after the reference period.
Labour Force Participation Rate	This is defined as the percentage of the labour force to the population.
Employment Rate	This is defined as the percentage of employed persons to the population.
Unemployment Rate	This is defined as the percentage of unemployed persons to the labour force.
Duration of Unemployment	This refers to the number of complete weeks between the date when action was first taken to look for a job and the date of the survey interview.
Long-Term Unemployed Persons	This refers to persons aged 15 years and over who have been unemployed for 25 weeks or more.
Long-Term Unemployment Rate	This is defined as the percentage of long-term unemployed persons to the labour force.
Time-Related Under-Employed Persons	This refers to persons aged 15 years and over who normally work less than 35 hours a week but are willing and available to engage in additional work.
Time-Related Under-Employment Rate	This is defined as the percentage of time-related under-employed persons to employed persons.
Gross Monthly Income from Work	This refers to income earned from employment. For employees, it refers to the gross monthly wages or salaries before deduction of employee CPF contributions and personal income tax. It comprises basic wages, overtime pay, commissions, tips, other allowances and one-twelfth of annual bonuses. For self-employed persons, gross monthly income refers to the average monthly profits from their business, trade or profession (i.e. total receipts less business expenses incurred) before deduction of income tax.

Type of Employment	Employed persons can be categorised into those working on full-time or part-time basis. **Full-Time** ▸ This refers to employment where the normal hours of work is at least 35 hours a week. **Part-Time** ▸ This refers to employment where the normal hours of work is less than 35 hours a week. Before 2009, full-time refers to employment where the normal hours of work is at least 30 hours a week while part-time refers to employment where the normal hours of work is less than 30 hours a week. From 2009 onwards, the threshold between full-time and part-time was revised from 30 hours to 35 hours to align with the revised definition in the Employment Act. Employees can be categorised into those employed on casual/on-call, fixed-term contract or permanent basis. **Casual/On-Call** ▸ Casual/on-call employees refer to those employed on ad hoc basis, as and when the company requires additional manpower. **Fixed-Term Contract** ▸ Employees on fixed-term contract refer to those whose employment will terminate on the expiry of a specific term unless it is renewed. **Permanent** ▸ Permanent employees refer to those employed for an unspecified duration, i.e. they are neither casual/on-call employees nor on fixed-term contract.
Usual Hours Worked	This refers to the number of hours that a person usually works in a typical week, regardless of whether he is paid for it. The concept of usual hours of work differs from that of normal hours of work referred to in contractual arrangements. For a person who has just started work during the reference period, usual hours of work refers to the number of hours per week he is expected to work in that job. For a multiple jobholder, it should be aggregated from the hours spent in all the jobs.
Unavailable Job Seekers	This refers to persons outside the labour force who are actively looking for a job but are not available for work during the reference period.
Available Potential Job Seekers	This refers to persons outside the labour force who are not actively looking for a job, but wanted employment and available for work during the reference period.

Discouraged Workers	This refers to persons outside the labour force who are not actively looking for a job because they believe their job search would not yield results. Reasons cited for being discouraged include believes that there is no suitable work available, employers' discrimination and lack of necessary qualifications, training, skills or experience.
Potential Entrants	This refers to persons outside the labour force who intended to look for a job within the next two years.
Highest Qualification Attained	This refers to the highest level or standard which a person has passed or attained either through attendance at an institution of learning or through correspondence or self-study. The classification of highest qualification attained is based on the Singapore Standard Educational Classification (SSEC) 2015.
Occupation	This refers to the type of work performed by a person, which may not necessarily be related to his training, skill or professional qualification. In the case of a person who performs two or more kinds of work, his occupation would refer to the one in which he usually works the longest hours during the reference period. The classification of occupations is based on the Singapore Standard Occupational Classification (SSOC) 2015, unless otherwise specified.
Industry	This refers to the major kind of activity undertaken by the establishment, enterprise, firm or organisation in which the person worked during the reference period. It is related to the principal class of goods produced or services rendered by the organisation. The classification of industries is based on the Singapore Standard Industrial Classification (SSIC) 2015, unless otherwise specified.

Planning, Organisation, Fieldwork and Data Verification

5 The field operation for the 2019 survey was carried out from 21 May 2019 to 31 July 2019. Around 120 temporary interviewers and 15 permanent staff were involved in the survey operations.

6 The majority of the households completed the survey through telephone or internet. Households that did not respond through these options were enumerated through face-to-face interviews.

7 The work of the interviewers was closely monitored to ensure the quality of the data collected. Supervisors conducted checks by calling up selected households to verify the information collected. The data were subjected to consistency and verification checks before tabulation.

Response

8 Of the 33,000 housing units selected in the initial sample, 1,450 households were excluded from the survey as they were unoccupied, non-residential or demolished. A total of 27,373 households responded to the survey, achieving an overall response rate of 86.8%.

Reliability of Data

9 The results of the survey were grossed up to the resident population in June 2019 (compiled by the Singapore Department of Statistics) using multiple estimation factors.

10 In a sample survey, inferences about the target population are drawn from the data collected from the sample. Errors due to extension of the conclusions based on one sample to the entire population are known as sampling errors. The sampling error of an estimate is the extent of variation between the estimated value obtained from a sample and the true value from the population. Factors influencing the sampling error include the sample size, the sample design, method of estimation, the variability of the population and the characteristics studied.

11 A common measure of the sampling error of an estimate is its standard error, which is a measure of the variation among the estimates derived from all possible samples. An alternative measure is the relative standard error of an estimate which indicates the standard error relative to the magnitude of the estimate. As a general rule, the smaller the group whose size is estimated or from which an estimate is being derived, the less precise that estimate is.

12 A sample estimate and an estimate of its standard error can be used to construct an interval that will, at specified levels of confidence, include the true value. By statistical convention, the confidence level has been set at 95%.

13 For the 2019 survey, the estimated sampling errors of the main resident labour force estimates were as follows:

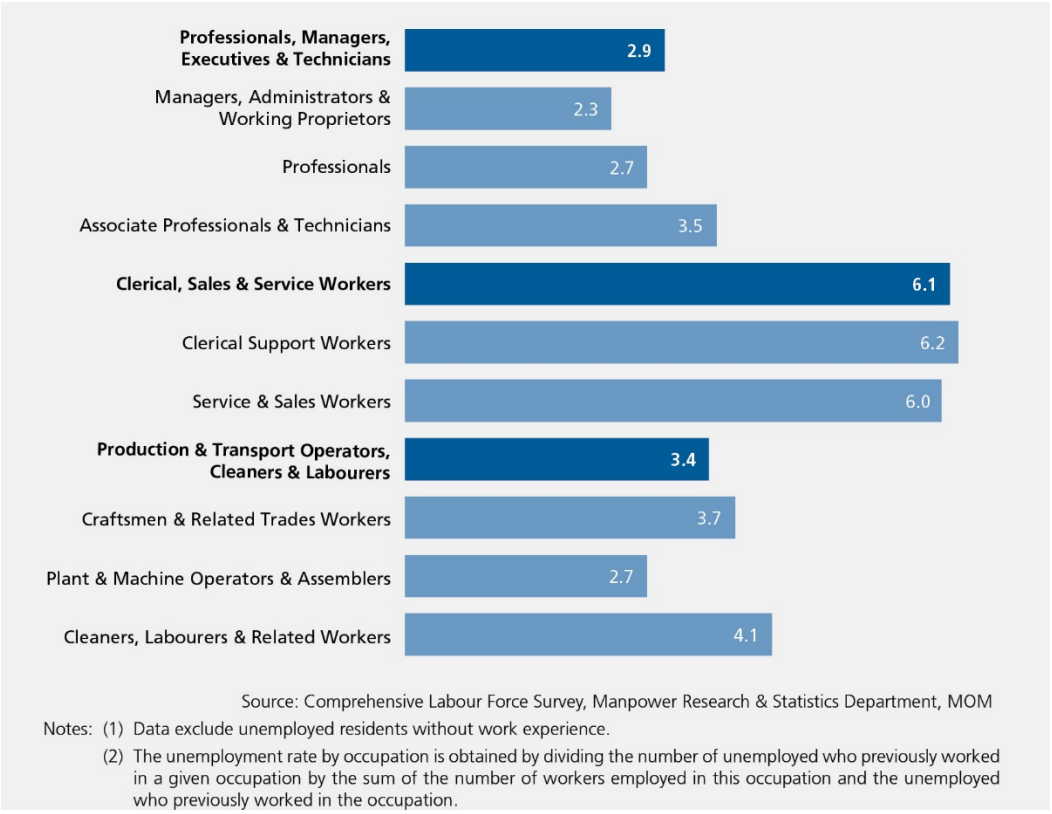
	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
				Lower	Upper
Resident Labour Force	2,328,500	7,300	0.3	2,314,100	2,342,900
Employed Residents	2,230,400	7,400	0.3	2,216,000	2,244,900
Unemployed Residents	98,100	2,300	2.3	93,600	102,600
Residents Outside the Labour Force	1,093,900	6,600	0.6	1,081,000	1,106,900
Resident Labour Force Participation Rate	68.0%	0.19%-pt	0.3	67.6%	68.4%
Resident Employment Rate (Aged 15 & over)	65.2%	0.19%-pt	0.3	64.8%	65.6%
Resident Employment Rate (Aged 25 to 64)	80.8%	0.19%-pt	0.2	80.4%	81.2%
Resident Unemployment Rate	4.2%	0.10%-pt	2.3	4.0%	4.4%

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

Annex B

Chart B1 Resident unemployment rate by occupation, June 2019

Per Cent



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

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

(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.

Annex B

TABLE 1

KEY CHARACTERISTICS OF RESIDENT LABOUR FORCE, 2009 - 2019 (JUNE)

June	Labour Force Participation Rate (%)						Employment Rate (%)					
	Aged 15 and Over			Aged 25 - 64			Aged 15 and Over			Aged 25 - 64		
	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females
2009	65.4	76.3	55.2	79.9	92.9	67.6	61.6	72.2	51.6	75.8	88.3	63.9
2010	66.2	76.5	56.5	80.0	92.1	68.4	63.5	73.5	54.0	77.1	88.8	66.1
2011	66.1	75.6	57.0	80.7	92.1	69.9	63.5	72.9	54.5	78.0	89.1	67.4
2012	66.6	76.0	57.7	81.4	92.5	70.9	64.1	73.4	55.3	78.8	89.7	68.5
2013	66.7	75.8	58.1	81.7	92.2	71.7	64.1	73.2	55.6	79.0	89.3	69.2
2014	67.0	75.9	58.6	82.3	92.2	73.0	64.5	73.3	56.2	79.7	89.3	70.5
2015	68.3	76.7	60.4	83.1	92.7	74.1	65.7	73.9	58.0	80.5	89.8	71.8
2016	68.0	76.2	60.4	83.3	92.2	74.9	65.3	73.3	57.7	80.3	89.0	72.1
2017	67.7	76.0	59.8	83.6	92.7	75.1	64.9	73.0	57.2	80.7	89.4	72.4
2018	67.7	75.6	60.2	83.1	92.0	74.8	65.1	72.8	57.8	80.3	88.9	72.3
2019	68.0	75.4	61.1	83.8	92.0	76.1	65.2	72.4	58.3	80.8	88.8	73.3

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

TABLE 2

AGE - SEX SPECIFIC RESIDENT LABOUR FORCE PARTICIPATION RATE, 2009 - 2019 (JUNE)

(TOTAL)

Per Cent

Age (Years)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Total	**65.4**	**66.2**	**66.1**	**66.6**	**66.7**	**67.0**	**68.3**	**68.0**	**67.7**	**67.7**	**68.0**
15 - 19	11.8	15.4	12.3	12.4	11.8	12.3	15.8	15.3	14.2	15.2	15.1
20 - 24	63.5	65.8	62.8	63.6	61.7	61.8	65.3	62.3	62.2	61.3	61.0
25 - 29	89.3	89.4	89.2	88.3	88.5	89.0	90.3	90.3	90.2	90.0	90.1
30 - 34	88.3	89.0	88.6	89.8	90.1	89.9	90.2	90.8	91.8	91.0	92.3
35 - 39	85.8	86.2	87.3	88.0	88.0	88.8	89.1	89.7	89.8	89.0	89.6
40 - 44	84.4	84.4	84.9	85.4	85.7	87.1	87.6	88.2	87.7	88.8	88.7
45 - 49	82.1	82.4	83.7	84.4	84.5	84.7	85.9	86.3	86.8	86.5	87.9
50 - 54	78.1	78.6	79.7	79.5	80.0	81.8	82.4	81.4	82.8	82.0	82.3
55 - 59	68.4	68.3	70.2	72.4	73.2	74.3	75.5	75.8	74.9	75.1	75.0
60 - 64	50.6	51.0	54.7	58.1	59.7	61.2	62.4	62.8	63.6	62.2	63.9
65 - 69	29.9	30.9	36.2	38.6	40.2	41.2	42.2	43.2	43.4	45.3	46.1
70 & Over	10.5	11.0	12.5	13.1	14.4	15.3	14.9	15.0	16.2	17.0	17.6
15 - 24	*35.6*	*39.2*	*36.7*	*37.8*	*36.2*	*37.5*	*40.6*	*39.4*	*38.2*	*38.1*	*38.3*
25 - 64	*79.9*	*80.0*	*80.7*	*81.4*	*81.7*	*82.3*	*83.1*	*83.3*	*83.6*	*83.1*	*83.8*
25 - 54	*84.5*	*84.8*	*85.4*	*85.7*	*85.9*	*86.7*	*87.4*	*87.6*	*88.0*	*87.7*	*88.3*
55 - 64	*60.6*	*61.0*	*63.4*	*66.0*	*67.1*	*68.4*	*69.5*	*69.7*	*69.5*	*68.9*	*69.9*
65 & Over	*17.2*	*17.6*	*20.4*	*22.0*	*23.8*	*25.2*	*25.8*	*26.5*	*26.8*	*27.8*	*28.7*

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

TABLE 2 *(continued)*

AGE - SEX SPECIFIC RESIDENT LABOUR FORCE PARTICIPATION RATE, 2009 - 2019 (JUNE)

(MALES)

Per Cent

Age (Years)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Total	**76.3**	**76.5**	**75.6**	**76.0**	**75.8**	**75.9**	**76.7**	**76.2**	**76.0**	**75.6**	**75.4**
15 - 19	13.0	17.5	14.6	13.8	13.2	14.9	18.3	18.0	18.0	18.4	17.5
20 - 24	65.2	66.2	63.2	64.5	63.2	63.6	64.4	62.6	62.7	60.3	59.3
25 - 29	93.3	93.3	91.8	89.9	89.0	89.4	90.9	90.0	90.7	90.7	90.0
30 - 34	97.7	97.7	97.4	97.2	97.2	97.5	97.4	97.0	97.4	97.8	96.8
35 - 39	97.8	98.0	97.7	98.2	97.5	97.2	97.5	97.8	97.6	97.2	97.8
40 - 44	97.8	96.8	97.1	97.1	97.1	96.8	97.1	97.2	97.0	97.2	97.3
45 - 49	96.4	96.1	96.0	95.6	96.1	96.4	96.9	96.3	96.6	95.4	96.0
50 - 54	93.5	92.6	93.5	93.8	94.0	93.8	94.2	92.9	94.4	92.8	93.9
55 - 59	86.8	85.0	85.7	88.5	87.6	87.5	88.2	88.7	88.0	88.0	87.3
60 - 64	69.5	67.5	71.1	74.6	75.0	77.0	77.2	76.9	77.8	75.7	76.7
65 - 69	43.6	43.7	49.1	52.6	53.4	54.1	54.5	55.7	54.8	57.3	57.6
70 & Over	17.6	17.9	20.5	20.7	22.9	23.7	22.3	22.1	24.8	24.6	25.4
15 - 24	*37.4*	*40.7*	*37.6*	*39.1*	*37.7*	*39.5*	*41.3*	*41.0*	*40.5*	*39.2*	*38.6*
25 - 64	*92.9*	*92.1*	*92.1*	*92.5*	*92.2*	*92.2*	*92.7*	*92.2*	*92.7*	*92.0*	*92.0*
25 - 54	*96.2*	*95.8*	*95.7*	*95.4*	*95.3*	*95.3*	*95.7*	*95.2*	*95.7*	*95.2*	*95.3*
55 - 64	*79.4*	*77.7*	*79.2*	*82.3*	*81.9*	*82.7*	*83.2*	*83.2*	*83.2*	*82.2*	*82.3*
65 & Over	*27.1*	*27.3*	*30.9*	*32.4*	*34.9*	*36.0*	*36.0*	*37.0*	*37.1*	*38.2*	*38.7*

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

TABLE 2 *(continued)*

AGE - SEX SPECIFIC RESIDENT LABOUR FORCE PARTICIPATION RATE, 2009 - 2019 (JUNE)

(FEMALES)

Per Cent

Age (Years)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Total	**55.2**	**56.5**	**57.0**	**57.7**	**58.1**	**58.6**	**60.4**	**60.4**	**59.8**	**60.2**	**61.1**
15 - 19	10.4	13.1	9.8	10.9	10.2	9.6	13.1	12.4	10.2	11.6	12.4
20 - 24	61.8	65.3	62.5	62.6	59.9	59.8	66.3	62.0	61.6	62.4	62.9
25 - 29	85.5	85.7	86.7	86.8	88.0	88.6	89.7	90.6	89.6	89.4	90.1
30 - 34	79.9	81.3	81.0	83.3	83.7	83.3	83.9	85.3	86.9	84.9	88.3
35 - 39	75.5	75.2	77.6	78.9	79.4	80.9	81.7	82.3	82.9	81.8	82.7
40 - 44	71.3	72.7	73.9	74.8	75.4	78.1	78.9	80.2	78.9	81.0	81.2
45 - 49	67.9	68.9	71.5	73.4	73.1	73.7	75.5	77.2	77.7	78.1	80.3
50 - 54	63.0	64.9	66.1	65.6	66.5	70.4	70.6	70.3	71.2	71.5	71.3
55 - 59	49.5	51.7	55.1	56.2	59.1	61.4	62.8	63.1	61.8	62.1	63.3
60 - 64	33.0	35.4	38.4	41.7	44.2	45.5	47.7	48.8	49.9	49.4	50.8
65 - 69	17.7	19.1	23.9	26.3	27.9	29.5	31.1	31.4	32.9	33.7	35.3
70 & Over	5.2	6.0	6.6	7.4	8.0	8.8	9.4	9.8	9.6	11.3	11.5
15 - 24	*33.7*	*37.5*	*35.7*	*36.4*	*34.5*	*35.4*	*39.8*	*37.7*	*35.7*	*36.9*	*37.9*
25 - 64	*67.6*	*68.4*	*69.9*	*70.9*	*71.7*	*73.0*	*74.1*	*74.9*	*75.1*	*74.8*	*76.1*
25 - 54	*73.5*	*74.4*	*75.7*	*76.6*	*77.1*	*78.7*	*79.6*	*80.6*	*80.8*	*80.8*	*81.9*
55 - 64	*42.1*	*44.7*	*47.8*	*49.7*	*52.4*	*54.2*	*55.9*	*56.4*	*56.1*	*55.9*	*57.7*
65 & Over	*9.3*	*10.0*	*11.9*	*13.7*	*14.8*	*16.3*	*17.6*	*18.0*	*18.2*	*19.2*	*20.2*

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

TABLE 3

RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2009 - 2019 (JUNE)

(TOTAL)

Per Cent

Age (Years)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Total	**61.6**	**63.5**	**63.5**	**64.1**	**64.1**	**64.5**	**65.7**	**65.3**	**64.9**	**65.1**	**65.2**
15 - 19	10.2	13.8	11.2	11.3	10.9	11.4	14.5	14.1	13.2	14.2	13.6
20 - 24	55.4	59.3	57.1	58.0	55.7	56.2	59.0	56.5	54.9	55.1	53.8
25 - 29	82.6	84.4	85.1	84.2	83.7	83.8	85.5	85.5	85.4	85.0	84.7
30 - 34	84.4	85.9	85.7	87.3	87.3	87.0	87.5	88.0	89.5	88.2	89.5
35 - 39	81.6	83.7	84.7	85.6	85.1	86.2	87.2	86.5	86.9	86.5	87.3
40 - 44	80.5	81.6	82.4	83.1	83.2	84.2	85.2	85.5	84.7	86.5	86.0
45 - 49	78.1	79.9	81.0	81.9	81.9	82.3	83.3	83.3	84.2	83.5	84.7
50 - 54	74.3	75.8	77.0	77.0	77.8	80.0	80.1	78.8	79.4	79.3	79.2
55 - 59	64.6	66.2	67.9	70.3	71.0	72.2	73.1	73.0	72.1	72.7	72.1
60 - 64	47.8	49.4	52.7	56.1	57.7	59.3	60.1	60.8	61.6	60.4	62.3
65 - 69	28.6	30.0	35.2	36.9	38.5	39.9	40.4	41.5	41.7	43.8	44.6
70 & Over	10.0	10.7	12.0	12.6	14.0	14.8	14.4	14.4	15.8	16.2	16.8
15 - 24	*31.0*	*35.3*	*33.3*	*34.4*	*32.8*	*34.2*	*36.8*	*35.8*	*34.1*	*34.5*	*33.9*
25 - 64	*75.8*	*77.1*	*78.0*	*78.8*	*79.0*	*79.7*	*80.5*	*80.3*	*80.7*	*80.3*	*80.8*
25 - 54	*80.1*	*81.8*	*82.5*	*83.0*	*83.0*	*83.8*	*84.7*	*84.5*	*84.9*	*84.7*	*85.1*
55 - 64	*57.2*	*59.0*	*61.2*	*64.0*	*65.0*	*66.3*	*67.2*	*67.3*	*67.1*	*66.8*	*67.6*
65 & Over	*16.4*	*17.1*	*19.8*	*21.0*	*22.9*	*24.3*	*24.7*	*25.5*	*25.8*	*26.8*	*27.6*

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

TABLE 3 *(continued)*

RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2009 - 2019 (JUNE)

(MALES)

Per Cent

Age (Years)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Total	**72.2**	**73.5**	**72.9**	**73.4**	**73.2**	**73.3**	**73.9**	**73.3**	**73.0**	**72.8**	**72.4**
15 - 19	12.3	16.6	14.0	13.0	12.6	14.2	17.4	17.4	17.4	17.9	16.5
20 - 24	58.0	60.7	58.5	60.2	59.2	59.5	58.9	58.2	56.7	55.3	53.8
25 - 29	85.5	87.8	87.1	84.9	83.5	83.4	85.7	83.9	84.9	85.1	83.4
30 - 34	94.1	94.4	94.4	94.9	94.6	94.7	94.5	94.3	95.0	95.0	94.2
35 - 39	93.5	95.1	95.3	96.4	95.1	94.7	95.5	94.9	94.5	94.5	95.7
40 - 44	94.1	94.0	94.8	94.8	94.5	93.7	94.9	94.4	94.4	94.9	95.3
45 - 49	92.2	93.3	93.4	92.9	93.6	94.0	94.0	93.4	94.0	92.3	92.9
50 - 54	89.1	89.1	90.0	90.9	91.3	91.9	91.7	90.1	90.5	89.5	90.7
55 - 59	81.7	82.1	82.6	85.9	85.2	84.8	85.2	85.4	84.4	85.4	83.6
60 - 64	65.3	65.1	68.4	72.1	71.9	74.8	74.0	74.5	75.1	73.2	74.7
65 - 69	41.4	42.4	47.3	49.8	51.1	52.1	51.8	53.1	52.2	55.1	55.6
70 & Over	16.6	17.3	19.7	19.8	22.0	22.9	21.5	21.4	24.1	23.1	24.1
15 - 24	*33.7*	*37.6*	*35.1*	*36.6*	*35.4*	*37.1*	*38.1*	*38.4*	*37.2*	*36.5*	*35.3*
25 - 64	*88.3*	*88.8*	*89.1*	*89.7*	*89.3*	*89.3*	*89.8*	*89.0*	*89.4*	*88.9*	*88.8*
25 - 54	*91.6*	*92.4*	*92.6*	*92.7*	*92.4*	*92.2*	*92.9*	*91.9*	*92.3*	*91.9*	*92.0*
55 - 64	*74.7*	*75.0*	*76.4*	*79.7*	*79.2*	*80.2*	*80.1*	*80.3*	*80.0*	*79.7*	*79.4*
65 & Over	*25.7*	*26.4*	*29.7*	*30.9*	*33.4*	*34.7*	*34.3*	*35.5*	*35.6*	*36.4*	*37.2*

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

TABLE 3 *(continued)*

RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2009 - 2019 (JUNE)

(FEMALES)

Per Cent

Age (Years)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Total	**51.6**	**54.0**	**54.5**	**55.3**	**55.6**	**56.2**	**58.0**	**57.7**	**57.2**	**57.8**	**58.3**
15 - 19	8.0	10.8	8.0	9.4	8.9	8.4	11.4	10.6	8.7	10.1	10.4
20 - 24	52.4	57.8	55.6	55.5	51.9	52.9	59.1	54.5	52.8	54.8	53.8
25 - 29	79.8	81.1	83.1	83.6	83.8	84.2	85.4	87.0	86.0	84.9	86.0
30 - 34	75.7	78.2	78.2	80.7	80.8	80.4	81.2	82.4	84.6	82.2	85.3
35 - 39	71.5	73.2	75.0	76.0	76.2	78.2	79.9	78.7	80.0	79.5	80.1
40 - 44	67.3	69.9	71.3	72.5	72.9	75.5	76.2	77.6	75.6	78.7	78.0
45 - 49	64.1	66.8	68.8	71.1	70.6	71.3	73.3	74.1	75.0	75.4	77.1
50 - 54	59.8	62.9	64.1	63.4	64.7	68.6	68.5	67.9	68.2	69.3	68.3
55 - 59	47.1	50.3	53.5	54.6	57.1	59.8	60.8	60.8	59.8	59.8	61.1
60 - 64	31.5	34.4	37.1	40.2	43.2	44.0	46.4	47.1	48.6	48.2	49.5
65 - 69	17.1	18.6	23.8	25.4	26.8	28.7	30.0	30.4	32.0	32.8	34.2
70 & Over	5.0	5.9	6.4	7.1	7.9	8.5	9.1	9.4	9.4	11.1	11.1
15 - 24	*28.1*	*32.8*	*31.4*	*32.1*	*29.9*	*31.3*	*35.3*	*33.0*	*30.7*	*32.4*	*32.3*
25 - 64	*63.9*	*66.1*	*67.4*	*68.5*	*69.2*	*70.5*	*71.8*	*72.1*	*72.4*	*72.3*	*73.3*
25 - 54	*69.4*	*71.7*	*73.0*	*74.0*	*74.3*	*76.0*	*77.1*	*77.6*	*77.9*	*78.0*	*78.8*
55 - 64	*40.1*	*43.4*	*46.3*	*48.1*	*50.9*	*52.7*	*54.2*	*54.5*	*54.4*	*54.2*	*55.9*
65 & Over	*8.9*	*9.8*	*11.7*	*13.2*	*14.4*	*15.9*	*17.0*	*17.4*	*17.8*	*18.8*	*19.6*

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

TABLE 4

MEDIAN GROSS MONTHLY INCOME FROM WORK OF EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER BY NATURE OF EMPLOYMENT, 2009 - 2019 (JUNE)

(Exclude Full-Time National Servicemen)

Dollars

June	Including Employer CPF			Excluding Employer CPF		
	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time
2009	2,671	2,927	683	2,420	2,600	619
2010	2,817	3,000	745	2,500	2,708	700
2011	3,000	3,249	800	2,633	2,925	750
2012	3,133	3,480	812	2,800	3,000	800
2013	3,364	3,705	885	3,000	3,250	800
2014	3,444	3,770	928	3,000	3,276	827
2015	3,549	3,949	943	3,125	3,467	850
2016	3,680	4,056	1,000	3,250	3,500	938
2017	3,803	4,232	1,000	3,300	3,749	1,000
2018	3,949	4,437	1,053	3,467	3,800	1,000
2019	4,095	4,563	1,090	3,561	4,000	1,000

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

TABLE 5

RESIDENT OUTSIDE THE LABOUR FORCE AGED FIFTEEN YEARS AND OVER BY SELECTED CHARACTERISTICS AND SEX, JUNE 2019

Characteristics	Total			Males			Females		
	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)
Total	**1,093.9**	**100.0**	**32.0**	**408.7**	**100.0**	**24.6**	**685.2**	**100.0**	**38.9**
Age (Years)									
15 - 24	298.8	27.3	61.7	156.1	38.2	61.4	142.7	20.8	62.1
25 - 29	26.4	2.4	9.9	13.6	3.3	10.0	12.8	1.9	9.9
30 - 39	51.9	4.7	9.1	7.3	1.8	2.7	44.7	6.5	14.7
40 - 49	73.6	6.7	11.7	10.1	2.5	3.4	63.6	9.3	19.3
50 - 59	134.3	12.3	21.4	28.9	7.1	9.4	105.4	15.4	32.7
60 & Over	508.8	46.5	60.2	192.9	47.2	48.4	316.0	46.1	70.8
Highest Qualification Attained									
Below Secondary	473.5	43.3	57.4	161.8	39.6	44.6	311.7	45.5	67.3
Secondary	276.0	25.2	42.5	111.0	27.2	37.2	165.0	24.1	47.1
Post-Secondary (Non-Tertiary)	122.0	11.2	31.8	53.4	13.1	25.0	68.7	10.0	40.3
Diploma & Professional Qualification	105.1	9.6	18.3	45.7	11.2	15.3	59.4	8.7	21.7
Degree	117.2	10.7	11.8	36.9	9.0	7.6	80.4	11.7	15.9

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

Note :

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

TABLE 6

RESIDENT POTENTIAL ENTRANTS AGED FIFTEEN YEARS AND OVER BY SELECTED CHARACTERISTICS AND SEX, JUNE 2019

Characteristics	Total			Males			Females		
	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)
Total	**128.6**	**100.0**	**11.8**	**50.8**	**100.0**	**12.4**	**77.8**	**100.0**	**11.4**
Age (Years)									
15 - 24	40.2	31.2	13.4	16.3	32.1	10.4	23.9	30.7	16.7
25 - 29	11.4	8.9	43.1	6.7	13.2	49.2	4.7	6.0	36.7
30 - 39	15.9	12.4	30.7	3.9	7.6	53.3	12.1	15.5	27.0
40 - 49	19.0	14.7	25.8	4.3	8.4	42.6	14.7	18.9	23.1
50 - 59	22.1	17.2	16.5	8.0	15.8	27.8	14.1	18.1	13.4
60 & Over	20.0	15.6	3.9	11.6	22.9	6.0	8.4	10.8	2.7
Highest Qualification Attained									
Below Secondary	21.7	16.9	4.6	9.9	19.5	6.1	11.8	15.1	3.8
Secondary	28.5	22.1	10.3	10.0	19.7	9.0	18.5	23.7	11.2
Post-Secondary (Non-Tertiary)	19.6	15.3	16.1	9.3	18.3	17.4	10.3	13.3	15.0
Diploma & Professional Qualification	26.1	20.3	24.9	11.2	22.1	24.6	14.9	19.2	25.1
Degree	32.7	25.4	27.9	10.4	20.4	28.1	22.3	28.7	27.8
Work Experience									
With Work Experience	95.3	74.1	14.5	37.1	73.0	14.1	58.2	74.8	14.8
Without Work Experience	33.3	25.9	7.6	13.7	27.0	9.4	19.6	25.2	6.7
Preference for Full-Time / Part-Time Employment									
Full-Time	76.2	59.2	n.a.	33.0	65.0	n.a.	43.2	55.5	n.a.
Part-Time	52.4	40.8	n.a.	17.8	35.0	n.a.	34.6	44.5	n.a.

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

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

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