

**Labour Force in Singapore**  
**Advance Release 2020**  
(Impact of COVID-19 on the Labour Market)



**MINISTRY OF  
MANPOWER**

Manpower Research and Statistics Department  
Singapore

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LABOUR FORCE IN SINGAPORE ADVANCE RELEASE 2020

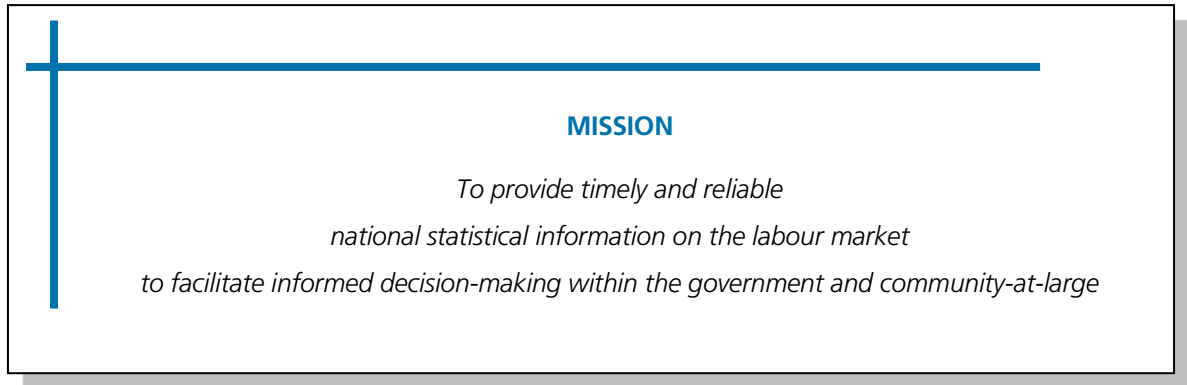
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## NOTATIONS

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

## ABBREVIATIONS

Below Sec	:	Below Secondary
CLFS	:	Comprehensive Labour Force Survey
COVID-19	:	Coronavirus Disease 2019
CPF	:	Central Provident Fund
CSSWs	:	Clerical, Sales & Service Workers
CPI	:	Consumer Price Index
Dip & Prof Qual	:	Diploma & Professional Qualification
EU	:	European Union
ILO	:	International Labour Organisation
Incl.	:	Including
LFPR	:	Labour Force Participation Rate
MOM	:	Ministry of Manpower
NS	:	National Service
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
SIRS	:	Self-employed Person Income Relief Scheme
SSEC	:	Singapore Standard Educational Classification
SSIC	:	Singapore Standard Industrial Classification
SSOC	:	Singapore Standard Occupational Classification
WIS	:	Workfare Income Supplement
WSP	:	Workfare Special Payment
Yrs	:	Years

# HIGHLIGHTS

COVID-19 had a varied impact on the labour market, based on data obtained from the Comprehensive Labour Force Survey 2020, which was conducted in mid-2020.

- The employment rate for youths aged 15 to 24 declined, as more of them stayed outside the labour force to pursue education. The overall employment rate for residents aged 25 to 64 remained high (80.3%) and close to the average of 80.5% in the last five years. Among female residents aged 25 to 64, the employment rate largely held up, while that for males aged 25 to 64 moderated by 0.9%-point.
- The employment rate for older residents aged 65 & over continued its sustained improvement, rising by 0.9%-point from 27.6% in June 2019 to 28.5% in June 2020. This was brought about by on-going efforts to raise the employability of senior workers.
- As industries more severely impacted by COVID-19 have a higher concentration of non-PMETs, the resident unemployment rate increased by a larger magnitude for non-PMETs (+1.7%-point from June 2019 to June 2020) than PMETs (+0.6%-point), but unemployment rates for both groups remained below previous recessionary peaks. The increase in long-term unemployment rates was considerably smaller (non-PMETs: +0.1%-point; PMETs: +0.2%-point).
- Median income dipped slightly, while income at the 20<sup>th</sup> percentile posted a steeper decline. However, help from the government to supplement incomes mitigated the impact. Over the longer term from June 2015 to June 2020, real median income growth remained close to the preceding five years, and real income growth at the 20<sup>th</sup> percentile remained slightly higher than at the median.
- Time-related underemployment rate increased from 3.1% in June 2019 to 4.1% in June 2020, but remained below the rate during the Global Financial Crisis in 2009 (4.3%). Non-PMETs experienced a larger increase in time-related under-employment rate, as their jobs tended to be less suitable for remote work.
- Nearly half (49%) of the country's employed residents worked from home due to COVID-19, and this figure was among the highest (5<sup>th</sup>) when compared to EU-27 member states. A larger proportion of PMETs and clerical workers had worked from home.
- Nearly one in ten resident workers experienced reduced work hours due to COVID-19. A higher proportion of workers in *Accommodation, Food & Beverage Services, Other Community, Social & Personal Services* and *Arts, Entertainment & Recreation* had reduction in hours worked.
- The increase in discouraged workers was concentrated among the lower-educated and older residents.

# LABOUR FORCE IN SINGAPORE

## ADVANCE RELEASE 2020

### 1. Introduction

1.1 In previous editions, the Labour Force Advance Release analysed longer-term structural trends of indicators e.g. employment rate and income growth, which are not released in quarterly reports. These indicators are collected from the annual Comprehensive Labour Force Survey (CLFS) conducted in mid-year. However, as the conduct of this year's CLFS coincided with the Circuit Breaker, the data will be largely influenced by this situation. Hence, this year's report focuses on analysing the impact of COVID-19 on different segments of the labour force<sup>1</sup>, rather than the usual longer-term trends.

### 2. Labour Force

#### Youth employment rate declined, while that for seniors continued to rise

2.1 The employment rate for residents aged 15 & over declined from 65.2% in 2019 to 64.5% in 2020, the lowest since 2014. However, this was a smaller decrease than in past recessions, helped by slower population and labour force growth.<sup>2</sup> Youths aged 15 to 24 experienced the largest decrease in employment rate among all age groups, reflecting the employment contraction in sectors where they commonly worked such as *Food & Beverage Services, Administrative & Support Services* and *Retail Trade*.

2.2 While the employment rate for residents aged 25 to 64 also declined, it remained close to the average of 80.5% in the past five years. The decrease was also smaller than in past recessions, as the employment rate for females dipped very slightly (from 73.3% to 73.2%), given the underlying uptrend in their labour force participation rate. The employment rate for males fell more steeply from 88.8% to 87.9%, the lowest level since 2004. The decrease for males was broad-based across finer age groups.

2.3 In contrast, the employment rate for older residents aged 65 & over continued to increase, from 27.6% in 2019 to 28.5% in 2020, reflecting sustained efforts to raise their employability<sup>3</sup> and higher demand for essential services like cleaning and security amid the COVID-19 outbreak. The employment rate for older residents also continued to increase in the last recession in 2009.

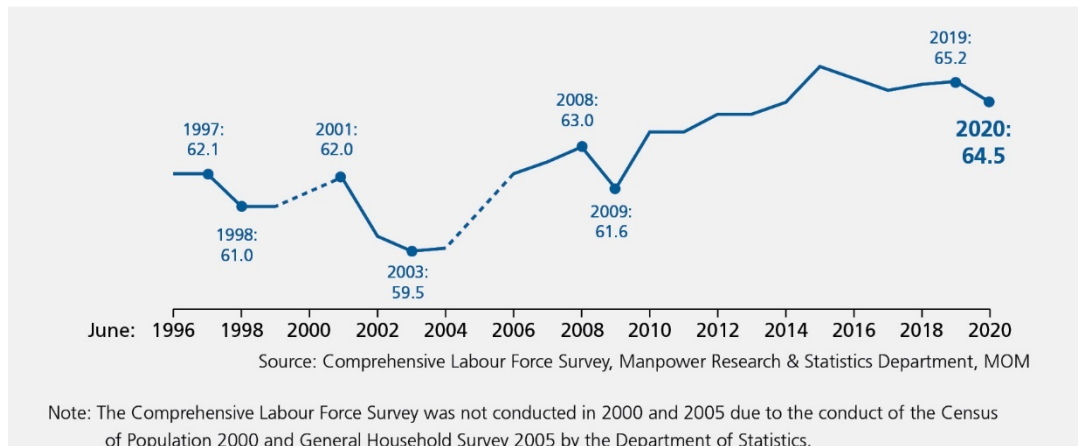
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<sup>1</sup> Data in this report are for June periods and pertain to residents (comprising Singapore citizens and permanent residents) aged 15 & over, unless stated otherwise. The survey coverage, methodology, concepts and definitions are in [Annex A](#).

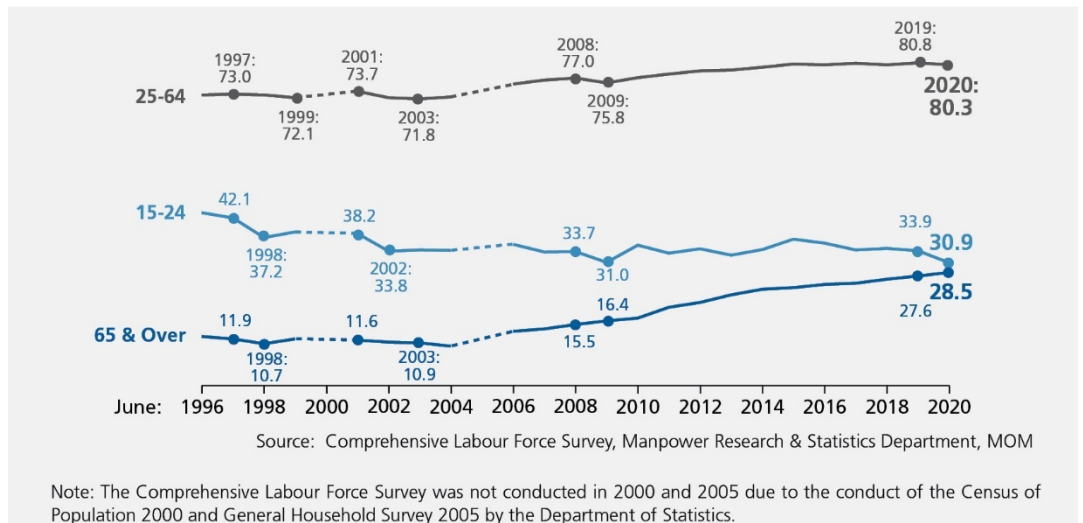
<sup>2</sup> The resident population aged 15 and over grew by 0.6% from June 2019 to June 2020. This is significantly lower than in past recessions, at 3.2% in June 2009, 2.2% in June 2003 and 2.1% in June 1998. Source: Singapore Department of Statistics.

<sup>3</sup> Bulk of the increase was from older workers continuing employment in their current job, as 89% of resident employees aged 65-69 have been in their current job for at least one year.

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

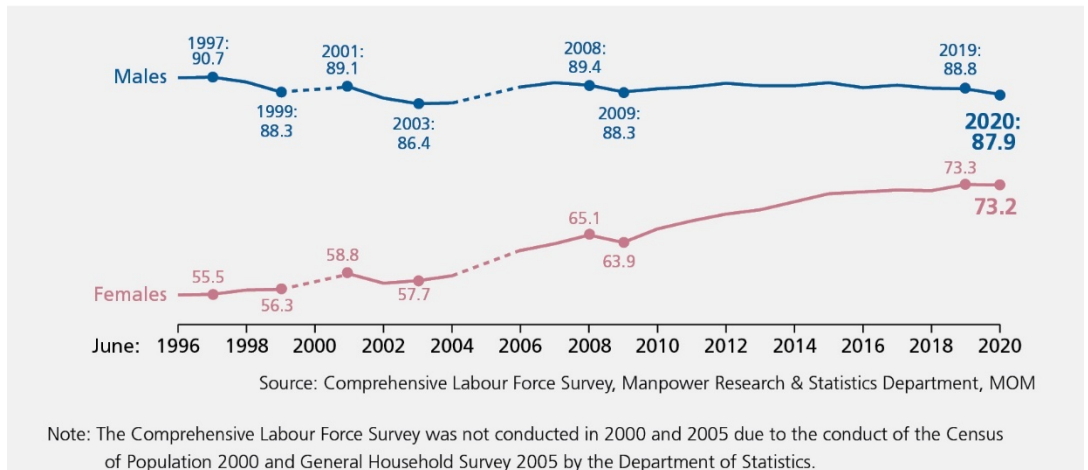


**Chart 2 Resident employment rate by age**  
Per Cent





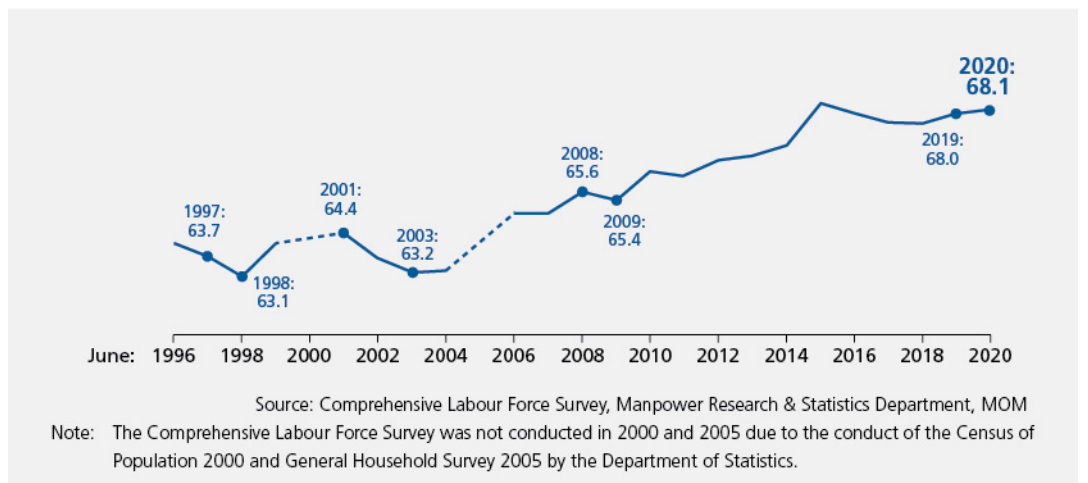
**Chart 3 Employment rate of residents aged 25 to 64 by sex**  
Per Cent



### Labour force participation rate held steady in 2020

2.4 Structural foundations in the labour market remained firm, as the labour force participation rates of older residents and females aged 25 to 64 rose in 2020. This balanced the larger-than-usual decrease in youth labour force participation rate (-2.3%-point over the year), as more youths stayed outside the labour force to pursue education. As a result, the labour force participation rate for residents aged 15 & over in 2020 (68.1%) remained at around the level of 68% since 2015.

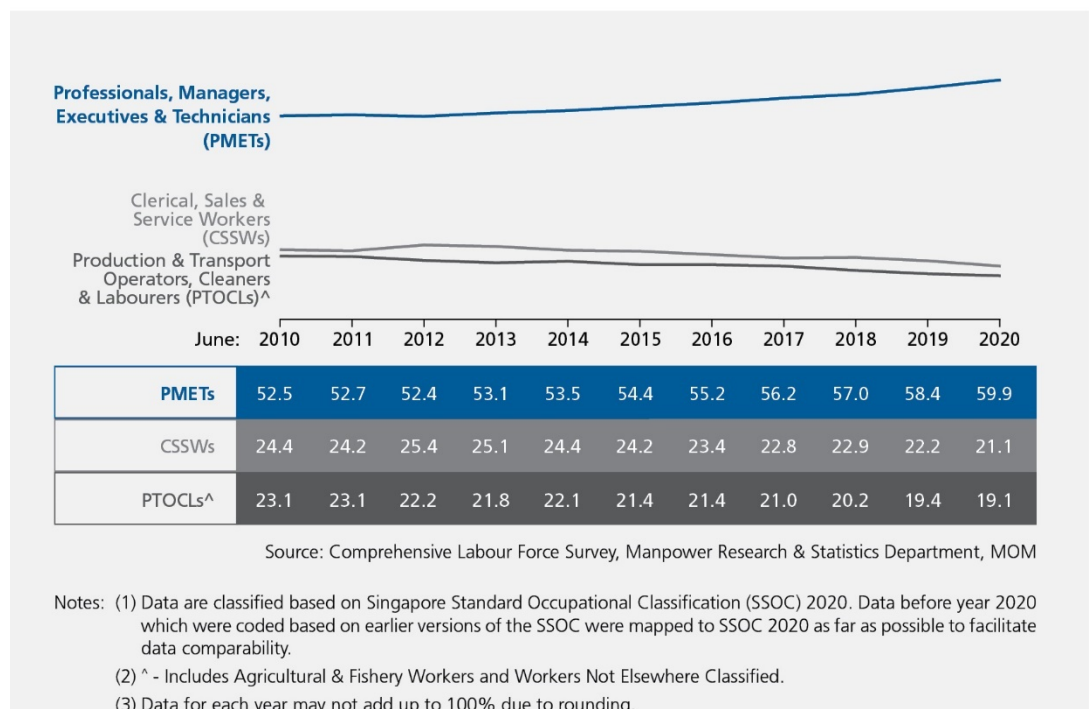
**Chart 4 Labour force participation rate of residents aged 15 & over**  
Per Cent



## The share of PMETs in the resident workforce rose faster, as industries with higher concentration of PMETs remain resilient

2.5 The share of professionals, managers, executives & technicians (PMETs) among employed residents increased at a faster pace in 2020 than in earlier years, reaching 60%. The number of residents in PMET jobs continued to rise steadily, as sectors with a high concentration of PMETs such as *Information & Communications*, *Financial & Insurance Services* and *Professional Services* were less impacted by the COVID-19 pandemic. On the other hand, the decline in non-PMET employment was larger than usual, pulled down by sectors more severely impacted by COVID-19 such as *Wholesale Trade*, *Retail Trade*, *Accommodation* and *Food & Beverage Services*. Most of these industries have a higher concentration of non-PMETs in their workforce.

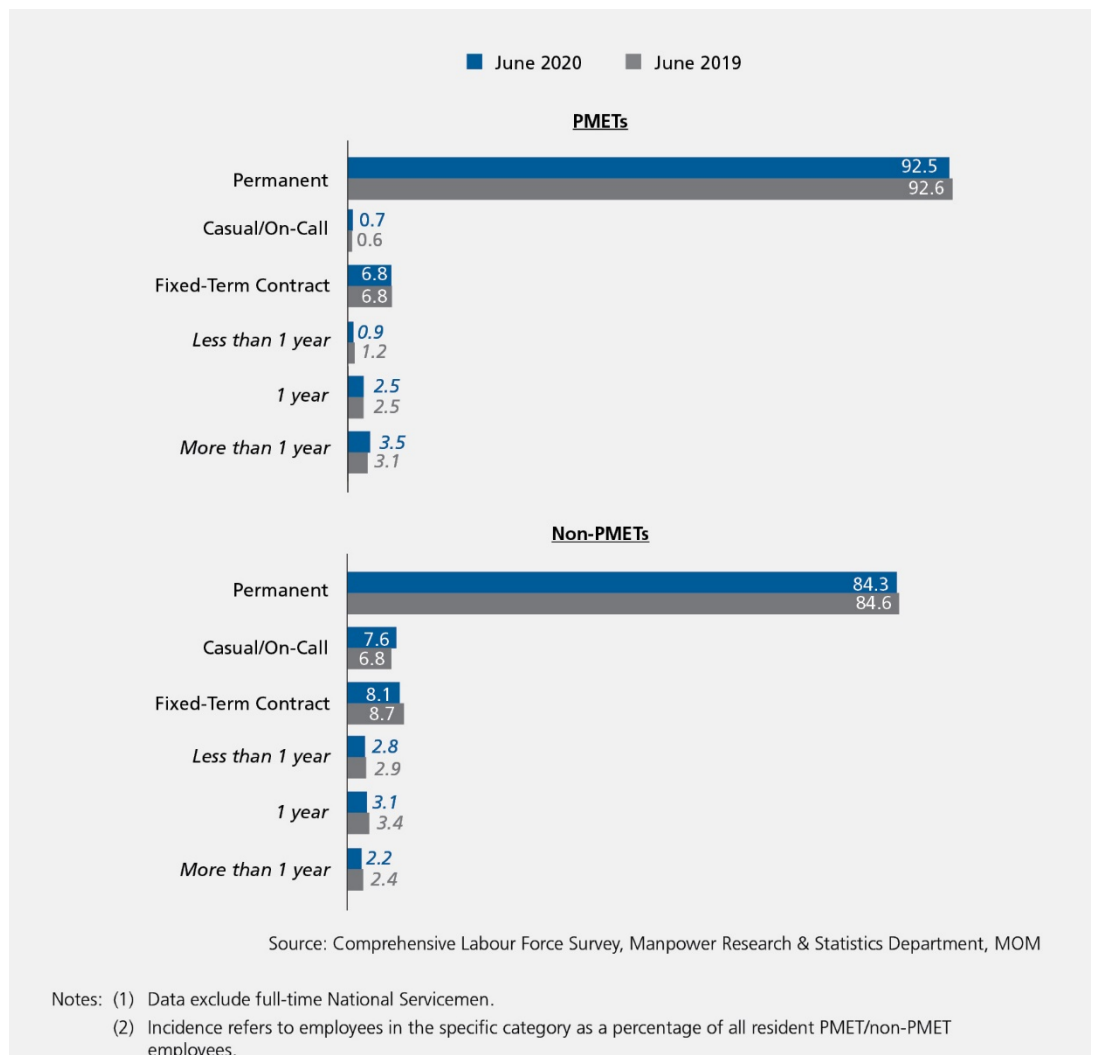
**Chart 5** Employed residents by occupation  
Per Cent



## More non-PMETs in casual/on-call employment

2.6 The decrease in non-PMET employment came from employees. Among non-PMET employees, there was a decrease in those on permanent and fixed-term contract. On the other hand, more non-PMETs were on casual/on-call employment such as delivery workers, cashiers, kitchen assistants and security guards. This reflects the shift to online retail sales and food delivery/takeaway, as many retail outlets were temporarily closed and dine-in food services were suspended to stem the spread of COVID-19, as well as higher demand for security services to implement safe management measures. Among PMETs, the proportion of permanent, fixed-term contract and casual/on-call employees held broadly steady over the year. Even though the overall proportion of casual/on-call employees among resident employees also edged up, this was offset by a decrease in fixed-term contract employees. As a result, the share of permanent employees among resident employees remained unchanged at a high of 89.3%.

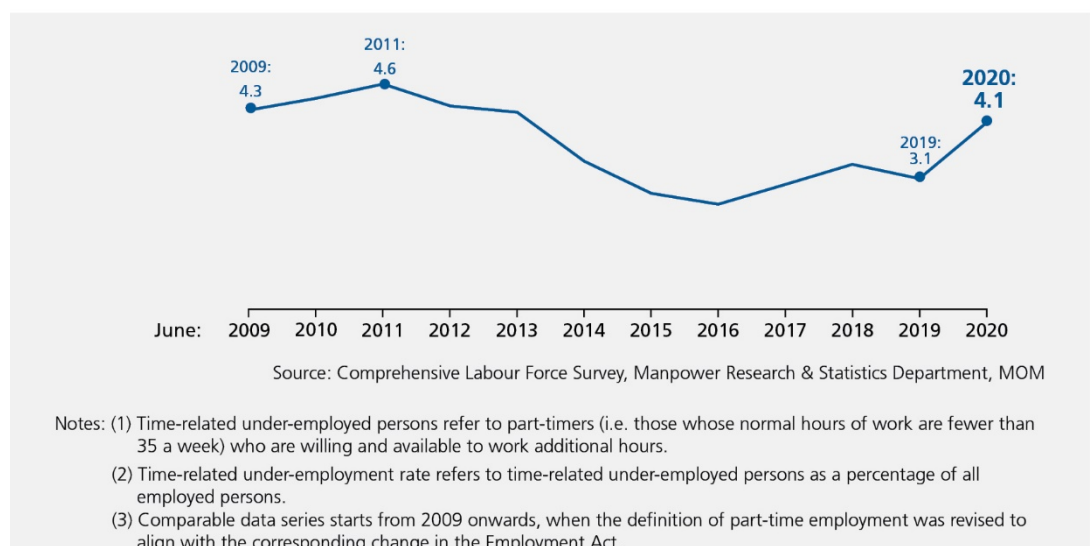
**Chart 6 Incidence of resident PMET and non-PMET employees by type of employment**  
Per Cent



## Steeper increase in time-related under-employment rate among non-PMETs, lower-educated and older workers

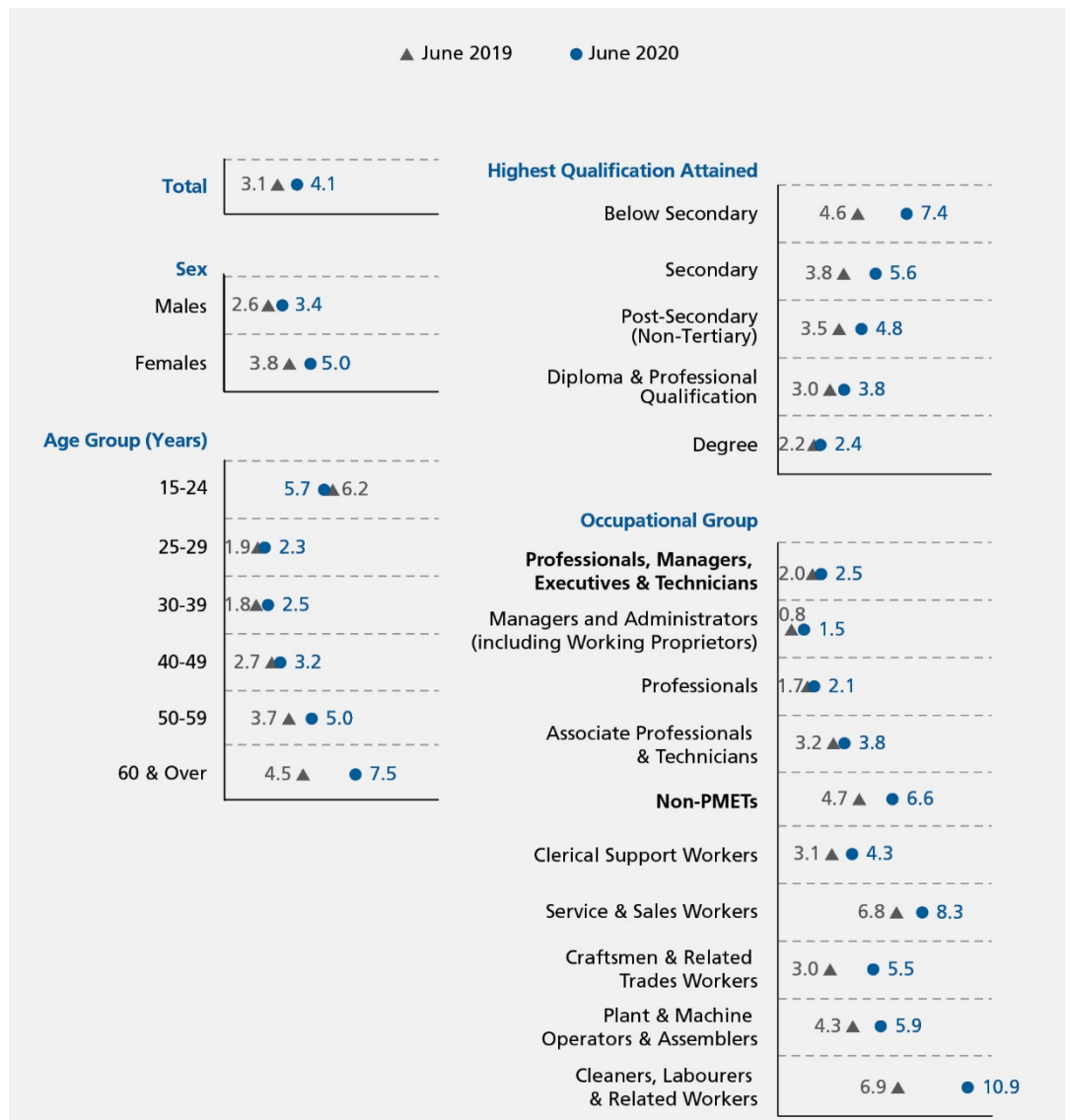
- 2.7 The proportion of part-time workers among employed residents declined from 11.2% in 2019 to 10.6% in 2020, as services industries such as *Food & Beverage Services, Retail Trade, Education* and *Arts, Entertainment & Recreation* which typically employed more part-time workers were more impacted by COVID-19 and work stoppages, and cut back on part-time employment.
- 2.8 However, more part-timers were willing and available to work additional hours. The time-related under-employment rate<sup>4</sup> increased from 3.1% to 4.1% over the year, but was below that during the Global Financial Crisis in 2009 (4.3%).
- 2.9 The time-related under-employment rate increased sharply in industries severely affected by COVID-19, including *Retail Trade, Food & Beverage Services, Arts, Entertainment & Recreation, Construction* and *Transportation & Storage*. As these were also sectors that employed more non-PMETs, and whose jobs were less suitable for remote work, non-PMETs experienced larger increases in time-related under-employment rate than PMETs.
- 2.10 Residents with below-secondary qualifications, and older workers in their 50s and 60 & over also posted sharper increases in time-related under-employment rate over the year.

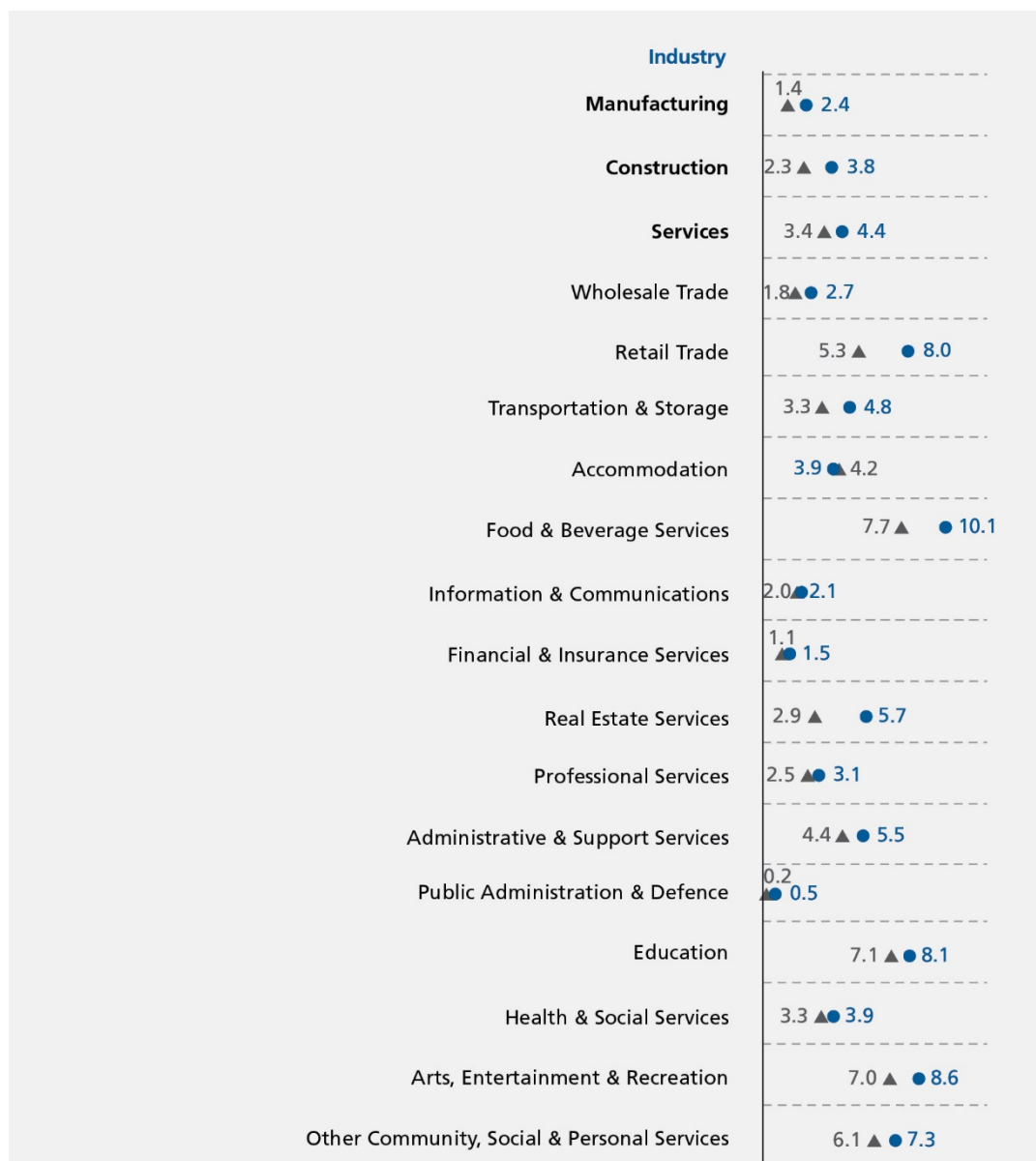
**Chart 7 Resident time-related under-employment rate**  
Per Cent



<sup>4</sup> 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 8 Resident time-related underemployment rate by characteristics**  
Per Cent





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

Notes: (1) See notes 1 and 2 for Chart 7.

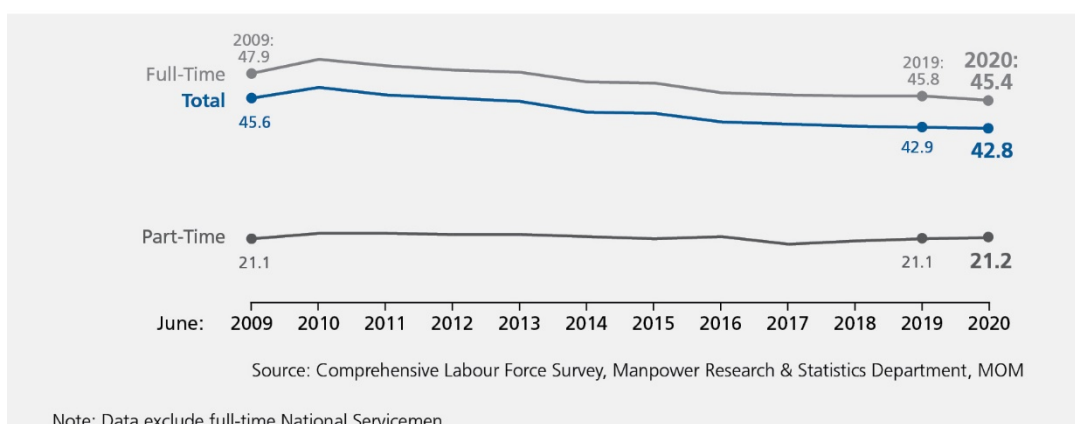
(2) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2020 and Singapore Standard Industrial Classification (SSIC) 2020. Data before year 2020 which were coded based on earlier versions of the SSOC and SSIC were mapped to SSOC 2020 and SSIC 2020 as far as possible to facilitate data comparability.

### 3. Usual Hours Worked

#### Larger decrease in average usual hours worked of full-timers in 2020 compared with recent years

- 3.1 The average weekly usual hours worked among full-time employed residents continued to trend down, from 45.8 hours in 2019 to 45.4 hours in 2020. This was a larger decrease than in recent years, reflecting cutbacks in working hours in industries more heavily impacted by COVID-19 e.g. *Arts, Entertainment & Recreation, Retail Trade, Construction, Accommodation and Manufacturing*.
- 3.2 On the other hand, the average usual hours worked of part-timers edged up slightly over the year but at a slower pace than the previous two years. Despite a relatively large decrease among full-timers in 2020, average weekly usual hours worked of employed residents only dipped slightly over the year as there was a sharp decline in share of part-timers (who worked shorter hours) in the workforce.
- 3.3 The decrease in usual hours worked was also less pronounced than the decline in paid hours worked,<sup>5</sup> as part of the reduction in working hours that workers experienced are temporary decreases during the height of the COVID-19 restrictions.

**Chart 9 Average (mean) usual hours worked per week of employed residents by nature of employment**  
Hours Per Week



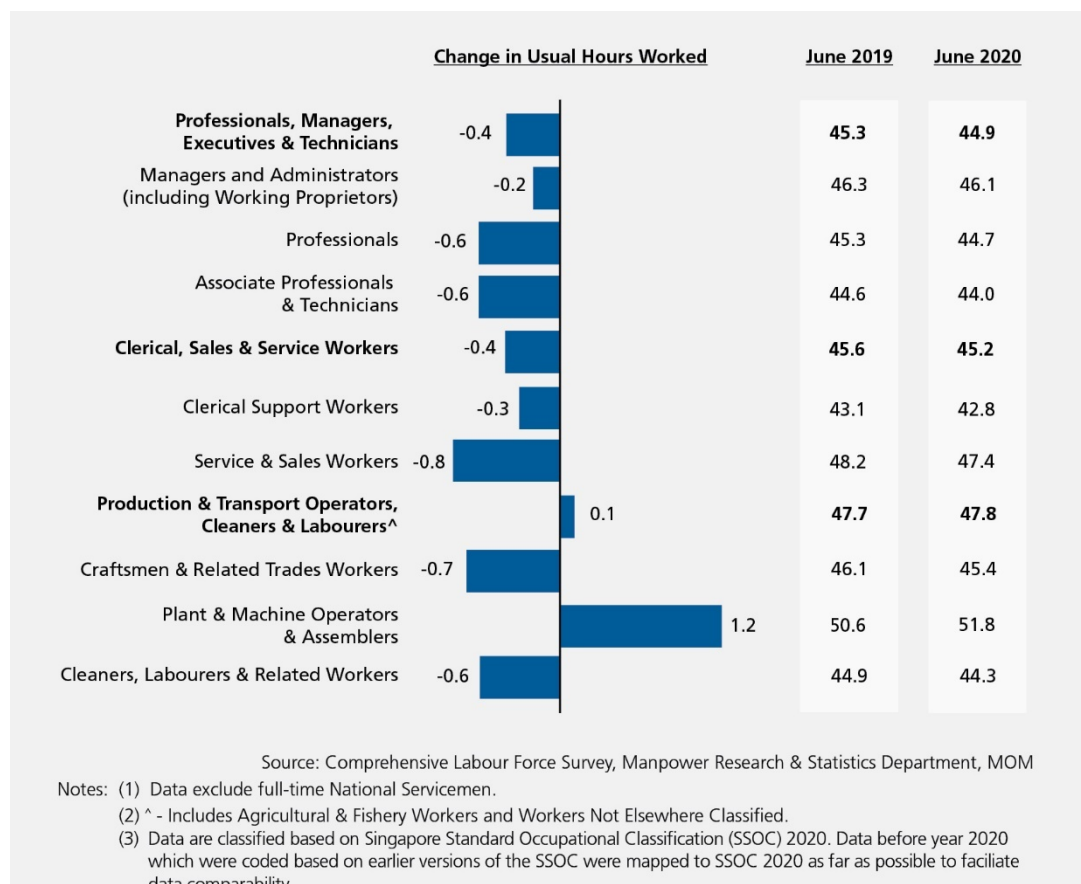
<sup>5</sup> As reported in the Labour Market Report Second Quarter 2020, average weekly total paid hours worked per employee declined by 1.3 hour over the year in June 2020.

## Full-timers saw a decline in average usual hours worked over the year across occupational groups, except plant & machine operators & assemblers

- 3.4 Among full-timers, the average usual hours worked per week declined across occupational groups over the year, except for plant and machine operators & assemblers which saw an increase in hours put in. The increase from this group was from the self-employed, and mainly from private-hire car drivers and delivery workers. Private-hire car drivers put in more hours possibly because of the need to make more trips to maintain their earnings due to lower ridership. This results from the occurrence that more workers were telecommuting and tourist arrivals plunged. On the other hand, delivery workers worked longer hours due to higher demand for delivery services from shop closures and suspension of dine-in services amid COVID-19.

**Chart 10 Change in average (mean) usual hours worked per week of full-time employed residents by occupation**

Hours Per Week





## 4. Working from Home and Reduced Work Hours Due to COVID-19 Situation

- 4.1 Beyond traditional indicators on employment, unemployment and income of workers, this year's Comprehensive Labour Force Survey also collected additional information on the impact of COVID-19, namely to size the number of persons working from home, and those with reduced working hours.

### **Nearly half of employed residents worked from home due to COVID-19; Singapore had among the highest prevalence compared to European Union member states**

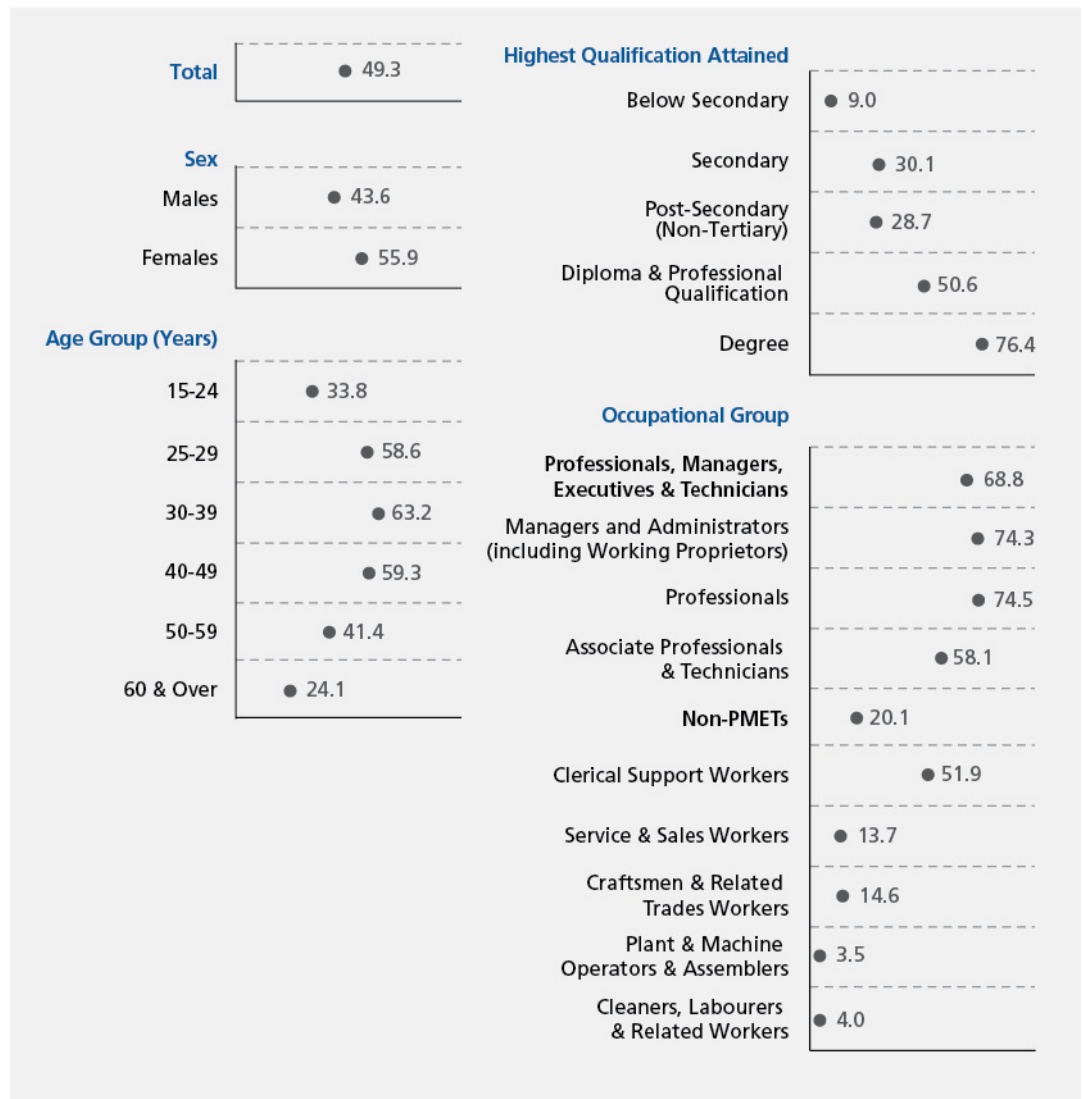
- 4.2 Nearly half (49%) or 1,094,900 employed residents had worked from home because of COVID-19. This was among the highest compared to European Union (EU) member states (5<sup>th</sup>).<sup>6</sup> A larger proportion of PMETs and clerical workers worked from home compared to those in other non-PMET occupations such as service & sales workers, craftsmen & cleaners, whose work typically needs to be done onsite or involves the use of machinery, vehicles or tools.
- 4.3 Reflecting this, the incidence of workers who worked from home was highest in *Information & Communications, Financial & Insurance Services, Professional Services* and *Education*, all of which had a high concentration of PMETs. Relatively fewer workers from *Food & Beverage Services, Transportation & Storage, Accommodation, Retail Trade, Health & Social Services* and *Administrative & Support Services* worked from home.

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<sup>6</sup> Based on an average of two rounds of e-survey conducted by Eurofound, to cover a period of fieldwork similar to Singapore.

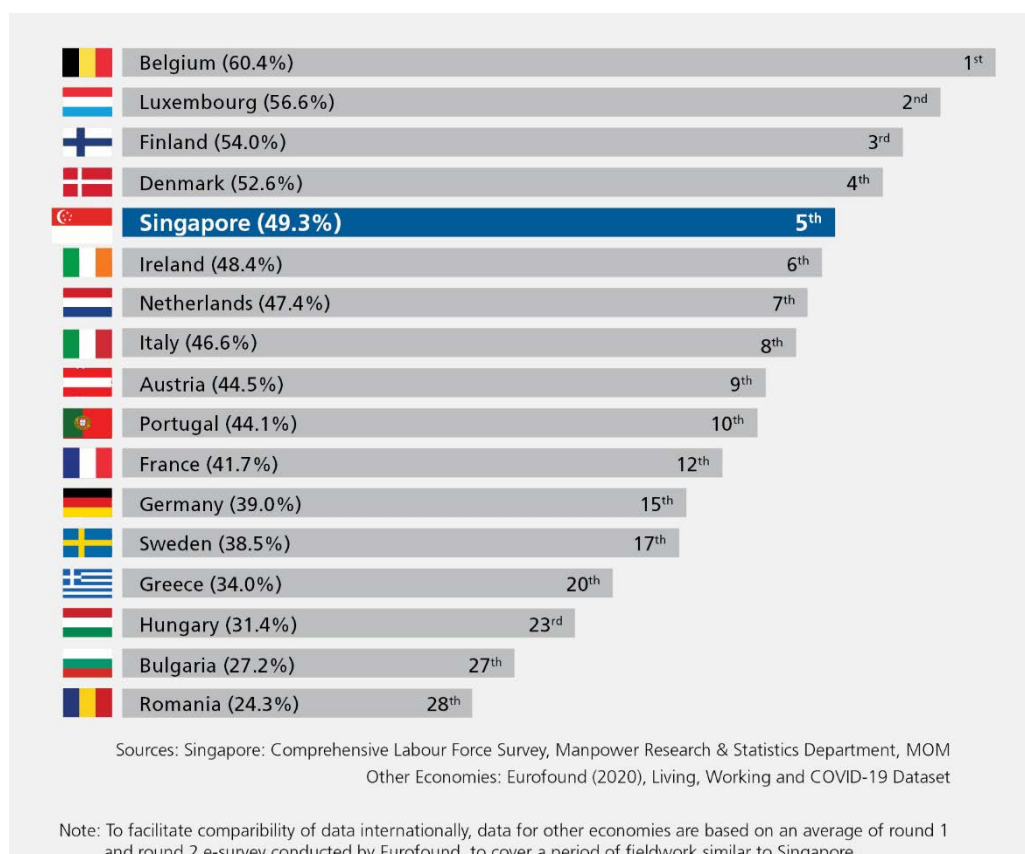
**Chart 11 Proportion of employed residents who worked from home because of COVID-19 situation**

Per Cent





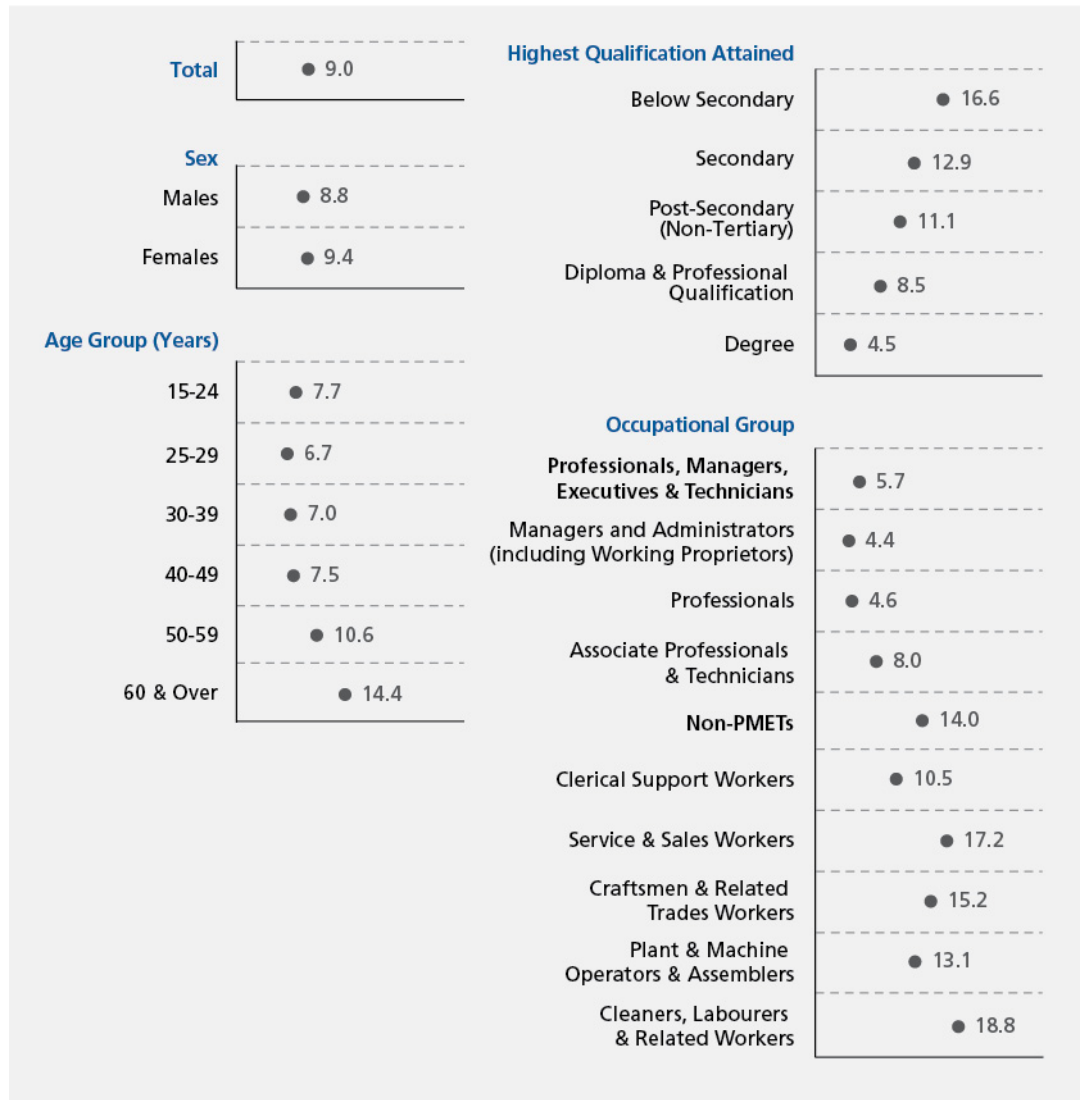
**Chart 12 Proportion of workers who worked from home because of COVID-19 situation in Singapore and European Union member states, 2020**



**Nearly one in ten employed residents experienced reduced work hours due to COVID-19**

- 4.4 Around one in ten (9.0%) or 201,100 employed residents experienced a reduction in hours worked due to COVID-19, either in the form of shorter work hours than usual, or no-pay leave.
- 4.5 A higher share of workers in industries severely affected by COVID-19, namely *Accommodation, Food & Beverage Services, Other Community, Social & Personal Services* and *Arts, Entertainment & Recreation* had reduction in hours worked. Non-PMETs, lower-educated and older workers were also more likely to have experienced reduction in working hours.

**Chart 13 Proportion of employed residents who experienced reduction in hours worked because of COVID-19 situation**  
Per Cent





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

## 5. Income

### Median income fell

- 5.1 The nominal median income of full-time employed residents declined by 0.6% from \$4,563 in 2019 to \$4,534 in 2020. After adjusting for inflation,<sup>7</sup> real median income growth was -0.3%<sup>P</sup> in 2020, compared with the 2.2% in 2019. Notwithstanding the moderation in 2020, real median income growth over the recent five years (2015 to 2020) was close to that of the preceding five years (2010 to 2015), due to sustained income growth prior to 2020.

### Steeper decline in income at the 20<sup>th</sup> percentile, but help from government to supplement incomes mitigated impact

- 5.2 There was a steep decline in income at the 20<sup>th</sup> percentile of full-time employed residents over the year (nominal: -4.8%; real: -4.5%<sup>P</sup>), as industries more adversely affected by COVID-19 have a high concentration of lower-income earners. Incomes of lower-income self-employed workers such as taxi/private-hire car drivers and hawkers were also impacted by the plunge in tourist arrivals, work-from-home arrangements, and temporary suspension of dine-in services at food & beverage outlets during the Circuit Breaker period.
- 5.3 However, various schemes are in place to mitigate the impact of COVID-19 on lower-income earners. The qualifying income ceiling for the Workfare Income Supplement (WIS) scheme was raised from \$2,000 to \$2,300 in 2020, with an increase in quantum of WIS support. Additionally, workers who qualify for WIS in 2019 or 2020 will receive a one-off Workfare Special Payment (WSP) of \$3,000. Other temporary schemes to help support workers affected by the COVID-19 pandemic include the Self-employed Person Income Relief Scheme (SIRS) and COVID-19 Support Grant (CSG). After adding WIS and WSP payouts, the 20<sup>th</sup> percentile income level in 2020 is similar to the level in 2019.<sup>8</sup>
- 5.4 Over the longer term from 2015 to 2020, income growth of full-timers at the 20<sup>th</sup> percentile (2.9% p.a.<sup>P</sup>) remained slightly higher than the median income growth (2.7% p.a.<sup>P</sup>).

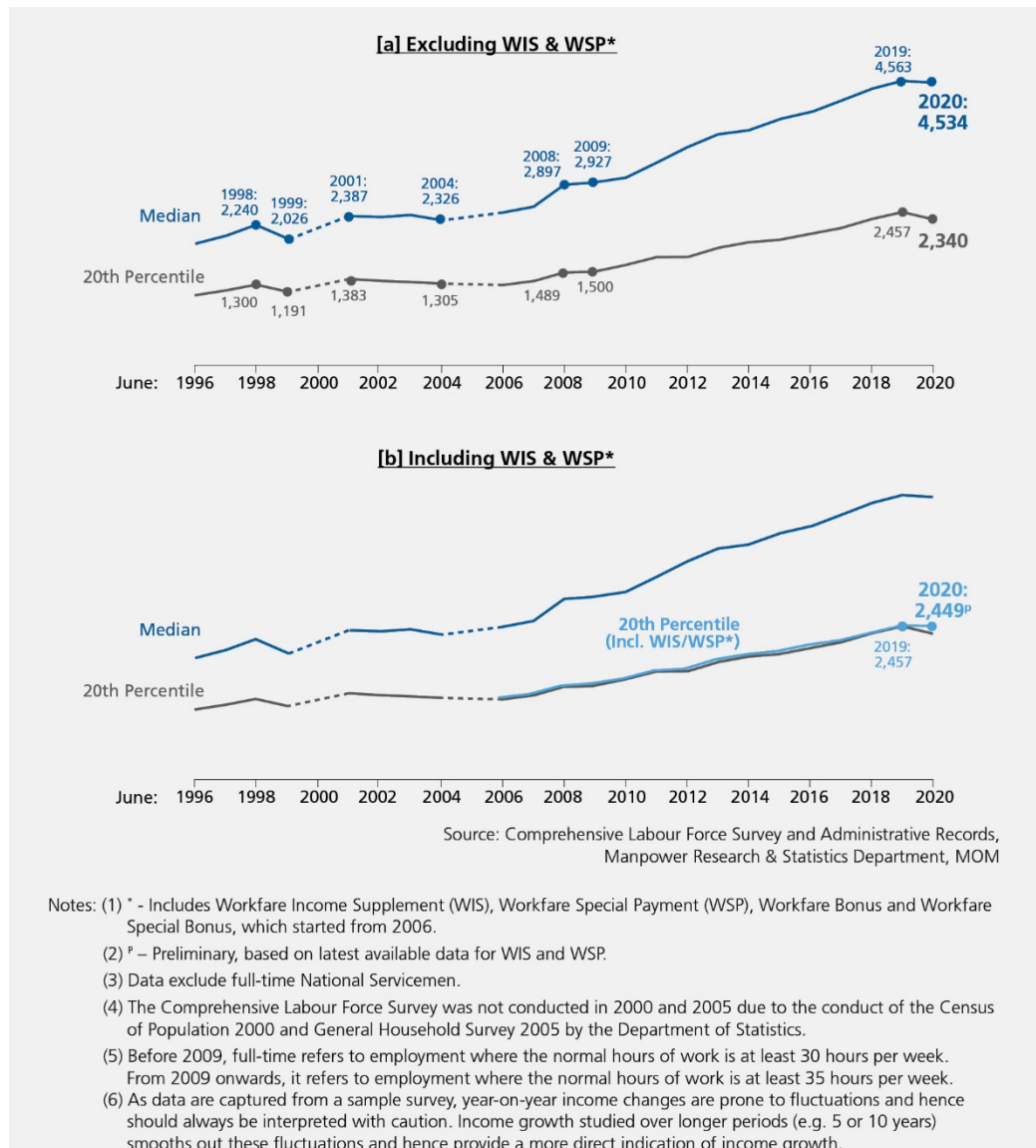
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<sup>7</sup>Inflation based on the Consumer Price Index for all items is forecasted to range between -0.5% and 0% in 2020. Source: Monetary Authority of Singapore.

<sup>P</sup> Preliminary as the full-year Consumer Price Index (CPI) data for 2020 is not available yet.

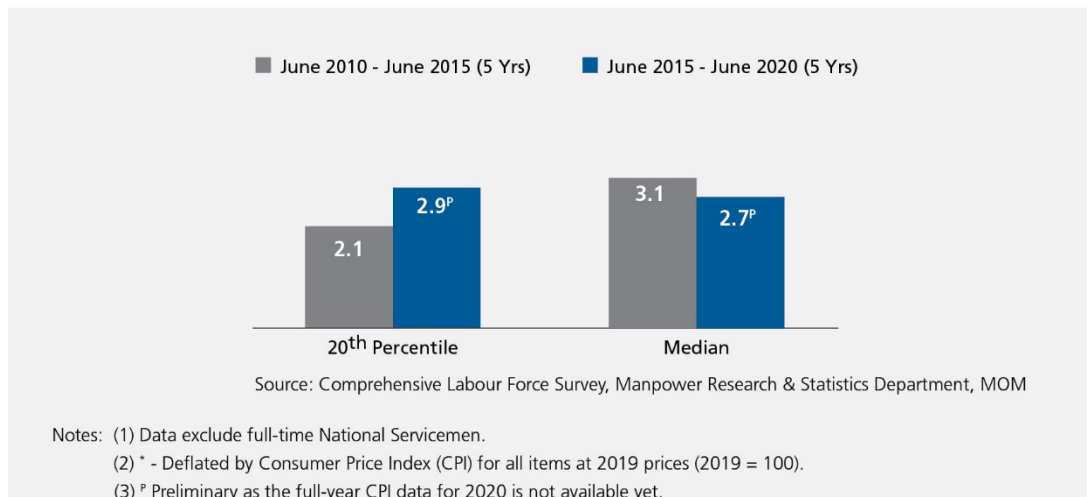
<sup>8</sup> Data on WIS and WSP are preliminary, based on latest available data.

**Chart 14 Gross monthly income from work (including employer CPF contributions) of full-time employed residents**  
Dollars





**Chart 15 Annualised change in real\* gross monthly income from work (including employer CPF contributions) of full-time employed residents**  
Per Cent Per Annum



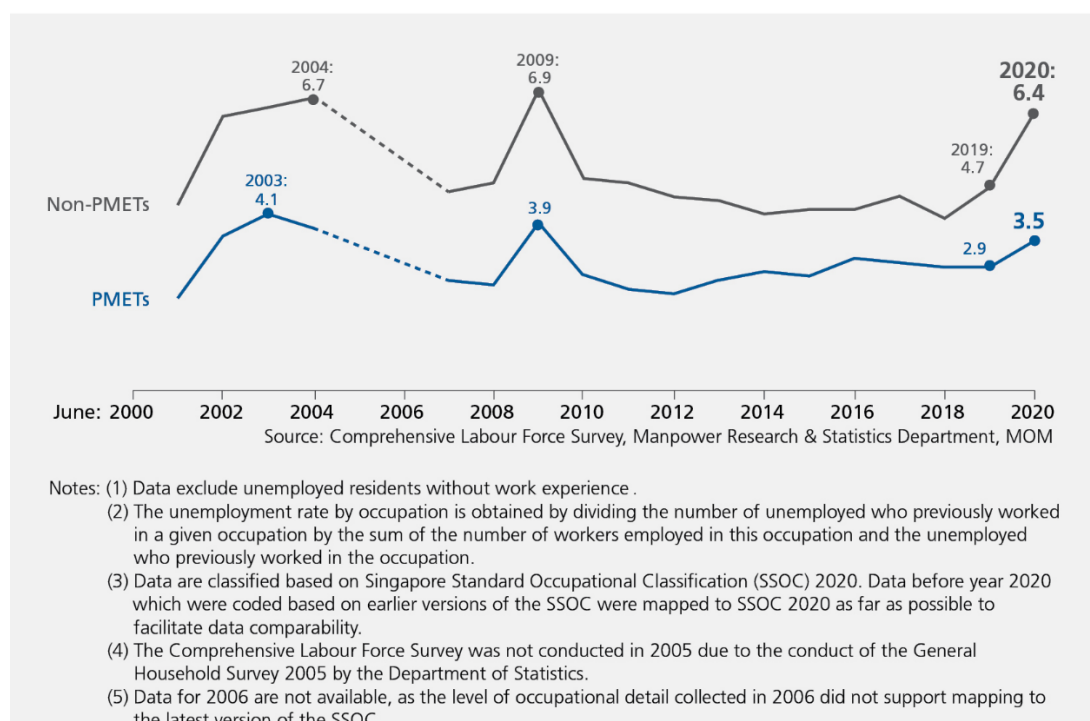
## 6. Unemployment<sup>9</sup>

### Non-PMETs experienced a larger increase in unemployment rate than PMETs, with both rates below previous recessionary peaks

- 6.1 The unemployment rate increased by a larger extent among non-PMETs (+1.7%-point from 2019 to 2020) compared to PMETs (+0.6%-point). Nevertheless, the rates for both groups remained below previous recessionary peaks.
- 6.2 Among non-PMETs, unemployment rates rose steeply across all age groups. The increase for PMETs was comparatively smaller, except for older PMETs aged 50 & over.
- 6.3 The increase in unemployment rates for both PMETs and non-PMETs were driven by shorter-term unemployment, as the increase in their long-term unemployment rates was considerably smaller. PMETs in their 40s experienced a larger increase in long-term unemployment rate compared to other age groups. Among non-PMETs, long-term unemployment rate rose for residents aged below 30 and in their 40s, but held steady for residents aged 50 & over.

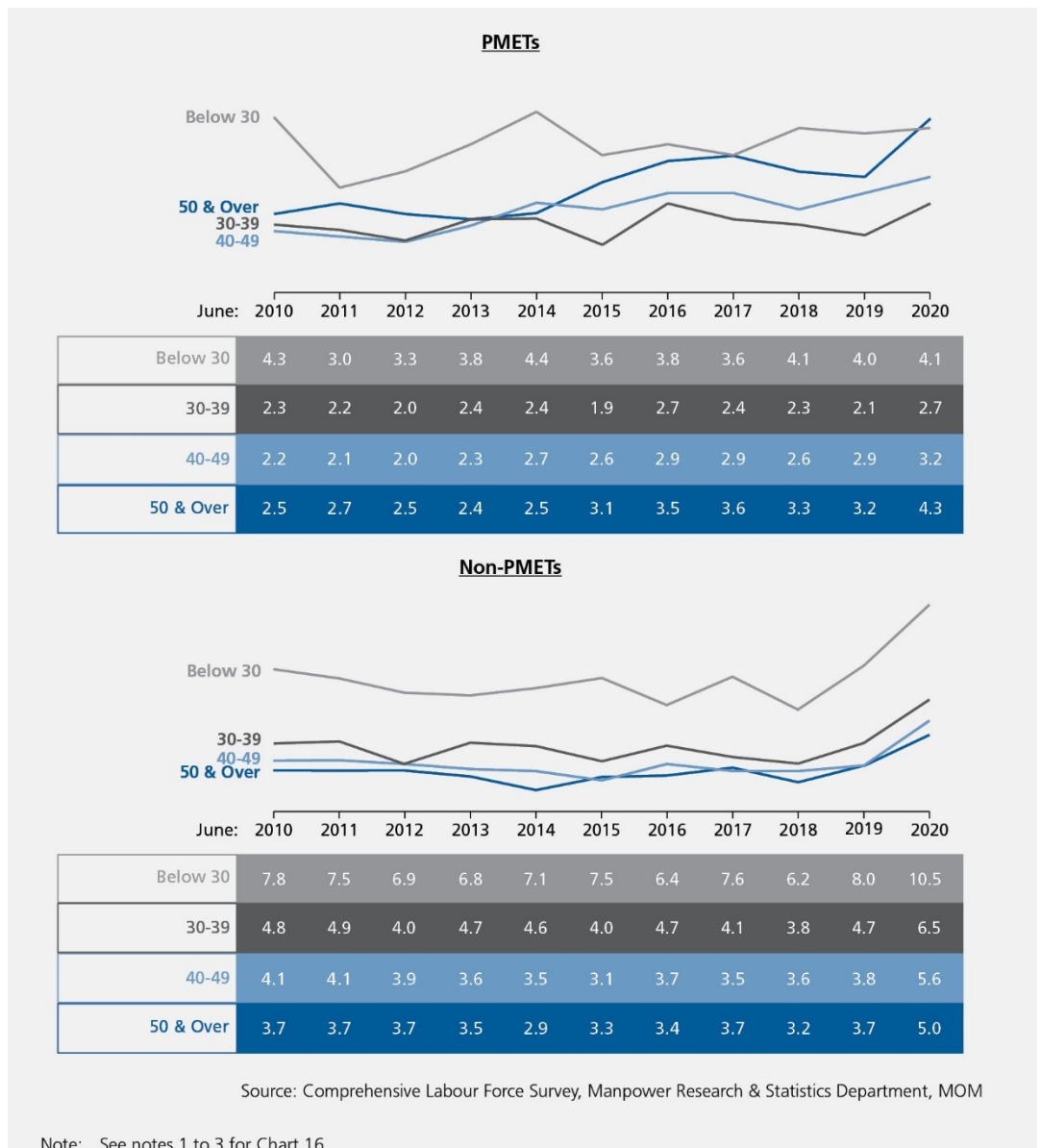
**Chart 16 Unemployment rate of resident PMETs and non-PMETs**

Per Cent

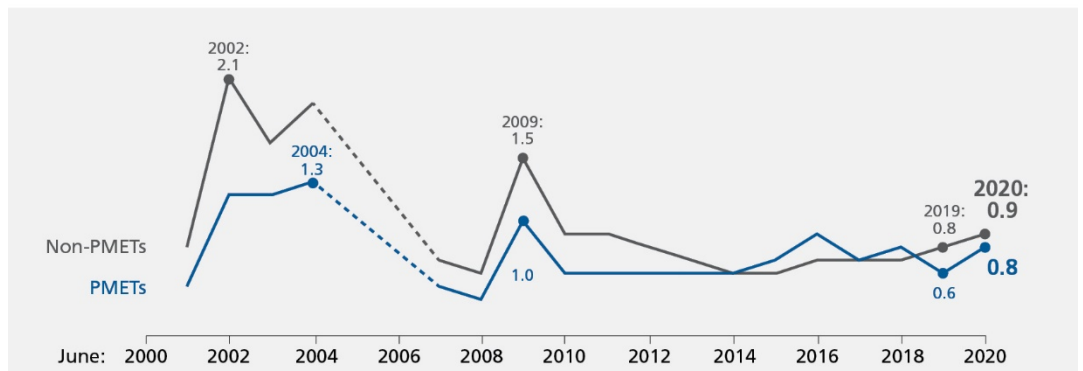


<sup>9</sup> Top-line seasonally adjusted unemployment rates are now reported on a monthly basis, with breakdown by age and education available quarterly. With a larger sample size, the Comprehensive Labour Force Survey enables us to collect additional information of unemployment rates by occupation and industry, reported in this section. The unemployment rates by occupation and industry are non-seasonally adjusted because they pertain only 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 Monthly Unemployment Situation and quarterly Labour Market Reports.

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



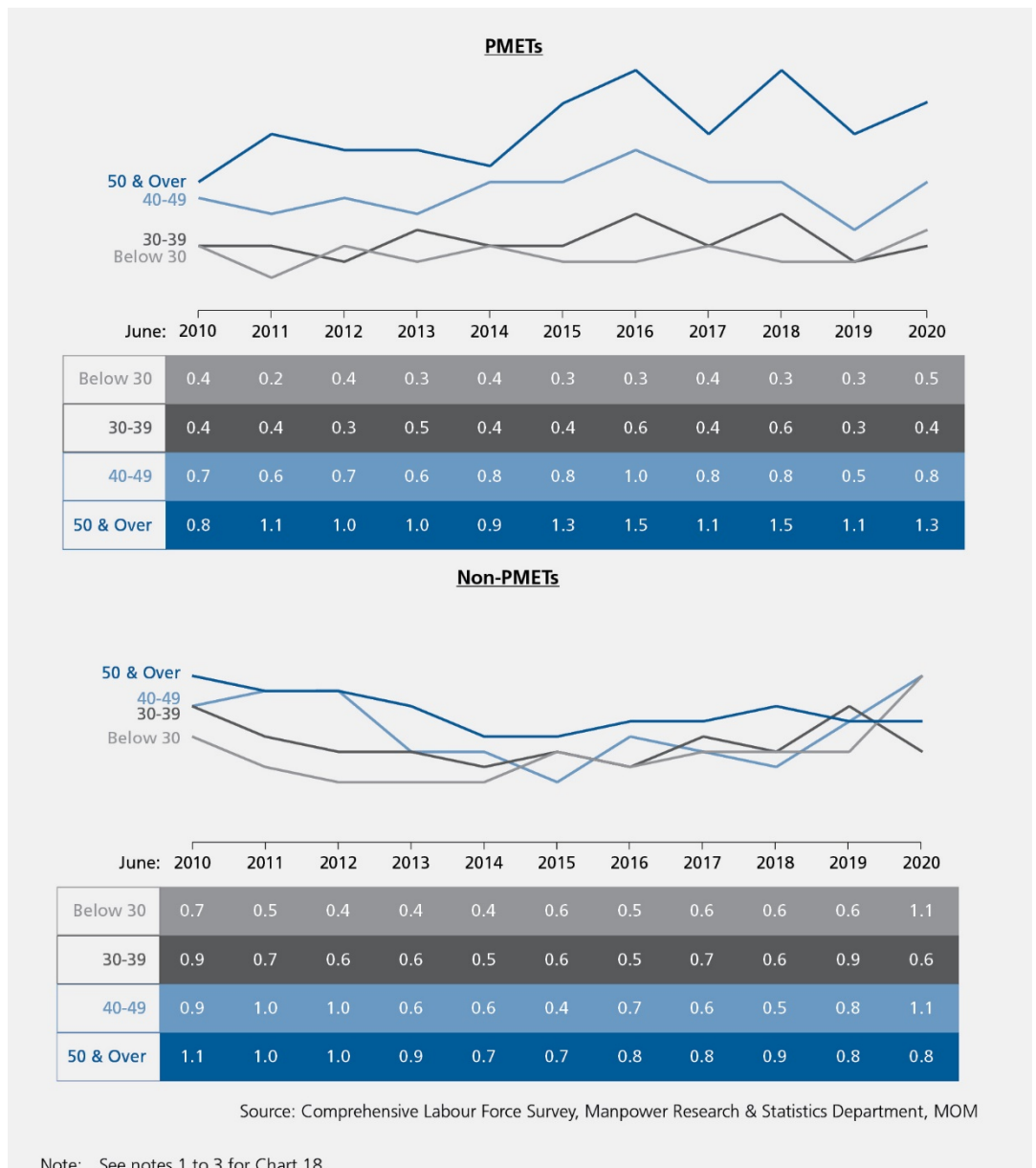
**Chart 18 Long-term unemployment rate of resident PMETs and non-PMETs**  
Per Cent



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

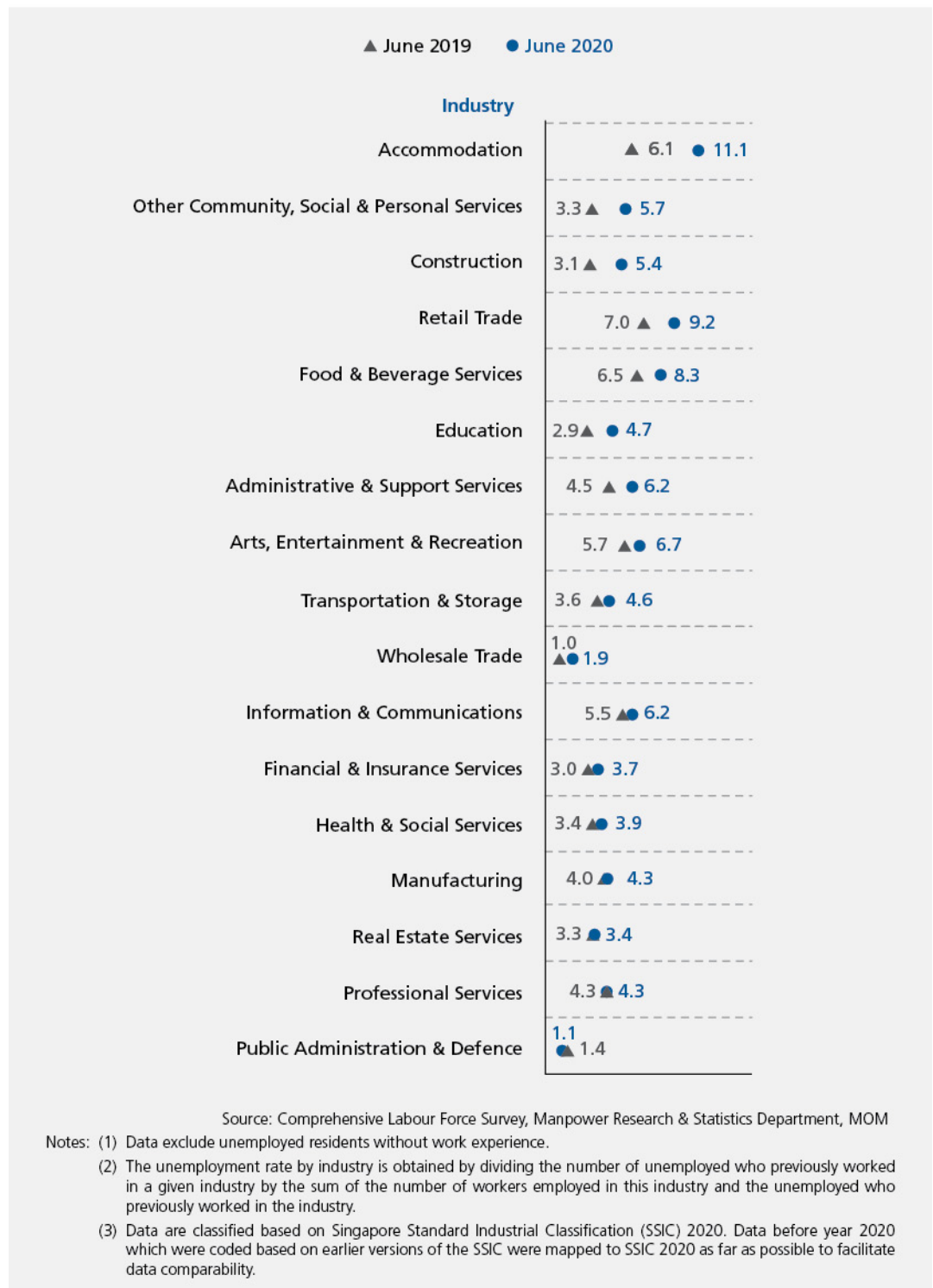
- Notes: (1) Data exclude unemployed residents without work experience.  
 (2) The long-term unemployment rate by occupation is obtained by dividing the number of long-term unemployed who previously worked in a given occupation by the sum of the number of workers employed in this occupation and the unemployed who previously worked in the occupation.  
 (3) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2020. Data before year 2020 which were coded based on earlier versions of the SSOC were mapped to SSOC 2020 as far as possible to facilitate data comparability.  
 (4) The Comprehensive Labour Force Survey was not conducted in 2005 due to the conduct of the General Household Survey 2005 by the Department of Statistics.  
 (5) 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.

**Chart 19 Long-term unemployment rate of resident PMETs and non-PMETs by age**  
Per Cent



6.4 The increase in unemployment rate was larger in industries more severely affected by the COVID-19 outbreak, due to factors such as the plunge in tourist arrivals and temporary stoppage of work activities that need to be done onsite. Specifically, industries with larger increase in unemployment rate over the year include *Accommodation* (+5.0%-point), *Other Community, Social & Personal Services* (+2.4%-point), *Construction* (+2.3%-point), *Retail Trade* (+2.2%-point), *Food & Beverage Services* (+1.8%-point), *Education* (+1.8%-point) and *Administrative & Support Services* (+1.7%-point). On the other hand, *Public Administration & Defence* (-0.3%-point), *Professional Services* (unchanged) and *Real Estate Services* (+0.1%-point) were least affected, with their unemployment rates hovering around the levels of a year ago.

**Chart 20 Resident unemployment rate by industry**  
Per Cent



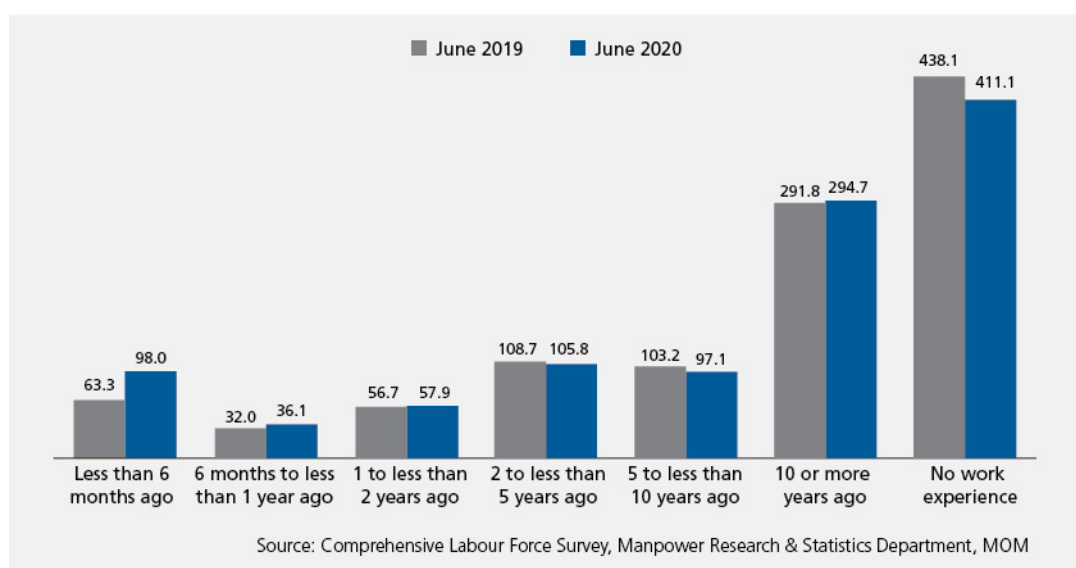
## 7. Persons Outside the Labour Force

### Number of residents outside the labour force broadly stable, but more of them were recent job leavers

- 7.1 As the labour force participation rate was broadly stable, the total number of residents outside the labour force only edged up slightly from 1.09 million in 2019 to 1.10 million in 2020, reflecting population growth. However with the COVID-19 outbreak in the first half of 2020 and measures to reduce local transmission, there was a marked increase in those outside the labour force who left their last jobs within the last six months (henceforth described as “recent job leavers”), from 63,300 in 2019 to 98,000 in 2020. This balanced the reduction in number of residents outside the labour force who did not have work experience<sup>10</sup> or had left their jobs for a longer period.

**Chart 21 Residents outside the labour force by when left last job**

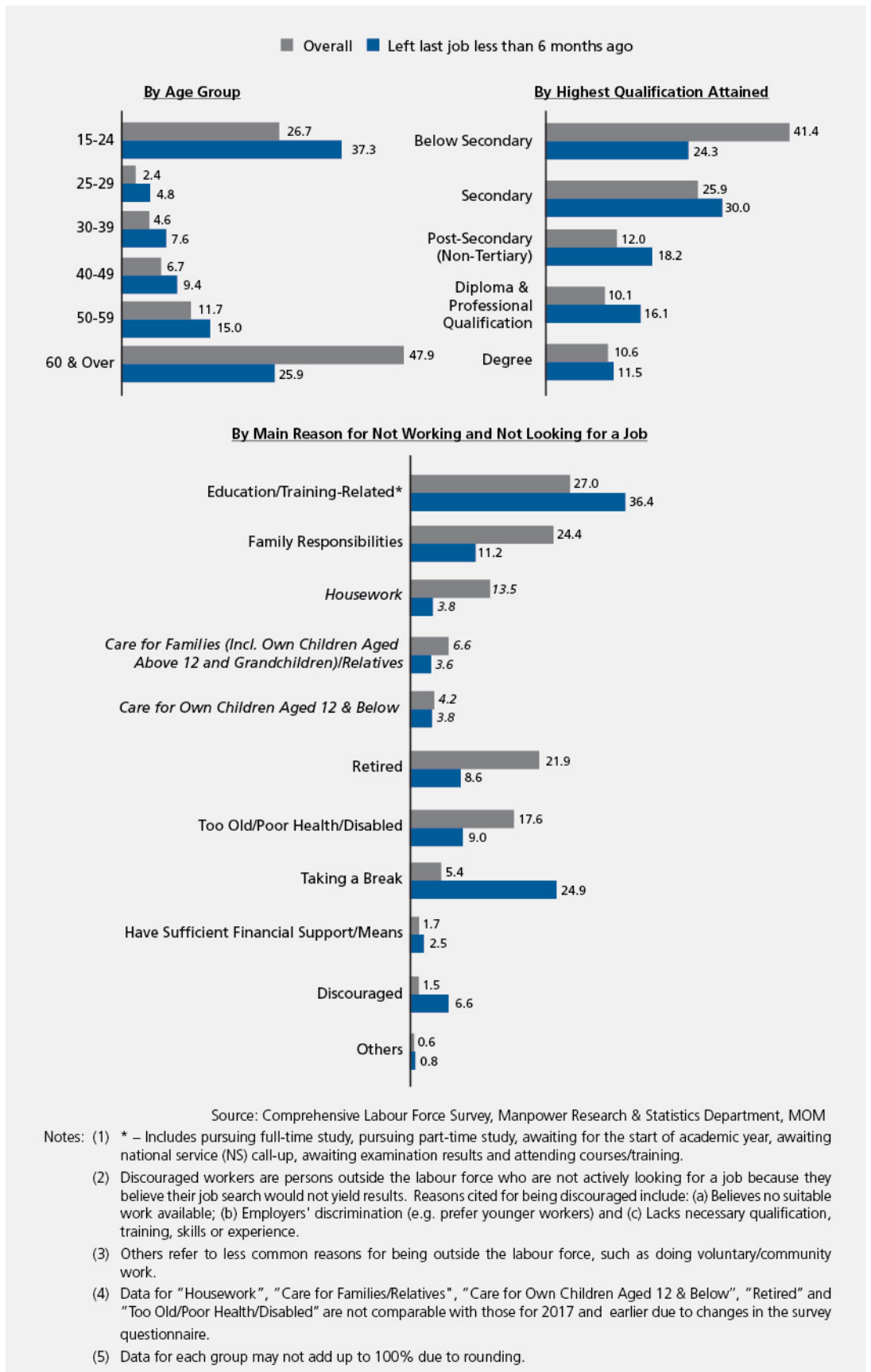
Number ('000)



- 7.2 The profile of recent job leavers is quite different from those outside the labour force in general. While they were also concentrated at the two ends of the age spectrum, recent job leavers were relatively younger, with a higher share of them in their 50s or younger than the overall pool of residents outside the labour force. Proportionately more recent job leavers have secondary, post-secondary (non-tertiary) and diploma & professional qualification than the overall group of residents outside the labour force.
- 7.3 Given the higher share of youths among recent job leavers outside the labour force, proportionately more of them were not working to pursue education/training (36%) than the entire pool of residents outside the labour force (27%). The recent job leavers were also commonly taking a break (25%), unlike those outside the labour force in general who were more likely to be taking care of their families, retired or not working due to old age, poor health or disability. While there were relatively more discouraged workers among recent job leavers (6.6%) than in the overall pool of residents outside the labour force (1.5%), they still formed a small minority.

<sup>10</sup> The decrease in residents outside the labour force without work experience mostly came from youths aged 15 to 24, possibly because more of them had taken on vacation jobs or internships previously to gain some work experience while pursuing education.

**Chart 22 Profile of residents outside the labour force, June 2020**  
Per Cent



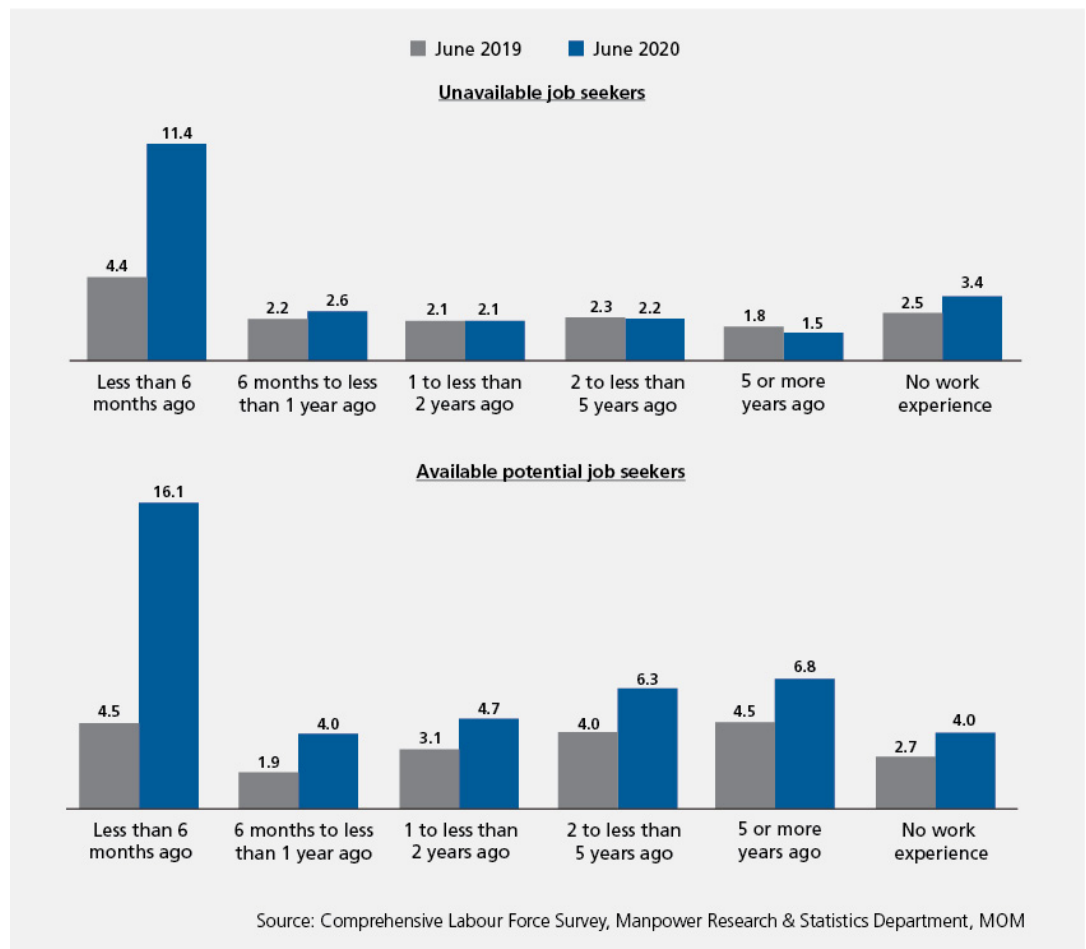


7.4 The International Labour Organisation (ILO) developed new indicators in recent years to identify residents outside the labour force with relatively stronger labour market attachment. Two new descriptors were developed i.e. “*unavailable job seekers*” – those who are actively looking for work but 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.

**Increase in residents outside the labour force with relatively stronger labour market attachment**

7.5 There was a notable increase in residents outside the labour force with relatively stronger labour market attachment. The number of unavailable job seekers rose from 15,300 (1.4% of residents outside the labour force) in 2019 to 23,300 (2.1%) in 2020, and the number of available potential job seekers doubled from 20,700 (1.9%) in 2019 to 41,900 (3.8%). The increases were mostly driven by those who left their last job within the last six months, amid the outbreak of COVID-19.

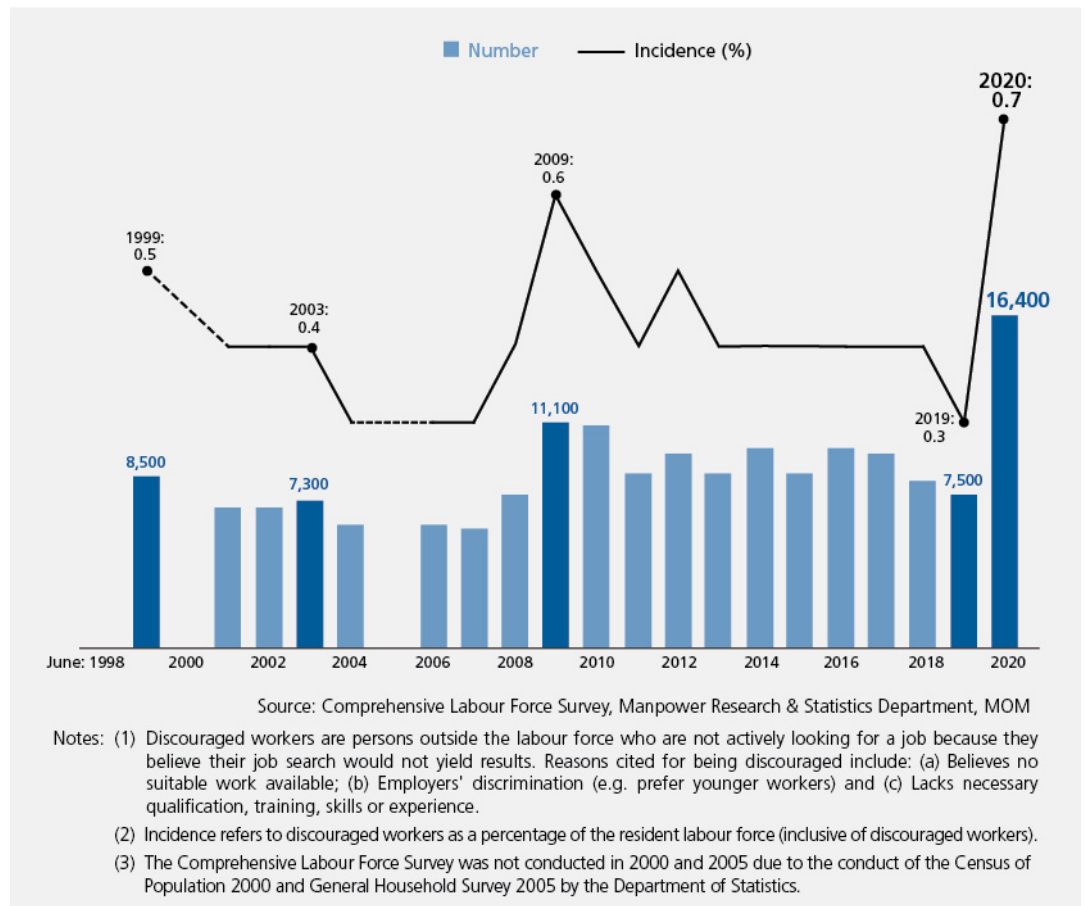
**Chart 23 Unavailable job seekers and available potential job seekers by when left last job**  
Number ('000)



## Discouraged workers rose to a new high, mainly affecting lower-educated and older residents

- 7.6 Reflecting the sharp slowdown in economic activities, the number of persons who were not looking for work because they felt their job search will not yield results (discouraged workers<sup>11</sup>) more than doubled from 7,500 (0.3% of the resident labour force<sup>12</sup>) in 2019 to 16,400 (0.7%) in 2020.<sup>13</sup> This surpassed the previous high of 11,100 (0.6%) in the 2009 recession.

**Chart 24 Residents discouraged from seeking work**



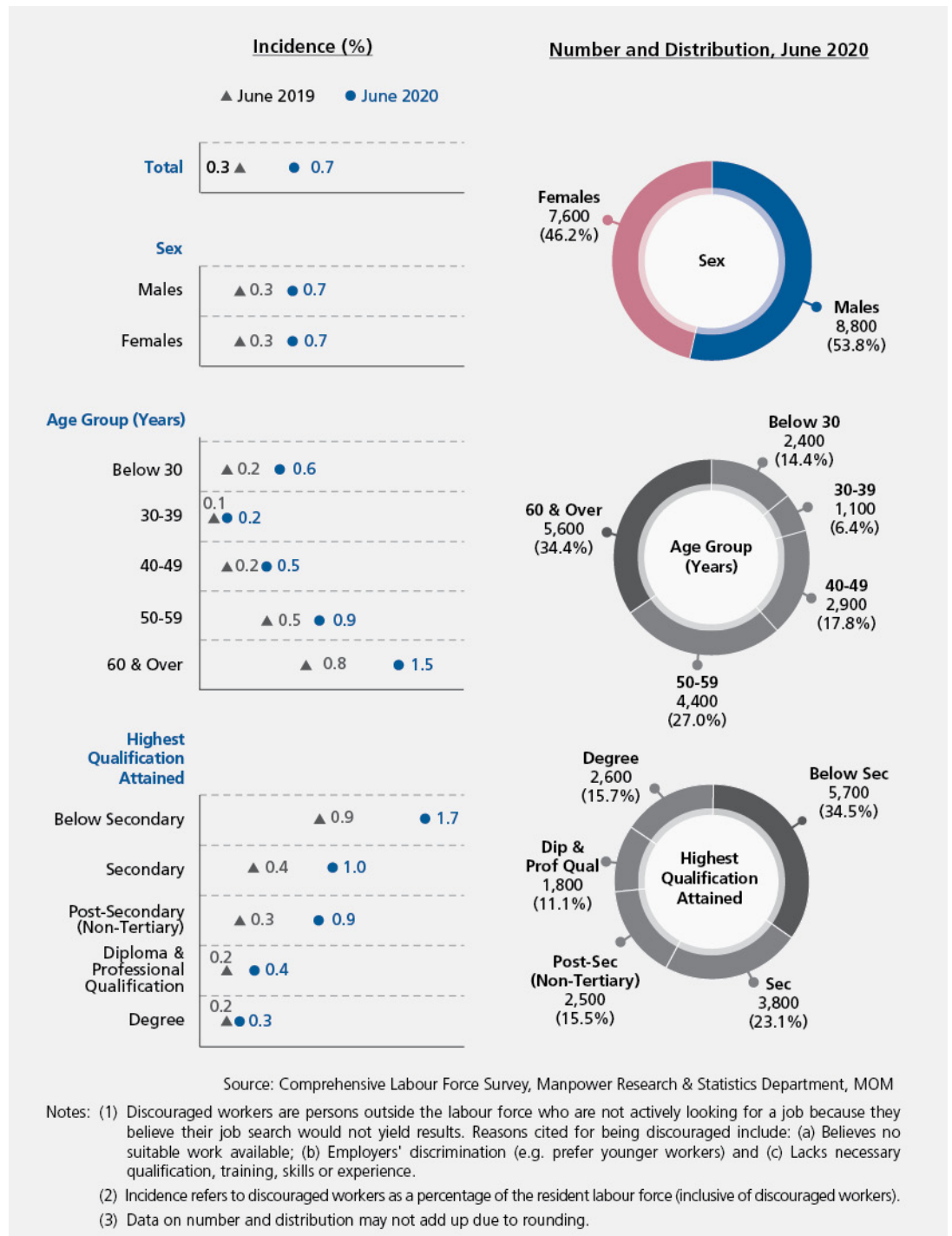
<sup>11</sup> Reasons cited for being discouraged include: (a) Believes no suitable work available; (b) Employers' discrimination (e.g. prefer younger workers) and (c) Lacks necessary qualification, training, skills or experience.

<sup>12</sup> Inclusive of discouraged workers.

<sup>13</sup> 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 also increased from 2,200 in 2019 to 7,600 in 2020.

7.7 Sharper increases in incidence of discouraged workers were observed among those with non-tertiary qualifications, and older residents aged 60 & over. As a result, the lower-educated and older residents remained the largest groups among discouraged workers. 34% of discouraged workers in 2020 were aged 60 & over, with another 27% in their 50s. Those with below secondary qualifications made up 35% of discouraged workers, with the secondary-educated making up another 23%.

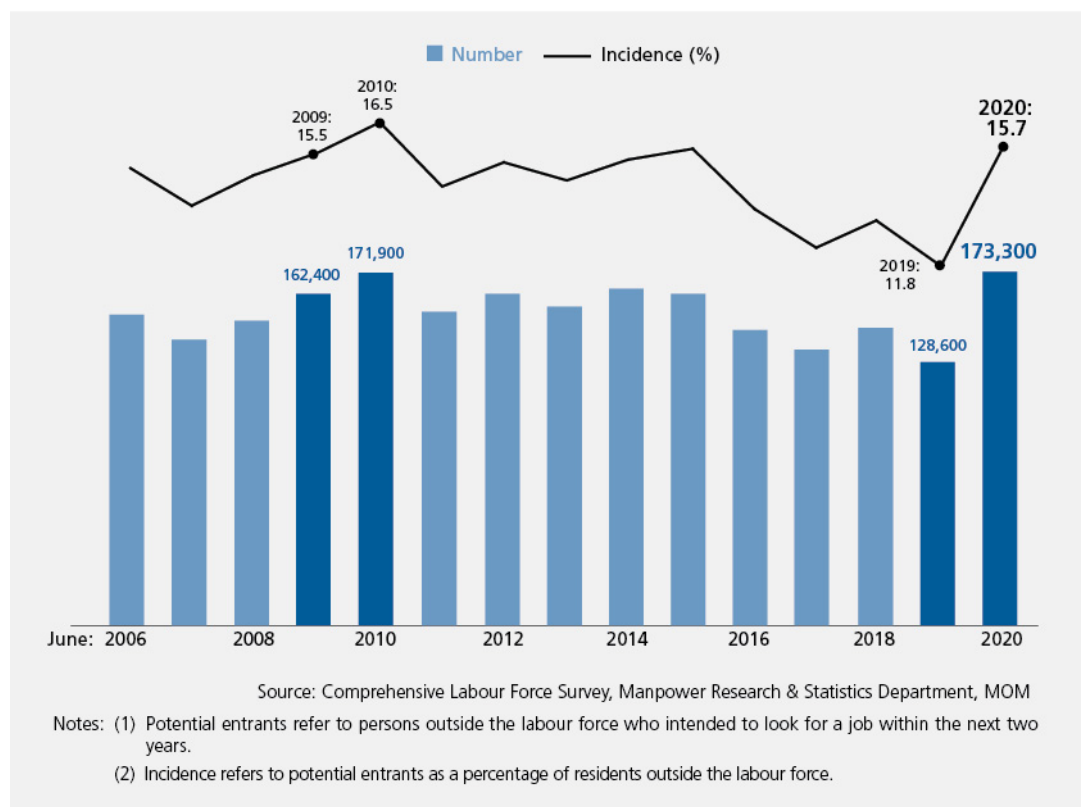
**Chart 25 Profile of residents discouraged from seeking work**



## As many of the recent job leavers outside the labour force intend to return to the labour market, the number of potential entrants rose sharply

7.8 As many of those outside the labour force who had left their jobs recently intend to return to the labour market, there was a large increase in number of residents outside the labour force who intended to look for jobs within the next two years in 2020. This was a departure from the general downtrend since 2015. These potential entrants numbered 173,300 or 16% of those outside the labour force in 2020, up from the low of 128,600 or 12% in 2019. More residents had left the labour market in the first half of 2020 to pursue education/training or take a break; and some were discouraged about their chances of securing a job at the height of the COVID-19 restrictions. Many of them intend to return to the labour market when the situation improves, contributing to the increase in potential entrants.

**Chart 26 Resident potential entrants into the labour force**



7.9 The increase in potential entrants mainly came from those who intend to return to the labour force within six months of the survey i.e. by around end of this year (from 50,300 to 82,100), followed by those who plan to enter the labour force within six months to less than a year (from 34,900 to 46,000) from the survey i.e. around the first half of 2021.

7.10 The incidence of potential entrants continued to be higher among residents in the younger prime-working ages of 25 to 29 (48%) and 30 to 39 (41%). The latter also increased markedly from 31% a year ago. Considering actual numbers, there were more youths and older residents among the potential entrants given their higher likelihood of being outside the labour force, and there were also marked increases in their numbers from the previous year. Within the larger pool of potential entrants in 2020, 40% or 69,700 preferred to work part-time. The profile of potential entrants in 2020 can be found in Statistical Table 8 in Annex C.

# SURVEY COVERAGE AND METHODOLOGY

## Introduction

- 1 The 2020 Comprehensive Labour Force Survey (CLFS) is the forty-third 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. This year's CLFS is conducted as a sub-sample of Census 2020, to reduce the likelihood of households being approached twice by both the Ministry of Manpower and Department of Statistics.
- 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:

<b>Reference Period</b>	This refers to the week preceding the date of the survey interview.
<b>Residents</b>	Residents (also known as locals) refer to Singapore citizens and Permanent Residents.
<b>Labour Force Status</b>	<p><b>Labour Force</b></p> <ul style="list-style-type: none"> <li>▶ This refers to persons aged 15 years and over who are either employed (i.e. working) or unemployed (i.e. actively looking for a job and available for work) during the reference period.</li> </ul> <p><b>Outside the Labour Force</b></p> <ul style="list-style-type: none"> <li>▶ This refers to persons aged 15 years and over who are neither employed nor unemployed during the reference period.</li> </ul>

<b>Employed Persons</b>	<p>This refers to persons aged 15 years and over who, during the reference period:</p> <ul style="list-style-type: none"> <li>(i) work for one hour or more either for pay or profit; or</li> <li>(ii) have a job or business to return to but are temporarily absent because of illness, injury, breakdown of machinery at workplace, labour management dispute or other reasons.</li> </ul> <p>Members of the Singapore Armed Forces including full-time National Servicemen are included in the persons employed, unless otherwise specified.</p>
<b>Unemployed Persons</b>	<p>This refers to persons aged 15 years and over who are not working but are actively looking for a job and available for work during the reference period. They include persons who are not working but are taking steps to start their own business or taking up a new job after the reference period.</p>
<b>Labour Force Participation Rate</b>	<p>This is defined as the percentage of the labour force to the population.</p>
<b>Employment Rate</b>	<p>This is defined as the percentage of employed persons to the population.</p>
<b>Unemployment Rate</b>	<p>This is defined as the percentage of unemployed persons to the labour force.</p>
<b>Duration of Unemployment</b>	<p>This refers to the number of complete weeks between the date when action was first taken to look for a job and the date of the survey interview.</p>
<b>Long-Term Unemployed Persons</b>	<p>This refers to persons aged 15 years and over who have been unemployed for 25 weeks or more.</p>
<b>Long-Term Unemployment Rate</b>	<p>This is defined as the percentage of long-term unemployed persons to the labour force.</p>
<b>Time-Related Under-Employed Persons</b>	<p>This refers to persons aged 15 years and over who normally work less than 35 hours a week but are willing and available to engage in additional work.</p>
<b>Time-Related Under-Employment Rate</b>	<p>This is defined as the percentage of time-related under-employed persons to employed persons.</p>
<b>Gross Monthly Income from Work</b>	<p>This refers to income earned from employment. For employees, it refers to the gross monthly wages or salaries before deduction of employee CPF contributions and personal income tax. It comprises basic wages, overtime pay, commissions, tips, other allowances and one-twelfth of annual bonuses. For self-employed persons, gross monthly income refers to the average monthly profits from their business, trade or profession (i.e. total receipts less business expenses incurred) before deduction of income tax.</p>

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**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.

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**Usual Hours Worked** This refers to the number of hours that employed persons usually work in a typical week, regardless of whether they are paid for it. The concept of usual hours of work differs from that of normal hours of work referred to in contractual arrangements. For workers who have just started work during the reference period, usual hours of work refers to the number of hours per week they are expected to work in that job. For multiple jobholders, it should be aggregated from the hours spent in all the jobs.

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**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.

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<b>Available Potential Job Seekers</b>	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.
<b>Discouraged Workers</b>	This refers to persons outside the labour force who are not actively looking for a job because they believe their job search would not yield results. Reasons cited for being discouraged include believes that there is no suitable work available, employers' discrimination and lack of necessary qualifications, training, skills or experience.
<b>Potential Entrants</b>	This refers to persons outside the labour force who intended to look for a job within the next two years.
<b>Highest Qualification Attained</b>	This refers to the highest grade or standard which individuals have passed or the highest level of education where a certificate, diploma or degree is awarded by an educational or training institution. The classification of highest qualification attained is based on the Singapore Standard Educational Classification (SSEC) 2020.
<b>Occupation</b>	This refers to the type of work performed by workers, which may not necessarily be related to their training, skill or professional qualification. In the case of workers who perform two or more kinds of work, their occupation would refer to the one in which they usually work the longest hours during the reference period. The classification of occupations is based on the Singapore Standard Occupational Classification (SSOC) 2020, unless otherwise specified.
<b>Industry</b>	This refers to the major kind of 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) 2020, unless otherwise specified.

## Planning, Organisation, Fieldwork and Data Verification

- 5 The field operation for the 2020 survey was carried out from 8 April 2020 to 31 July 2020. Around 150 temporary interviewers and 20 permanent staff were involved in the survey operations.
- 6 The majority of the households completed the survey through telephone or internet. Households that did not respond through these options were enumerated through face-to-face interviews.
- 7 The work of the interviewers was closely monitored to ensure the quality of the data collected. Supervisors conducted checks by calling up selected households to verify the information collected. The data were subjected to consistency and verification checks before tabulation.



## Response

- 8 Of the 33,000 housing units selected in the initial sample, 1,441 households were excluded from the survey as they were unoccupied, non-residential or demolished. A total of 28,132 households responded to the survey, achieving an overall response rate of 89.1%.

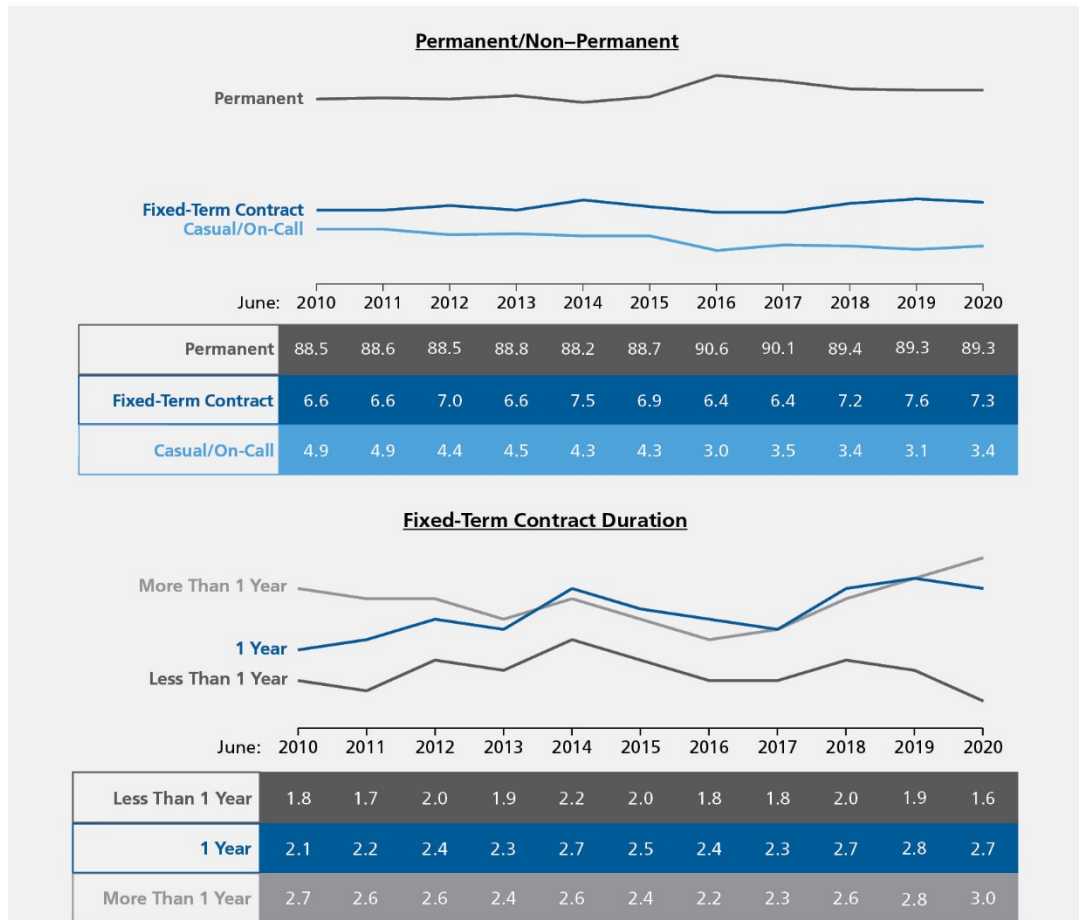
## Reliability of Data

- 9 The results of the survey were grossed up to the resident population in June 2020 (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 2020 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	2,345,500	7,200	0.3	2,331,500	2,359,500
Employed Residents	2,222,600	7,200	0.3	2,208,500	2,236,800
Unemployed Residents	122,900	2,500	2.0	118,000	127,700
Residents Outside the Labour Force	1,100,800	6,500	0.6	1,088,100	1,113,400
Resident Labour Force Participation Rate	68.1%	0.18%-pt	0.3	67.7%	68.5%
Resident Employment Rate (Aged 15 & over)	64.5%	0.19%-pt	0.3	64.1%	64.9%
Resident Employment Rate (Aged 25 to 64)	80.3%	0.19%-pt	0.2	79.9%	80.7%
Resident Unemployment Rate	5.2%	0.11%-pt	2.0	5.0%	5.4%

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

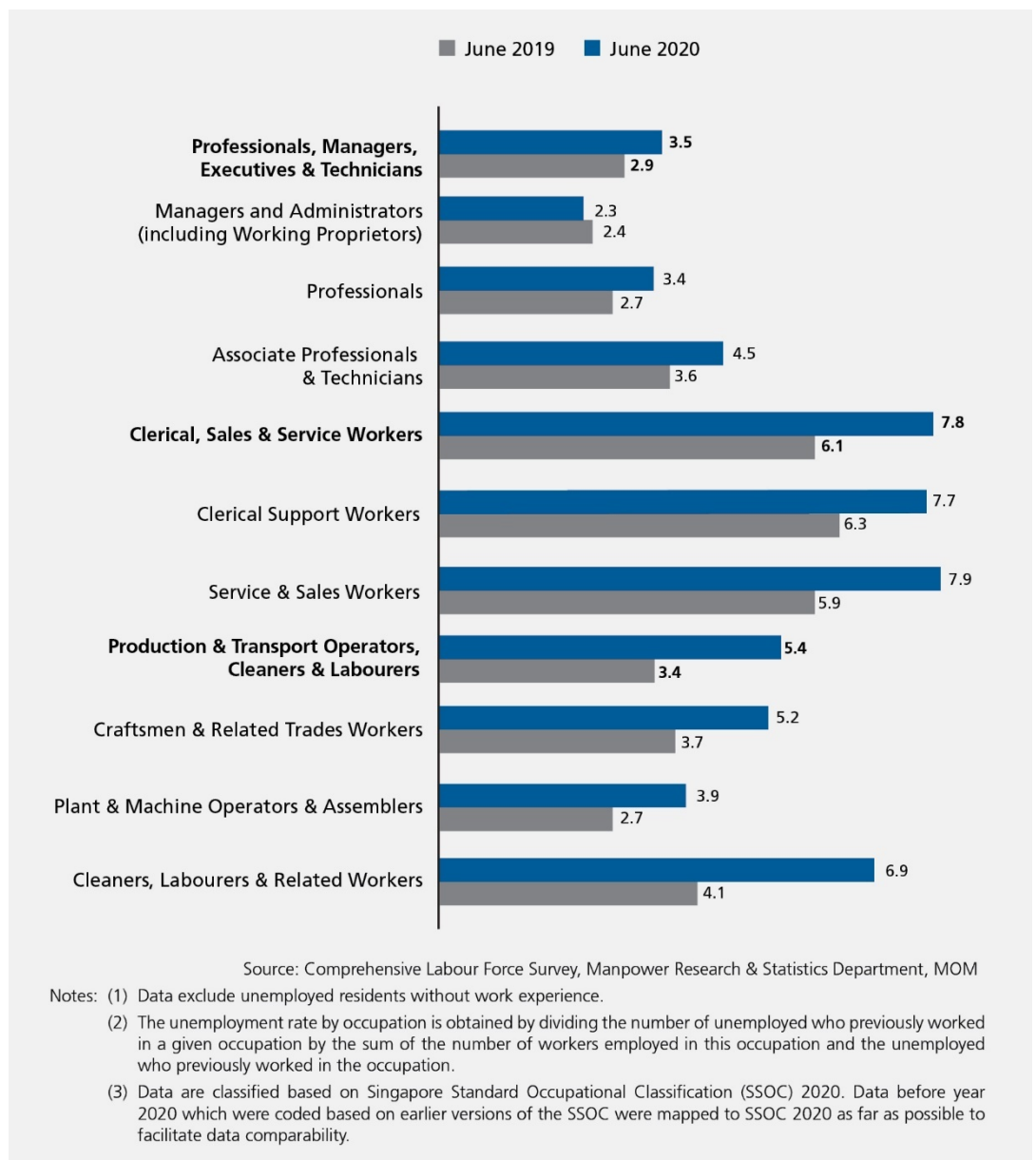
**Chart B1 Resident employees by type of employment**  
Per Cent



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.

**Chart B2 Resident unemployment rate by occupation**  
Per Cent



**TABLE 1**  
**KEY CHARACTERISTICS OF RESIDENT LABOUR FORCE, 2010 - 2020 (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
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
2020	68.1	75.4	61.2	84.1	92.0	76.6	64.5	71.7	57.7	80.3	87.9	73.2

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

**TABLE 2**  
**RESIDENT LABOUR FORCE PARTICIPATION RATE BY AGE AND SEX, 2010 - 2020 (JUNE)**  
(TOTAL)

Age (Years)	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Per Cent
<b>Total</b>	<b>66.2</b>	<b>66.1</b>	<b>66.6</b>	<b>66.7</b>	<b>67.0</b>	<b>68.3</b>	<b>68.0</b>	<b>67.7</b>	<b>67.7</b>	<b>68.0</b>	<b>68.1</b>	
15 - 19	15.4	12.3	12.4	11.8	12.3	15.8	15.3	14.2	15.2	15.1	13.8	
20 - 24	65.8	62.8	63.6	61.7	61.8	65.3	62.3	62.2	61.3	61.0	56.0	
25 - 29	89.4	89.2	88.3	88.5	89.0	90.3	90.3	90.2	90.0	90.1	90.4	
30 - 34	89.0	88.6	89.8	90.1	89.9	90.2	90.8	91.8	91.0	92.3	92.3	
35 - 39	86.2	87.3	88.0	88.0	88.8	89.1	89.7	89.8	89.0	89.6	90.4	
40 - 44	84.4	84.9	85.4	85.7	87.1	87.6	88.2	87.7	88.8	88.7	89.0	
45 - 49	82.4	83.7	84.4	84.5	84.7	85.9	86.3	86.8	86.5	87.9	87.4	
50 - 54	78.6	79.7	79.5	80.0	81.8	82.4	81.4	82.8	82.0	82.3	82.2	
55 - 59	68.3	70.2	72.4	73.2	74.3	75.5	75.8	74.9	75.1	75.0	75.9	
60 - 64	51.0	54.7	58.1	59.7	61.2	62.4	62.8	63.6	62.2	63.9	65.0	
65 - 69	30.9	36.2	38.6	40.2	41.2	42.2	43.2	43.4	45.3	46.1	48.7	
70 & Over	11.0	12.5	13.1	14.4	15.3	14.9	15.0	16.2	17.0	17.6	19.4	
<hr/>												
15 - 24	39.2	36.7	37.8	36.2	37.5	40.6	39.4	38.2	38.1	38.3	36.0	
25 - 64	80.0	80.7	81.4	81.7	82.3	83.1	83.3	83.6	83.1	83.8	84.1	
25 - 54	84.8	85.4	85.7	85.9	86.7	87.4	87.6	88.0	87.7	88.3	88.5	
55 - 64	61.0	63.4	66.0	67.1	68.4	69.5	69.7	69.5	68.9	69.9	70.7	
65 & Over	17.6	20.4	22.0	23.8	25.2	25.8	26.5	26.8	27.8	28.7	30.1	

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

**TABLE 2** (continued)  
**RESIDENT LABOUR FORCE PARTICIPATION RATE BY AGE AND SEX, 2010 - 2020 (JUNE)**  
(MALES)

Age (Years)	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Per Cent
<b>Total</b>	<b>76.5</b>	<b>75.6</b>	<b>76.0</b>	<b>75.8</b>	<b>75.9</b>	<b>76.7</b>	<b>76.2</b>	<b>76.0</b>	<b>75.6</b>	<b>75.4</b>	<b>75.4</b>	
15 - 19	17.5	14.6	13.8	13.2	14.9	18.3	18.0	18.0	18.4	17.5	16.8	
20 - 24	66.2	63.2	64.5	63.2	63.6	64.4	62.6	62.7	60.3	59.3	54.9	
25 - 29	93.3	91.8	89.9	89.0	89.4	90.9	90.0	90.7	90.7	90.0	89.7	
30 - 34	97.7	97.4	97.2	97.2	97.5	97.4	97.0	97.4	97.8	96.8	96.8	
35 - 39	98.0	97.7	98.2	97.5	97.2	97.5	97.8	97.6	97.2	97.8	97.2	
40 - 44	96.8	97.1	97.1	97.1	96.8	97.1	97.2	97.0	97.2	97.3	97.4	
45 - 49	96.1	96.0	95.6	96.1	96.4	96.9	96.3	96.6	95.4	96.0	96.1	
50 - 54	92.6	93.5	93.8	94.0	93.8	94.2	92.9	94.4	92.8	93.9	93.2	
55 - 59	85.0	85.7	88.5	87.6	87.5	88.2	88.7	88.0	88.0	87.3	87.1	
60 - 64	67.5	71.1	74.6	75.0	77.0	77.2	76.9	77.8	75.7	76.7	77.8	
65 - 69	43.7	49.1	52.6	53.4	54.1	54.5	55.7	54.8	57.3	57.6	59.8	
70 & Over	17.9	20.5	20.7	22.9	23.7	22.3	22.1	24.8	24.6	25.4	27.5	
15 - 24	40.7	37.6	39.1	37.7	39.5	41.3	41.0	40.5	39.2	38.6	36.6	
25 - 64	92.1	92.1	92.5	92.2	92.2	92.7	92.2	92.7	92.0	92.0	92.0	
25 - 54	95.8	95.7	95.4	95.3	95.3	95.7	95.2	95.7	95.2	95.3	95.1	
55 - 64	77.7	79.2	82.3	81.9	82.7	83.2	83.2	83.2	82.2	82.3	82.7	
65 & Over	27.3	30.9	32.4	34.9	36.0	36.0	37.0	37.1	38.2	38.7	40.1	

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

**TABLE 2** (continued)  
**RESIDENT LABOUR FORCE PARTICIPATION RATE BY AGE AND SEX, 2010 - 2020 (JUNE)**  
(FEMALES)

Age (Years)	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Per Cent
<b>Total</b>	<b>56.5</b>	<b>57.0</b>	<b>57.7</b>	<b>58.1</b>	<b>58.6</b>	<b>60.4</b>	<b>60.4</b>	<b>59.8</b>	<b>60.2</b>	<b>61.1</b>	<b>61.2</b>	
15 - 19	13.1	9.8	10.9	10.2	9.6	13.1	12.4	10.2	11.6	12.4	10.6	
20 - 24	65.3	62.5	62.6	59.9	59.8	66.3	62.0	61.6	62.4	62.9	57.3	
25 - 29	85.7	86.7	86.8	88.0	88.6	89.7	90.6	89.6	89.4	90.1	91.1	
30 - 34	81.3	81.0	83.3	83.7	83.3	83.9	85.3	86.9	84.9	88.3	88.2	
35 - 39	75.2	77.6	78.9	79.4	80.9	81.7	82.3	82.9	81.8	82.7	84.4	
40 - 44	72.7	73.9	74.8	75.4	78.1	78.9	80.2	78.9	81.0	81.2	81.4	
45 - 49	68.9	71.5	73.4	73.1	73.7	75.5	77.2	77.7	78.1	80.3	78.8	
50 - 54	64.9	66.1	65.6	66.5	70.4	70.6	70.3	71.2	71.5	71.3	71.6	
55 - 59	51.7	55.1	56.2	59.1	61.4	62.8	63.1	61.8	62.1	63.3	64.8	
60 - 64	35.4	38.4	41.7	44.2	45.5	47.7	48.8	49.9	49.4	50.8	52.6	
65 - 69	19.1	23.9	26.3	27.9	29.5	31.1	31.4	32.9	33.7	35.3	38.2	
70 & Over	6.0	6.6	7.4	8.0	8.8	9.4	9.8	9.6	11.3	11.5	13.1	
15 - 24	37.5	35.7	36.4	34.5	35.4	39.8	37.7	35.7	36.9	37.9	35.4	
25 - 64	68.4	69.9	70.9	71.7	73.0	74.1	74.9	75.1	74.8	76.1	76.6	
25 - 54	74.4	75.7	76.6	77.1	78.7	79.6	80.6	80.8	80.8	81.9	82.4	
55 - 64	44.7	47.8	49.7	52.4	54.2	55.9	56.4	56.1	55.9	57.7	59.0	
65 & Over	10.0	11.9	13.7	14.8	16.3	17.6	18.0	18.2	19.2	20.2	21.7	

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

**TABLE 3**  
**RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2010 - 2020 (JUNE)**  
(TOTAL)

Age (Years)	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Per Cent
<b>Total</b>	<b>63.5</b>	<b>63.5</b>	<b>64.1</b>	<b>64.1</b>	<b>64.5</b>	<b>65.7</b>	<b>65.3</b>	<b>64.9</b>	<b>65.1</b>	<b>65.2</b>	<b>64.5</b>	
15 - 19	13.8	11.2	11.3	10.9	11.4	14.5	14.1	13.2	14.2	13.6	12.1	
20 - 24	59.3	57.1	58.0	55.7	56.2	59.0	56.5	54.9	55.1	53.8	47.9	
25 - 29	84.4	85.1	84.2	83.7	83.8	85.5	85.5	85.4	85.0	84.7	84.2	
30 - 34	85.9	85.7	87.3	87.3	87.0	87.5	88.0	89.5	88.2	89.5	89.1	
35 - 39	83.7	84.7	85.6	85.1	86.2	87.2	86.5	86.9	86.5	87.3	86.8	
40 - 44	81.6	82.4	83.1	83.2	84.2	85.2	85.5	84.7	86.5	86.0	85.8	
45 - 49	79.9	81.0	81.9	81.9	82.3	83.3	83.3	84.2	83.5	84.7	83.7	
50 - 54	75.8	77.0	77.0	77.8	80.0	80.1	78.8	79.4	79.3	79.2	78.3	
55 - 59	66.2	67.9	70.3	71.0	72.2	73.1	73.0	72.1	72.7	72.1	72.4	
60 - 64	49.4	52.7	56.1	57.7	59.3	60.1	60.8	61.6	60.4	62.3	62.0	
65 - 69	30.0	35.2	36.9	38.5	39.9	40.4	41.5	41.7	43.8	44.6	45.9	
70 & Over	10.7	12.0	12.6	14.0	14.8	14.4	14.4	15.8	16.2	16.8	18.5	
15 - 24	35.3	33.3	34.4	32.8	34.2	36.8	35.8	34.1	34.5	33.9	30.9	
25 - 64	77.1	78.0	78.8	79.0	79.7	80.5	80.3	80.7	80.3	80.8	80.3	
25 - 54	81.8	82.5	83.0	83.0	83.8	84.7	84.5	84.9	84.7	85.1	84.6	
55 - 64	59.0	61.2	64.0	65.0	66.3	67.2	67.3	67.1	66.8	67.6	67.5	
65 & Over	17.1	19.8	21.0	22.9	24.3	24.7	25.5	25.8	26.8	27.6	28.5	

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



**TABLE 3** (continued)  
**RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2010 - 2020 (JUNE)**  
(MALES)

Age (Years)	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Per Cent
<b>Total</b>	<b>73.5</b>	<b>72.9</b>	<b>73.4</b>	<b>73.2</b>	<b>73.3</b>	<b>73.9</b>	<b>73.3</b>	<b>73.0</b>	<b>72.8</b>	<b>72.4</b>	<b>71.7</b>	
15 - 19	16.6	14.0	13.0	12.6	14.2	17.4	17.4	17.4	17.9	16.5	15.9	
20 - 24	60.7	58.5	60.2	59.2	59.5	58.9	58.2	56.7	55.3	53.8	48.7	
25 - 29	87.8	87.1	84.9	83.5	83.4	85.7	83.9	84.9	85.1	83.4	82.1	
30 - 34	94.4	94.4	94.9	94.6	94.7	94.5	94.3	95.0	95.0	94.2	93.5	
35 - 39	95.1	95.3	96.4	95.1	94.7	95.5	94.9	94.5	94.5	95.7	93.9	
40 - 44	94.0	94.8	94.8	94.5	93.7	94.9	94.4	94.4	94.9	95.3	94.4	
45 - 49	93.3	93.4	92.9	93.6	94.0	94.0	93.4	94.0	92.3	92.9	92.6	
50 - 54	89.1	90.0	90.9	91.3	91.9	91.7	90.1	90.5	89.5	90.7	88.8	
55 - 59	82.1	82.6	85.9	85.2	84.8	85.2	85.4	84.4	85.4	83.6	83.2	
60 - 64	65.1	68.4	72.1	71.9	74.8	74.0	74.5	75.1	73.2	74.7	73.9	
65 - 69	42.4	47.3	49.8	51.1	52.1	51.8	53.1	52.2	55.1	55.6	56.5	
70 & Over	17.3	19.7	19.8	22.0	22.9	21.5	21.4	24.1	23.1	24.1	26.0	
15 - 24	37.6	35.1	36.6	35.4	37.1	38.1	38.4	37.2	36.5	35.3	33.0	
25 - 64	88.8	89.1	89.7	89.3	89.3	89.8	89.0	89.4	88.9	88.8	87.9	
25 - 54	92.4	92.6	92.7	92.4	92.2	92.9	91.9	92.3	91.9	92.0	91.0	
55 - 64	75.0	76.4	79.7	79.2	80.2	80.1	80.3	80.0	79.7	79.4	78.8	
65 & Over	26.4	29.7	30.9	33.4	34.7	34.3	35.5	35.6	36.4	37.2	37.8	

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

**TABLE 3** (continued)  
**RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2010 - 2020 (JUNE)**  
(FEMALES)

Age (Years)	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Per Cent
<b>Total</b>	<b>54.0</b>	<b>54.5</b>	<b>55.3</b>	<b>55.6</b>	<b>56.2</b>	<b>58.0</b>	<b>57.7</b>	<b>57.2</b>	<b>57.8</b>	<b>58.3</b>	<b>57.7</b>	
15 - 19	10.8	8.0	9.4	8.9	8.4	11.4	10.6	8.7	10.1	10.4	7.9	
20 - 24	57.8	55.6	55.5	51.9	52.9	59.1	54.5	52.8	54.8	53.8	47.0	
25 - 29	81.1	83.1	83.6	83.8	84.2	85.4	87.0	86.0	84.9	86.0	86.3	
30 - 34	78.2	78.2	80.7	80.8	80.4	81.2	82.4	84.6	82.2	85.3	85.0	
35 - 39	73.2	75.0	76.0	76.2	78.2	79.9	78.7	80.0	79.5	80.1	80.6	
40 - 44	69.9	71.3	72.5	72.9	75.5	76.2	77.6	75.6	78.7	78.0	77.8	
45 - 49	66.8	68.8	71.1	70.6	71.3	73.3	74.1	75.0	75.4	77.1	75.1	
50 - 54	62.9	64.1	63.4	64.7	68.6	68.5	67.9	68.2	69.3	68.3	68.3	
55 - 59	50.3	53.5	54.6	57.1	59.8	60.8	60.8	59.8	59.8	61.1	61.7	
60 - 64	34.4	37.1	40.2	43.2	44.0	46.4	47.1	48.6	48.2	49.5	50.7	
65 - 69	18.6	23.8	25.4	26.8	28.7	30.0	30.4	32.0	32.8	34.2	35.8	
70 & Over	5.9	6.4	7.1	7.9	8.5	9.1	9.4	9.4	11.1	11.1	12.6	
15 - 24	32.8	31.4	32.1	29.9	31.3	35.3	33.0	30.7	32.4	32.3	28.7	
25 - 64	66.1	67.4	68.5	69.2	70.5	71.8	72.1	72.4	72.3	73.3	73.2	
25 - 54	71.7	73.0	74.0	74.3	76.0	77.1	77.6	77.9	78.0	78.8	78.6	
55 - 64	43.4	46.3	48.1	50.9	52.7	54.2	54.5	54.4	54.2	55.9	56.4	
65 & Over	9.8	11.7	13.2	14.4	15.9	17.0	17.4	17.8	18.8	19.6	20.6	

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, 2010 - 2020 (JUNE)**

( Exclude Full-Time National Servicemen )

Dollars

June	Including Employer CPF			Excluding Employer CPF		
	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time
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
2020	4,095	4,534	1,130	3,573	4,000	1,000

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

**TABLE 5**

**UNEMPLOYMENT RATE OF RESIDENT PMETs AND NON-PMETs AGED FIFTEEN YEARS AND OVER BY AGE, 2001 - 2020 (JUNE)**

Occupation (SSOC 2020) / Age (Years)	Per Cent																		
	2001	2002	2003	2004	2007	2007 <sup>a</sup>	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
<b>PMETs</b>	<b>2.2</b>	<b>3.6</b>	<b>4.1</b>	<b>3.8</b>	<b>2.6</b>	<b>2.6</b>	<b>2.5</b>	<b>3.9</b>	<b>2.7</b>	<b>2.4</b>	<b>2.3</b>	<b>2.6</b>	<b>2.8</b>	<b>2.7</b>	<b>3.1</b>	<b>3.0</b>	<b>2.9</b>	<b>2.9</b>	<b>3.5</b>
15 - 29	3.0	4.7	4.9	5.3	3.3	3.4	3.7	5.3	4.3	3.0	3.3	3.8	4.4	3.6	3.8	3.6	4.1	4.0	4.1
30 - 39	1.9	3.3	4.3	2.9	2.2	2.2	2.2	3.7	2.3	2.2	2.0	2.4	2.4	1.9	2.7	2.4	2.3	2.1	2.7
40 - 49	2.0	3.2	3.4	3.7	2.3	2.3	2.1	3.1	2.2	2.1	2.0	2.3	2.7	2.6	2.9	2.9	2.6	2.9	3.2
50 & Over	2.1	3.5	3.9	4.0	2.9	2.9	2.4	3.7	2.5	2.7	2.5	2.4	2.5	3.1	3.5	3.6	3.3	3.2	4.3
<b>Non - PMETs</b>	<b>4.3</b>	<b>6.3</b>	<b>6.5</b>	<b>6.7</b>	<b>4.6</b>	<b>4.6</b>	<b>4.8</b>	<b>6.9</b>	<b>4.9</b>	<b>4.8</b>	<b>4.5</b>	<b>4.4</b>	<b>4.1</b>	<b>4.2</b>	<b>4.2</b>	<b>4.5</b>	<b>4.0</b>	<b>4.7</b>	<b>6.4</b>
15 - 29	5.4	7.1	7.4	8.0	6.9	6.9	7.7	10.3	7.8	7.5	6.9	6.8	7.1	7.5	6.4	7.6	6.2	8.0	10.5
30 - 39	4.1	5.4	6.6	6.2	4.3	4.3	4.1	6.2	4.8	4.9	4.0	4.7	4.6	4.0	4.7	4.1	3.8	4.7	6.5
40 - 49	4.3	6.6	6.7	6.7	3.9	3.9	4.1	6.2	4.1	4.1	3.9	3.6	3.5	3.1	3.7	3.5	3.6	3.8	5.6
50 & Over	3.4	6.2	5.6	6.0	3.9	3.9	3.8	5.8	3.7	3.7	3.7	3.5	2.9	3.3	3.4	3.7	3.2	3.7	5.0

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

Notes :

1) Data exclude unemployed residents without work experience and are non-seasonally adjusted.

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

3) Data for 2005 are not available as the Comprehensive Labour Force Survey was not conducted due to the conduct of the General Household Survey 2005 by the Department of Statistics, Ministry of Trade and Industry.

4) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2020. Data before year 2020 which were coded based on earlier versions of the SSOC were mapped to SSOC 2020 as far as possible to facilitate data comparability. Data are not available for 2006 as the level of occupational detail collected in 2006 did not support mapping.

5) <sup>a</sup> June 2007 data have been adjusted based on latest revised population estimates from DOS to facilitate comparisons with June 2008 onwards.

**TABLE 6**

**LONG-TERM UNEMPLOYMENT RATE OF RESIDENT PMETs AND NON-PMETs AGED FIFTEEN YEARS AND OVER BY AGE, 2001 - 2020 (JUNE)**

Occupation (SSOC 2020) / Age (Years)	Per Cent																			
	2001	2002	2003	2004	2007	2007 <sup>a</sup>	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	
<b>PMETs</b>	<b>0.5</b>	<b>1.2</b>	<b>1.2</b>	<b>1.3</b>	<b>0.5</b>	<b>0.5</b>	<b>0.4</b>	<b>1.0</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>0.7</b>	<b>0.9</b>	<b>0.7</b>	<b>0.8</b>	<b>0.6</b>	<b>0.8</b>	
15 - 29	0.3	0.8	0.7	0.8	0.2	0.2	0.1	0.8	0.4	0.2	0.4	0.3	0.4	0.3	0.3	0.4	0.3	0.3	0.3	0.5
30 - 39	0.4	1.1	1.1	0.9	0.4	0.4	0.3	0.9	0.4	0.4	0.3	0.5	0.4	0.4	0.6	0.4	0.6	0.3	0.4	
40 - 49	0.8	1.4	1.3	1.7	0.6	0.6	0.3	1.0	0.7	0.6	0.7	0.6	0.8	0.8	1.0	0.8	0.8	0.5	0.8	
50 & Over	0.9	1.8	1.7	2.2	1.1	1.1	0.8	1.4	0.8	1.1	1.0	1.0	0.9	1.3	1.5	1.1	1.5	1.1	1.3	
<b>Non - PMETs</b>	<b>0.8</b>	<b>2.1</b>	<b>1.6</b>	<b>1.9</b>	<b>0.7</b>	<b>0.7</b>	<b>0.6</b>	<b>1.5</b>	<b>0.9</b>	<b>0.9</b>	<b>0.8</b>	<b>0.7</b>	<b>0.6</b>	<b>0.6</b>	<b>0.7</b>	<b>0.7</b>	<b>0.7</b>	<b>0.8</b>	<b>0.9</b>	
15 - 29	0.6	1.7	1.4	1.4	0.5	0.5	0.3	1.3	0.7	0.5	0.4	0.4	0.4	0.6	0.5	0.6	0.6	0.6	1.1	
30 - 39	0.7	1.7	1.5	1.9	0.5	0.6	0.2	1.5	0.9	0.7	0.6	0.6	0.5	0.6	0.5	0.7	0.6	0.9	0.6	
40 - 49	1.1	2.5	1.7	2.1	0.7	0.7	0.7	1.4	0.9	1.0	1.0	0.6	0.6	0.4	0.7	0.6	0.5	0.8	1.1	
50 & Over	0.8	2.4	1.7	2.1	0.8	0.8	0.8	1.7	1.1	1.0	1.0	0.9	0.7	0.7	0.8	0.8	0.9	0.8	0.8	

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

Notes :

- 1) Data exclude unemployed residents without work experience and are non-seasonally adjusted.
- 2) The long-term unemployment rate by occupation is obtained by dividing the number of long-term unemployed who previously worked in a given occupation by the sum of the number of workers employed in this occupation and the unemployed who previously worked in the occupation.
- 3) Data for 2005 are not available as the Comprehensive Labour Force Survey was not conducted due to the conduct of the General Household Survey 2005 by the Department of Statistics, Ministry of Trade and Industry.
- 4) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2020. Data before year 2020 which were coded based on earlier versions of the SSOC were mapped to SSOC 2020 as far as possible to facilitate data comparability. Data are not available for 2006 as the level of occupational detail collected in 2006 did not support mapping.
- 5) <sup>a</sup> June 2007 data have been adjusted based on latest revised population estimates from DOS to facilitate comparisons with June 2008 onwards.

**TABLE 7**

**RESIDENT OUTSIDE THE LABOUR FORCE AGED FIFTEEN YEARS AND OVER BY SELECTED CHARACTERISTICS AND SEX, JUNE 2020**

Characteristics	Total			Males			Females		
	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)
<b>Total</b>	<b>1,100.8</b>	<b>100.0</b>	<b>31.9</b>	<b>411.4</b>	<b>100.0</b>	<b>24.6</b>	<b>689.4</b>	<b>100.0</b>	<b>38.8</b>
<b>Age (Years)</b>									
15 - 24	294.2	26.7	64.0	150.5	36.6	63.4	143.7	20.8	64.6
25 - 29	26.3	2.4	9.6	14.0	3.4	10.3	12.3	1.8	8.9
30 - 39	50.8	4.6	8.7	8.3	2.0	3.0	42.5	6.2	13.8
40 - 49	73.2	6.7	11.8	9.9	2.4	3.3	63.3	9.2	19.9
50 - 59	128.7	11.7	21.0	30.0	7.3	9.9	98.7	14.3	31.8
60 & Over	527.6	47.9	59.0	198.8	48.3	47.6	328.8	47.7	69.0
<b>Highest Qualification Attained</b>									
Below Secondary	455.5	41.4	57.6	155.4	37.8	44.6	300.0	43.5	67.9
Secondary	285.4	25.9	44.2	112.7	27.4	38.4	172.6	25.0	49.0
Post-Secondary (Non-Tertiary)	132.3	12.0	32.9	59.0	14.3	26.2	73.3	10.6	41.5
Diploma & Professional Qualification	111.3	10.1	19.3	46.0	11.2	15.5	65.3	9.5	23.4
Degree	116.4	10.6	11.3	38.2	9.3	7.5	78.1	11.3	14.9

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

Note :

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

**TABLE 8**

**RESIDENT POTENTIAL ENTRANTS AGED FIFTEEN YEARS AND OVER BY SELECTED CHARACTERISTICS AND SEX, JUNE 2020**

Characteristics	Total			Males			Females		
	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)
<b>Total</b>	<b>173.3</b>	<b>100.0</b>	<b>15.7</b>	<b>65.4</b>	<b>100.0</b>	<b>15.9</b>	<b>107.9</b>	<b>100.0</b>	<b>15.7</b>
<b>Age (Years)</b>									
15 - 24	53.4	30.8	18.2	20.7	31.7	13.8	32.7	30.3	22.8
25 - 29	12.7	7.3	48.4	7.2	11.0	51.7	5.5	5.1	44.6
30 - 39	20.9	12.0	41.1	5.1	7.8	62.0	15.8	14.6	37.1
40 - 49	25.3	14.6	34.6	5.1	7.8	51.7	20.2	18.7	31.9
50 - 59	31.9	18.4	24.8	11.9	18.2	39.6	20.1	18.6	20.3
60 & Over	29.1	16.8	5.5	15.4	23.5	7.7	13.7	12.7	4.2
<b>Highest Qualification Attained</b>									
Below Secondary	30.1	17.3	6.6	14.4	22.0	9.2	15.7	14.5	5.2
Secondary	38.7	22.3	13.6	14.3	21.9	12.7	24.4	22.6	14.1
Post-Secondary (Non-Tertiary)	33.2	19.1	25.1	14.1	21.5	23.9	19.1	17.7	26.0
Diploma & Professional Qualification	34.1	19.7	30.6	12.0	18.4	26.2	22.1	20.4	33.8
Degree	37.3	21.5	32.1	10.6	16.2	27.7	26.7	24.7	34.2
<b>Work Experience</b>									
With Work Experience	136.6	78.8	19.8	51.3	78.5	18.5	85.2	79.0	20.7
Without Work Experience	36.8	21.2	8.9	14.0	21.5	10.5	22.7	21.0	8.2
<b>Preference for Full-Time / Part-Time Employment</b>									
Full-Time	103.6	59.8	n.a.	41.9	64.1	n.a.	61.7	57.1	n.a.
Part-Time	69.7	40.2	n.a.	23.5	35.9	n.a.	46.3	42.9	n.a.

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

Note :

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

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### Report Title: Labour Force in Singapore Advance Release 2020

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

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a) Relevance to your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Too detailed     Just right     Too brief

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