MINISTRY OF MANPOWER | Manpower Research and Statistics Department

LABOUR FORCE IN SINGAPORE

2022 Edition

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LABOUR FORCE IN SINGAPORE 2022

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MISSION

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

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

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PREFACE

The report on Labour Force in Singapore analyses various indicators on the labour force, including employment, unemployment, incomes, and working hours, to present a comprehensive picture of the Singapore labour market each year and draw out longer-term trends.

This year's report assesses the recovery of the resident labour force, two years after the onset of the COVID-19 situation. With the sustained economic recovery and gradual normalisation of business and social activities in a tight labour market environment, the resident labour force continued to see improvements, with most indicators pertaining to the labour force returning to or outperforming pre-COVID levels.

Insights presented in this report are built upon data collected from the Comprehensive Labour Force Survey, which has been conducted annually since 1974. These official national statistics are vital in assessing the health of the labour market and are also closely monitored by international organisations such as the International Labour Organisation, the International Monetary Fund, and the Organisation for Economic Co-operation and Development.

The survey is based on a sample of 33,000 households, which have been randomly selected to be representative of the Singapore population. The concepts and definitions used are aligned with international guidelines on official statistics recommended by the International Labour Organisation and the International Monetary Fund. This consistency in the approach and terminologies adopted enables us to perform fair comparisons with the data from past periods and other countries. Users may refer to the section on Survey Coverage and Methodology for more information on the concepts and definitions used. For individuals who would like to do more in-depth studies on the labour market or specific topics, the detailed statistical tables will serve as a useful guide.

Into its 45th edition, we have continued to maintain a high survey response rate to provide reliable key insights on the labour market in a timely manner. This was achieved because of the strong support from households in providing the necessary information, coupled with the commitment of our staff in the Manpower Research and Statistics Department to collect, process, and analyse the data efficiently and ensure that all information presented is of high quality.

ANG BOON HENG
Director
Manpower Research and Statistics Department
Ministry of Manpower

January 2023

CONTENTS

PREFACE i

NOTATIONS AND ABBREVIATIONS iv

INFOGRAPHICS vi

PART I : LABOUR FORCE IN SINGAPORE 2022

Highlights 01

Introduction 02

Labour Force 02

Training 30

Job Mobility and Tenure 36

Usual Hours Worked 41

Income 43

Unemployment 48

Persons Outside the Labour Force 58

PART II : SURVEY COVERAGE AND METHODOLOGY

Introduction 67

Coverage 67

Data Collected 67

Concepts and Definitions 68

Sampling Design 74

Planning, Organisation, Fieldwork and Data Verification 74

Reliability of Data 75

Response 76

Labour Force Supplementary Survey on Own Account Workers, 2022 77

Labour Force Supplementary Survey on Adult Training, 2022 78

PART III : STATISTICAL TABLES

NOTATIONS

–	: Nil or negligible
%-pt	: Percentage point
n.a.	: Not available/not applicable
s	: Data suppressed due to small number covered

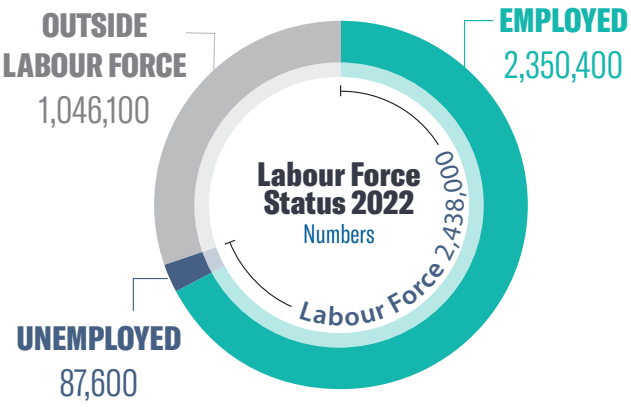
ABBREVIATIONS

ACCA	: Association of Chartered Certified Accountants
BCA	: Building and Construction Authority
Below Sec	: Below Secondary
BEST	: Basic Education for Skills Training
CDAC	: Chinese Development Assistance Council
CDC	: Community Development Council
CFA	: Chartered Financial Analyst
CLFS	: Comprehensive Labour Force Survey
COVID-19	: Coronavirus Disease 2019
CPF	: Central Provident Fund
CPI	: Consumer Price Index
CSSWs	: Clerical, Sales & Service Workers
Dip & Prof Qual	: Diploma & Professional Qualification
e2i	: Employment and Employability Institute
GCE	: General Certificate of Education
H2	: Higher 2
ICT	: Information and Communications Technology
ILO	: International Labour Organisation
Incl.	: Including
ISC	: ITE Skills Certificate
ITE	: Institute of Technical Education

MOM	: Ministry of Manpower
MRSD	: Manpower Research and Statistics Department
NAFA	: Nanyang Academy of Fine Arts
NIE	: National Institute of Education
Nitec	: National ITE Certificate
NS	: National Service
NTC	: National Technical Certificate
NTUC	: National Trades Union Congress
NUS	: National University of Singapore
OECD	**:** Organisation for Economic Co-operation and Development
OJT	: On-the-Job Training
p.a.	: Per Annum
PMEs	: Professionals, Managers & Executives
PMETs	: Professionals, Managers, Executives & Technicians
Post-Sec	: Post-Secondary
PSLE	: Primary School Leaving Examination
PTOCLs	: Production & Transport Operators, Cleaners & Labourers
Sec	: Secondary
SIM	: Singapore Institute of Management
SINDA	: Singapore Indian Development Association
SSEC	: Singapore Standard Educational Classification
SSIC	: Singapore Standard Industrial Classification
SSOC	: Singapore Standard Occupational Classification
WIS	: Workfare Income Supplement
WISE	: Worker Improvement through Secondary Education
WPLN	: Workplace Literacy and Numeracy
WSG	: Workforce Singapore
WSP	: Workfare Special Payment
WSQ	: Workforce Skills Qualifications
Yrs	: Years

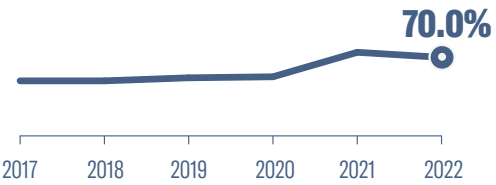
KEY INDICATORS

LABOUR FORCE



LABOUR FORCE PARTICIPATION RATE

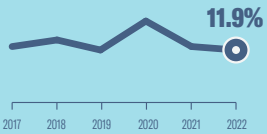
FELL SLIGHTLY, BUT REMAINED ABOVE PRE-COVID RATES



(2022)

0.4% down from 0.5% (2021)

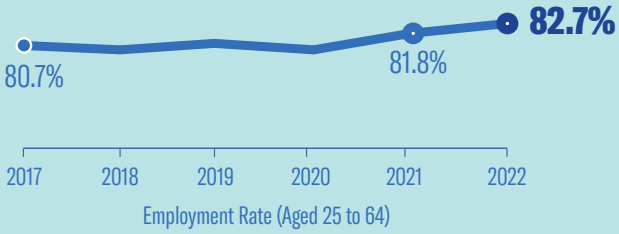
INCIDENCE OF DISCOURAGED WORKERS FELL



INCIDENCE OF POTENTIAL ENTRANTS CONTINUED TO FALL

EMPLOYMENT RATE

INCREASED FURTHER IN 2022



TIME-RELATED UNDER-EMPLOYMENT RATE

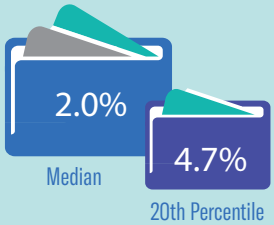
FELL TO AROUND PRE-COVID LEVELS

REAL MEDIAN AND 20TH PERCENTILE INCOME GROWTH HELD UP

DESPITE HIGH INFLATION

Income including employer CPF contributions of full-time employed residents

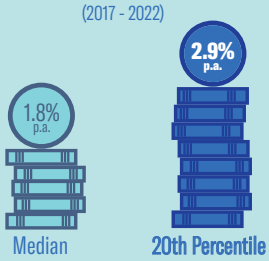
(2021 - 2022)



REAL INCOME GROWTH AT 20TH PERCENTILE

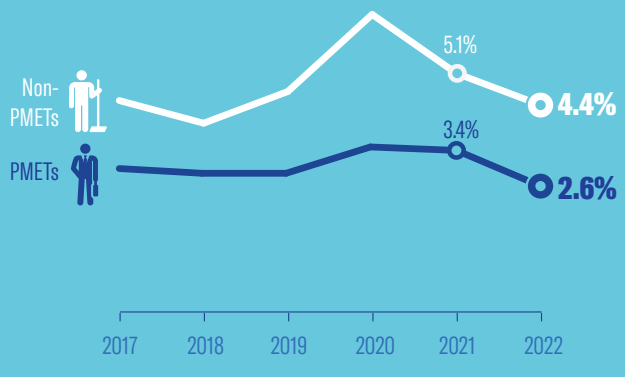
WAS HIGHER THAN THE MEDIAN IN THE LAST 5 YEARS

(2017 - 2022)



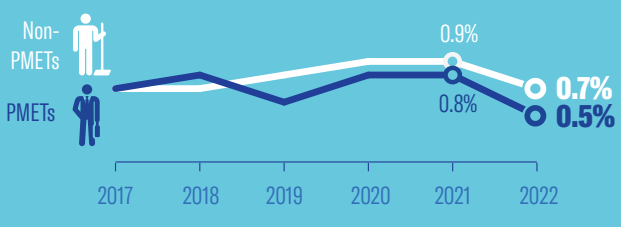
UNEMPLOYMENT RATES

FOR RESIDENTS IMPROVED TO PRE-COVID RATES



LONG-TERM UNEMPLOYMENT RATES

SIMILARLY DECLINED TO RATES SEEN PRE-COVID

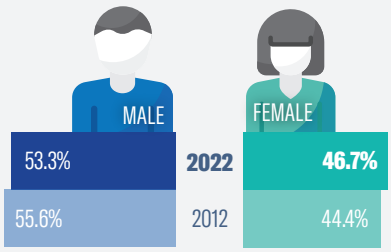


Data pertain to residents and are for June periods, unless otherwise stated.

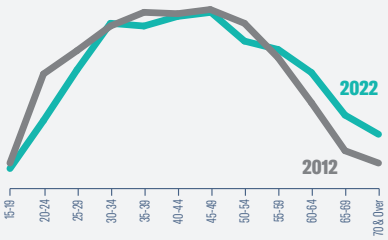
PROFILE

RESIDENT LABOUR FORCE

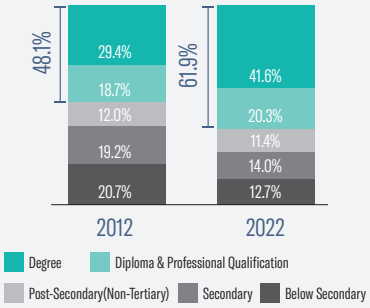
SHARE OF FEMALES ROSE
DISTRIBUTION BY SEX



AGEING LABOUR FORCE PROFILE
DISTRIBUTION BY AGE

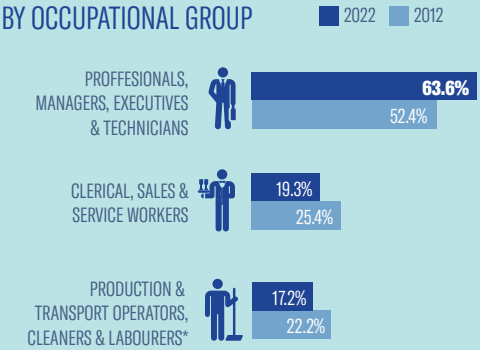


MAJORITY ARE TERTIARY-EDUCATED
DISTRIBUTION BY HIGHEST QUALIFICATION ATTAINED



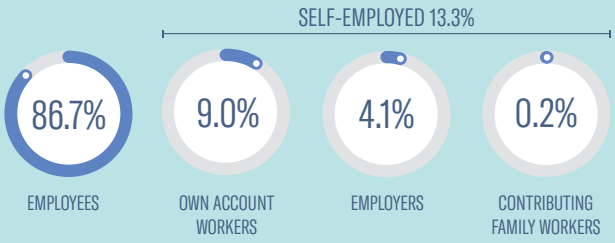
EMPLOYED RESIDENTS

BY OCCUPATIONAL GROUP



* Includes Agricultural & Fishery Workers and Workers Not Elsewhere Classified

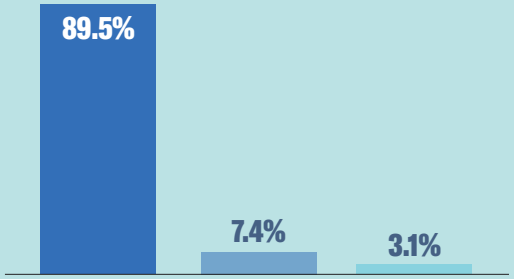
BY EMPLOYMENT STATUS, 2022



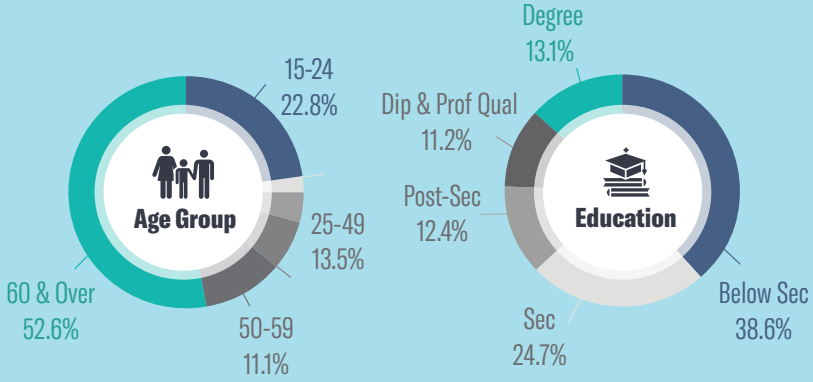
FULL-TIME VS PART-TIME EMPLOYMENT, 2022

89.5% WERE FULL-TIME EMPLOYED RESIDENTS

BY TYPE OF EMPLOYMENT AMONG EMPLOYEES, 2022



RESIDENTS OUTSIDE LABOUR FORCE
BY AGE AND HIGHEST QUALIFICATION ATTAINED, 2022



Data pertain to residents and are for June periods, unless otherwise stated.

PART I

LABOUR FORCE IN SINGAPORE 2022

HIGHLIGHTS

The resident labour market saw continued improvements in 2022, with most indicators returning to or performing better than pre-COVID levels.

The employment rate rose for the second consecutive year to 67.5%, higher than the pre-COVID rate of 65.2% in 2019. The rise in the recent year reflected the increase in employment rates of men and women aged 25 to 64. Among employed residents, the share in PMET roles continued to increase to 64%, reflecting the highly educated workforce and sustained employment growth in sectors such as *Information & Communications*, *Financial & Insurance Services* and *Professional Services*.

Resident unemployment improved across occupational groups to around pre-COVID levels. Declines were observed in both the unemployment rate (PMET: -0.8%-points, non-PMET: -0.7%-points) and long-term unemployment rate (PMET: -0.3%-points, non-PMET: -0.2%-points), as residents' job search outcomes improved with the continued economic recovery.

Other indicators related to labour-underutilisation also recovered. The time-related under-employment rate eased to 3.0%, back to pre-COVID levels. Fewer residents were discouraged from seeking work in 2022 (from 0.5% to 0.4%). For both indicators, declines were broad-based, including improvements among older workers who were more affected during the height of the pandemic. Additionally, among employees, the share in non-permanent jobs also fell to levels seen before the pandemic (11%), with the scale-back of COVID-related temporary jobs alongside the relaxation of pandemic-related restrictions and the tight labour market.

Nominal income at the median (P50) and 20th percentile (P20) continued to rise and outstripped higher inflation. Real median income rose 2.0% over the year, though it was lower than the annualised rate in the pre-COVID years (2014-2019: 3.8% p.a.). Lower-wage workers saw stronger income growth, supported by tripartite initiatives such as the Progressive Wage Model. At the 20th percentile, real income grew by 4.7% in 2022, faster than the previous year (4.4%) as well as pre-COVID years (2014-2019: 4.4% p.a.). With this, the P20 to P50 income ratio rose from 0.53 in 2021 to 0.55 in 2022, the highest since 2004.

LABOUR FORCE IN SINGAPORE 2022

1. Introduction

1.1 The report on the Labour Force In Singapore draws on data from the Comprehensive Labour Force Survey (CLFS). Unlike the Monthly Labour Force Surveys, the CLFS is run annually with a larger sample, longer survey duration, and measures a wider range of labour market indicators. The breadth and depth of information from the CLFS enables a comprehensive review on the performance of the resident population, with key findings distilled in this annual report. In this year's report, we highlight the continued recovery of the resident labour force from the impact of the pandemic and assess the patterns of improvement in relation to longer-term structural trends. The report also includes insights on own account workers and training from the Labour Force Supplementary Surveys.

2. Labour Force

Employment rate further increased in 2022

2.1 After a sharp rise in 2021, the employment rate for residents aged 15 & over continued to increase to 67.5% in 2022, 2.3%-points above the pre-COVID rate in 2019. The sustained increase was due to more unemployed residents finding employment, as the unemployment situation improved to pre-COVID levels.

Chart 1 Employment rate of residents aged 15 and over

Per Cent

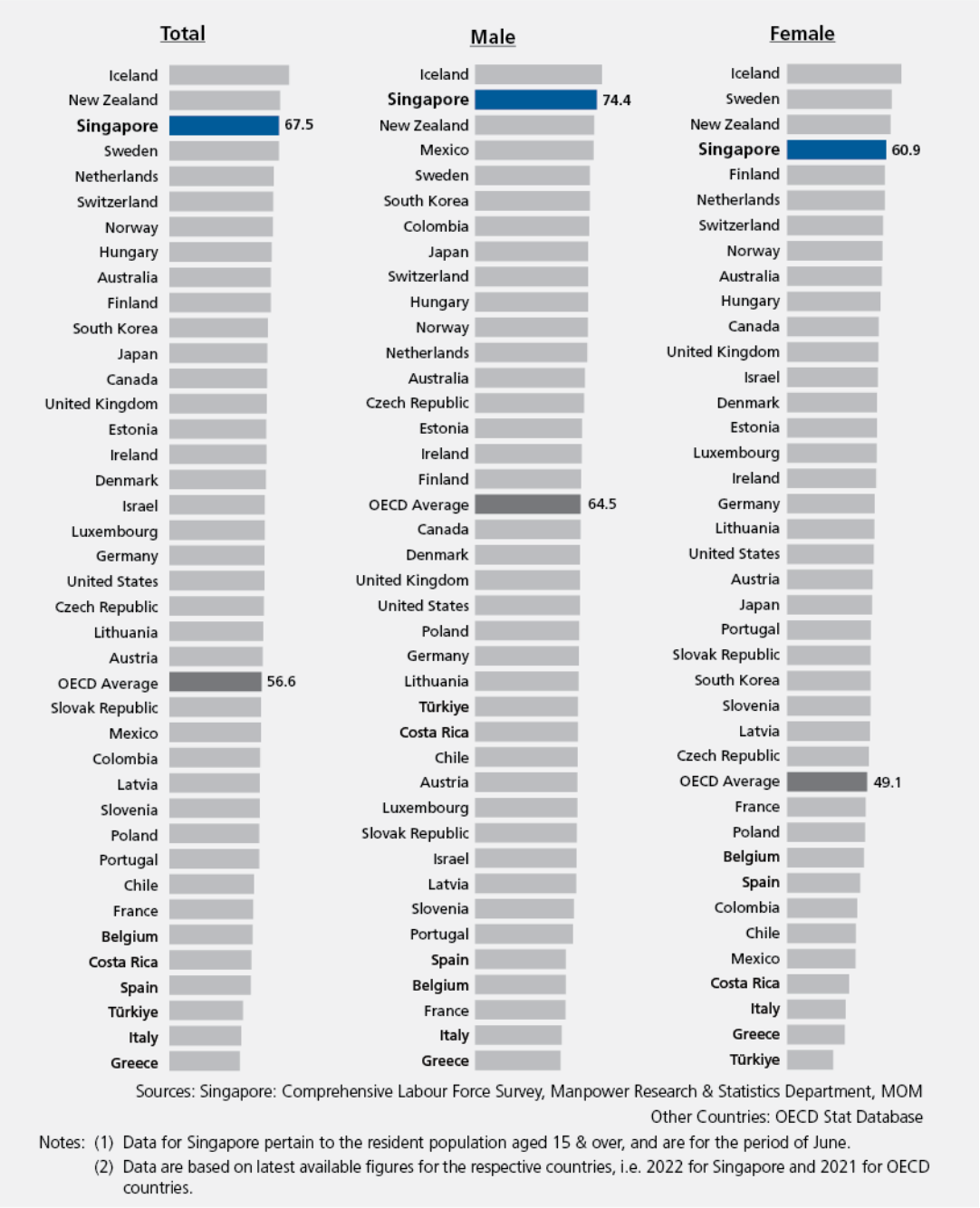
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

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

2.2 When ranked against Organisation for Economic Co-operation and Development (OECD) countries, Singapore's employment rate ranked high, in third place. Singapore ranks second for male employment rate (behind Iceland) and fourth for female employment rate (behind Iceland, Sweden, and New Zealand). Although the female employment rates of Sweden and New Zealand were higher than Singapore, their male employment rates were lower.

Chart 2 Employment rate (aged 15 and over) in Singapore and OECD countries

Per Cent



Sources: Singapore: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM
Other Countries: OECD Stat Database

Notes: (1) Data for Singapore pertain to the resident population aged 15 & over, and are for the period of June.
(2) Data are based on latest available figures for the respective countries, i.e. 2022 for Singapore and 2021 for OECD countries.

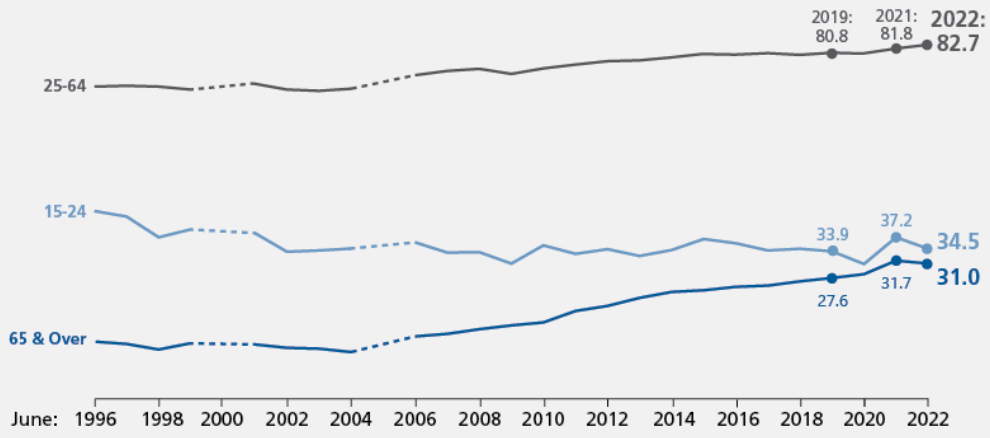
2.3 More of our residents aged 25 to 64 (82.7%) were in employment in 2022 compared to the previous year (81.8%) and a decade ago (78.8%). While the employment rate has improved over the year for both women (75.1% to 76.2%) and men (88.9% to 89.6%) in this age group, women saw a larger increase in their employment rate over the longer term. The increased involvement of women in the workforce reflects their rising educational profile as well as efforts to promote more progressive gender attitudes and facilitative workplace practices (e.g. flexible-work arrangement).

2.4 While the employment rate of seniors aged 65 & over in 2022 (31.0%) has eased from 2021 (31.7%) following a surge in the previous year, it still rose on average between 2019 and 2022 (+1.1%-points per year), higher than the average annual increase in the earlier period (+0.9%-points per year between 2012 and 2019). Building on sustained efforts to raise the employability of seniors, the progressive increase in re-employment ages will help more older workers who wish to continue working remain at work.

2.5 Employment rate of youths (aged 15-24) fell from a two-decade high of 37.2% in 2021 to 34.5% in 2022, with fewer students taking on part-time or temporary work. As the COVID-19 situation eased and physical classes resume on campus, the flexibility for youths to work on the side becomes limited. In general, the employment rate of youths tends to be relatively lower than residents aged 25 to 64, as the majority of them are in education or training.

Chart 3 Resident employment rate by age

Per Cent

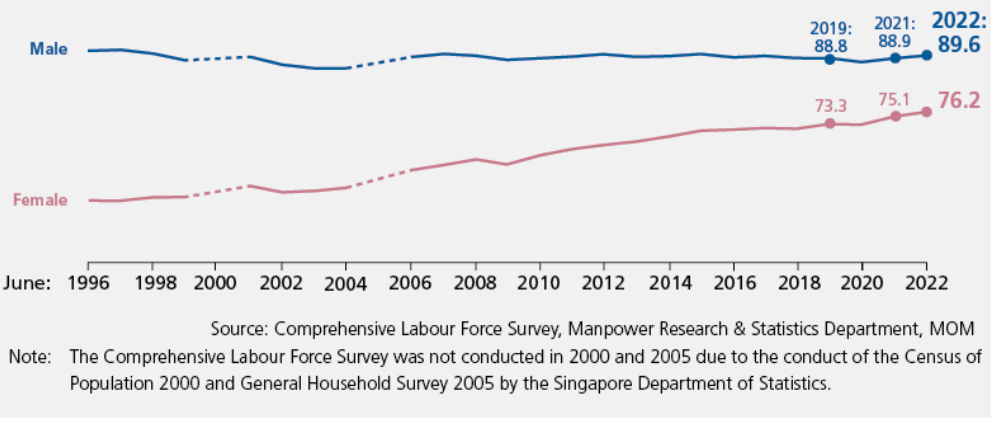


Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

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

Chart 4 Employment rate of residents aged 25 to 64 by sex

Per Cent



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

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

Labour force participation rate fell slightly in 2022, but remained above pre-COVID rates

2.6 Seven in ten (70.0%) of our residents aged 15 and over were in the labour force. This has eased slightly from a high of 70.5% in 2021, when demand for temporary pandemic related roles (e.g. *temperature screeners*, *safe distancing ambassadors*) presented opportunities for residents outside the labour force to take on short-term jobs. Nevertheless, the labour force participation rate in 2022 was still higher than pre-COVID years. Going forward, the increase in overall labour force participation will likely moderate given the ageing population.

Chart 5 Labour force participation rate of residents aged 15 and over

Per Cent

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

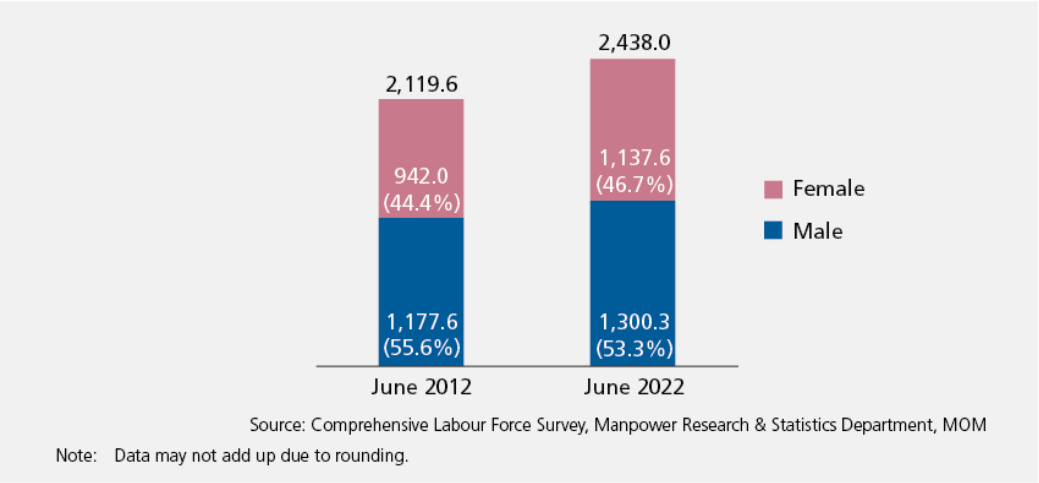
Note: The Comprehensive Labour Force Survey was not conducted in 2000 and 2005 due to the conduct of the Census of Population 2000 and General Household Survey 2005 by the Singapore Department of Statistics.

Female share in the resident labour force rose

2.7 The share of females in the resident labour force has increased over the decade, from 44% in 2012 to 47% in 2022. This reflects the large increase in female labour force participation rate (from 57.7% to 63.4%) while males continue to participate in the labour force at a high rate (from 76.0% to 77.0%).

Chart 6 Resident labour force by sex

Number ('000)



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

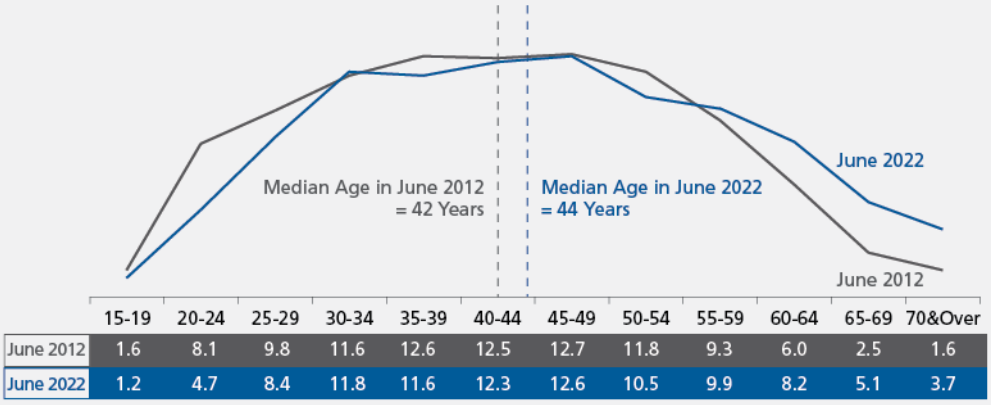
Note: Data may not add up due to rounding.

Share of seniors in the labour force continued to rise

2.8 The share of seniors aged 55 & over in the resident labour force rose from 19% in 2012 to 27% in 2022, as a result of population ageing[1] and a large increase in their labour force participation rate during the period (from 46% to 51%). Correspondingly, those in the prime working-age group of 25 to 54 now formed a smaller share in the resident labour force (67%) compared to a decade ago (71%), even though their labour force participation rate also increased (from 86% to 90%).

Chart 7 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 2012	1.6	8.1	9.8	11.6	12.6	12.5	12.7	11.8	9.3	6.0	2.5	1.6
June 2022	1.2	4.7	8.4	11.8	11.6	12.3	12.6	10.5	9.9	8.2	5.1	3.7

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

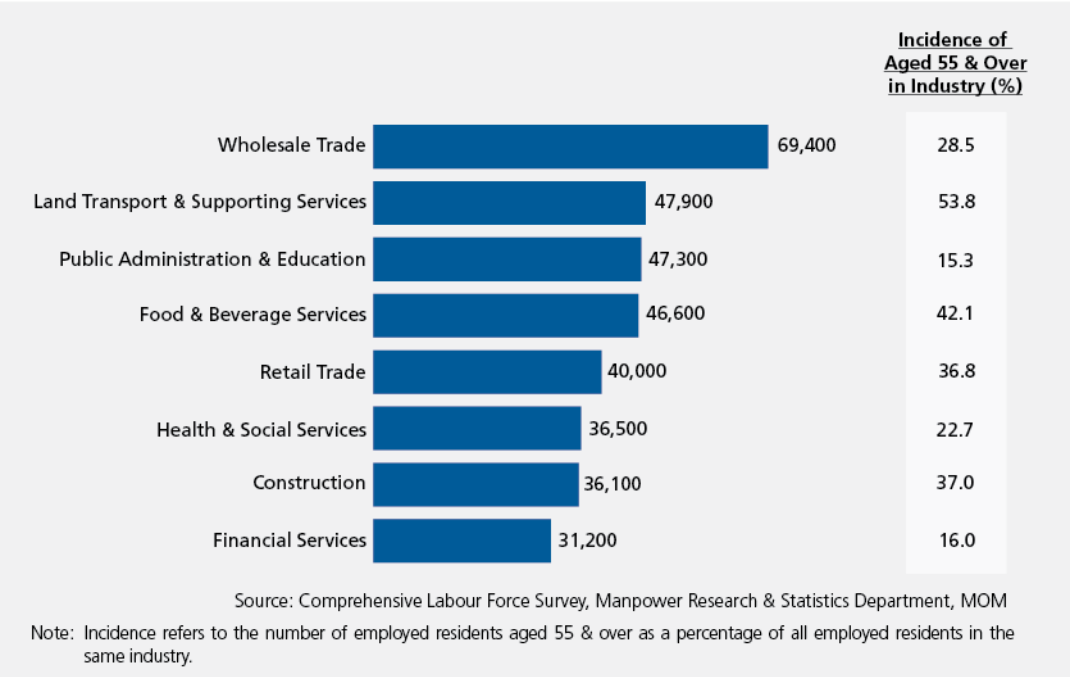
Note: Data for each year may not add up to 100% due to rounding.

[1] The share of residents aged 55 & over in the working-age population (aged 15 & over) increased from 27% in 2012 to 36% in 2022. Source: Singapore Department of Statistics.

2.9 The seniors' share of workers in *Land Transport & Supporting Services* (e.g. *taxi*, *private-hire car drivers,* and *bus drivers*) and *Food & Beverage Services* (e.g. *hawkers*, *food/drink stall assistants*) at 54% and 42% respectively were much higher than that in other industries. Given the relatively weaker educational profile of seniors, they were more likely to work in these sectors where entry requirements are less stringent. Additionally, the prevalence of part-time employment and self-employment in these sectors attract seniors who prefer greater autonomy over their work schedule. Ultimately, offering flexible-work arrangements, and reducing the intensity of work through job redesign, will help attract and retain more seniors, who might otherwise not be able to remain in or join the workforce.

Chart 8 Top industries among employed residents aged 55 and over, June 2022

Number



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

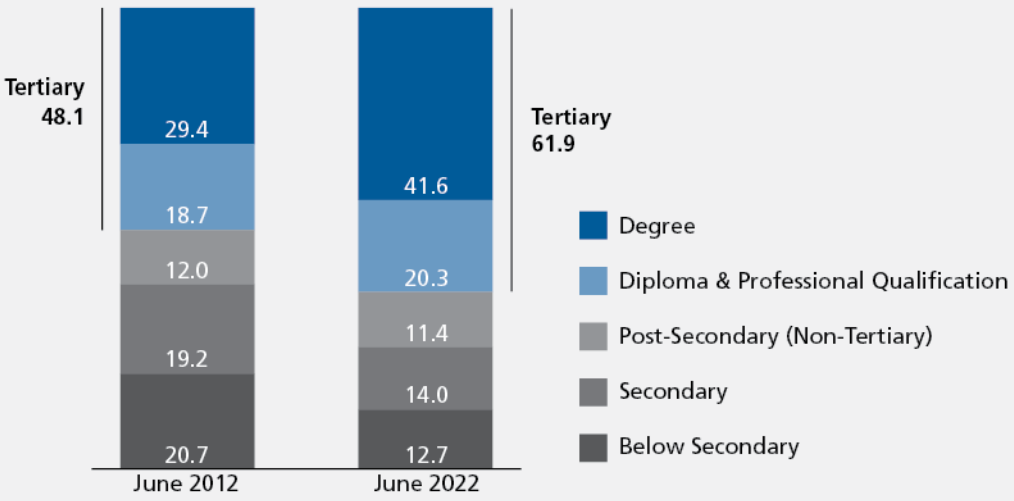
Note: Incidence refers to the number of employed residents aged 55 & over as a percentage of all employed residents in the same industry.

The labour force comprised an increasing share of degree graduates

2.10 The educational profile of the labour force has improved over the years. In 2022, around six in ten residents (62%) in the labour force were tertiary graduates with a degree, diploma or professional qualification. This was higher than the 48% in 2012. The increase was more pronounced for those with degree qualifications, from 29% in 2012 to 42% in 2022.

Chart 9 Resident labour force by highest qualification attained

Per Cent



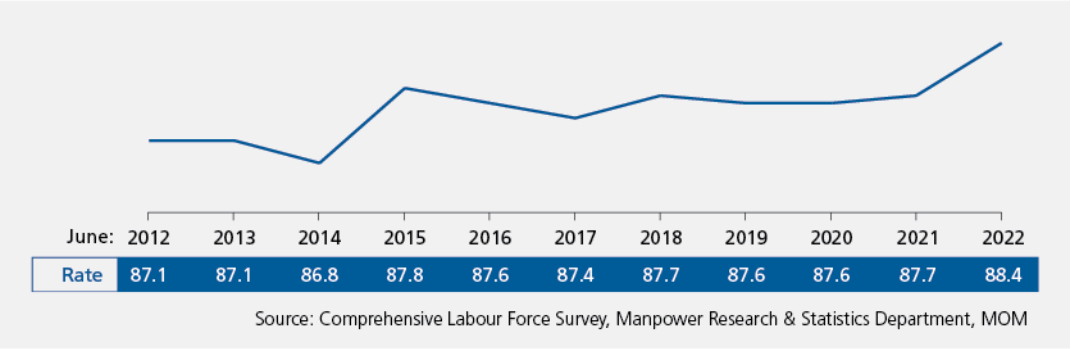
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

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

2.11 The employment rate of degree holders aged 25 to 64 climbed to a two-decade high of 88.4% in 2022, after holding broadly steady over the preceding four years.[2] The strong increase reflects a firm and rising demand for manpower from the outward-oriented sectors of *Information & Communications* and *Financial & Insurance Services*, as well as *Health & Social Services*, sectors which were less impacted by the COVID-19 pandemic.

Chart 10 Employment rate of resident degree holders aged 25 to 64

Per Cent



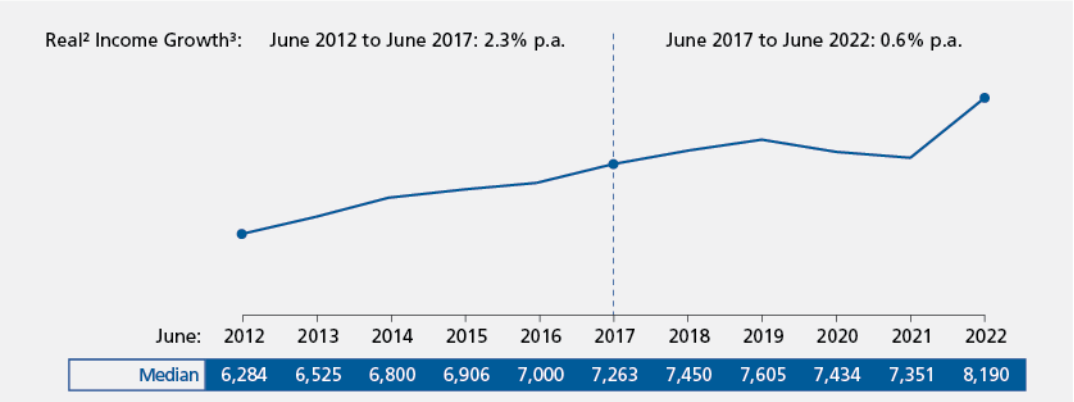
June:	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Rate	87.1	87.1	86.8	87.8	87.6	87.4	87.7	87.6	87.6	87.7	88.4

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

2.12 The median income of full-time employed degree holders rose to $8,190 in 2022, resuming the upward trend that was observed during pre-COVID years. This was driven by the increased share of graduates in higher-skilled and higher-paying professionals, managers and executives (PME) roles (from 78% in 2021 to 80%), the highest in over a decade. Over the longer-term from 2017 to 2022, the median income for full-time employed degree holders grew more slowly in real terms (at 0.6% per annum (p.a.)) compared to the previous five-year period (2.3% p.a.), as higher inflation in 2022 and the slowdown during the COVID-19 recession weighed down the growth.

Chart 11 Median gross monthly income from work (including employer CPF contributions) of full-time employed resident degree holders

Dollars



June:	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Median	6,284	6,525	6,800	6,906	7,000	7,263	7,450	7,605	7,434	7,351	8,190

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 2019 prices (2019 = 100).

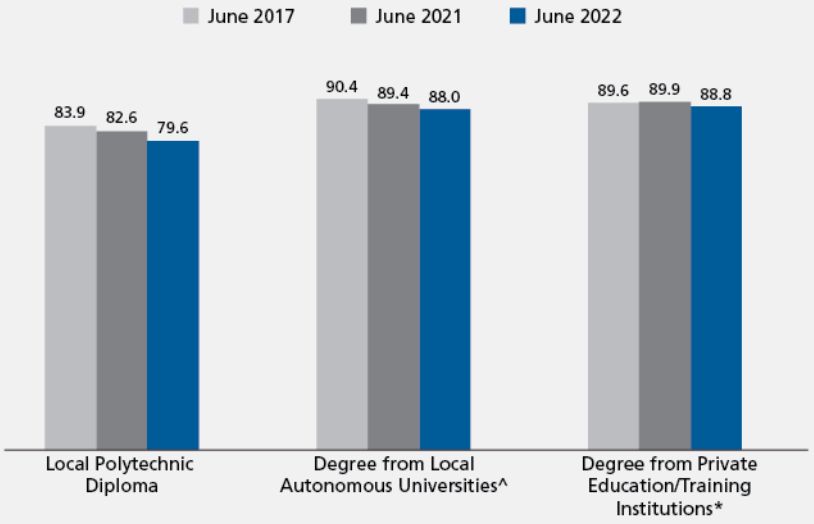
(3) As data are captured from a sample survey, year-on-year income changes are prone to fluctuations and hence should always be interpreted with caution. Income growth studied over longer periods (e.g. 5 or 10 years) smooths out these fluctuations and hence provides a more direct indication of income growth.

[2] The employment rate among resident degree holders aged 25 to 64 reached a last high of 88.9% in 2001.

2.13 The employment rates of young graduates aged 25 to 29 from local tertiary institutions has edged down slightly from 2021 and five years ago, as more deferred entry into the labour force to further their studies or take a break.

Chart 12 Employment rate of residents aged 25 to 29 from local tertiary institutions

Per Cent



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

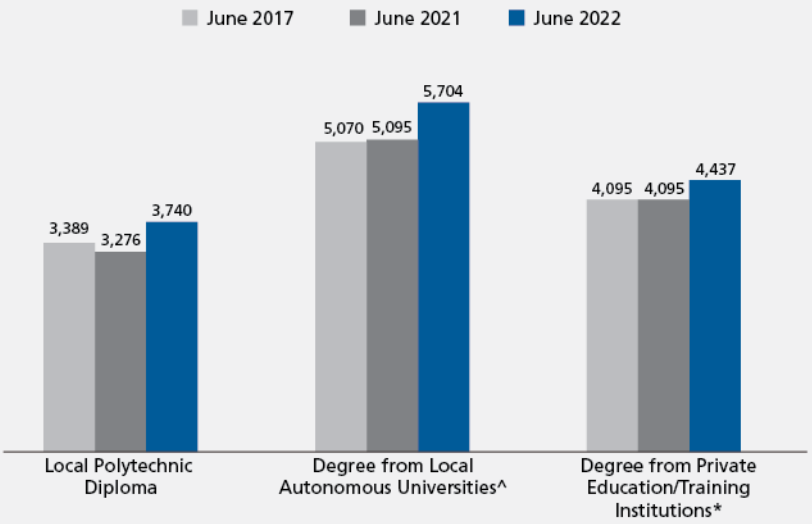
Notes: (1) ^ – Includes qualifications awarded by overseas partner universities/institutions of the Singapore Institute of Technology.

(2) * – Includes qualifications awarded by their overseas partner universities/institutions.

2.14 Young resident tertiary graduates who were in employment in 2022 achieved good outcomes in terms of type of employment and income. Most of those in employment were employees on permanent contracts – the proportion of permanent employees was 78% for degree holders from private education institutions, 81% for polytechnic diploma holders, and 86% for degree holders from local autonomous universities. The tight labour market also contributed to the robust increase in their median income in 2022.

Chart 13 Median gross monthly income from work (including employer CPF contributions) of full-time employed residents aged 25 to 29 from local tertiary institutions

Dollars



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

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

(2) ^ – Includes qualifications awarded by overseas partner universities/institutions of the Singapore Institute of Technology.

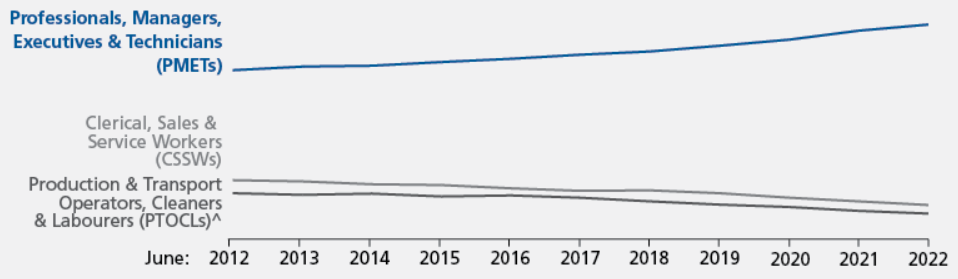
(3) * – Includes qualifications awarded by their overseas partner universities/institutions.

Sustained rise in the PMET share in the resident workforce

2.15 The share of professionals, managers, executives & technicians (PMETs) among employed residents rose to 64% in 2022, supported by robust manpower demand in the year from outward-oriented sectors of *Information & Communications*, *Financial & Insurance Services* and *Professional Services*. The increase is a continuation of its longer-term upward trajectory, alongside improvements in the educational profile of the workforce. On the other hand, the share of workers in production & related positions dipped, though the pace (-0.4%-points) eased from 2021 (-1.5%-points) and was on par with the average decline before the pandemic (-0.4%-points per year).

Chart 14 Employed residents by occupation

Per Cent



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
PMETs	52.4	53.1	53.5	54.4	55.2	56.2	57.0	58.4	59.9	62.1	63.6
CSSWs	25.4	25.1	24.4	24.2	23.4	22.8	22.9	22.2	21.1	20.2	19.3
PTOCLs^	22.2	21.8	22.1	21.4	21.4	21.0	20.2	19.4	19.1	17.6	17.2

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

Notes: (1) 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.

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

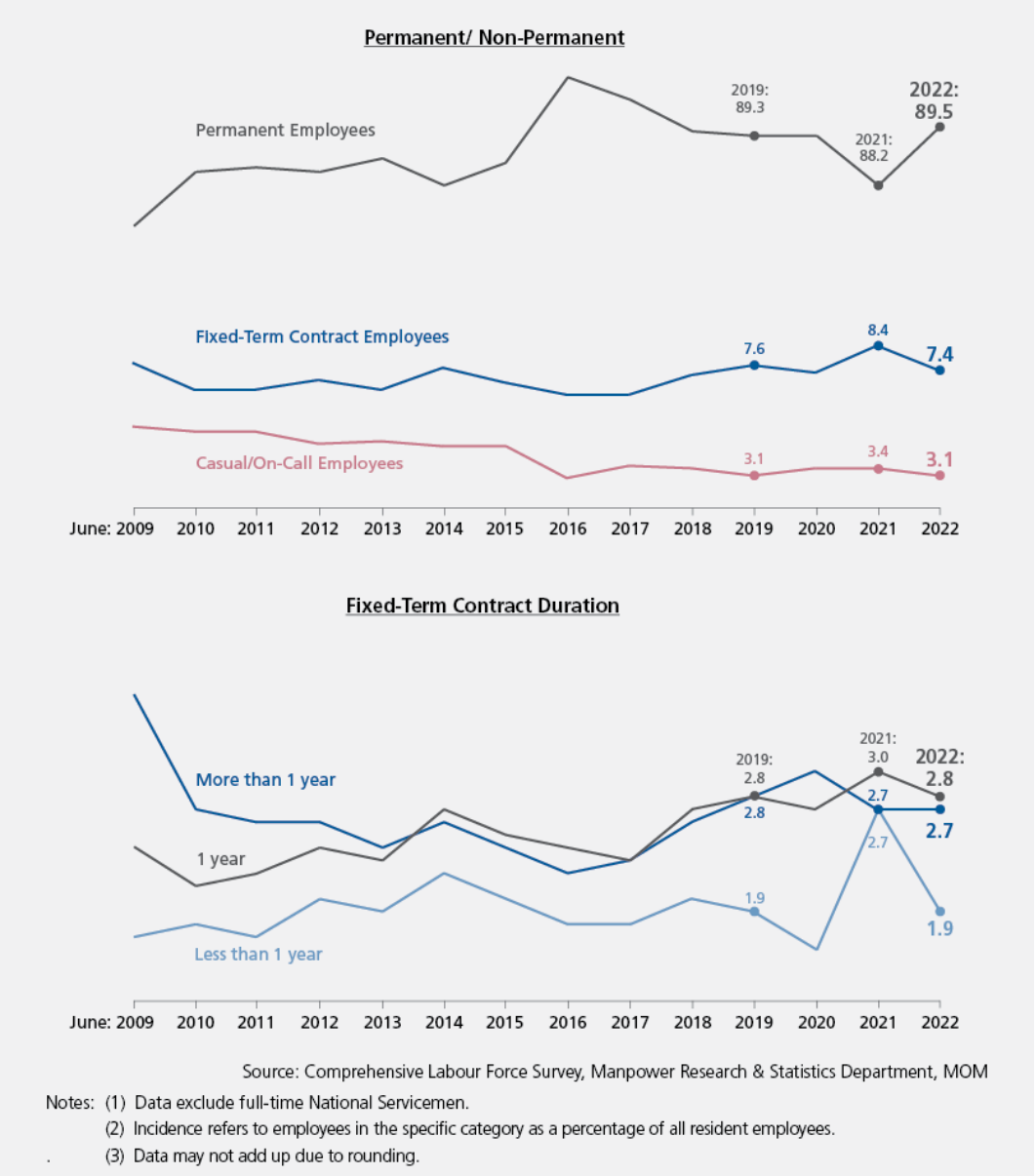
(3) Data for each year may not add up to 100% due to rounding.

Lower share of employees in non-permanent positions

2.16 The vast majority of resident employees were in permanent jobs. Even in recessionary years, permanent employees formed around nine in ten of all resident employees. With the economic recovery and tight labour market, there was a smaller proportion of workers in non-permanent employment in 2022. The share of resident employees on fixed-term contracts (7.4%) and in casual/on-call work (3.1%) declined back to pre-COVID levels. Among term-contract employees specifically, the decline was largely from those on shorter contracts of less than a year.

Chart 15 Incidence of resident employees by type of employment

Per Cent



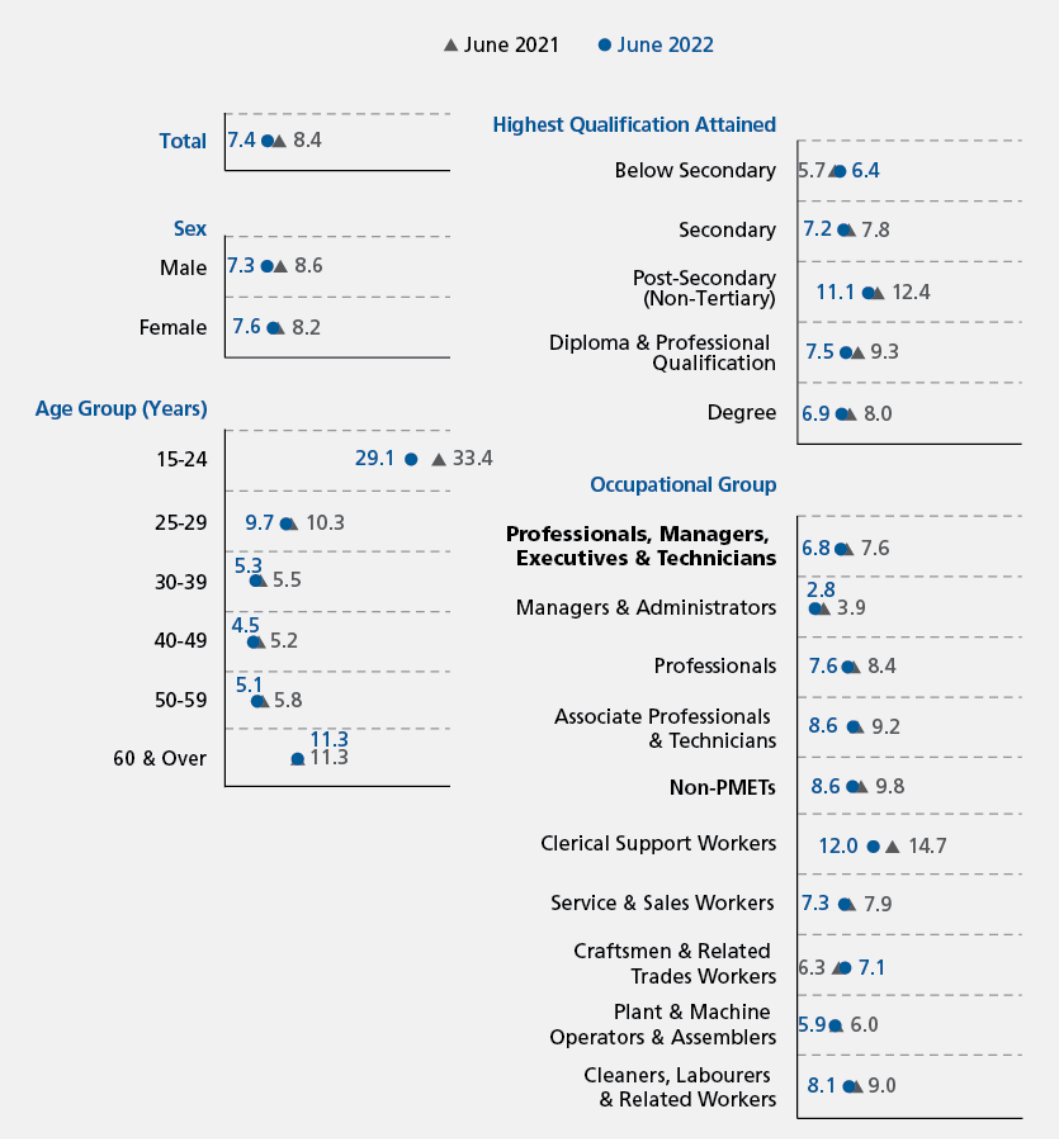
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

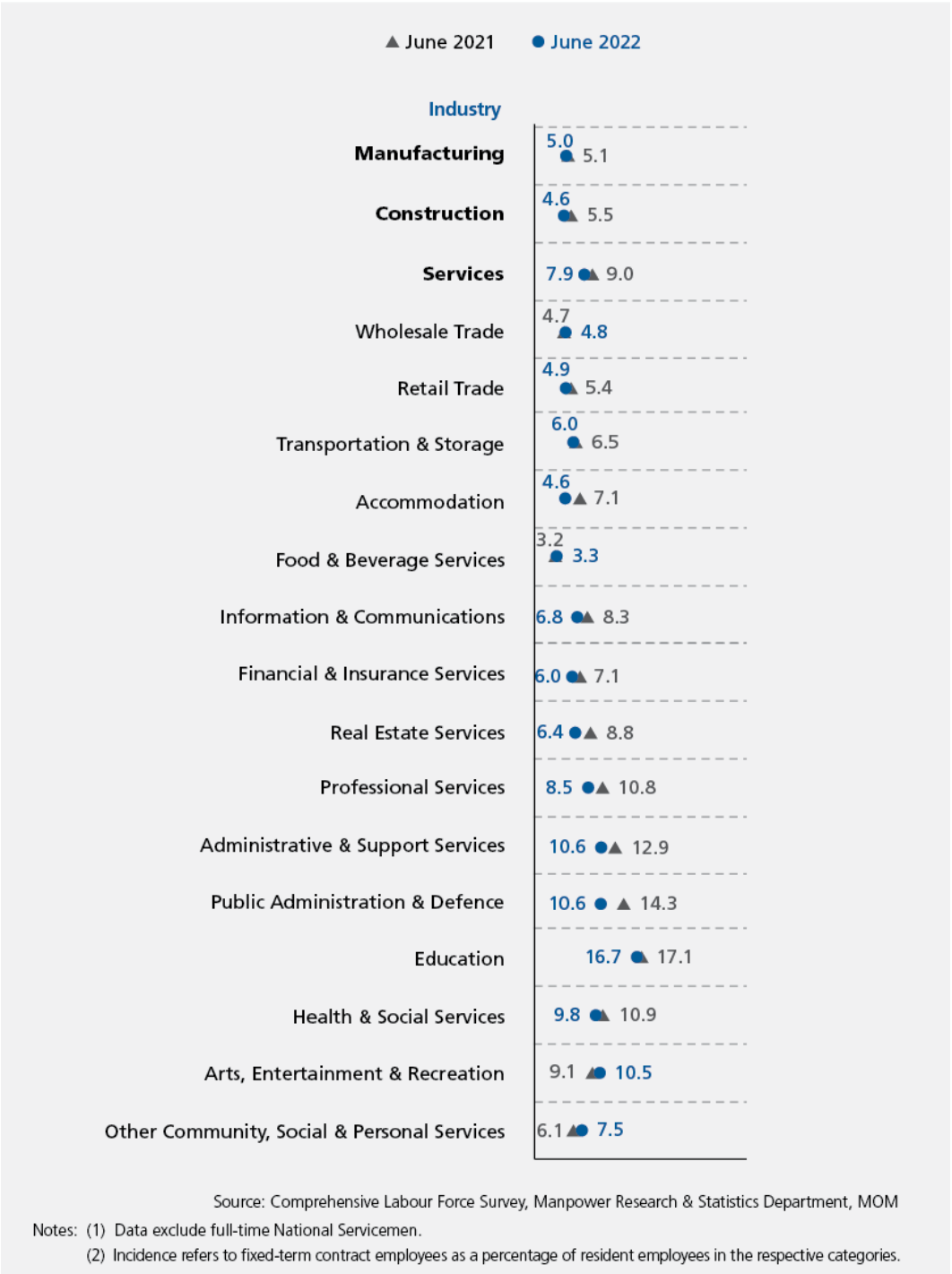
Notes: (1) Data exclude full-time National Servicemen.
(2) Incidence refers to employees in the specific category as a percentage of all resident employees.
(3) Data may not add up due to rounding.

2.17 With the scale-back of pandemic-related contract jobs, there was a more pronounced decline in the incidence of fixed-term contract employees in sectors that had earlier seen larger increases, e.g. *Public Administration & Defence*, *Accommodation*, *Health & Social Services* and *Real Estate Services*. In growth sectors like *Professional Services*, *Financial & Insurance Services*, and *Information & Communications*, the incidence of fixed-term contract employees has also declined as the labour market grew tighter in 2022. Taking these trends together, the proportion of fixed-term contract employees declined across most age, sex, and education groups.

Chart 16 Incidence of fixed-term contract resident employees by characteristics

Per Cent





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

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

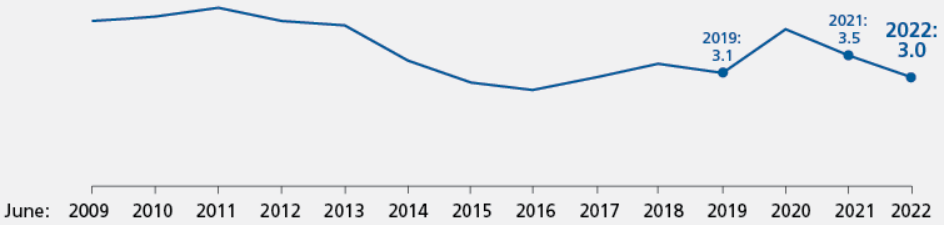
(2) Incidence refers to fixed-term contract employees as a percentage of resident employees in the respective categories.

Time-related under-employment rate fell to around pre-COVID levels

2.18 Alongside the improvement in job search outcomes, the resident time-related under-employment rate declined from 3.5% in 2021 to 3.0% in 2022 and was back to the pre-COVID range. Most groups saw declines, with notable improvements among those who were more adversely affected by the pandemic, as business activities resumed — those in their 50s and older, those with non-tertiary qualifications, as well as among *service & sales workers* and *cleaners, labourers & related workers*. The relaxation of pandemic-related restrictions and the re-opening of borders meant that more part-time workers in consumer-facing and tourism-related sectors such as *Food & Beverage Services*, *Retail Trade*, *Accommodation*, and *Arts, Entertainment & Recreation* were able to work the number of hours they desired.

Chart 17 Resident time-related under-employment rate

Per Cent



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

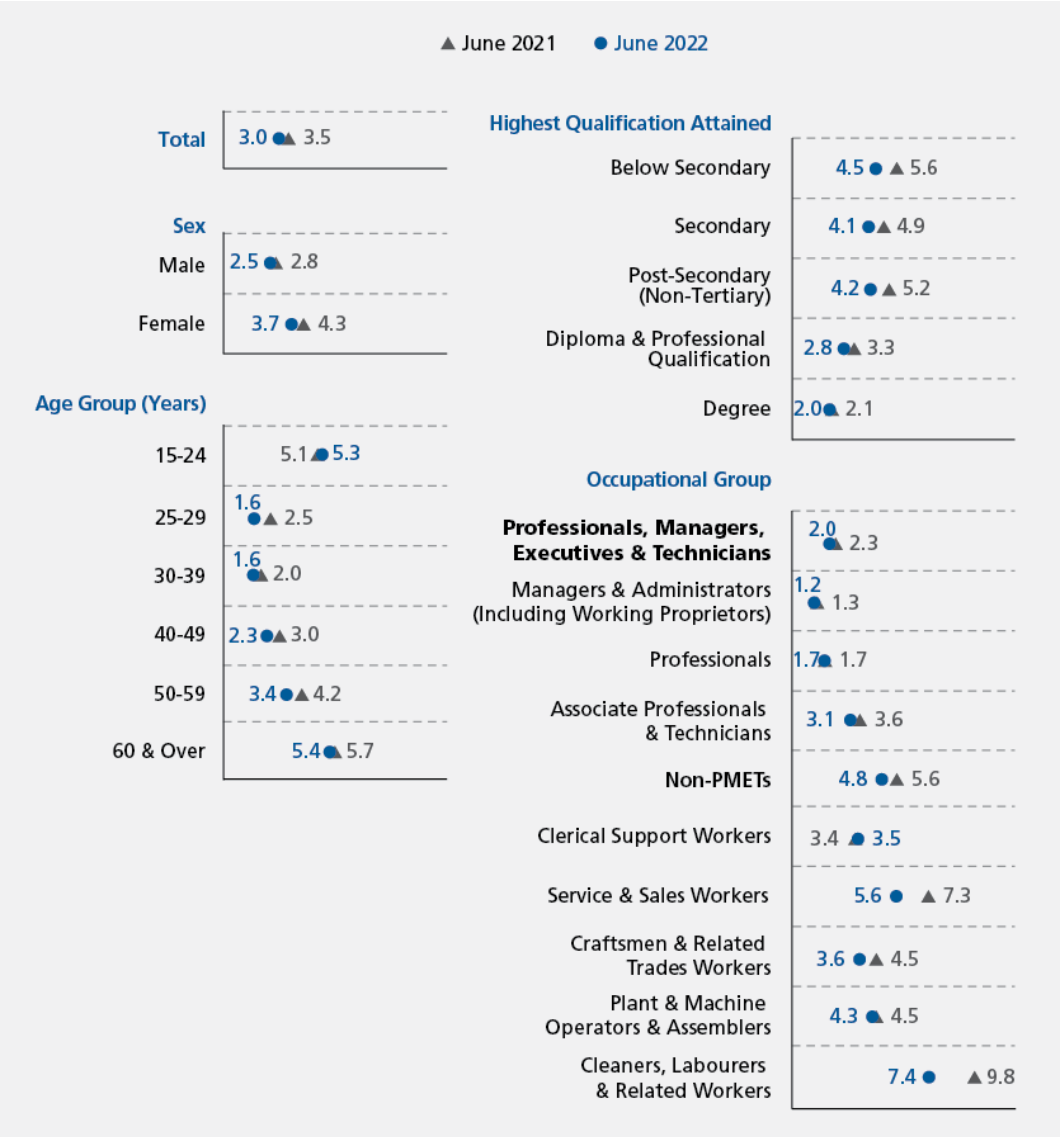
Notes: (1) Time-related under-employed persons refer to part-timers (i.e. those whose normal hours of work are fewer than 35 a week) who are willing and available to work additional hours.

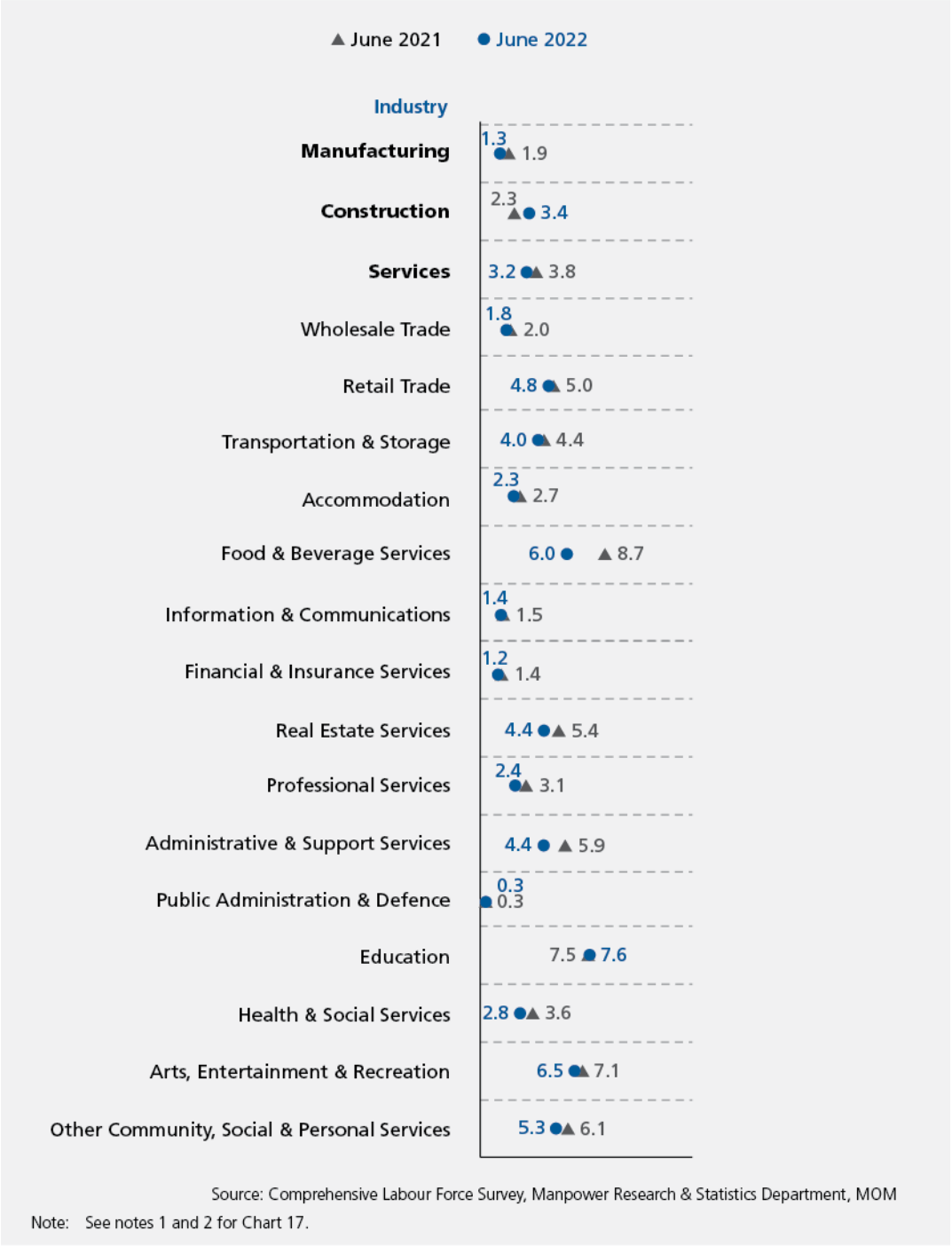
(2) Time-related under-employment rate refers to time-related under-employed persons as a percentage of all employed persons.

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

Chart 18 Resident time-related under-employment rate by characteristics

Per Cent





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

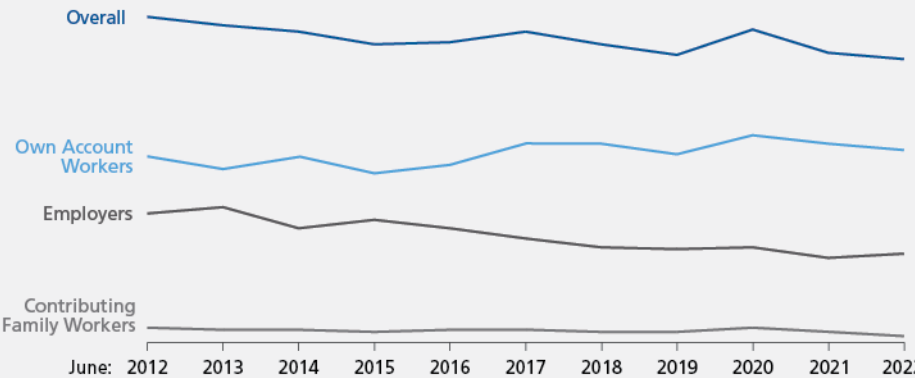
Note: See notes 1 and 2 for Chart 17.

Fewer workers in self-employment

2.19 Employees have consistently formed the bulk of the resident workforce in Singapore, and with the high number of job openings in 2022,[3] their share rose to a record high (86.7%) while the self-employed pool declined (13.3%). The fall in self-employment largely came from own account workers, whose share of the resident workforce edged down for the second consecutive year following the high in 2020 at the height of the COVID-19 pandemic. The decrease was broad-based and led by workers aged 60 & over.

Chart 19 Proportion of self-employed among employed residents

Per Cent



June:	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Overall	15.3	14.9	14.6	14.0	14.1	14.6	14.0	13.5	14.7	13.6	13.3
Own Account Workers	8.7	8.1	8.7	7.9	8.3	9.3	9.3	8.8	9.7	9.3	9.0
Employers	6.0	6.3	5.3	5.7	5.3	4.8	4.4	4.3	4.4	3.9	4.1
Contributing Family Workers	0.6	0.5	0.5	0.4	0.5	0.5	0.4	0.4	0.6	0.4	0.2

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

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

Own Account Workers

2.20 A Labour Force Supplementary Survey has been conducted yearly since 2016, to collect additional statistics on the number of resident workers engaged in own account work. Given the ad hoc and transient nature of own account work, the reference period of this supplementary survey was extended to over the course of the year, rather than over the past week. The longer reference period enables us to capture more accurately the prevalence of own account work, and the experiences of own account workers.

[3] The seasonally adjusted number of job vacancies rose significantly from 91,700 in June 2021 to 126,400 in June 2022.

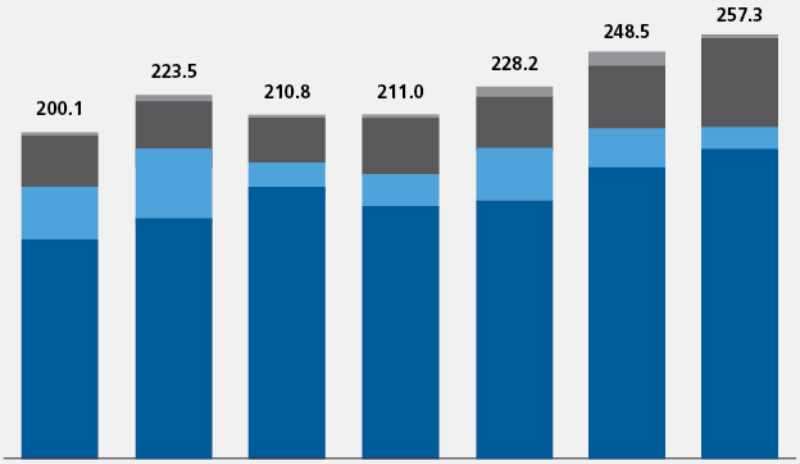
Most did own account work as a main job by choice as they prioritise flexibility and freedom

2.21 Own account work was the main job and livelihood for most of the 257,300 residents who did own account work as a regular form of employment over the one-year period from July 2021 to June 2022.[4] These primary own account workers (202,700) formed 8.3% of all employed residents in 2022,[5] and this share has remained at around 8% to 10% over the last decade. For the majority, own account work was by choice. The number has also increased, from 177,700 in 2021 to 188,600 in 2022, as they prioritised the flexibility (72%) and freedom (41%) associated with own account work, as well as having control over their career (27%). With better business conditions in 2022, the minority of primary own account workers who did it on a non-preferred basis has declined considerably, from 24,100 in 2021 to 14,000 in 2022.

2.22 There was also a small segment who did own account work on the side (secondary own account workers: 54,600). The number has increased in 2022, as more engaged in it by choice.

Chart 20 Resident regular own account workers

Number ('000)



	2016	2017	2018	2019	2020	2021	2022
Primary	**166.8**	**190.9**	**182.1**	**174.8**	**190.9**	**201.8**	**202.7**
Preferred	134.6	147.9	167.3	155.1	158.9	177.7	188.6
Non-Preferred	32.2	43.0	14.8	19.6	32.0	24.1	14.0
Secondary	**33.3**	**32.6**	**28.7**	**36.3**	**37.3**	**46.8**	**54.6**
Preferred	31.8	28.9	27.4	34.4	31.9	38.8	52.6
Non-Preferred	s	3.7	s	s	5.4	8.0	s

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

Notes: (1) Data refer to residents in own account work as a regular form of employment for the 12-month period ending the middle of the year.
(2) "s": Data suppressed due to small number covered.
(3) Data may not add up due to rounding.

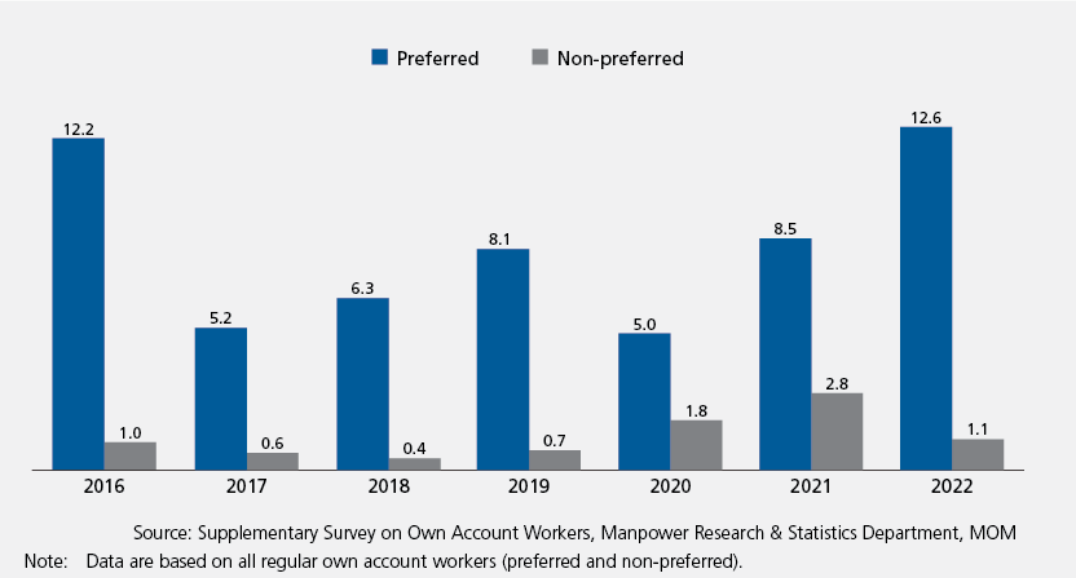
[4] The number of regular own account workers rose for the fourth consecutive year, but the rate of increase was smaller than the previous year.

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

2.23 Around one in ten regular own account workers were in full-time employee jobs in June 2022. This likelihood of switching out of own account work for those who did own account work by choice was higher in 2022 and 2021 when the labour market was comparatively tighter than earlier years. This suggests that notwithstanding the motivations for own account work, a higher share would move to full-time employee jobs if there were opportunities to do so. Those who did not prefer own account work and found full-time employee jobs fell in 2022 but was nonetheless higher than pre-COVID years.

Chart 21 Resident regular own account workers who were in full-time employee jobs in June

Per Cent



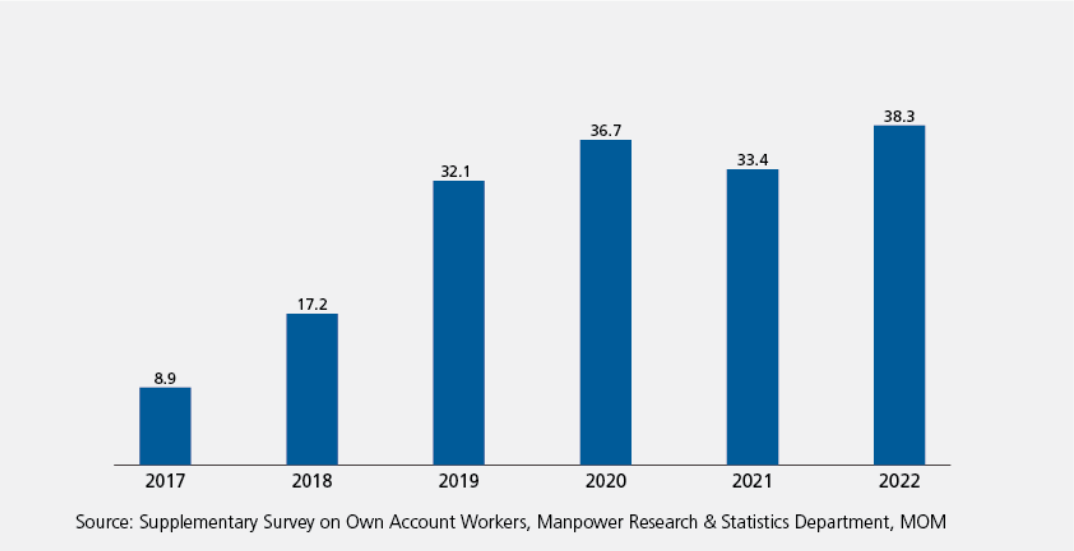
Source: Supplementary Survey on Own Account Workers, Manpower Research & Statistics Department, MOM

Note: Data are based on all regular own account workers (preferred and non-preferred).

2.24 As digitally enabled business models including online matching platforms[6] gained prevalence, three in five (60%) regular own account workers utilised online channels to advertise and obtain business, including more than a third (38%) who took up work via online matching platforms. There was an uptick in those who utilised online matching platforms (from 33% in 2021), as demand for point-to-point transport or delivery services continued to rise.

Chart 22 Resident regular own account workers who used online matching platforms

Per Cent



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

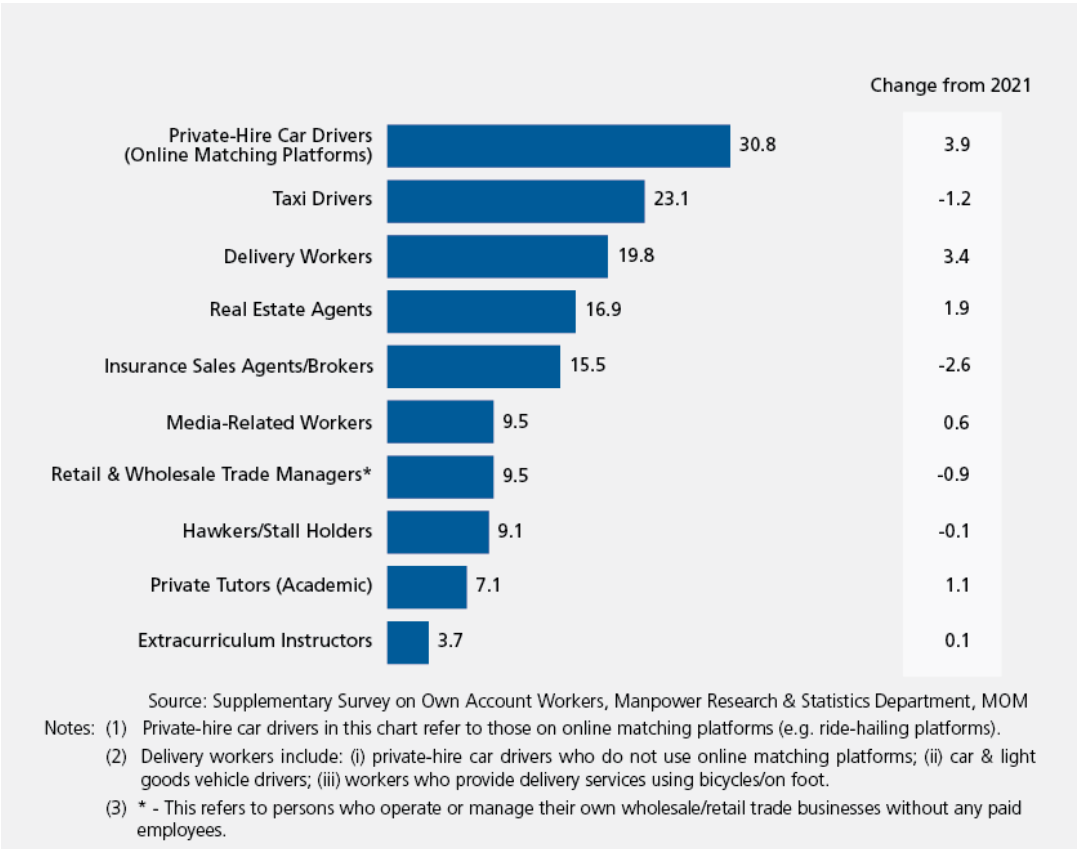
[6] In the absence of internationally agreed statistical definition, online matching platforms are defined as labour sharing platforms that serve as intermediaries to match or connect buyers with workers who take up piecemeal or assignment-based work. Such platforms could be either websites or mobile applications, covering services such as ride-hailing, goods/food delivery, creative work, etc.

Private-hire car drivers, taxi drivers and delivery workers remained top occupations of primary own account workers

2.25 The top jobs held by own account workers also reflect the underlying trend toward more digitally intermediated work and higher demand for transport and delivery services. Private-hire car drivers remained the most common occupation among regular primary own account workers in 2022. The number of private-hire car drivers increased in 2022 as demand for point-to-point transport services increased when more employees commute to work. However, it was still below the number in 2020 (34,400) when weaker labour market conditions drew in more own account workers, including private-hire car drivers. The number of delivery workers continued to grow over the years, and they became the third most common occupation in 2022. Most of them did own account work as their main livelihood by choice. Besides drivers and delivery workers, there are also sizeable numbers of real estate agents and insurance sales agents/brokers which have traditionally been the common jobs of own account workers.

Chart 23 Top occupations among resident regular primary own account workers, 2022

Number ('000)



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

Notes: (1) Private-hire car drivers in this chart refer to those on online matching platforms (e.g. ride-hailing platforms).

(2) Delivery workers include: (i) private-hire car drivers who do not use online matching platforms; (ii) car & light goods vehicle drivers; (iii) workers who provide delivery services using bicycles/on foot.

(3) * - This refers to persons who operate or manage their own wholesale/retail trade businesses without any paid employees.

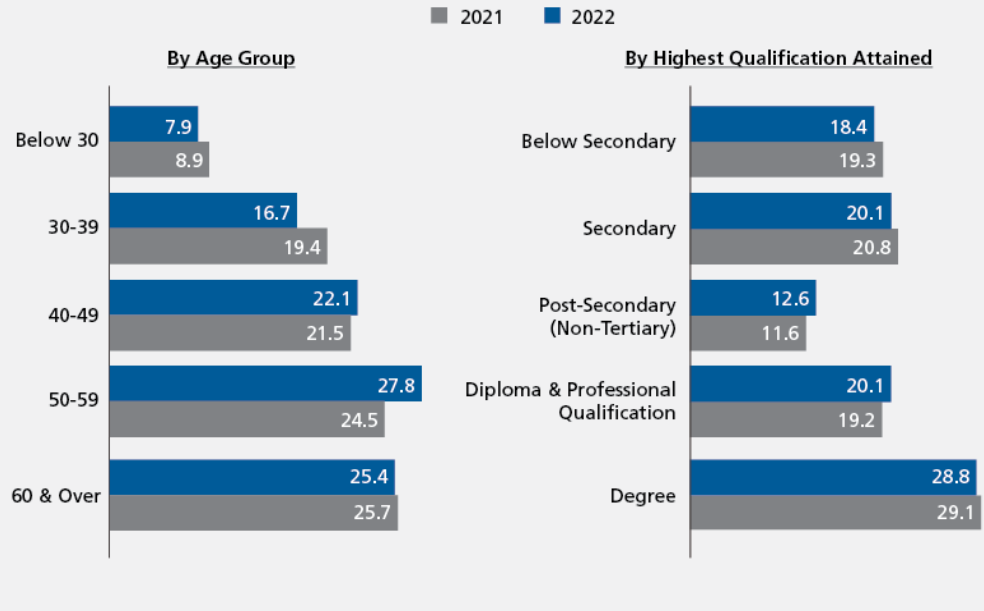
Seniors made up one in two primary own account workers

2.26 Majority of regular primary own account workers were residents aged 50 & over in 2022 (53%). While there was a slightly higher share of those in their 40s and 50s in 2022, the age distribution of primary own account workers has been broadly similar over the years.

2.27 In terms of the educational profile, there was a gradual increase in the share of tertiary educated among primary own account workers, in line with the trend for the general workforce.

Chart 24 Resident regular primary own account workers

Per Cent



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

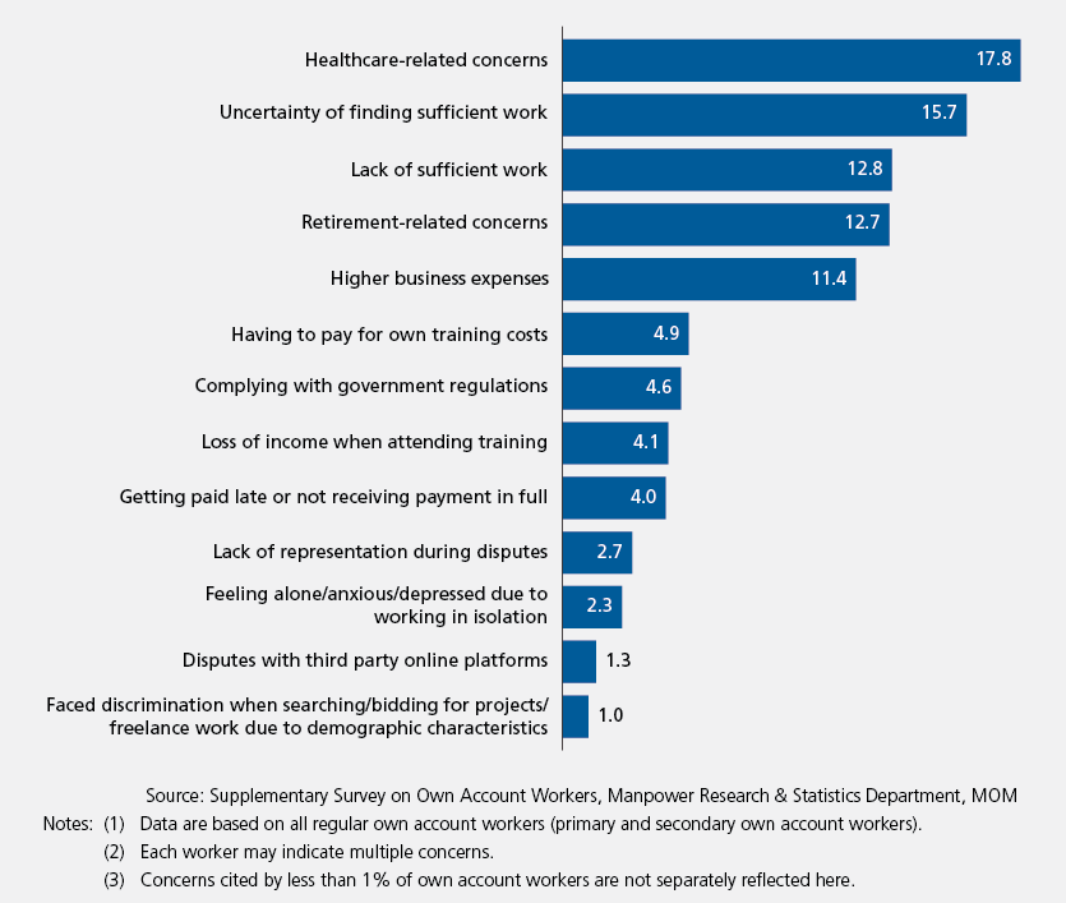
Note: Data may not add up to 100% due to rounding.

Healthcare and job uncertainty topped the list of challenges faced by regular own account workers

2.28 While there were challenges associated with own account work, the share of own account workers who faced challenges has eased back to levels seen pre-COVID. In 2022, 32% of regular own account workers expressed that they faced challenges at work, similar to the share in 2019 (35%). It has declined from 2021 (55%) and 2020 (52%) when more own account workers had concerns related to their business viability under COVID-related restrictions. In 2022, healthcare-related concerns (18%) and uncertainty of finding sufficient work (16%) were the top difficulties faced. Factors such as insufficient savings for healthcare, lack of medical benefits and paid sick leave were areas that regular own account workers felt could be improved on to increase their welfare especially when own account work was their regular source of income.

Chart 25 Challenges faced by resident regular own account workers, 2022

Per Cent



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

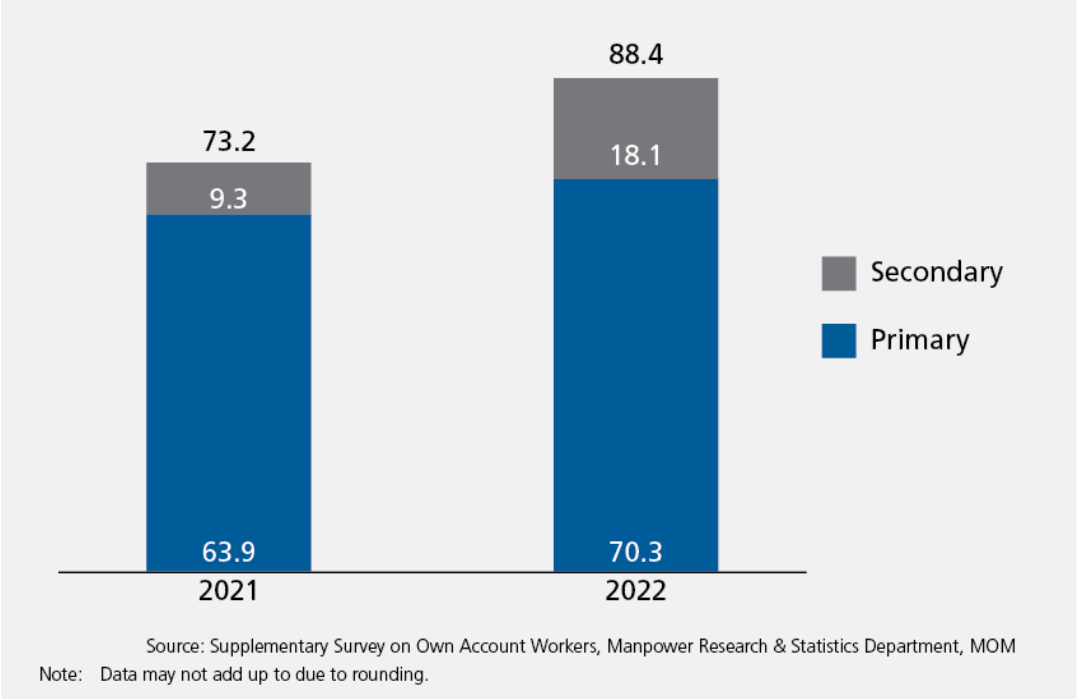
Notes: (1) Data are based on all regular own account workers (primary and secondary own account workers).
(2) Each worker may indicate multiple concerns.
(3) Concerns cited by less than 1% of own account workers are not separately reflected here.

A Profile of Platform Workers in Singapore

2.29 Platform workers are own account workers who utilise transport and delivery service matching platforms in the course of their work. Their work arrangements with platforms could resemble those of employees.[7] They were working as taxi drivers (25,400), private-hire car drivers (38,100) or delivery workers (25,500) who used online matching platforms.[8] Overall, the number of regular platform workers has increased from 73,200 in 2021 to 88,400 in 2022.

Chart 26 Resident regular platform workers

Number ('000)



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

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

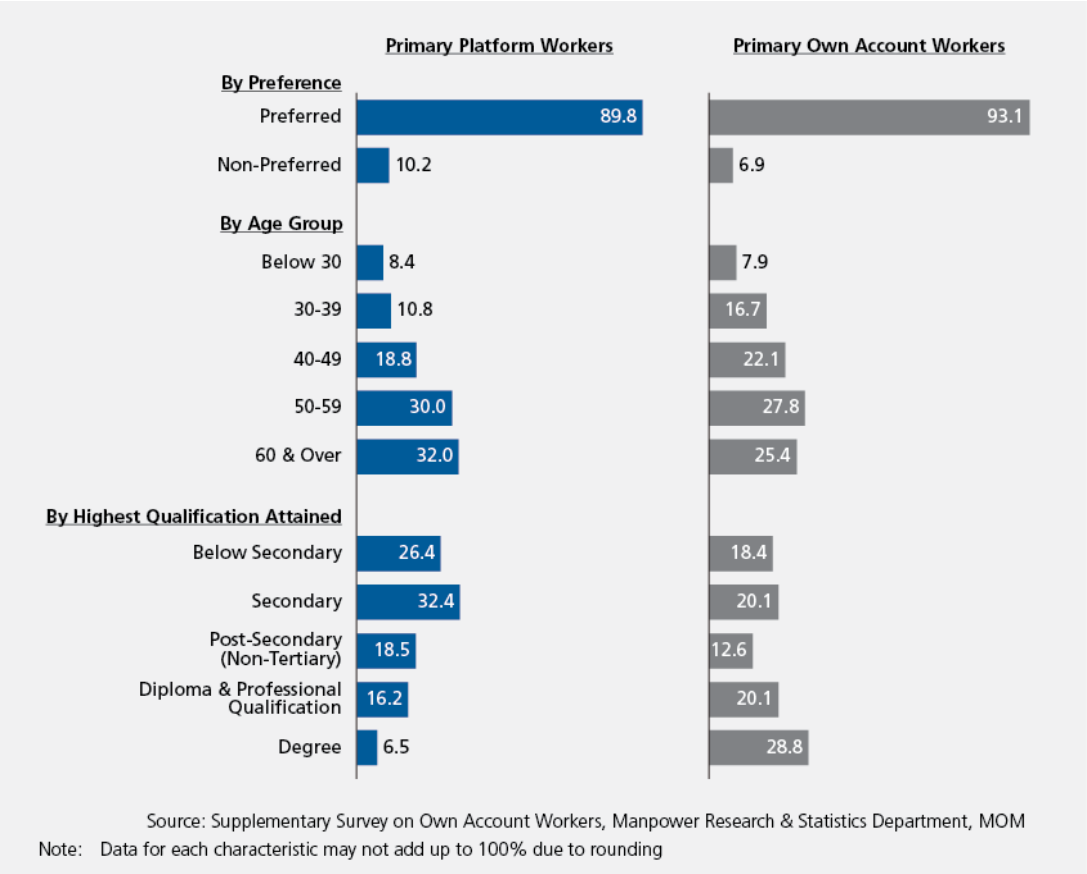
2.30 Most of the regular primary platform workers engaged in own account work by choice, but they were less likely to prefer such work compared to primary own account workers (OAWs) (primary platform workers: 90%; primary OAWs: 93%). The demographics of the platform workers also differed slightly from that of the larger group of own account workers; they were more likely to be older or lower-educated. More than half of platform workers were older residents aged 50 & over (62%) and had non-tertiary qualifications (77%).

[7] The platform companies set the price of the service, determine which jobs are assigned to which workers, and manage how the workers perform, including penalties and suspensions.

[8] The number for the specific occupations (i.e. taxi drivers, private-hire car drivers, delivery workers using online matching platforms) would add up to be more than the total number of platform workers, because an individual can have more than one occupation.

Chart 27 Resident regular primary own account workers by characteristics, 2022

Per Cent



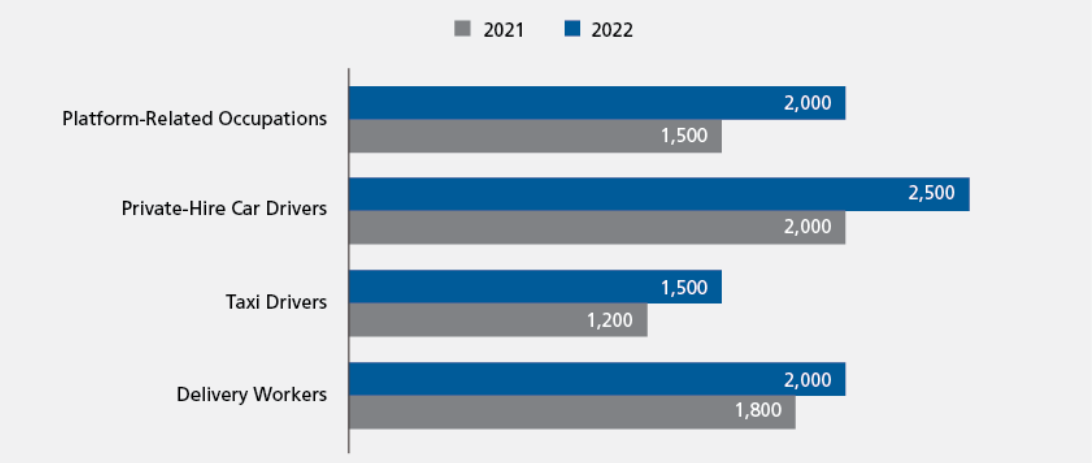
Source: Supplementary Survey on Own Account Workers, Manpower Research & Statistics Department, MOM

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

2.31 The median income of full-time platform-related occupations (as a group) increased from $1,500 in 2021 to $2,000 in 2022 due to increases in incomes earned by all platform occupations. The increase in median incomes earned by private-hire car drivers ($2,500) and taxi drivers ($1,500) could be attributed to the increase in demand for point-to-point transport services, as safe-distancing measures in society were gradually relaxed and removed. At the same time, the median income earned by delivery workers ($2,000) also increased.

Chart 28 Median gross monthly income from work of full-time resident own account workers in platform-related occupations

Dollars



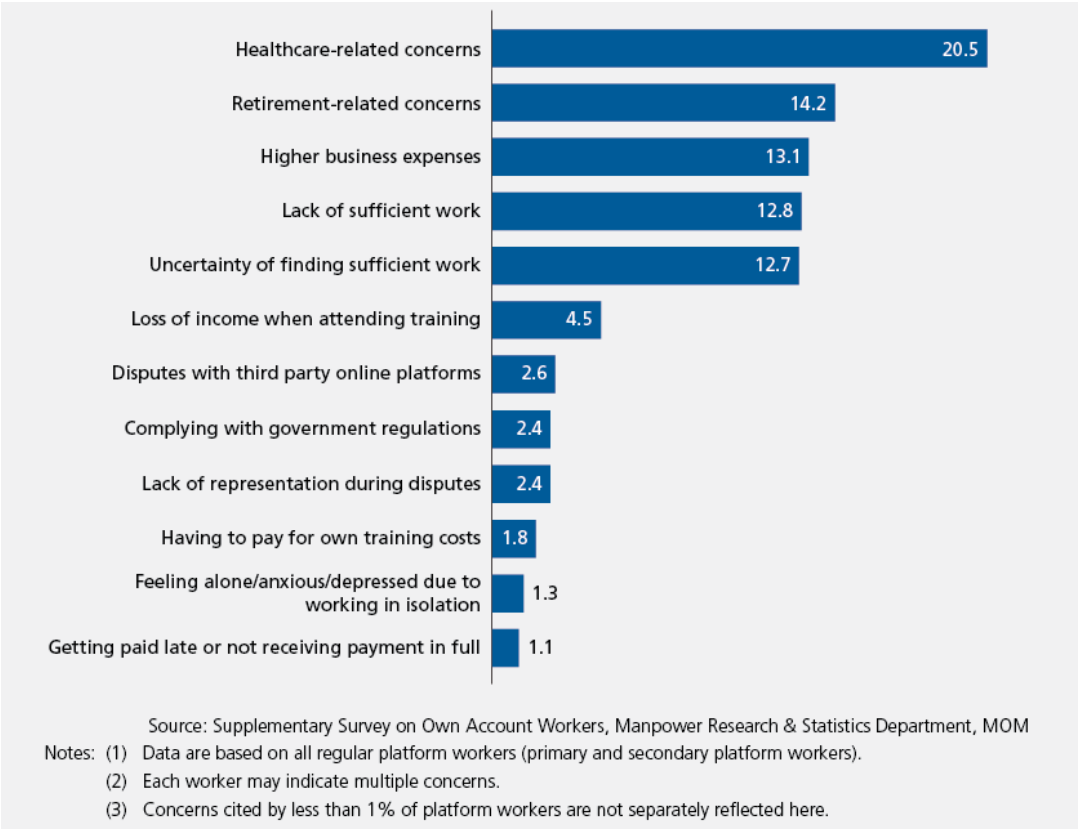
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Lack of healthcare benefits and retirement security ranked top in concerns faced by resident regular platform workers

2.32 The proportion of regular platform workers who faced challenges in the course of their work has also declined, from 58% in 2021 to 31% in 2022. Although their top challenges faced were similar to that of regular own account workers, they were more likely to cite retirement-related concerns and higher business expenses.

Chart 29 Challenges faced by resident regular platform workers, 2022

Per Cent



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

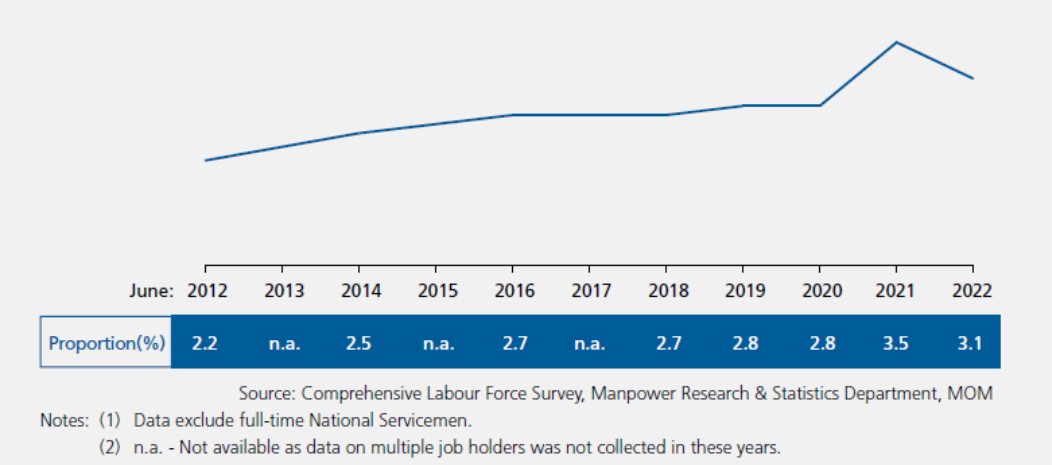
Notes: (1) Data are based on all regular platform workers (primary and secondary platform workers).
(2) Each worker may indicate multiple concerns.
(3) Concerns cited by less than 1% of platform workers are not separately reflected here.

The proportion of workers who held multiple jobs declined from 2021 and remained low

2.33 Multiple jobholding remained uncommon in Singapore, even though there was a gradual uptrend over the last decade. At 3.1% in 2022, the proportion of multiple job holders was lower than the peak in 2021 though it remained slightly above the pre-pandemic rate. The decrease over the year was broad-based, but rose for workers in *Food & Beverage Services* (from 5.2% to 5.5%), *Arts, Entertainment & Recreation* (from 4.5% to 5.3%) and *Other Community, Social & Personal Services*[9] (from 5.1% to 6.0%). While multiple jobholding was more common among the self-employed (6.9%) as compared to employees (2.6%), their rates too have fallen from 2021 (8.1% for self-employed; 2.7% for employees).

Chart 30 Proportion of employed residents holding multiple jobs

Per Cent



June:	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Proportion(%)	2.2	n.a.	2.5	n.a.	2.7	n.a.	2.7	2.8	2.8	3.5	3.1

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

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

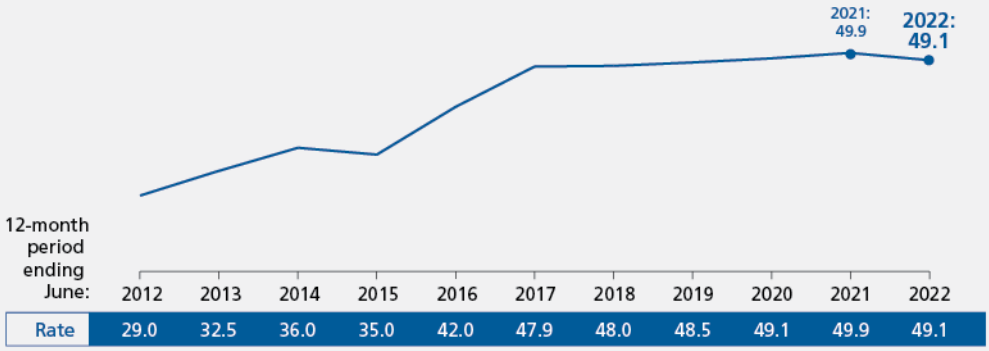
[9] Examples include the repair of computers, personal & household goods, laundry services, hairdressing salons and massage parlours.

3. Training

3.1 In 2022, almost one in two residents in the labour force participated in job-related structured training, broadly similar to the last two years. The sustained participation in training throughout the COVID-19 situation is testament to workers' willingness to invest and undergo training to maintain relevancy at work.

Chart 31 Training participation rate of resident labour force

Per Cent



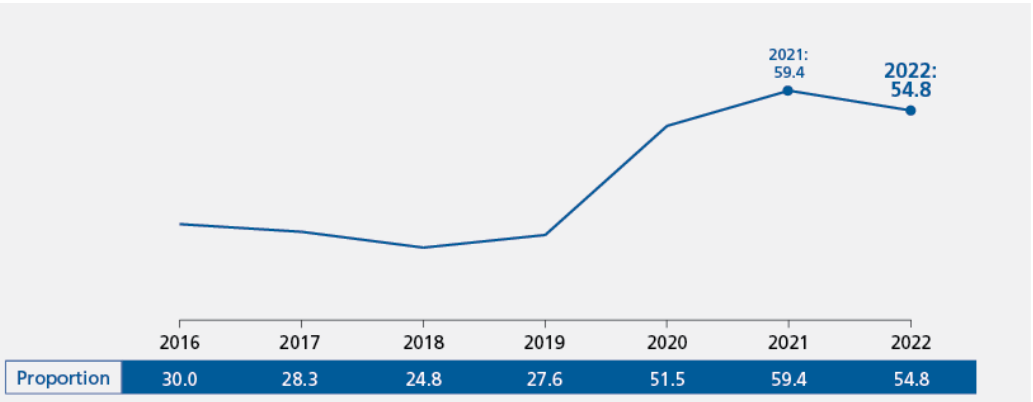
Source: Supplementary Survey on Adult Training, Manpower Research & Statistics Department, MOM

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

3.2 The pandemic had also changed the way in which workers train. The share of structured training attendees who participated in training online[10] was almost double that of the share pre-COVID, notwithstanding a slight pull-back in 2022.

Chart 32 Proportion of structured training attendees who participated in online training

Per Cent



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

Note: Figures are based on residents in the labour force who have attended structured training.

[10] Examples include instructor-led training via webinars, virtual classrooms, web-based modular learning on the corporate intranet or customised compliance training course delivered via an online training platform.

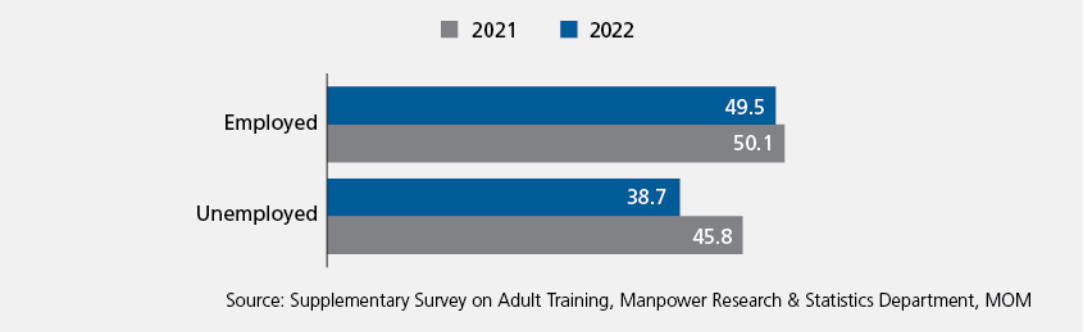
3.3 As trainees spent slightly less time in training,[11] training intensity, measured as the average number of training days per adult in the labour force, fell slightly to 5.4 days in 2022 from 2021 (6.6 days). This was likely due to more time spent on easing back to the workplace as businesses resumed to pre-COVID normality, lending less time to training. The re-opening of borders and entertainment venues may also entice individuals, when not at work, to go for leisure activities than training.

3.4 Amongst non-trainees, fewer indicated that they did not consider the need for training and/or are already satisfied with their current skills and knowledge, suggesting more are recognising the need for lifelong learning. Work and family responsibilities remain the other top reasons for not attending training.[12]

3.5 Training enables jobseekers to acquire relevant work experience, skills, and networks to boost their employability and continues to be vital in upskilling mid-career switchers. While the training participation rate of the unemployed has eased in 2022, this decline came on the back of a high reached in 2021 when the resurgence in hiring could have spurred more of the unemployed to undertake training to move into new jobs. Over the longer term, training participation rate of unemployed has increased.[13]

Chart 33 Training participation rate of resident labour force by labour force status

Per Cent



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

3.6 By age, training participation rate fell for younger workers aged below 40 but increased amongst mature workers as they continued to sharpen their skillsets to remain relevant in this dynamic employment landscape.

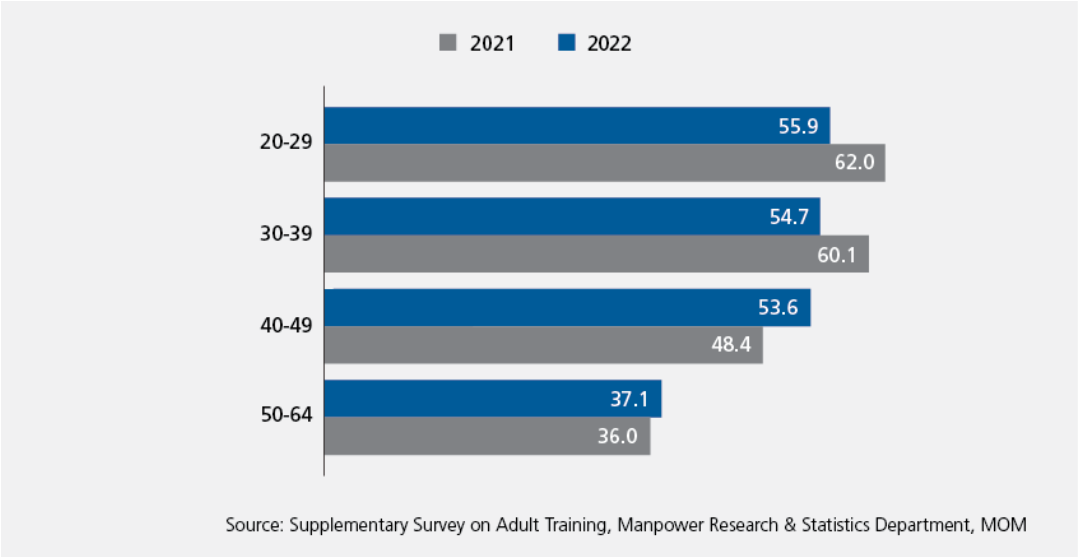
[11] The training days per trainee was 11.0 days in 2022, lower than the 13.3 days in 2021.

[12] Among non-trainees, the percentage who indicated that they did not consider the need for training and/or are already satisfied with their current skills and knowledge has fallen from 39% in 2021 to 29% in 2022. Family commitments (15%) and work schedule conflicts (18%) are other top reasons for not attending training.

[13] The training participation rate of unemployed residents rose from 14% in 2012 to 39% in 2022.

Chart 34 Training participation rate of resident labour force by age group

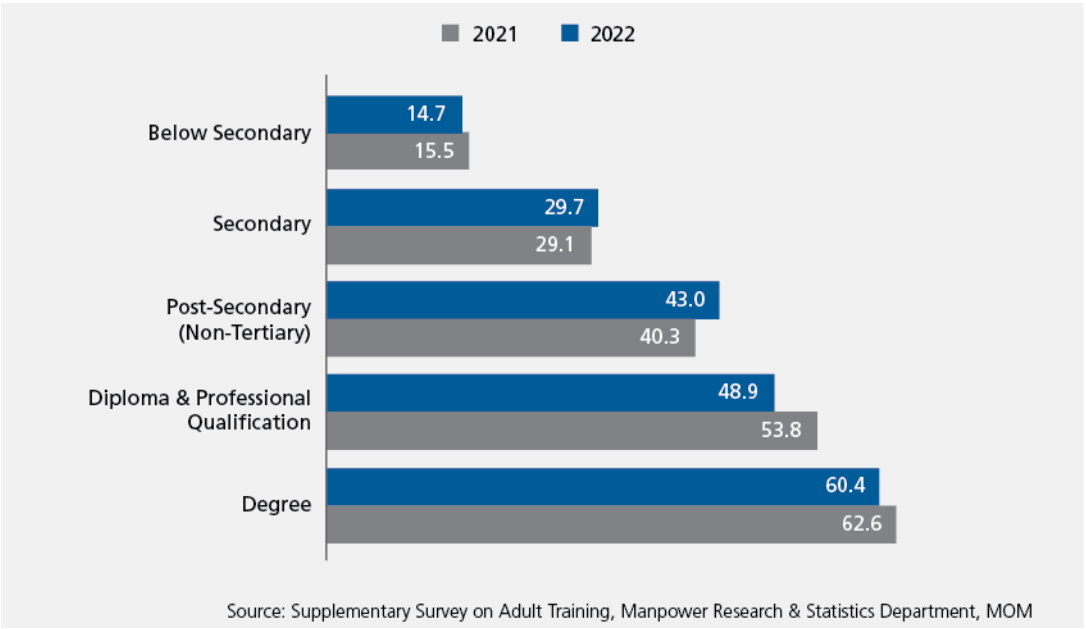
Per Cent



3.7 The tertiary educated remained more likely to participate in training and formed the bulk of trainees in 2022 (84%). The training participation rate slipped further in 2022 for those with below secondary qualifications, reinforcing the need to close their training gap with the better educated to keep up with changes at the workplace.

Chart 35 Training participation rate of resident labour force by highest qualification attained

Per Cent

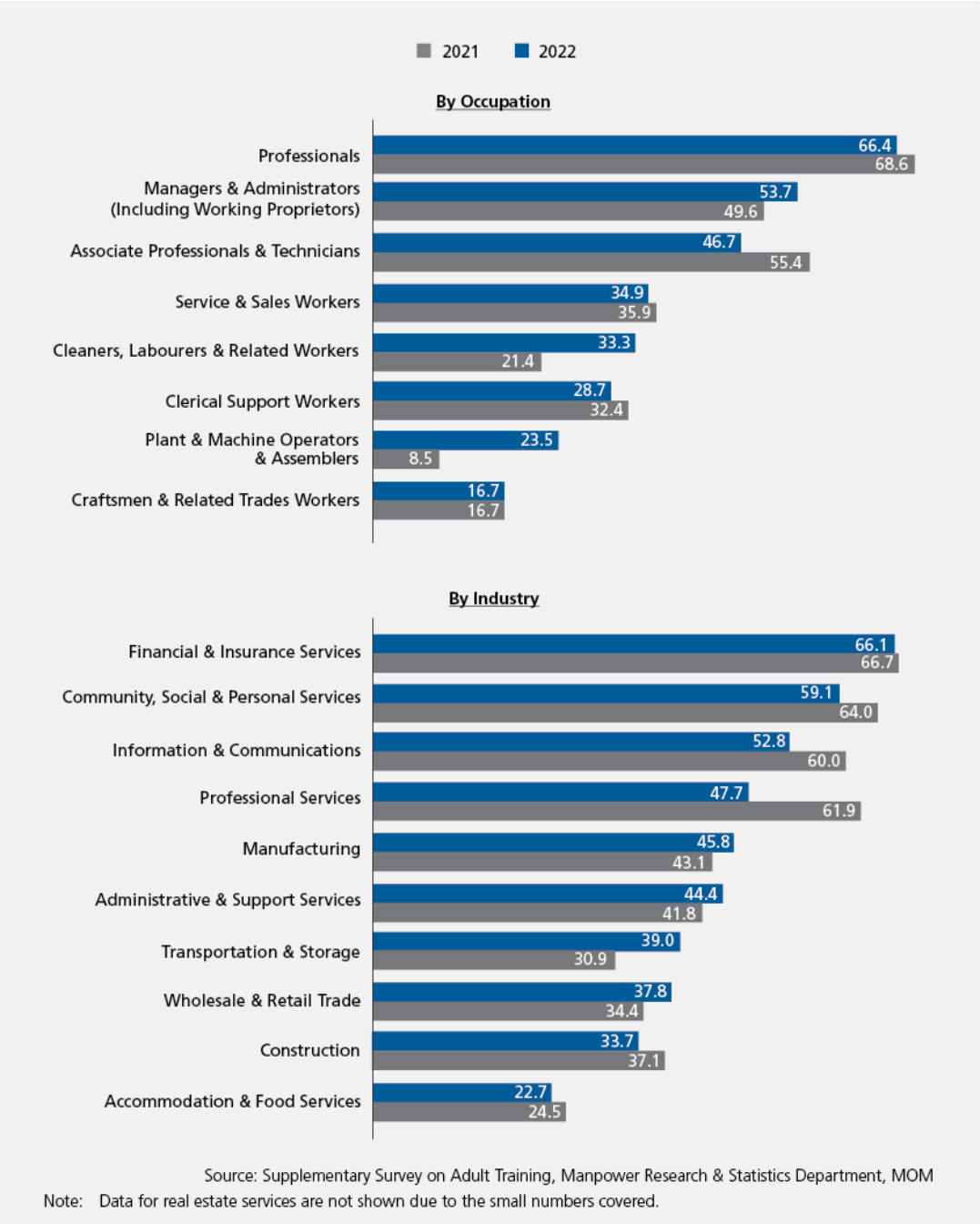


3.8 For non-PMET occupational groups, training participation increased for *plant & machine operators & assemblers* and *cleaners, labourers & related workers*. It rebounded strongly for *plant & machine operators & assemblers*, as the broad-based lifting of COVID-19 restrictions enabled them to resume training activities that were more likely to be in-person. Likewise, there was an increase in training participation rate of workers in sectors which typically have higher concentration of non-PMETs such as *Transportation & Storage* and *Administrative & Support Services*.

3.9 Among PMET occupational groups, the training participation rate for *managers & administrators* rose, but declined for *professionals* and *associate professionals & technicians*. This trend was mirrored in sectors where PMETs are concentrated, for example, *Information & Communications*, *Professional Services* and *Financial Services*. Notwithstanding the declines, PMETs were still more likely to participate in training than non-PMETs.

Chart 36 Training participation rate of employed residents

Per Cent



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

Note: Data for real estate services are not shown due to the small numbers covered.

Training Outcomes

3.10 Most employed trainees (92%) recognised the importance of attending job-related structured training. More than half of employed trainees experienced at least one tangible outcome after attending training. Tangible outcomes of training for employed trainees include being more productive on the job (51%), having the ability to provide better service delivery (49%) or gaining new job-related skills (42%) after training. Training also enhanced the employability of workers, with 12% stating that training has helped them retain their existing job or obtain a new job.[14] Training also brought about intangible benefits to employed workers; it promotes self-efficacy by boosting confidence and self-esteem (33%), encourages (34%) and prepares (26%) workers for further training.

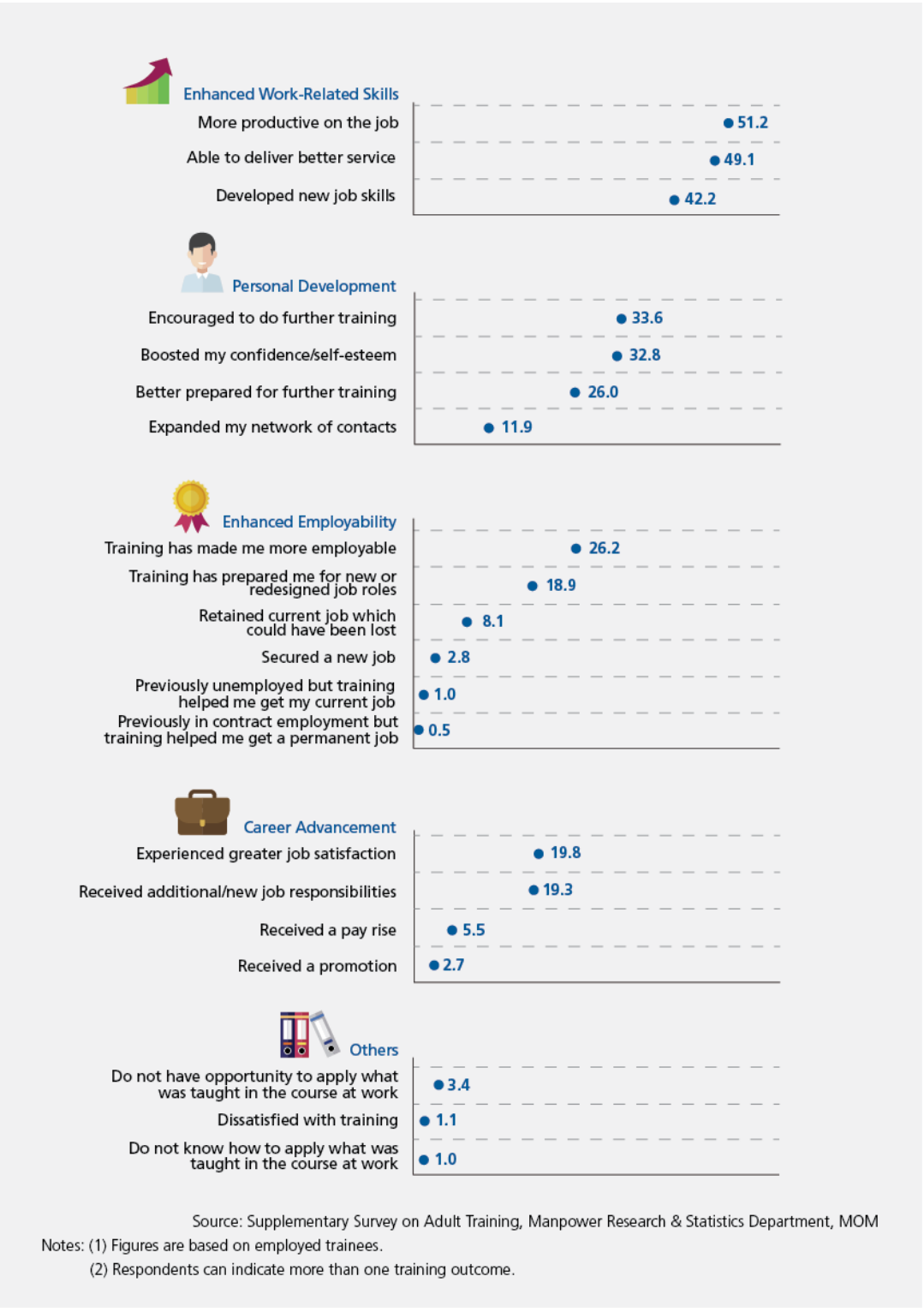
3.11 The proportion who received a pay raise (5.5%) or promotion (2.7%) were lower as these outcomes were usually also tied to work performance. 19% of trainees were accorded new or additional job responsibilities following training. These workers may potentially benefit from higher pay or promotion upon better work performance with time.

3.12 With the increasing use of technology to harness data for informed decision making in organisations, data analytics (27%) and computer literacy skills (22%) were the top digital skills taken up by employed trainees. Most residents in the labour force who intended to attend structured training next year have plans to pick up digital technology skills (66%) with data analytics being the skillset most respondents are interested in learning. This was to help enhance their work productivity (60%) and aid in their career advancement (38%).

[14] Refers to retained current job which could have been lost, secured a new job, previously unemployed but training helped to get current job, or previously in contract employment but training helped to get a permanent job.

Chart 37 Training outcomes of employed residents, 2022

Per Cent



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

Notes: (1) Figures are based on employed trainees.

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

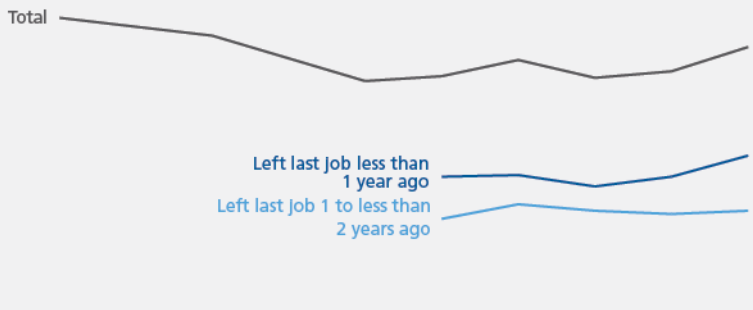
4. Job Mobility and Tenure

Incidence of job change rose to six-year high

4.1 The proportion of employed residents who had changed jobs over the last two years rose to a six-year high of 17% in 2022. This increase was mainly due to those who had changed jobs in the last one year when there were more job opportunities alongside the continued economic recovery.

Chart 38 Proportion of employed residents who had changed jobs in the last two years

Per Cent



June:	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Total	18.6	n.a.	17.5	n.a.	14.7	15.0	16.0	14.9	15.3	16.8
Left last job less than 1 year ago	n.a.	n.a.	n.a.	n.a.	n.a.	8.8	8.9	8.2	8.8	10.1
Left last job 1 to less than 2 years ago	n.a.	n.a.	n.a.	n.a.	n.a.	6.2	7.1	6.7	6.5	6.7

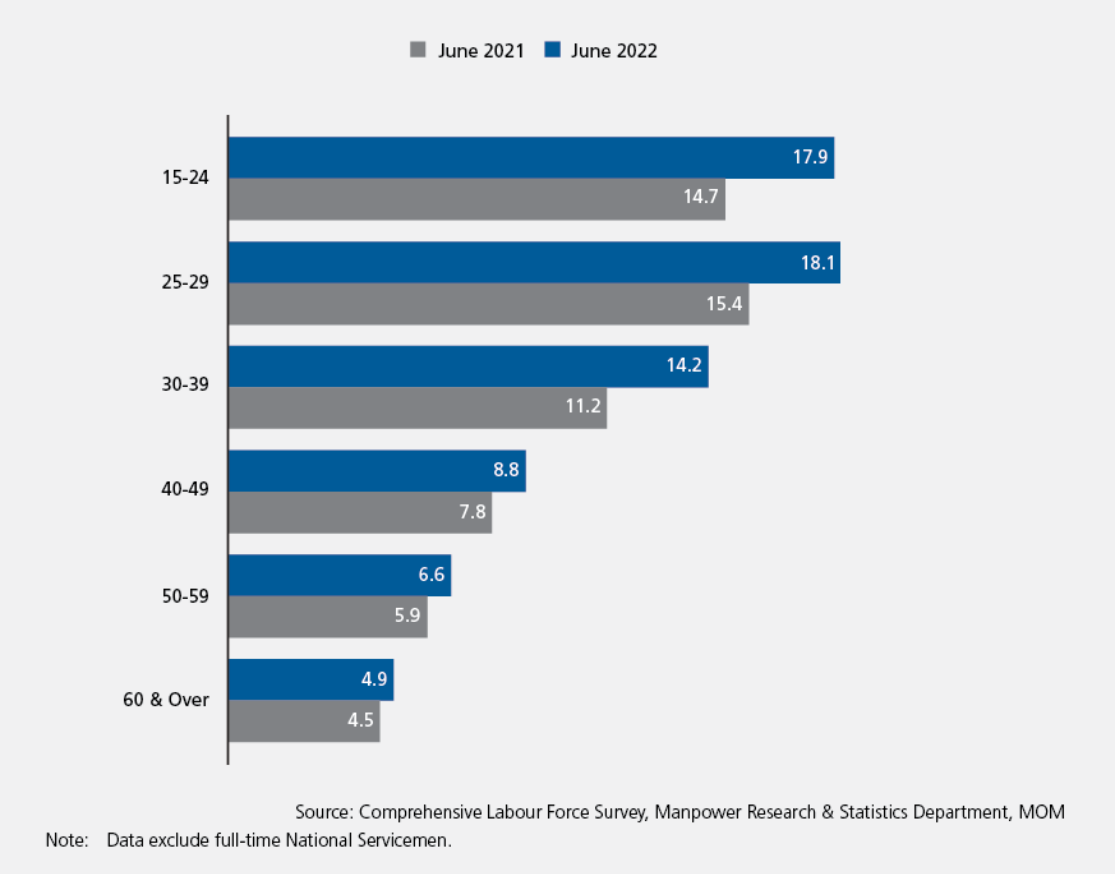
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes: (1) Data exclude full-time National Servicemen.
(2) n.a. – Not available as data on job change or the further breakdown into when left last job was not collected in these years.
(3) Comparable data for job change is available from 2013 onwards.

4.2 The incidence of job change rose across all ages, and more so for younger workers aged below 30. They are more likely to change jobs as they readily explore different career options to gain more experience early in their working life. In 2022, the heightened manpower demand may have also encouraged more of them to seek out new job opportunities, or to resume their plans to switch jobs that had been deferred during the pandemic.

Chart 39 Proportion of employed residents who had changed jobs in the last one year by age

Per Cent



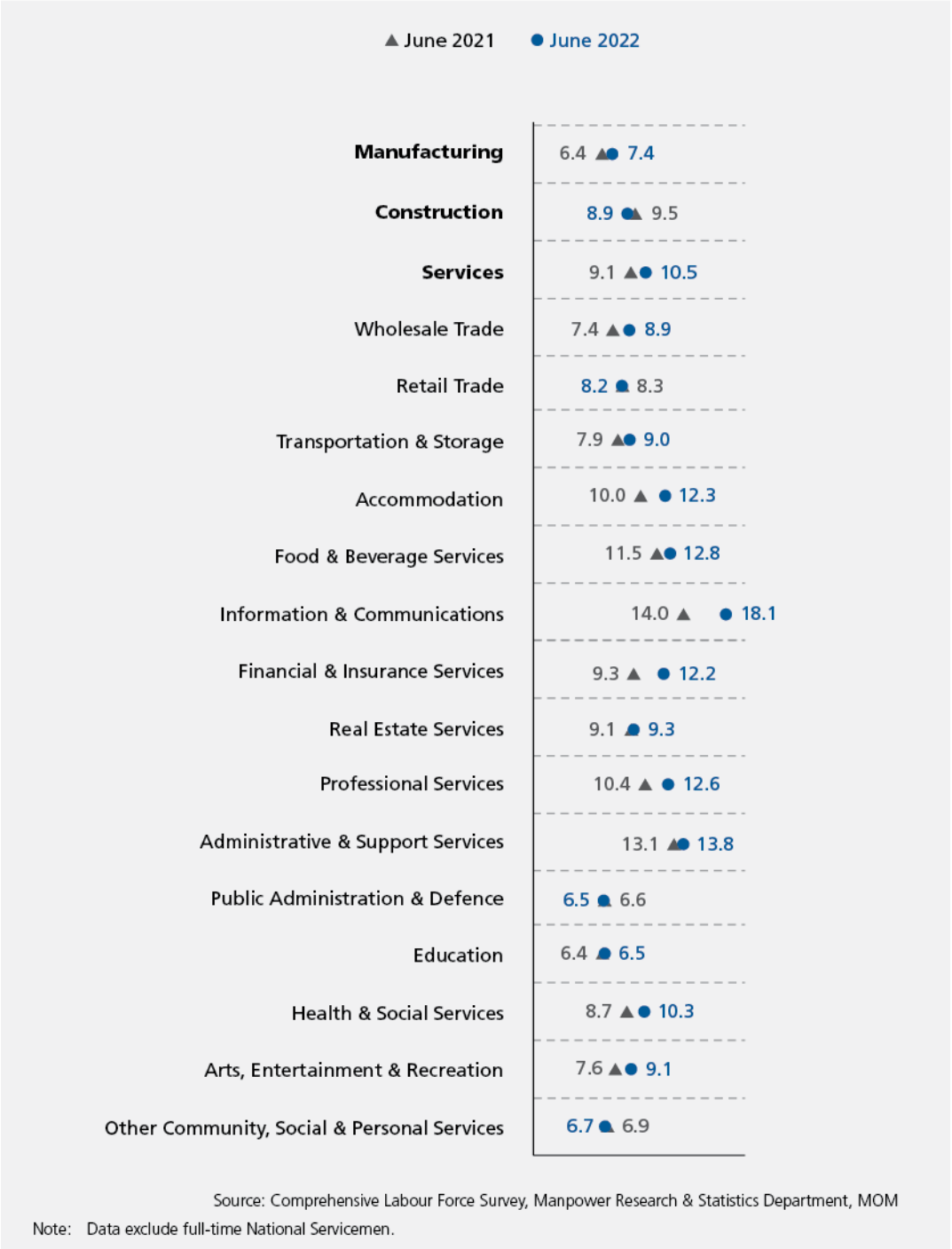
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: Data exclude full-time National Servicemen.

4.3 Sectors with a stronger demand for workers saw a larger increase in the proportion of employees who changed their job in the last one year. These include the growth sectors (*Information & Communications*, *Financial & Insurance Services*, *Professional Services*, and *Health & Social Services*), as well as tourism-related sectors (*Accommodation* and *Arts, Entertainment & Recreation*). As PMETs formed the bulk of the workforce in many of these sectors, they saw a larger rise in the incidence of job change (from 8.6% in 2021 to 10.5% in 2022) compared to non-PMETs (from 9.2% to 9.4%).

Chart 40 Proportion of employed residents who had changed jobs in the last one year by current industry

Per Cent



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

Note: Data exclude full-time National Servicemen.

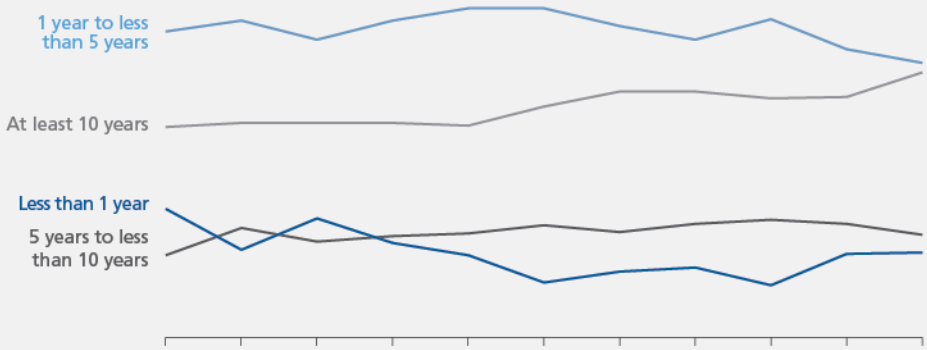
Proportion of employees who took up their current job in the recent year held steady

4.4 While more workers had changed jobs in the last one year, there were fewer who entered the labour force compared to a year ago. As a result, the share of employees with a tenure of less than one year was largely unchanged from 2021 at around 18%.

4.5 Most employees have a longer job tenure, suggesting that they settle into their careers after more frequent job changes early in their working lives. About half of all employees have been in their job for at least five years, including a rising proportion with a job tenure of ten years or more. The increase in the share of longer-tenured employees was observed for those in their 30s and over. The underlying uptrend in longer-tenured employees reflects the continued relevance of our resident workforce in the labour market, supported by skills and educational upgrading as well as policies such as the Retirement and Re-employment Act to keep older workers employable.

Chart 41 Distribution of resident employees by years in current job

Per Cent



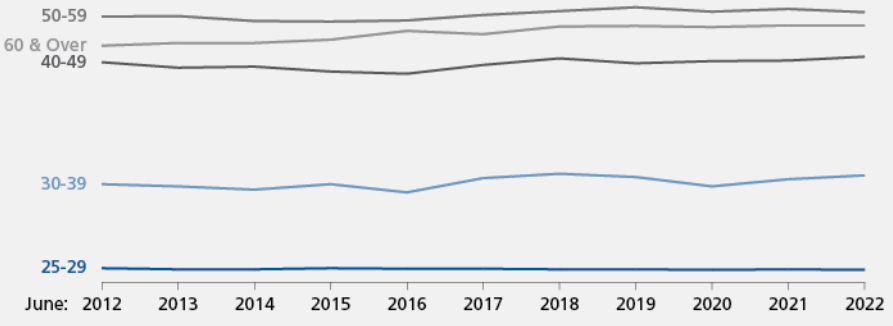
June:	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Less than 1 year	21.1	18.1	20.4	18.6	17.7	15.7	16.5	16.8	15.5	17.8	17.9
1 year to less than 5 years	34.1	34.9	33.5	34.9	35.8	35.8	34.5	33.5	35.0	32.8	31.8
5 years to less than 10 years	17.7	19.7	18.7	19.1	19.3	19.9	19.4	20.0	20.3	20.0	19.2
At least 10 years	27.1	27.4	27.4	27.4	27.2	28.6	29.7	29.7	29.2	29.3	31.1

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

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

Chart 42 Proportion of resident employees who had worked for at least 10 years in their current job by age

Per Cent



June:	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
25-29	0.8	0.6	0.6	0.8	0.7	0.7	0.6	0.6	0.5	0.6	0.5
30-39	16.1	15.7	15.1	16.1	14.6	17.2	18.0	17.4	15.7	17.0	17.7
40-49	38.3	37.3	37.5	36.6	36.2	37.8	39.0	38.1	38.5	38.6	39.3
50-59	46.6	46.7	45.8	45.7	45.9	46.9	47.6	48.3	47.5	48.0	47.4
60 & Over	41.3	41.8	41.8	42.4	44.0	43.4	44.8	44.9	44.7	45.0	45.0

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

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

(2) The proportion of youths aged 15-24 who had worked for at least 10 years in their current job was nil or negligible, and hence not plotted in the chart.

5 Usual Hours Worked

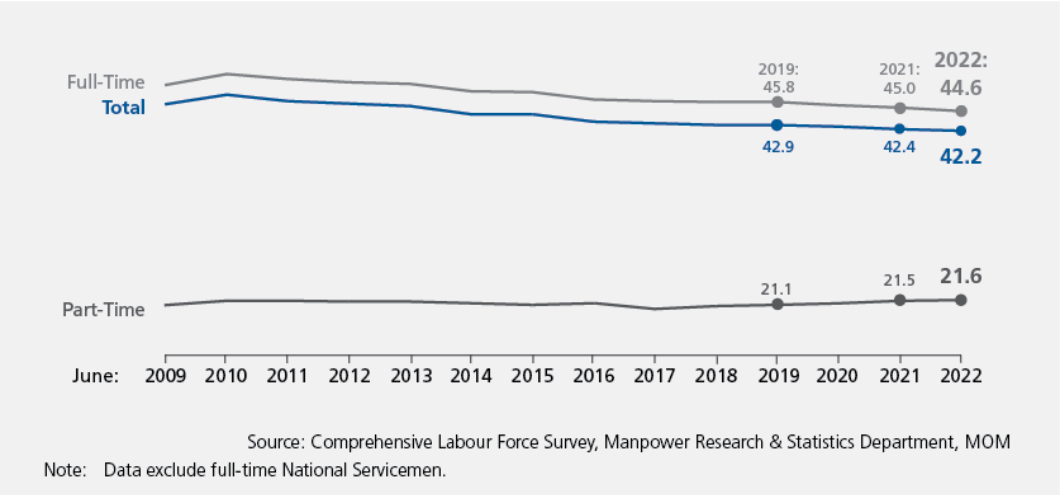
Average usual hours worked of full-timers continued to decline

5.1 The average weekly usual hours worked among employed residents declined in 2022, continuing the downward trend observed since 2010. Similar to last year, the overall decline was driven by the falling hours of full-timers who formed a large majority of employed residents. This outweighed the slight increase in hours among part-timers as consumer-facing sectors such as *Food & Beverage Services* and *Retail Trade,* which have a higher reliance on part-time workers, experienced a pick-up in business when COVID-19 domestic restrictions eased significantly. Similarly, as workplace activities normalised in 2022, the share of employed residents who had worked from home fell (34%), compared to a year ago (49%)[15] during the Heightened Alert phases.

5.2 Among full-time employed residents, the decline in usual hours worked was observed across most industries, with the exception of sectors such as *Accommodation* and *Arts, Entertainment & Recreation* which saw a surge in demand as tourism activities resumed in 2022. To support the pick-up in business activities associated with the relaxation of pandemic-related restrictions, workers in *Administrative & Support Services* (both full- and part-timers) also put in more hours of work in 2022.

Chart 43 Average (mean) usual hours worked per week of employed residents by nature of employment

Hours Per Week



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

Note: Data exclude full-time National Servicemen.

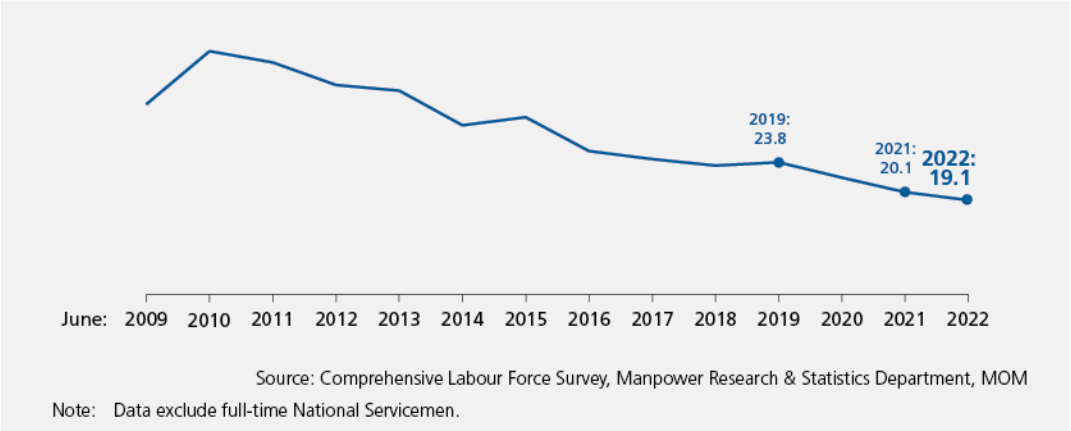
[15] In the Report on Labour Force in Singapore 2021, the 46% refers to the proportion of employed residents who worked from home at any time during the last four weeks due to the COVID-19 situation. It is different from the 2021's percentage cited in this report, which refers to the proportion who had worked from home at any time in the four weeks preceding the date of the survey interview.

Proportion of full-timers working long hours continued to decrease

5.3 Excessive working hours can negatively impact workers' well-being, family life, and productivity. The proportion of full-time employed residents who usually worked over 48 hours a week has been on a downward trend since 2010 and this continued in 2022. The decrease over the year was observed across most industries, but there were upticks in *Administrative & Support Services*[16] as well as tourism-related *Accommodation*, *Arts, Entertainment & Recreation* and *Food & Beverage Services*.

Chart 44 Proportion of full-time employed residents who usually worked more than 48 hours per week

Per Cent



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

Note: Data exclude full-time National Servicemen.

[16] Mainly among travel agencies, tour operators & timesharing services activities and security & investigation.

6 Income

Income growth held up despite high inflation

6.1 The nominal median (P50) income of full-time employed residents grew by 8.3% from $4,680 in 2021 to $5,070 in 2022, rising at a faster rate than in the previous year (3.2%). Even after adjusting for inflation,[17] real median income growth was 2.0% in 2022, an improvement from 0.9% in 2021. However, real median income growth in 2022 was still lower than that in the years preceding the pandemic (2014-2019: 3.8% p.a.) when inflation was lower.

Income at the 20th percentile (P20) rose faster than at the median, narrowing the gap between P20 and the median incomes

6.2 Lower-wage workers saw stronger income growth than the median worker, supported by tripartite initiatives such as the Progressive Wage Model to uplift lower-wage workers. Real income at the 20th percentile grew at a steady pace of 4.7% in 2022, faster than the previous year (4.4%) as well as the pre-COVID years (2014-2019: 4.4% p.a.).[18] As a result, the gap between the P20 and P50 incomes has narrowed. The P20 to P50 income ratio increased from 0.53 in 2021 to 0.55 in 2022, the highest since 2004.

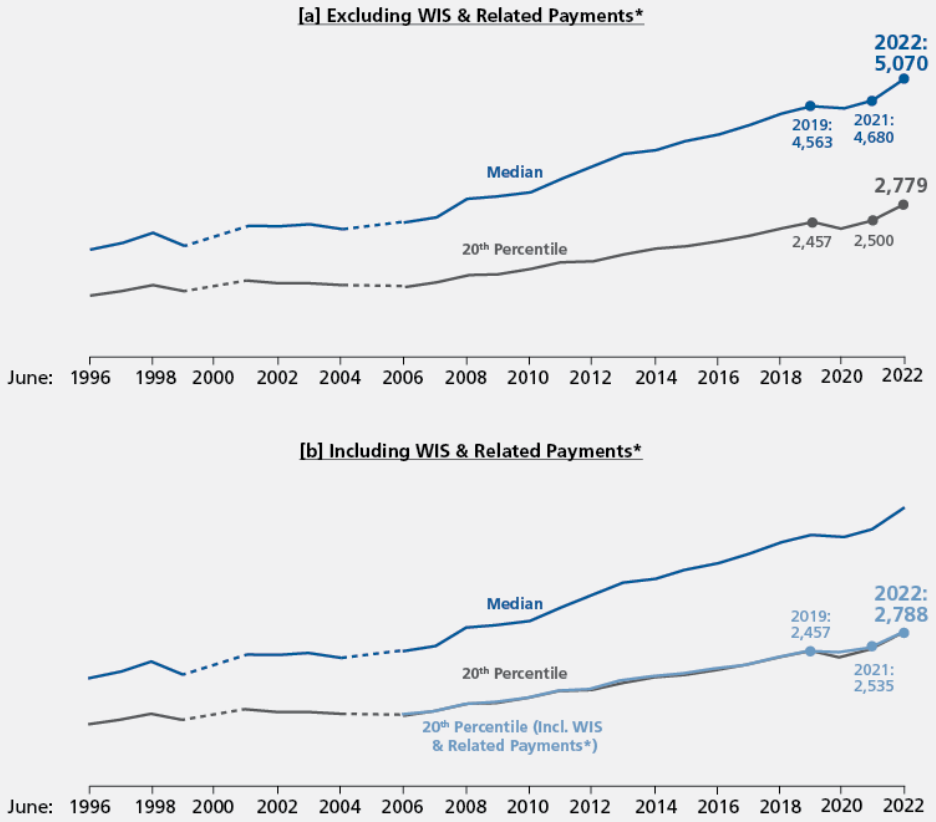
6.3 Notwithstanding the robust income growth in 2022, over the longer-term of 2017 to 2022, real P20 and P50 incomes grew slower than the preceding five years of 2012 to 2017, weighed down by the effects of the pandemic. Nonetheless, P20 income growth was consistently higher than that at the median for both periods. This meant that the gap between lower- and middle-income earners has been narrowing over the decade.

[17] The Consumer Price Index for all items increased by 6.1% in 2022. Source: Singapore Department of Statistics.

[18] With the strong growth in nominal income at the 20th percentile, the impact of Workfare Income Supplement (WIS)-related payouts on the 20th percentile income level was smaller in 2022. From 1 Jan 2023, there are enhancements to the WIS, including a rise in the qualifying monthly income cap for WIS.

Chart 45 Gross monthly income from work (including employer CPF contributions) of full-time employed residents

Dollars



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

Notes: (1) * – Includes Workfare Income Supplement (WIS), Workfare Special Payment (WSP), Workfare Bicentennial Bonus, Workfare Bonus and Workfare Special Bonus, which started from 2006.

(2) Data exclude full-time National Servicemen.

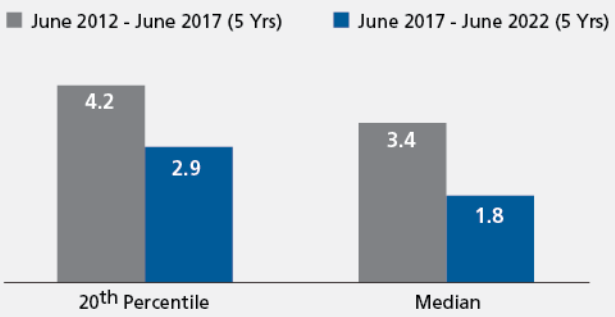
(3) The Comprehensive Labour Force Survey was not conducted in 2000 and 2005 due to the conduct of the Census of Population 2000 and General Household Survey 2005 by the Singapore Department of Statistics.

(4) Before 2009, full-time refers to employment where the normal hours of work is at least 30 hours per week. From 2009 onwards, it refers to employment where the normal hours of work is at least 35 hours per week.

(5) 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 provide a more direct indication of income growth.

Chart 46 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

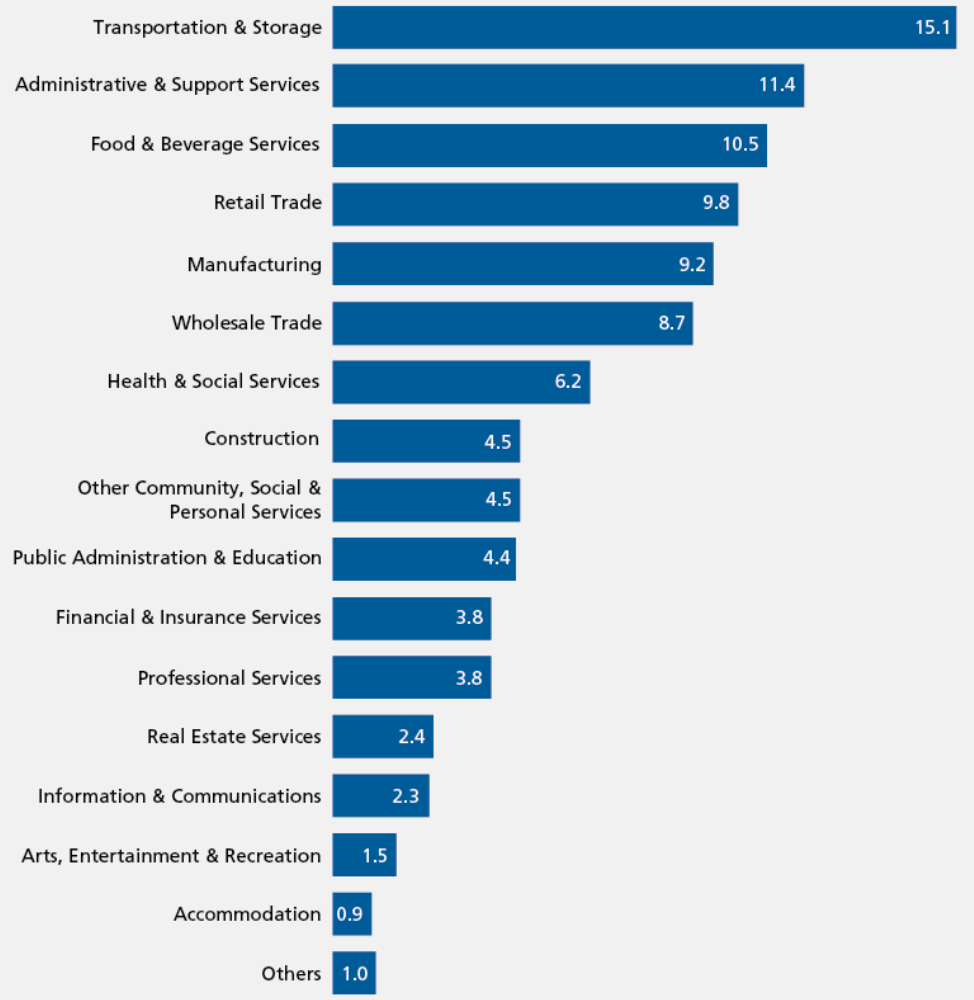
Notes: (1) Data exclude full-time National Servicemen.
(2) * – Deflated by Consumer Price Index (CPI) for all items at 2019 prices (2019 = 100).

6.4 Among the lower-wage workers[19] in 2022 (416,100), the share in self-employment declined from 25% in 2021 to 18% in 2022. The relaxation of pandemic restrictions facilitated in-person business and social activities, including heightened demand for ride-hailing services and a surge in dining-out frequency, which in turn increased revenues for the self-employed.

6.5 The top industries that lower-wage workers were commonly employed in are *Transportation & Storage* (15%) (e.g. *taxi drivers*, *private-hire car drivers*), *Administrative & Support Services* (11%) (e.g. *cleaners*, *security officers*) and *Food & Beverage Services* (11%) (e.g. *food & drink stall assistants*, *hawkers*, *waiters*).

Chart 47 Distribution of full-time employed residents with gross monthly income from work (excluding employer CPF contributions) at or below $2,492 by industry, June 2022

Per Cent



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

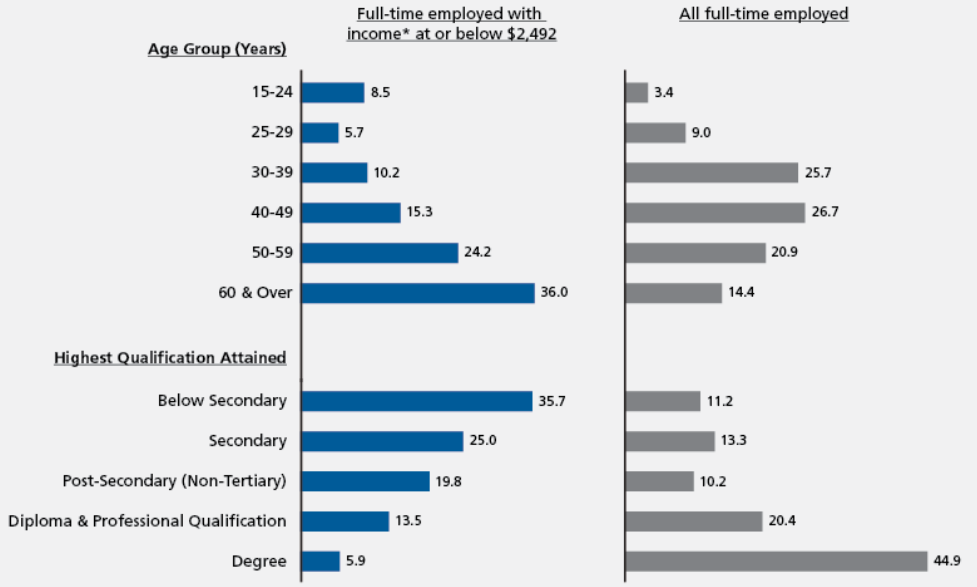
Notes: (1) Data exclude full-time National Servicemen.
(2) Others include Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
(3) Data may not add up to 100% due to rounding.

[19] Proxied by full-time employed residents earning less than or equal to the 20th percentile gross monthly income (excluding employer CPF contributions), which was $2,492 in June 2022.

6.6 More than half of the lower-wage workers were older workers aged 50 & over, or those with secondary or lower qualifications. They made up a higher share among lower-wage workers than among all full-time employed residents. This underscores the need for reskilling and upskilling, so that their skillsets remain relevant and adaptable to the current needs of the labour market.

Chart 48 Distribution of full-time employed residents by age group and highest qualification attained, June 2022

Per Cent



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

Notes: (1) Data exclude full-time National Servicemen.
(2) * – Based on gross monthly income from work (excluding employer CPF contributions).
(3) Data by age/highest qualification attained may not add up to 100% due to rounding.

7 Unemployment[20]

Unemployment rates fell for both PMETs and non-PMETs to pre-COVID rates

7.1 With the economic recovery and easing of pandemic-related restrictions, the resident unemployment rate (non-seasonally adjusted)[21] for both PMETs (2.6%) and non-PMETs (4.4%) continued to improve over the year (from 3.4% and 5.1% in 2021 respectively). The resident long-term unemployment rates for PMETs (0.5%) and non-PMETs (0.7%) similarly declined to pre-COVID levels as workers saw better job search outcomes in 2022.

7.2 Among PMETs, most age groups saw their unemployment rates fall back to pre-COVID range. The rising job opportunities in 2022 also renewed confidence among the young to change jobs. There was an uptick in unemployment rate among younger PMETs below 30 years old, with more leaving their previous jobs due to unmet expectations at work.[22] However, their long-term unemployment rate remained steady over the year at 0.3%, indicating that they did not face increased difficulties in securing employment.

7.3 Unemployment rates fell among non-PMETs of most age groups, to the pre-COVID range. However, non-PMETs in their 30s saw a rise in their unemployment rate (6.8%), and was a tad above the peak of the pandemic in 2020 (6.5%). Their elevated unemployment rate was not due to a job loss, but because more had left their job to take care of their families and due to unmet expectations at work.[23] Non-PMETs in this age group, along with other age groups, have also seen an improvement over the year in their long-term unemployment rate.

[20] Top-line seasonally adjusted unemployment rates are 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. 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.

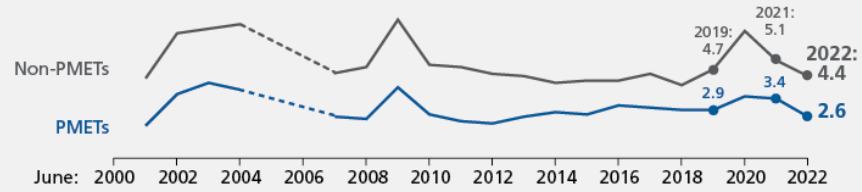
[21] The PMET and non-PMET unemployment rates are non-seasonally adjusted figures and refer to June periods. They should not be analysed alongside quarterly unemployment rates, which are adjusted for seasonality to facilitate quarter-on-quarter analysis.

[22] There was an increase in the share of unemployed PMETs aged below 30 who left their last job due to low pay or lack of interest.

[23] There was an increase in the share of unemployed non-PMETs aged 30 to 39 who left their last job due to low pay, poor career prospects or to provide care for their household or families.

Chart 49 Unemployment rate of resident PMETs and non-PMETs

Per Cent



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

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

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

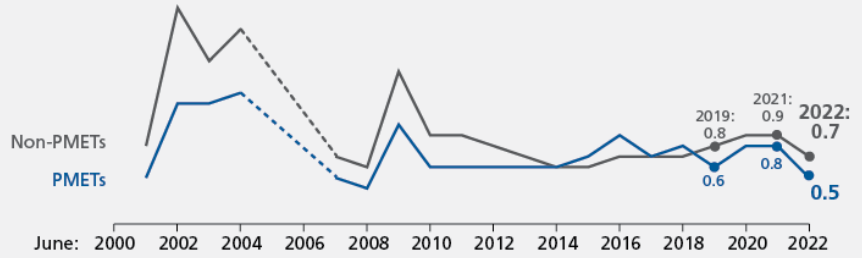
(3) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2020. Data before year 2020 which were coded based on earlier versions of the SSOC were mapped to SSOC 2020 as far as possible to facilitate data comparability.

(4) The Comprehensive Labour Force Survey was not conducted in 2005 due to the conduct of General Household Survey 2005 by the Singapore 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 50 Long-term unemployment rate of resident PMETs and non-PMETs

Per Cent



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

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

(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.

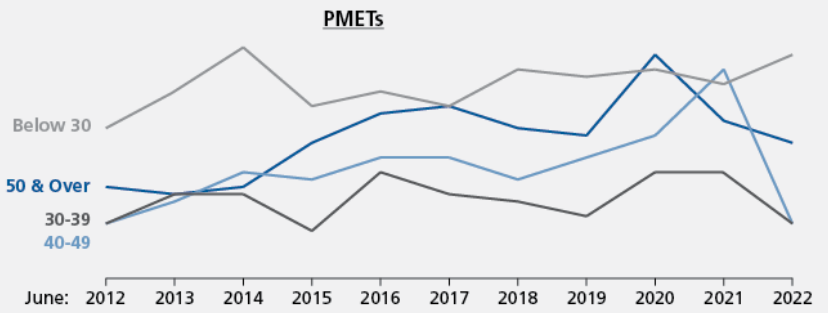
(3) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2020. Data before year 2020 which were coded based on earlier versions of the SSOC were mapped to SSOC 2020 as far as possible to facilitate data comparability.

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

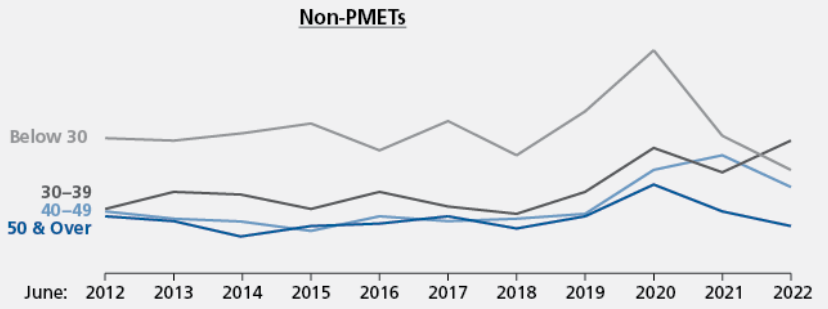
(5) Data for 2006 are not available, as the level of occupational detail collected in 2006 did not support mapping to the latest version of the SSOC.

Chart 51 Unemployment rate of resident PMETs and non-PMETs by age

Per Cent



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Below 30	3.3	3.8	4.4	3.6	3.8	3.6	4.1	4.0	4.1	3.9	4.3
30-39	2.0	2.4	2.4	1.9	2.7	2.4	2.3	2.1	2.7	2.7	2.0
40-49	2.0	2.3	2.7	2.6	2.9	2.9	2.6	2.9	3.2	4.1	2.0
50 & Over	2.5	2.4	2.5	3.1	3.5	3.6	3.3	3.2	4.3	3.4	3.1



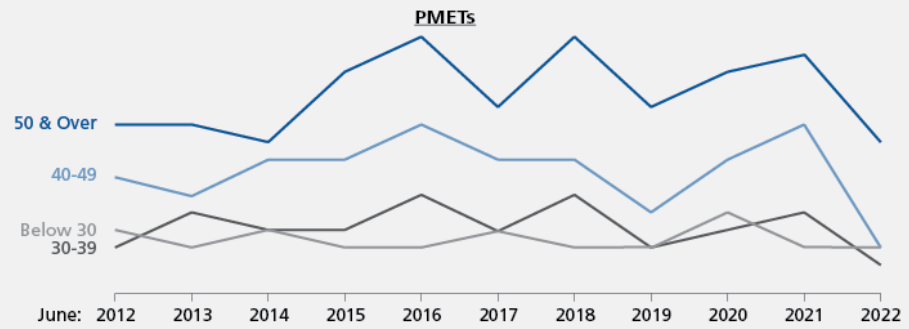
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Below 30	6.9	6.8	7.1	7.5	6.4	7.6	6.2	8.0	10.5	7.0	5.6
30–39	4.0	4.7	4.6	4.0	4.7	4.1	3.8	4.7	6.5	5.5	6.8
40–49	3.9	3.6	3.5	3.1	3.7	3.5	3.6	3.8	5.6	6.2	4.9
50 & Over	3.7	3.5	2.9	3.3	3.4	3.7	3.2	3.7	5.0	3.9	3.3

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

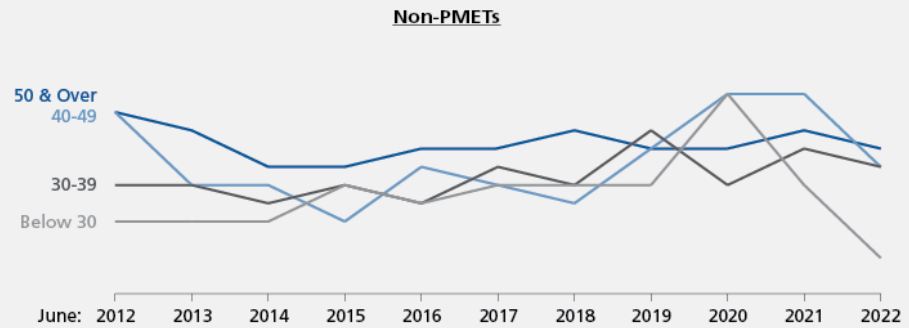
Note: See notes 1 to 3 for Chart 49.

Chart 52 Long-term unemployment rate of resident PMETs and non-PMETs by age

Per Cent



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Below 30	0.4	0.3	0.4	0.3	0.3	0.4	0.3	0.3	0.5	0.3	0.3
30-39	0.3	0.5	0.4	0.4	0.6	0.4	0.6	0.3	0.4	0.5	0.2
40-49	0.7	0.6	0.8	0.8	1.0	0.8	0.8	0.5	0.8	1.0	0.3
50 & Over	1.0	1.0	0.9	1.3	1.5	1.1	1.5	1.1	1.3	1.4	0.9



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Below 30	0.4	0.4	0.4	0.6	0.5	0.6	0.6	0.6	1.1	0.6	0.2
30-39	0.6	0.6	0.5	0.6	0.5	0.7	0.6	0.9	0.6	0.8	0.7
40-49	1.0	0.6	0.6	0.4	0.7	0.6	0.5	0.8	1.1	1.1	0.7
50 & Over	1.0	0.9	0.7	0.7	0.8	0.8	0.9	0.8	0.8	0.9	0.8

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

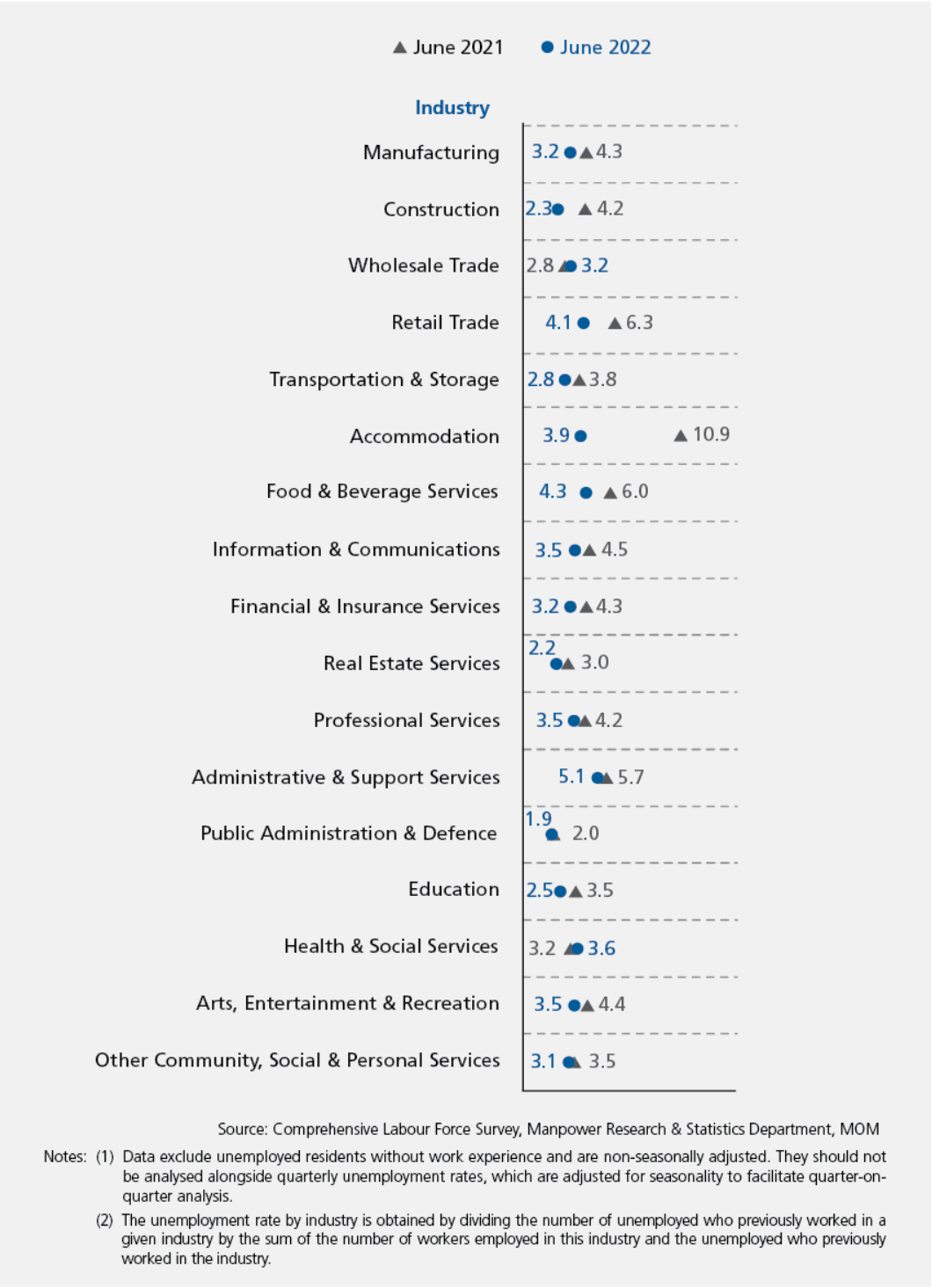
Note: See notes 1 to 3 for Chart 50.

7.4 Unemployment rates fell across most industries. Sectors which were previously more impacted by pandemic-related restrictions continued to see strong improvements, e.g. *Retail Trade, Food & Beverage Services, Accommodation, Arts, Entertainment & Recreation.*

7.5 The long-term unemployment rate for most industries also declined to the range seen in 2018/2019, before the onset of the pandemic.[24]

Chart 53 Resident unemployment rate by industry

Per Cent



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

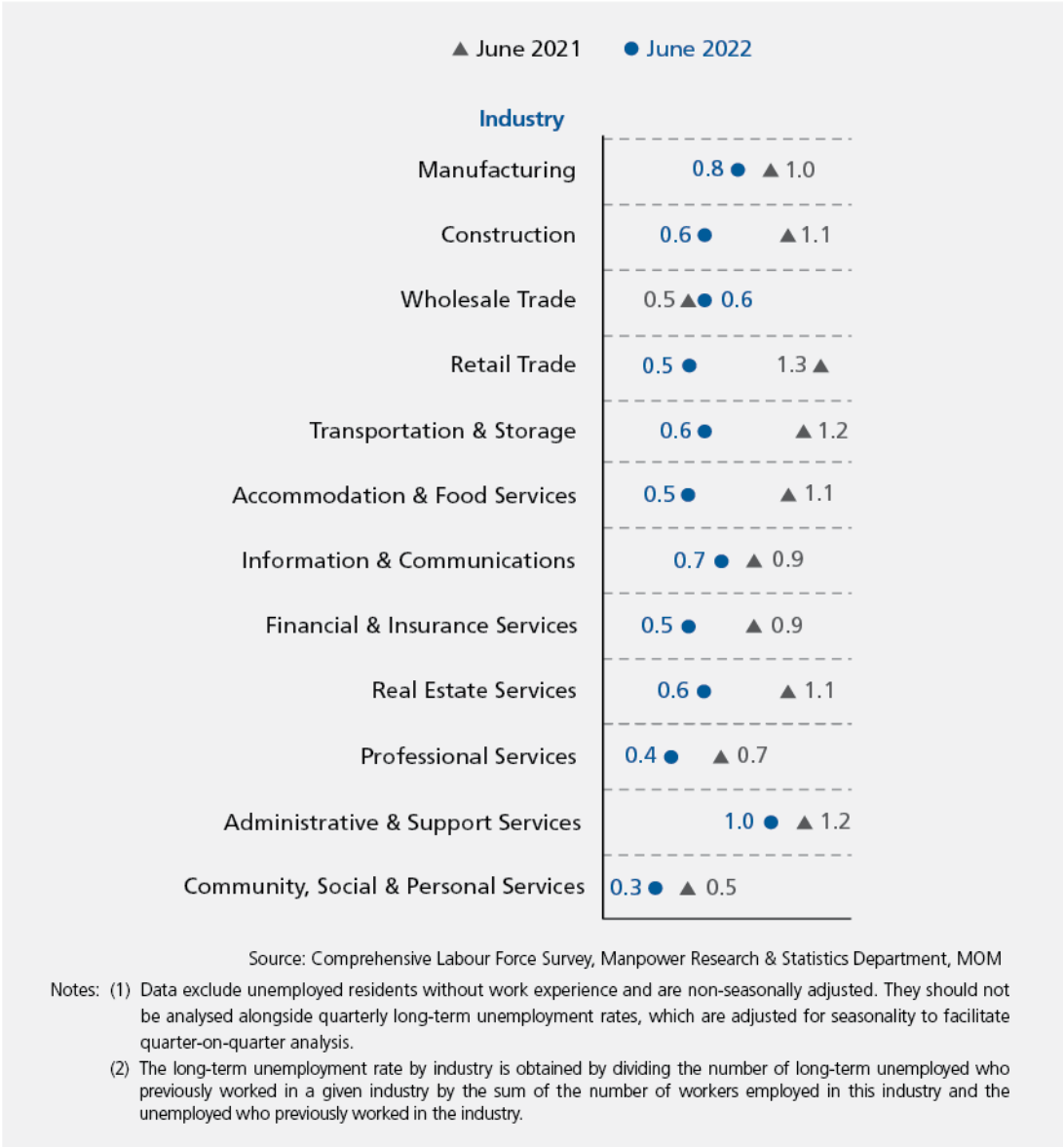
Notes: (1) Data exclude unemployed residents without work experience and are non-seasonally adjusted. They should not be analysed alongside quarterly unemployment rates, which are adjusted for seasonality to facilitate quarter-on-quarter analysis.

(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.

[24] The exception was *Wholesale Trade*. The resident long-term unemployment rate of residents who were previously employed in *Wholesale Trade* was 0.6% in 2022, higher than the 0.3% recorded in both 2018 and 2019.

Chart 54 Resident long-term unemployment rate by industry

Per Cent



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

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

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

Fewer unemployed left their last job involuntarily as economy recovers

7.6 Most unemployed residents had left their jobs voluntarily, for example, for a better job match in terms of pay, working conditions, or workplace culture. A minority were unemployed involuntarily, for reasons that include termination of employment by the employer and the cessation of their businesses.[25] Reflecting continued economic recovery, the involuntary unemployment rate among residents[26] declined from its peak of 2.1% in 2020 to 0.8% in 2022, lower than the pre-pandemic level of 1.1% in 2019. This was attributed to a lower share of residents leaving their job due to retrenchment and temporary layoff without pay, which fell significantly over the year to pre-COVID levels.[27]

7.7 The tight labour market motivated workers who were dissatisfied with their work to quit and seek new job opportunities. There was an increased share of unemployed residents who left their last job due to *low pay*, *relationship problems with colleagues/boss* or *disliked previous job/lack of interest*. This trend was seen among both PMETs and non-PMETs. *Long working hours/demanding work* in their previous employment also drove more non-PMETs to seek out other jobs, exacerbated by manpower shortages in sectors with returning consumer demand.

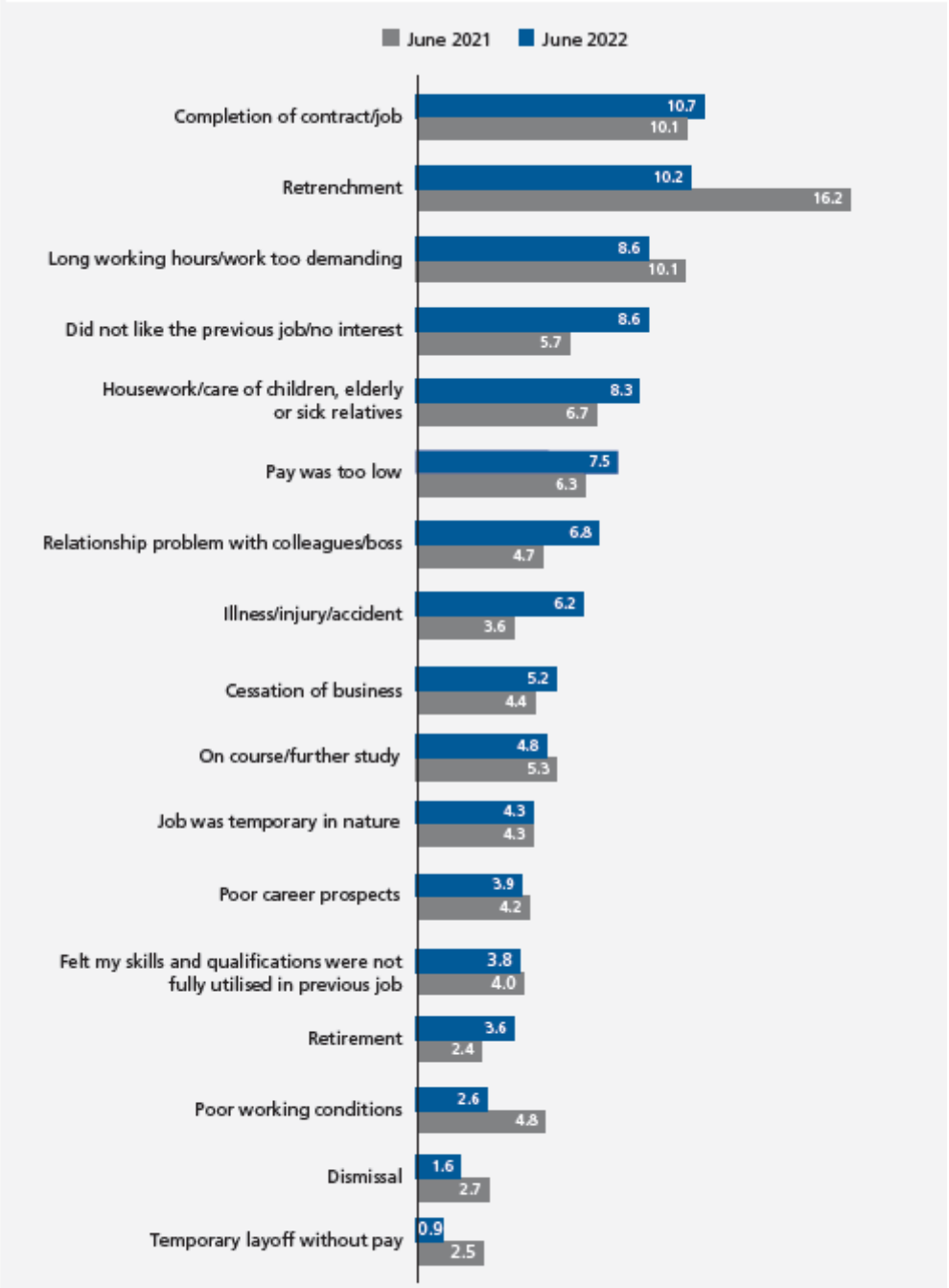
[25] The involuntary reasons for unemployment includes retrenchment, temporary layoff without pay, cessation of business, dismissal, non-renewal or loss of temporary job and termination due to illness/injury/accident.

[26] This refers to the unemployed residents who left their jobs involuntarily, expressed as a percentage of the resident labour force. Data exclude unemployed residents without work experience and are non-seasonally adjusted. They should not be analysed alongside quarterly unemployment rates, which are adjusted for seasonality to facilitate quarter-on-quarter analysis.

[27] This corroborates with other complementary indicators. Based on Labour Market Survey Second Quarter 2022, retrenchments reached a record low in 2Q 2022, while temporary layoff arrangements were at its lowest since 2Q 2019.

Chart 55 Main reason for leaving last job among unemployed residents

Per Cent



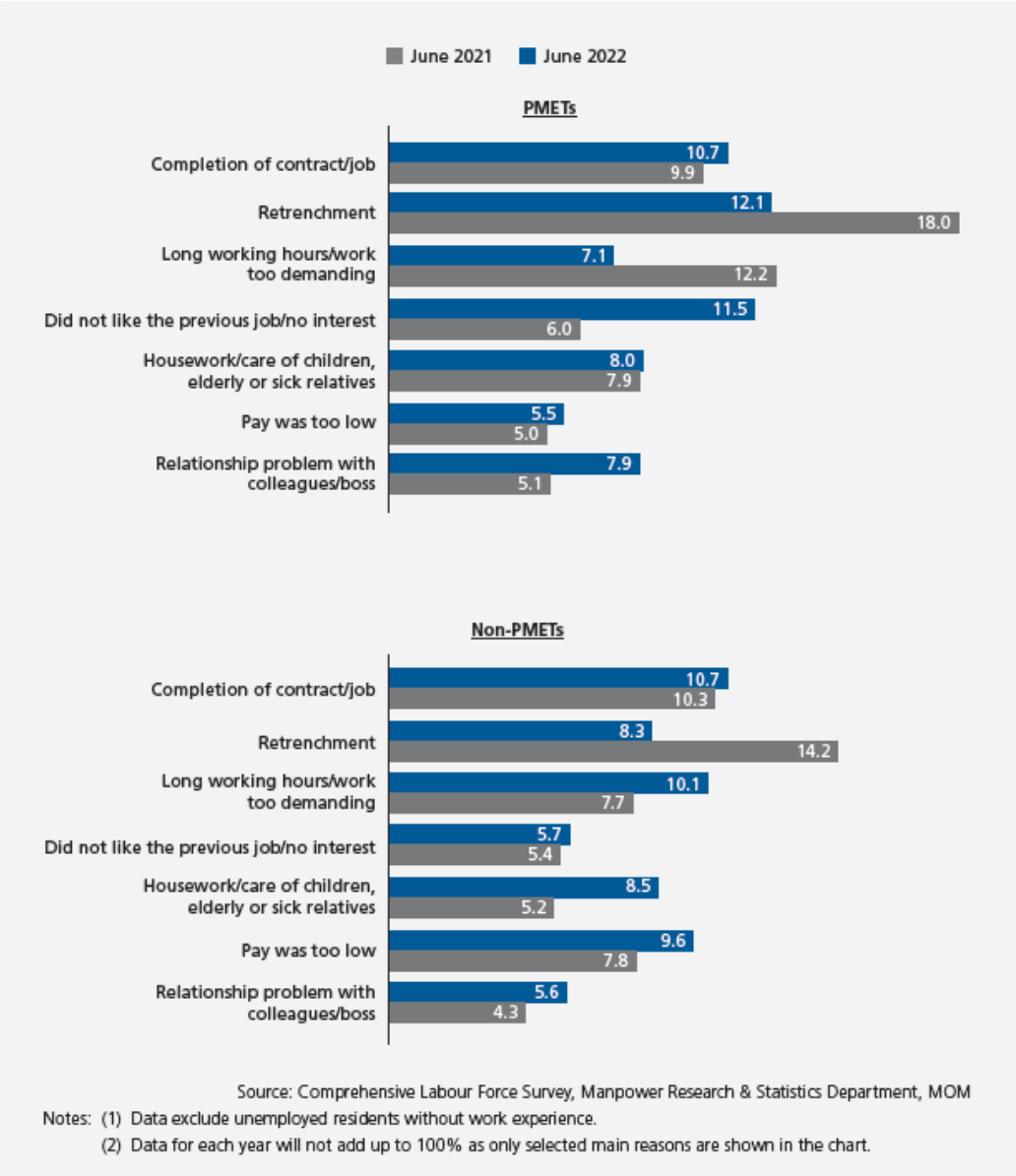
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

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

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

Chart 56 Selected main reasons for leaving last job among unemployed resident PMETs and non-PMETs

Per Cent



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

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

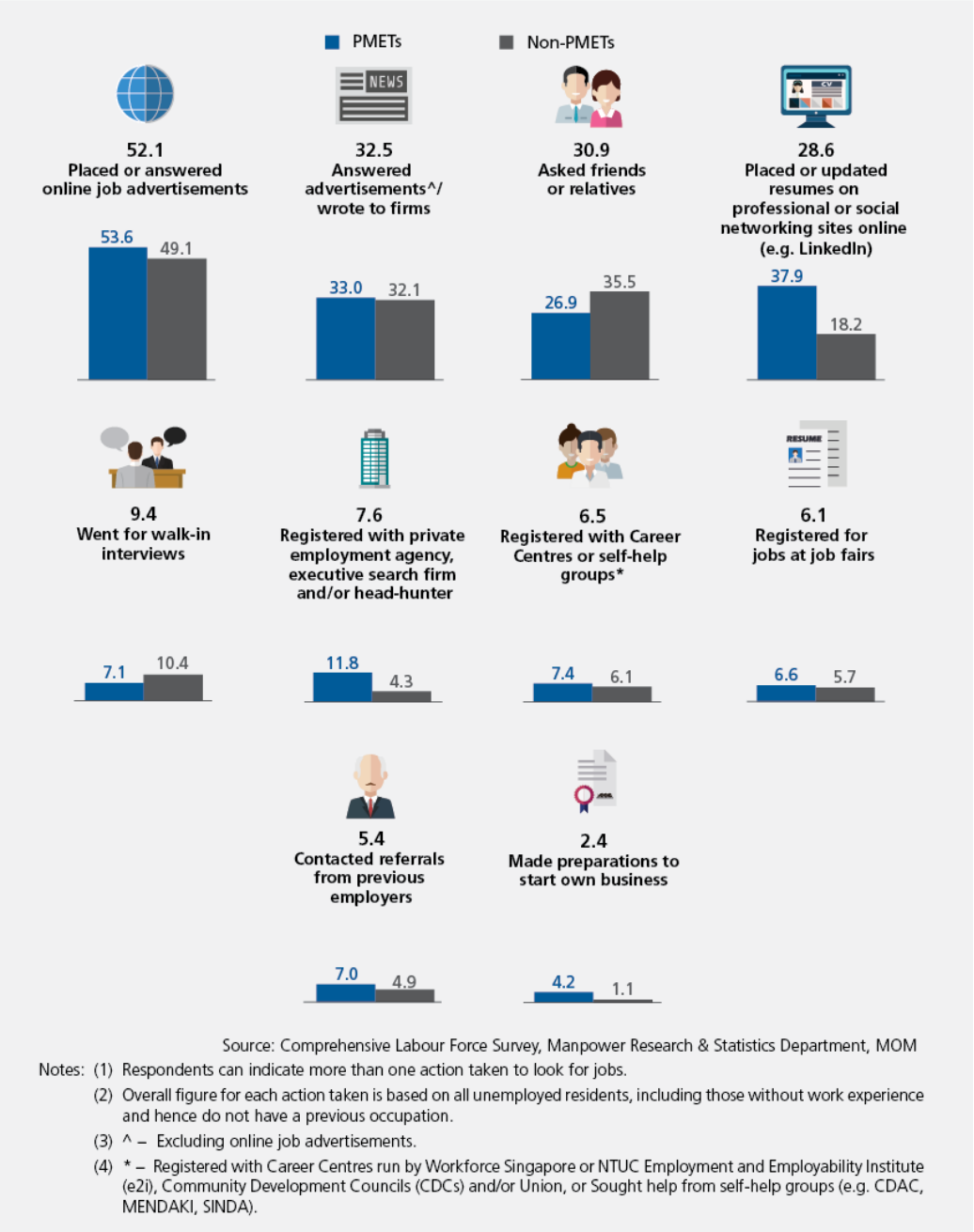
(2) Data for each year will not add up to 100% as only selected main reasons are shown in the chart.

Placing/answering online job advertisements was the most common job search mode

7.8 With the nation's digitalisation efforts, unemployed residents most commonly searched for jobs by placing/answering online job advertisements (52%), similar to a year ago. Other common job search methods include answering advertisements/writing to firms directly (32%), which overtook asking friends/relatives (31%) to place second, and placing/updating resumes on professional/social networking sites (29%). Unemployed PMETs mainly searched for jobs digitally i.e. by placing/answering online advertisements (54%) and placing/updating resumes on professional/social networking sites (38%), and their share exceeded that of non-PMETs. Conversely, non-PMETs were more likely to use traditional job search methods, such as asking friends/relatives or attending walk-in interviews.

Chart 57 Unemployed residents by modes of job search and previous occupation, June 2022

Per Cent



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

Notes: (1) Respondents can indicate more than one action taken to look for jobs.

(2) Overall figure for each action taken is based on all unemployed residents, including those without work experience and hence do not have a previous occupation.

(3) ^ – Excluding online job advertisements.

(4) * – Registered with Career Centres run by Workforce Singapore or NTUC Employment and Employability Institute (e2i), Community Development Councils (CDCs) and/or Union, or Sought help from self-help groups (e.g. CDAC, MENDAKI, SINDA).

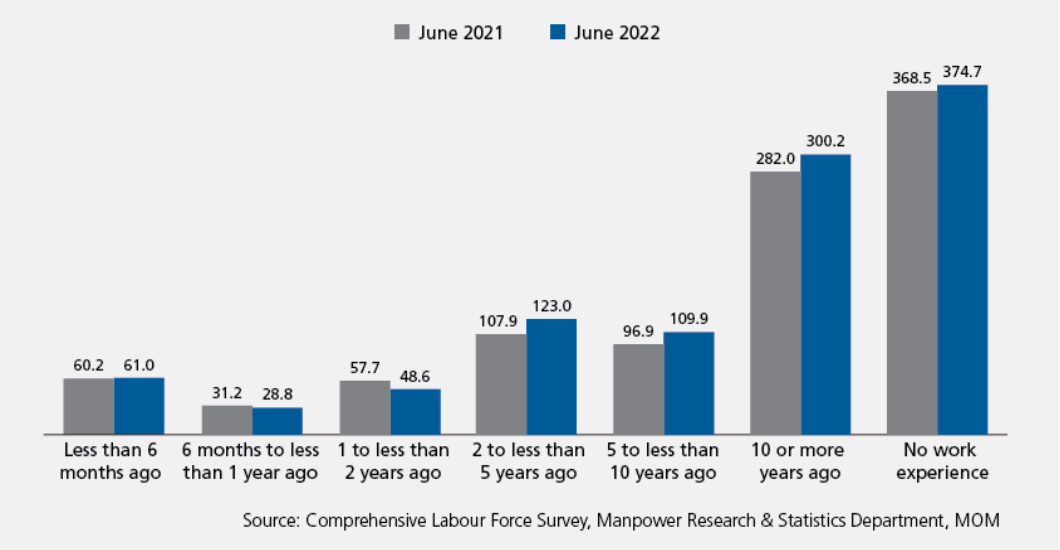
8. Persons Outside the Labour Force

Increase in residents outside the labour force would have been higher if not for the economic recovery and the Government's hiring support measures

8.1 There were 1.05 million residents who were outside the labour force in 2022, an increase from 1.00 million in 2021, but still lower than in pre-COVID years.[28] There were two main drivers of this pattern. First, the economic recovery and measures to support hiring of residents in the last two years have drawn in more of the new entrants — the number of residents outside the labour force who had not worked before was about 0.37 million in 2021 and 2022, much lower than the 0.44 million in 2019. Second, there was greater retention of workers who would have otherwise left the workforce recently — there were fewer residents outside the labour force who had left their job within the last two years. However, for those who had earlier exited before the pandemic i.e. at least two years ago, they were likely to remain outside the labour force.

Chart 58 Residents outside the labour force by when left last job

Number ('000)

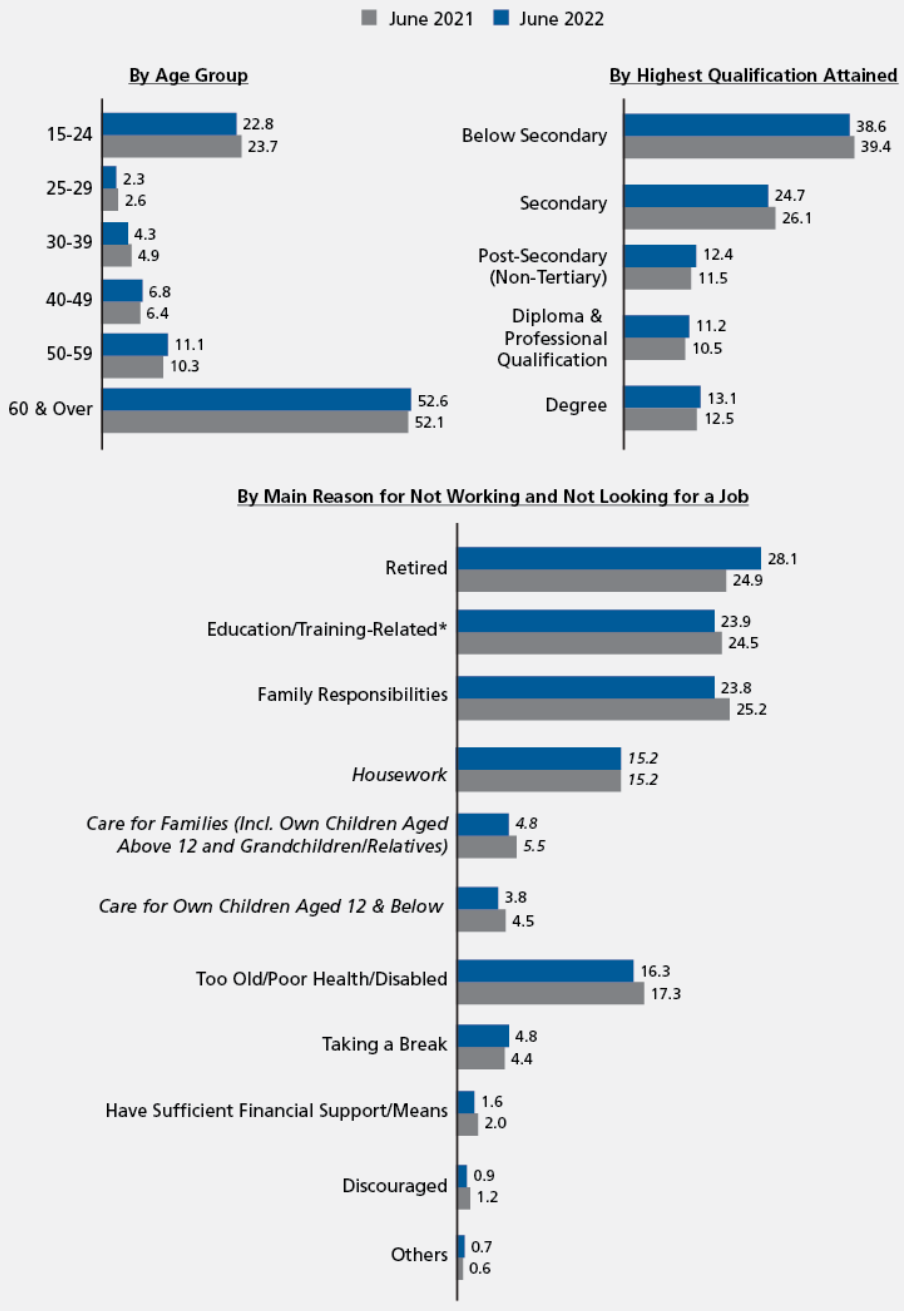


8.2 With an ageing population, 28% of those outside the labour force in 2022 cited retirement as the main reason, up from 25% in 2021. Taking care of one's family, while still a top reason for being outside the labour force, was less common compared to before (25% to 24%). The decline was among those who were caregivers of young children aged 12 & below (4.5% to 3.8%) and for other family members (5.5% to 4.8%). The growing prevalence of flexible work arrangements, as employers and their workers adapt to the pandemic, has helped caregivers fulfil their responsibilities at home and at work.

[28] In 2019, 1.09 million residents (or 32.0%) were outside the labour force. In 2018, it was 1.09 million (or 32.3%).

Chart 59 Profile of residents outside the labour force

Per Cent



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

Notes: (1) * – Includes pursuing full-time study, pursuing part-time study, awaiting for 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 each group may not add up to 100% due to rounding.

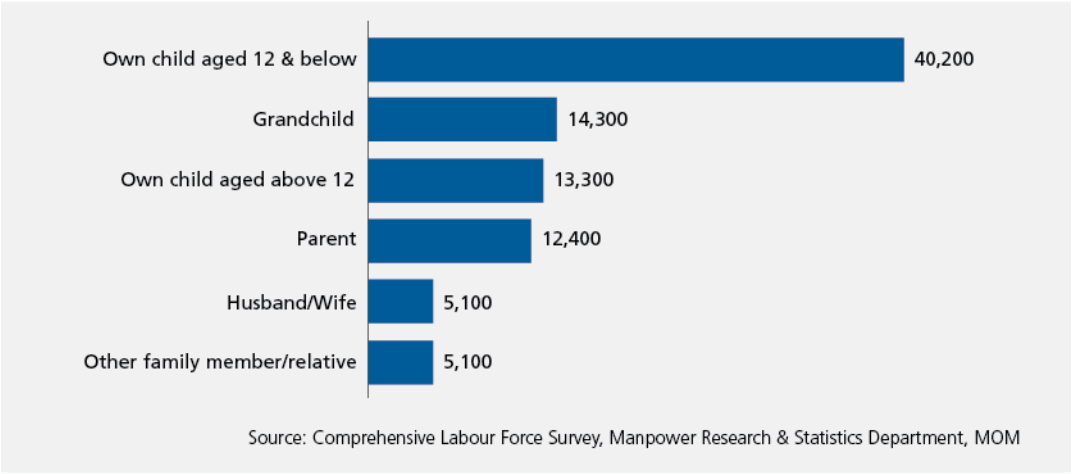
8.3 Among residents outside the labour force, the number and share who were not working mainly due to caregiving responsibilities fell from 100,700 (or 10%) to 90,300 (8.6%) in 2022. Similar to the previous year, most (67,700) were taking care of children, be it their own or their grandchild, with the bulk (40,200) taking care of their young child aged 12 & below.

8.4 It was also common for caregivers outside the labour force to be looking after their parents (12,400). Nearly all were taking care of either aged (in their 80s or over), ill, or disabled parents (93%). As these caregivers tend to be in their 50s and of single marital status,[29] they may require additional community and financial support especially in their later years.

8.5 A large majority of caregivers (94%) were outside the labour force as they preferred to personally provide the caregiving needs. For them, the availability of flexible work arrangements would offer them opportunities to work whilst fulfilling their caregiving responsibilities.

Chart 60 Residents outside the labour force mainly due to caregiving by relationship of care recipient to caregiver, June 2022

Number



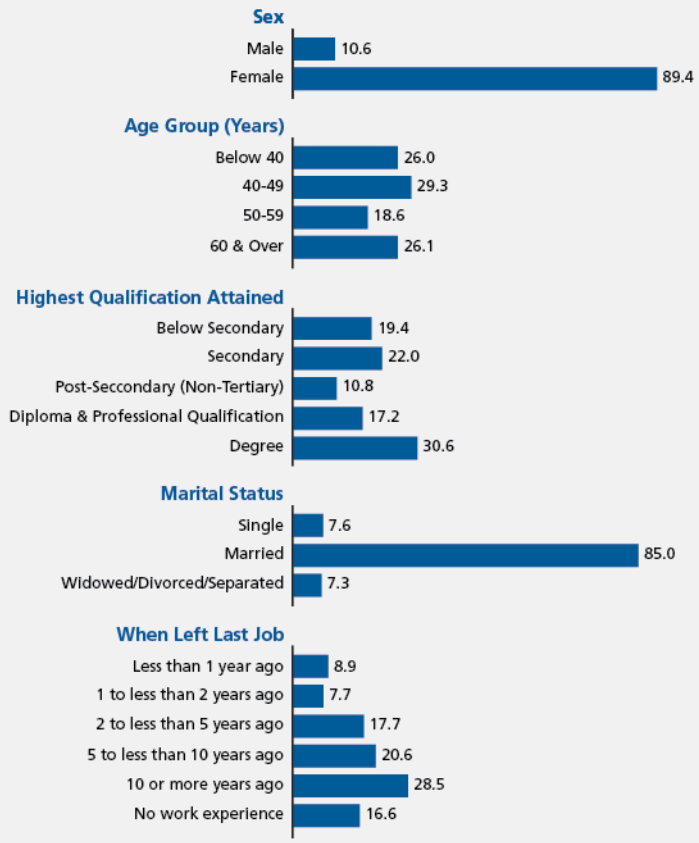
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

[29] Of the residents who were outside the labour force mainly due to caregiving responsibilities to their parents, 46% were aged 50-59, and 46% were singles. These were higher than their share among all residents outside the labour force (11% and 32% respectively), as well as their share among the resident population (18% and 29% respectively).

8.6 Caregivers who were outside the labour force were mainly females (89%) or those in their 40s and below (55%). Slightly less than half (45%) of resident caregivers outside the labour force had dated[30] or no work experience. Skills upgrading and job search assistance will help these individuals should they decide to return to the labour force. There were also proportionately fewer caregivers who had recently left the workforce in the last year, in 2022 (8.9%) compared to 2021 (11%). The greater adoption of flexible work arrangements meant that more workers were able to continue working whilst fulfilling their family responsibilities.

Chart 61 Profile of residents outside the labour force who are not working mainly due to caregiving, June 2022

Per Cent



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

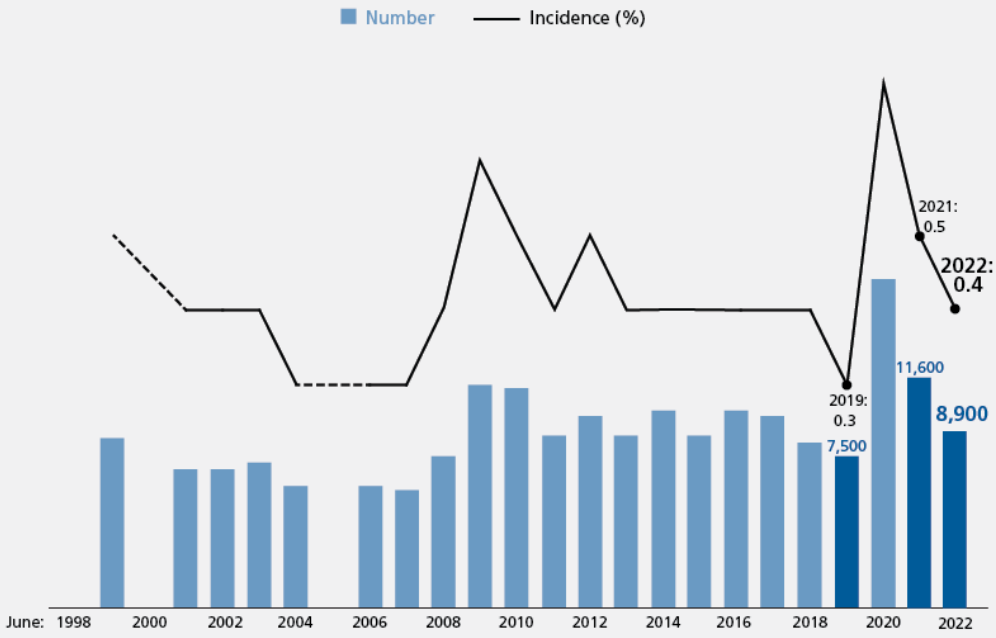
Note: Data for each characteristic may not add up to 100% due to rounding.

[30] This refers to residents outside the labour force who have left their job 10 or more years ago.

Number and incidence of discouraged workers fell, especially among older residents

8.7 After a sharp increase during the height of the pandemic in 2020, the number and incidence of discouraged workers, i.e. those not looking for work because they feel their job search will not yield results, continued to improve from 11,600 or 0.5% of the resident labour force in 2021, to 8,900 or 0.4% in 2022.

Chart 62 Residents discouraged from seeking work



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

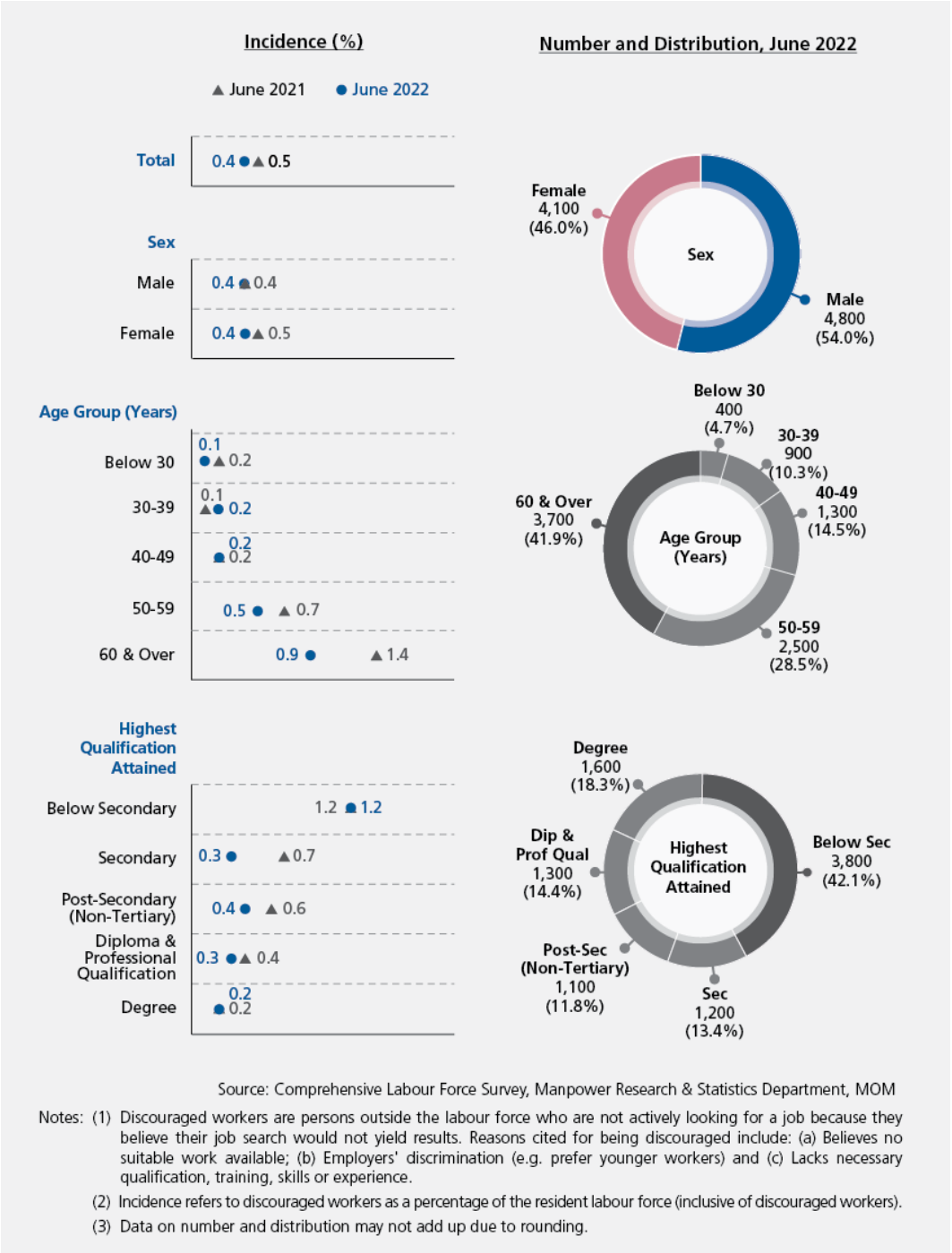
Notes: (1) Discouraged workers are persons outside the labour force who are not actively looking for a job because they believe their job search would not yield results. Reasons cited for being discouraged include: (a) Believes no suitable work available; (b) Employers' discrimination (e.g. prefer younger 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) The Comprehensive Labour Force Survey was not conducted in 2000 and 2005 due to the conduct of the Census of Population 2000 and General Household Survey 2005 by the Singapore Department of Statistics.

8.8 The improvement in incidence of discouraged workers was broad-based, it either declined or stayed low for most age and education groups. In particular, older residents aged 60 & over saw a substantial improvement, from 1.4% in 2021 to 0.9% in 2022. While the incidence of discouraged workers among the less educated with below secondary qualifications was unchanged at 1.2%, this was still slightly above its pre-COVID average (0.9% in 2018 and 2019).

Chart 63 Profile of residents discouraged from seeking work



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.

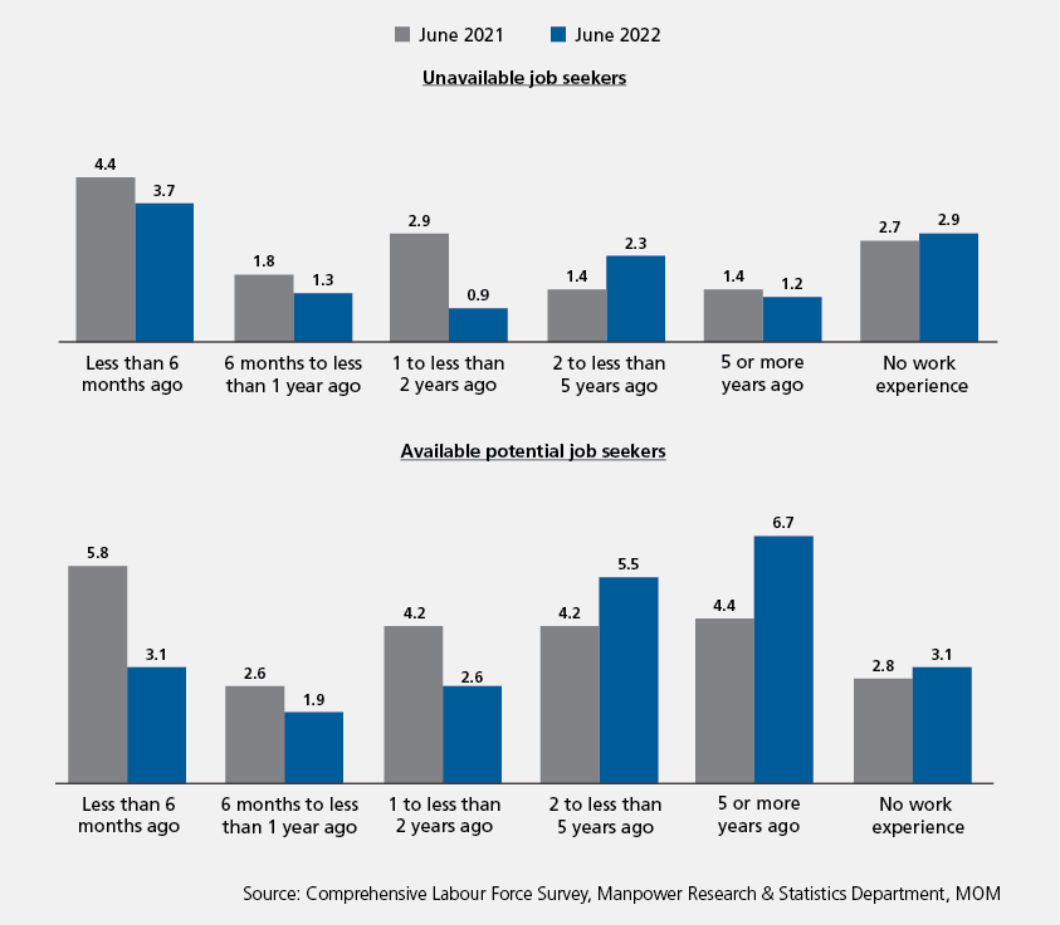
There were fewer residents outside the labour force with relatively stronger labour market attachment

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

8.10 The number of residents outside the labour force with relatively stronger labour market attachment decreased. For unavailable job seekers, the number continued to fall from 14,500 in 2021 (1.4% of residents outside the labour force) to 12,300 (1.2%). Likewise, the number of available potential job seekers decreased from 23,900 (2.4%) to 22,900 (2.2%), though it remained above 2019 levels (20,700 or 1.9%). The decreases were driven by residents who left their jobs less than two years ago and who remained outside the labour force.

Chart 64 Unavailable job seekers and available potential job seekers by when left last job

Number ('000)

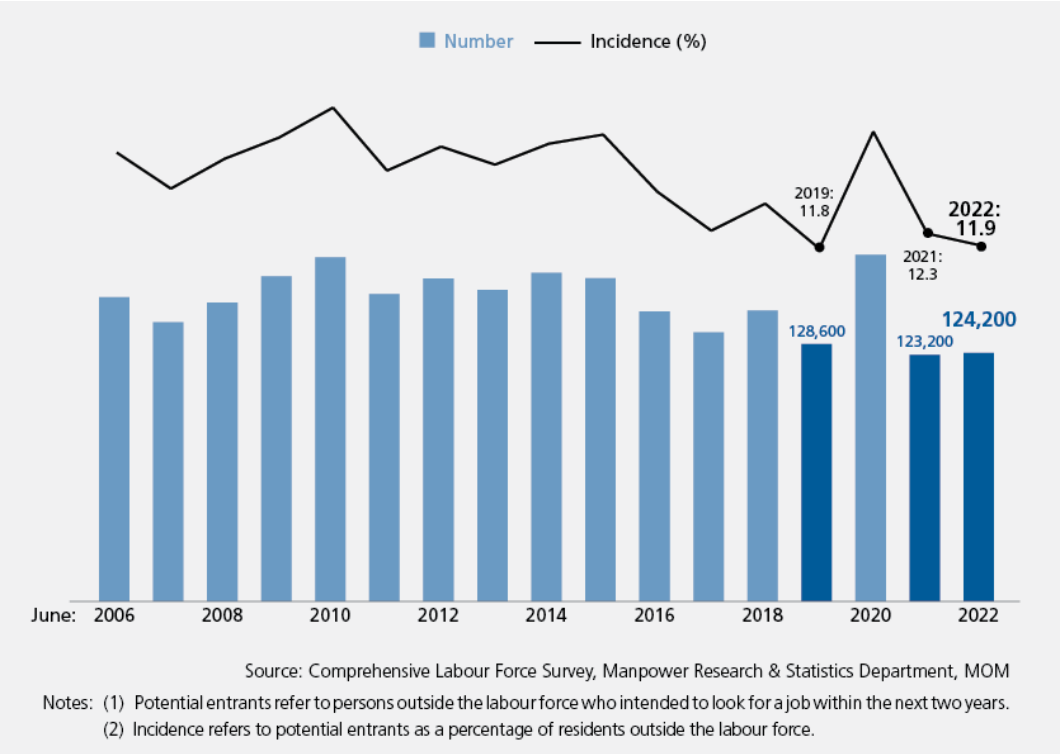


Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

The incidence of potential entrants continued to fall, following the longer-term trend

8.11 The number of potential entrants (124,200), which refers to residents who intended to look for jobs within the next two years, edged up slightly from 2021. However, it remained below the typical levels before the pandemic. Normalised by the number of residents outside the labour force, the incidence of potential entrants fell to 11.9%, continuing the downward trend that began in 2011. Overall, the recent trends on potential entrants suggest that compared to the earlier years, we have drawn in more residents who were at the margins of the labour force and had intentions to enter.

Chart 65 Resident potential entrants into the labour force



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.

8.12 The incidence of potential entrants remained higher among younger residents, although it edged down over the year among those aged 25 to 29 (from 48% in 2021 to 45% in 2022). In contrast, the incidence of potential entrants in their 40s was 28%, and was lower for the older ages (50s: 19%, 60 & over: 3.8%). This reflects the inclination of those outside the labour force to stay out as they age.

8.13 Females (11%) were less likely than males (13%) to be a potential entrant. However, because of the relatively larger number of females outside the labour force, females made up about six in ten of all potential entrants, and these females were mainly in their 40s and over. Mature females who are potential entrants preferred part-time over full-time employment, because taking a break or caring for their family were the top main reasons for being outside the labour force.

PART II

SURVEY COVERAGE AND METHODOLOGY

SURVEY COVERAGE AND METHODOLOGY

Introduction

1 The 2022 Comprehensive Labour Force Survey (CLFS) is the forty-fifth in the series of mid-year labour force surveys conducted in Singapore by the Manpower Research and Statistics Department of the Ministry of Manpower. The objective of the survey is to collect data on the economic activities of the population, including detailed information on employment and unemployment as well as characteristics of persons in and outside the labour force.

2 The survey is conducted under the Statistics Act 1973 (2020 Revised Edition) which empowers the Director of the Manpower Research and Statistics Department to collect information from survey respondents. The Act also guarantees the confidentiality of individual information obtained from the survey.

Coverage

3 The survey covers private households in Singapore. It excludes workers living in construction worksites, dormitories and workers' quarters at the workplace and persons commuting from abroad to work in Singapore. Estimates of the total labour force are derived by combining data on residents obtained from the survey with non-resident employment data compiled from administrative records.

Data Collected

4 The survey questionnaire was designed to collect data on the personal characteristics of the population and detailed information on the economic characteristics of the labour force. The items collected in the questionnaire included:

For Persons Aged 15 Years and Over

Sex
Age
Highest qualification attained
Labour force status

For Residents Aged 15 Years and Over

Marital status
Field of study

For Employed Residents Aged 15 Years and Over

Occupation
Industry
Gross monthly income from work
Employment status
Whether working full-time or part-time
Willingness and availability of part-timers to work additional hours
Whether employed on permanent, fixed-term contract or casual/on-call basis
Usual hours worked
Job change
Years in current job

For Unemployed Residents Aged 15 Years and Over

Duration of unemployment
Action taken to look for work
Working experience
Previous occupation
Previous industry
Main reason for leaving previous job

For Residents Outside the Labour Force Aged 15 Years and Over

Main reason for not working and not looking for a job
Working experience
Whether persons intend to look for work in future
Preference for full-time or part-time work

Concepts and Definitions

5 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.
Household	A household refers to one person living alone or a group of two or more persons (including domestic helpers/stay-in caregivers) living in the same house and sharing common food or other essential arrangements for living.
Residents	Residents refer to Singapore citizens and Permanent Residents.

Labour Force Status	**Labour Force** ▸ This refers to persons aged 15 years and over who are either employed (i.e. working) or unemployed (i.e. actively looking for a job and available for work) during the reference period. **Outside the Labour Force** ▸ This refers to persons aged 15 years and over who are neither employed nor unemployed during the reference period.
Employed Persons	This refers to persons aged 15 years and over who, during the reference period: (i) work for one hour or more either for pay or profit; or (ii) have a job or business to return to but are temporarily absent because of illness, injury, breakdown of machinery at workplace, labour management dispute or other reasons. Members of the Singapore Armed Forces including full-time National Servicemen are included in the persons employed, unless otherwise specified.
Unemployed Persons	This refers to persons aged 15 years and over who are not working but are actively looking for a job and available for work during the reference period. They include persons who are not working but are taking steps to start their own business or taking up a new job after the reference period.
Labour Force Participation Rate	This is defined as the percentage of the labour force to the population.
Employment Rate	This is defined as the percentage of employed persons to the population.
Unemployment Rate	This is defined as the percentage of unemployed persons to the labour force.
Duration of Unemployment	This refers to the number of complete weeks between the date when action was first taken to look for a job and the date of the survey interview.
Long-Term Unemployed Persons	This refers to persons aged 15 years and over who have been unemployed for 25 weeks or more.
Long-Term Unemployment Rate	This is defined as the percentage of long-term unemployed persons to the labour force.
Highest Qualification Attained	This refers to the highest grade or standard of education a person has passed or the highest level of education where a certificate, diploma or degree is awarded by an educational or training institution. The classification of highest qualification attained is based on the Singapore Standard Educational Classification (SSEC) 2020.

A person is classified into one of the following categories according to the highest qualification attained:

No Formal Qualification / Pre-Primary / Lower Primary

- This refers to those who have never attended school, have pre-primary education, or have primary education but without Primary School Leaving Examination (PSLE) certificate or their equivalent, or have Certificate in Basic Education for Skills Training (BEST) 1-3.

Primary

- This refers to those who have PSLE or other certificate of equivalent standard, or have Certificate in BEST 4 or at least 3 Statements of Attainment and/or certification[1] for different Workplace Literacy or Numeracy (WPLN) skills at Level 1 or 2.

Lower Secondary

- This refers to those who have secondary education without any subject pass at General Certificate of Education (GCE) Normal ('N')/ Ordinary ('O') Level or equivalent, or have Certificate in Worker Improvement through Secondary Education (WISE) 1-3, or basic vocational certificates (including Institute of Technical Education (ITE) Basic Vocational Training), or at least 3 Statements of Attainment and/or certification[1] for different WPLN skills at Level 3 or 4.

Secondary

- This refers to those who have at least 1 subject pass at GCE 'N'/'O' Level, or have National ITE Certificate (Intermediate) or equivalent (including National Technical Certificate (NTC) Grade 3, Certificate of Vocational Training, Building and Construction Authority (BCA) Builder Certificate), or have ITE Skills Certificate (ISC) or equivalent (including Certificate of Competency, Certificate in Service Skills) or at least 3 Statements of Attainment and/or certification[1] for different WPLN skills at Level 5 and above.

Post-Secondary (Non-Tertiary)

- This refers to those who have at least 1 subject pass at GCE Advanced ('A')/Higher 2 ('H2') Level or other certificates/qualifications of equivalent standard. It also includes those who have National ITE Certificate (Nitec) (including Post Nitec Certificate, Specialist Nitec, Certificate in Office Skills, NTC Grade 2, National Certificate in Nursing, BCA Advanced Builder Certificate), or have Higher Nitec (including Certificate in Business Skills, Industrial Technician Certificate and other polytechnic certificates), or Master Nitec or equivalent (including NTC Grade 1). This group also includes WSQ Certificate/Higher Certificate/Advanced Certificate or equivalent, International Baccalaureate/National University of Singapore (NUS) High school diploma or other post-secondary certificates/

[1] This refers to both Workforce Skills Qualifications (WSQ) Statement of Attainment and/or certification issued by SkillsFuture Singapore's appointed WPLN assessment partner.

	qualifications (including Singapore Institute of Management (SIM) certificates). **Polytechnic Diploma** ▸ This refers to those who have Polytechnic diploma, or Polytechnic post-diploma (including Polytechnic advanced/specialist/ management/graduate diploma, diploma (conversion)). **Professional Qualification and Other Diploma** ▸ This refers to those who have qualifications awarded by professional bodies (including Association of Chartered Certified Accountants (ACCA), Chartered Financial Analyst (CFA)), and other diploma qualifications (including ITE diploma, National Institute of Education (NIE) diploma, SIM diploma, LASALLE diploma, Nanyang Academy of Fine Arts (NAFA) diploma, WSQ diploma, WSQ specialist diploma etc.). **Degree** ▸ This refers to those who have Bachelor's Degree, Postgraduate Diploma/certificate (including NIE postgraduate diploma, WSQ graduate certificate, WSQ graduate diploma), Master's, or Doctoral degree.
Field of Study	This refers to the principal discipline, branch or subject matter of study that leads to the award of the highest qualification attained at degree, diploma & professional qualification levels. The SSEC 2020 is used to classify the field of study, unless otherwise specified.
Occupation	This refers to the type of work performed by workers during the reference period, which may not necessarily be related to their training, skill or professional qualification. In the case of workers who perform two or more kinds of work, their occupation would refer to the one in which they usually work the longest hours during the reference period. The classification of occupations is based on the Singapore Standard Occupational Classification (SSOC) 2020, unless otherwise specified.
Industry	This refers to the major kind of economic activity or the nature of business of the firm, organisation or establishment in which the person is employed during the reference period. For self-employed persons, industry refers to the kind of economic activity or nature of business they are operating. The classification of industries is based on the Singapore Standard Industrial Classification (SSIC) 2020, unless otherwise specified.

Nature of Employment	Employed persons can be categorised into those working on full-time or part-time basis. **Full-Time** ▸ This refers to employment where the normal hours of work is at least 35 hours a week. **Part-Time** ▸ This refers to employment where the normal hours of work is less than 35 hours a week. Before 2009, full-time refers to employment where the normal hours of work is at least 30 hours a week while part-time refers to employment where the normal hours of work is less than 30 hours a week. From 2009 onwards, the threshold between full-time and part-time was revised from 30 hours to 35 hours to align with the revised definition in the Employment Act.
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.
Employment Status	This refers to the position or status of employed persons in relation to other persons within the organisation they work in. Employed persons are divided into the following four categories: **Employers** ▸ These are persons who employ at least one paid employee in their business or trade. **Employees** ▸ These are persons who work for employers in return for regular wages or salaries. **Own Account Workers** ▸ These are persons who operate their own business without employing any paid employees in the conduct of their business or trade. **Contributing Family Workers** ▸ These are persons who assist in the operation of family business without receiving regular wages or salaries.

Type of Employment	Employees can be categorised into those employed on casual/on-call, fixed-term contract or permanent basis. **Casual/On-Call** ▸ Casual/on-call employees refer to those employed on ad hoc basis, as and when the company requires additional manpower. **Fixed-Term Contract** ▸ Employees on fixed-term contract refer to those whose employment will terminate on the expiry of a specific term unless it is renewed. **Permanent** ▸ Permanent employees refer to those employed for an unspecified duration, i.e. they are neither casual/on-call employees nor on fixed-term contract.
Job Change	For employees, this refers to a change in employer. For the self-employed, it involves either a change in business or change from being an employee previously.
Years in Current Job	This refers to the number of years of uninterrupted work the person has with a particular employer, either in the same job or in different positions within the same organisation. Jobs are therefore employer-based, not position-based. If the person has left a job and subsequently returned to work with the same employer, the years in current job should be that of his most recent period of work i.e. the duration will not include his previous years in the job.
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.
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.
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.

Sampling Design

6 The sample for the 2022 survey was selected based on a stratified design with proportional allocation. The sample selection was undertaken by Singapore Department of Statistics, Ministry of Trade and Industry, which maintains a sampling frame of residential dwellings in Singapore. The selection is done in accordance with the specified sampling criteria.

7 Dwelling units in the sampling frame were divided into different groups (or strata). The groups are defined based on the planning areas demarcated by the Urban Redevelopment Authority and broad dwelling type groups. A random sample was then selected proportionally from the different groups by systematic sampling with a random start. The samples selected from each group were combined to form the required sample of 33,000 dwelling units.

8 This sample design yields an overall equal probability and self-weighting sample.

Planning, Organisation, Fieldwork and Data Verification

9 The Manpower Research and Statistics Department undertook the planning and operation of the survey. These included the preparation of the questionnaire and related documents, survey design, recruitment and training of staff, supervision and control of field work, editing and checking on the completed cases, data verification and compilation.

10 The field operation for the 2022 survey was carried out from 25 April 2022 to 31 July 2022. Around 150 temporary interviewers and 20 permanent staff were involved in the survey operations. Comprehensive training sessions including tests and assessments were conducted for the interviewers.

11 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. All the information captured were keyed into the secured online survey system. The use of automatic routing in the system ensured that all relevant questions were answered. The system also has an auto-error checking function to prompt interviewers of missing, invalid or inconsistent entries so that clarifications could be conducted. The information collected was subjected to further editing checks by supervisors and verification officers.

12 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.

Reliability of Data

13 The results of the survey were grossed up to the resident population in June 2022 (compiled by the Singapore Department of Statistics) using multiple estimation factors. Being a sample survey, the results were inevitably subjected to sampling and non-sampling errors.

Sampling Errors

14 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.

15 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.

16 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%.

17 For the 2022 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	2,438,000	8,400	0.3	2,421,600	2,454,300
Employed Residents	2,350,400	8,400	0.4	2,333,900	2,366,900
Unemployed Residents	87,600	2,500	2.8	82,700	92,400
Residents Outside the Labour Force	1,046,100	7,400	0.7	1,031,600	1,060,700
Resident Labour Force Participation Rate	70.0%	0.21%-pt	0.3	69.6%	70.4%
Resident Employment Rate (Aged 15 & Over)	67.5%	0.21%-pt	0.3	67.1%	67.9%
Resident Employment Rate (Aged 25 to 64)	82.7%	0.21%-pt	0.2	82.3%	83.1%
Resident Unemployment Rate	3.6%	0.10%-pt	2.8	3.4%	3.8%

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

18 As many sample estimates can be computed from the survey, it would be impractical to estimate the sampling errors for all estimates. A generalised table of sampling errors for the Comprehensive Labour Force Survey based on a simple random sample is presented as follows:

Size of Estimate	Proportion of Total Resident Population	Standard Error	Relative Standard Error	95% Confidence Interval	
				Lower	Upper
2,000,000	49.10%	8,500	0.43%	1,983,300	2,016,700
1,000,000	24.55%	7,300	0.73%	985,600	1,014,400
500,000	12.28%	5,600	1.12%	489,000	511,000
200,000	4.91%	3,700	1.84%	192,800	207,200
100,000	2.46%	2,600	2.64%	94,800	105,200
50,000	1.23%	1,900	3.75%	46,300	53,700
20,000	0.49%	1,200	5.95%	17,700	22,300
10,000	0.25%	800	8.43%	8,300	11,700
5,000	0.12%	600	11.93%	3,800	6,200
2,000	0.05%	400	18.87%	1,300	2,700
1,000	0.02%	300	26.69%	500	1,500
500	0.01%	200	37.75%	100	900
200	–	100	59.69%	–	400

19 Data users are advised to take cognisance of the sampling error of the estimate and exercise judgement on whether the estimate is reliable for their intended purpose. Specifically, caution is to be exercised in interpreting results of detailed cross-tabulations for small sub-groups as these could have large sampling errors.

Non-Sampling Errors

20 Non-sampling errors could result from the varying interpretation of questions by respondents and interviewers, inability or unwillingness of respondents to provide correct information, mistakes in recording, coding and processing. These errors have been minimised by careful design of the questionnaire, intensive training and supervision of interviewers, as well as strict data processing controls.

Response

21 Of the 33,000 housing units selected in the initial sample, 2,197 were excluded from the survey as they were unoccupied, non-residential or demolished. A total of 26,183 households responded to the survey, achieving an overall response rate of 85.0%.

Labour Force Supplementary Survey on Own Account Workers, 2022

22 The Labour Force Supplementary Survey on Own Account Workers, 2022 was conducted by the Manpower Research and Statistics Department under the Statistics Act 1973 (2020 Revised Edition). It was conducted from 23 August 2022 to 27 November 2022.

23 The supplementary survey was conducted since 2016 to obtain in-depth information on persons who operated as own account workers in their primary or secondary jobs as a regular form of employment over *a year*. The reference period for the supplementary survey is extended to cover own account work over the course of the year, rather than the main job of employed persons over the past week from the annual Comprehensive Labour Force Survey. The longer reference period enables us to capture more accurately the prevalence of own account work, given the ad hoc and transient nature of such work arrangements.

24 The survey also sought to understand the profile of own account workers, experiences and reasons for engaging in own account work and the concerns faced.

25 The supplementary survey covered residents aged 15 years and over who were involved in own account work during the reference year. 3,241 residents were surveyed, of whom 2,603 or 80.3% responded. The results of the supplementary survey were grossed up to the resident population using multiple estimation factors.

26 Concepts and Definitions

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

Labour Force Supplementary Survey on Adult Training, 2022

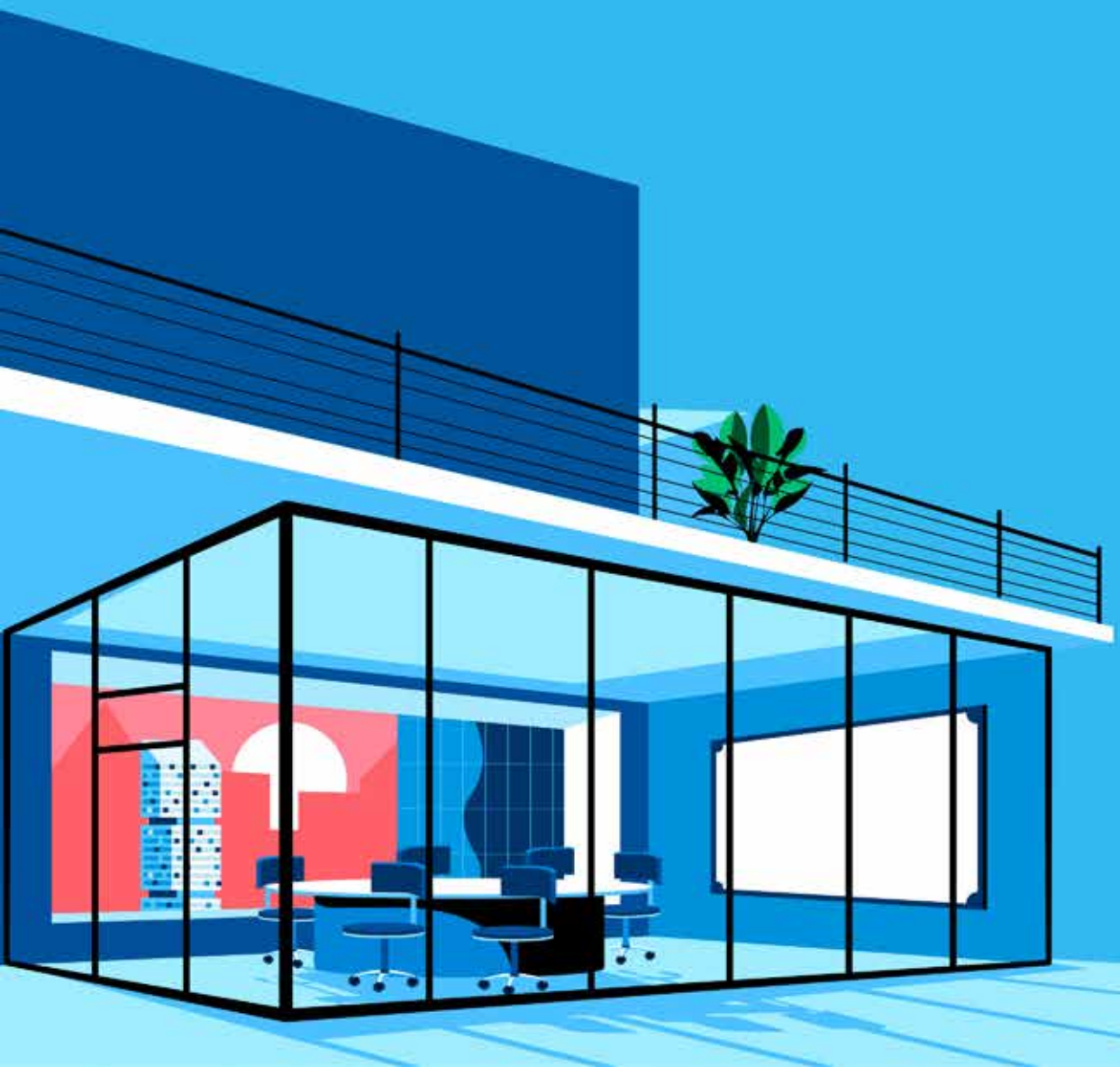
27 The Labour Force Supplementary Survey on Adult Training, 2022 was conducted by the Manpower Research and Statistics Department under the Statistics Act 1973 (2020 Revised Edition). It was conducted from 21 October 2022 to 15 December 2022 following the closure of the Comprehensive Labour Force Survey. The survey aimed to capture information on participation in job-related structured training by the resident labour force during the 12-month period ending June 2022 (i.e. 1 July 2021 to 30 June 2022). It also sought to ascertain the training outcomes. 3,379 residents in the labour force aged 15 to 64 years (excluding full-time National Servicemen) were surveyed, of whom 2,711 or 80.2% responded.

28 Concepts and Definitions

Training Participation Rate	The training participation rate (also known as training incidence) is defined as the proportion of residents aged 15 to 64 in the labour force who had engaged in some form of job-related structured training or education activities over the 12-month period ending June. Job-related structured training or education refers to training that is related to a current or future job. It includes classroom training, private lessons, correspondence courses, workshops, seminars, structured on-the-job training (OJT) (e.g. Attach-and-Train Career Conversion Programme), apprenticeship (e.g. SGUnited Traineeships and Mid-Career Pathways Programme), e-learning and mandatory courses. However, it excludes informal on-the-job training such as watching a video on management skills, observing others perform a task at work, time spent at work learning new tasks and keeping up to date with job-related developments by reading journals/newspapers and informal discussions.

PART III

STATISTICAL TABLES



LIST OF STATISTICAL TABLES

Table

LABOUR FORCE

1 Labour Force, Employed, Unemployed and Unemployment Rate, 2012 – 2022 (June)

2 Key Characteristics of Resident Labour Force, 2012 – 2022 (June)

3 Distribution of Resident Population by Labour Force Status, Age and Sex, 2012 – 2022 (June)

4 Resident Population Aged Fifteen Years and Over by Labour Force Status, Age and Sex, June 2022

5 Resident Labour Force Participation Rate by Age and Sex, 2012 – 2022 (June)

6 Resident Labour Force Participation Rate by Age, Sex and Marital Status, June 2022

7 Resident Labour Force Aged Fifteen Years and Over by Age and Sex, 2012 – 2022 (June)

8 Resident Labour Force Aged Fifteen Years and Over by Highest Qualification Attained and Sex, 2012 – 2022 (June)

9 Resident Labour Force Aged Fifteen Years and Over by Highest Qualification Attained, Age and Sex, June 2022

10 Resident Labour Force Aged Fifteen Years and Over by Highest Qualification Attained, Marital Status and Sex, June 2022

11 Resident Labour Force Aged Fifteen Years and Over with Degree by Field of Study and Sex, June 2022

12 Resident Labour Force Aged Fifteen Years and Over with Diploma & Professional Qualification by Place of Study, Institution That Awarded Qualification, Selected Field of Study and Sex, June 2022

13 Resident Labour Force Aged Fifteen Years and Over with Degree by Place of Study, Institution That Awarded Qualification, Selected Field of Study and Sex, June 2022

14 Resident Labour Force Aged Fifteen Years and Over with Degree by Place of Study, Institution That Awarded Qualification, Age and Sex, June 2022

Table

15 Resident Labour Force Aged Fifteen Years and Over by Marital Status and Sex, 2012 – 2022 (June)

16 Resident Labour Force Aged Fifteen Years and Over by Marital Status, Age and Sex, June 2022

EMPLOYMENT

17 Resident Employment Rate by Age and Sex, 2012 – 2022 (June)

18 Resident Employment Rate by Age, Sex and Marital Status, June 2022

19 Median Gross Monthly Income from Work of Employed Residents Aged Fifteen Years and Over by Nature of Employment and Sex, 2012 – 2022 (June)

20 Median Gross Monthly Income from Work of Full-Time Employed Residents Aged Fifteen Years and Over by Occupation and Sex, June 2022

21 Median Gross Monthly Income from Work (Including Employer CPF) of Full-Time Employed Residents Aged Fifteen Years and Over by Occupation and Age, June 2022

22 Median Gross Monthly Income from Work (Excluding Employer CPF) of Full-Time Employed Residents Aged Fifteen Years and Over by Occupation and Age, June 2022

23 Median Gross Monthly Income from Work of Full-Time Employed Residents Aged Fifteen Years and Over by Industry and Sex, June 2022

24 Median Gross Monthly Income from Work (Including Employer CPF) of Full-Time Employed Residents Aged Fifteen Years and Over by Highest Qualification Attained, Age and Sex, June 2022

25 Median Gross Monthly Income from Work (Excluding Employer CPF) of Full-Time Employed Residents Aged Fifteen Years and Over by Highest Qualification Attained, Age and Sex, June 2022

26 Median Gross Monthly Income from Work of Resident Employees Aged Fifteen Years and Over by Nature of Employment, Type of Employment and Sex, June 2022

27 Full-Time Employed Residents Aged Fifteen Years and Over by Gross Monthly Income from Work (Excluding Employer CPF) and Sex, 2012 – 2022 (June)

28 Employed Residents Aged Fifteen Years and Over by Gross Monthly Income from Work (Excluding Employer CPF) and Sex, 2012 – 2022 (June)

Table

29 Employed Residents Aged Fifteen Years and Over by Gross Monthly Income from Work (Excluding Employer CPF), Occupation and Sex, June 2022

30 Employed Residents Aged Fifteen Years and Over by Gross Monthly Income from Work (Excluding Employer CPF), Industry and Sex, June 2022

31 Employed Residents Aged Fifteen Years and Over by Gross Monthly Income from Work (Excluding Employer CPF), Employment Status and Sex, June 2022

32 Employed Residents Aged Fifteen Years and Over by Gross Monthly Income from Work (Excluding Employer CPF), Nature of Employment and Sex, June 2022

33 Employed Residents Aged Fifteen Years and Over by Gross Monthly Income from Work (Excluding Employer CPF), Age and Sex, June 2022

34 Employed Residents Aged Fifteen Years and Over by Gross Monthly Income from Work (Excluding Employer CPF), Highest Qualification Attained and Sex, June 2022

35 Employed Residents Aged Fifteen Years and Over by Gross Monthly Income from Work (Excluding Employer CPF), Marital Status and Sex, June 2022

36 Employed Residents Aged Fifteen Years and Over by Occupation and Sex, 2012 – 2022 (June)

37 Employed Residents Aged Fifteen Years and Over by Occupation, Industry and Sex, June 2022

38 Employed Residents Aged Fifteen Years and Over by Occupation, Employment Status and Sex, June 2022

39 Employed Residents Aged Fifteen Years and Over by Occupation, Nature of Employment and Sex, June 2022

40 Employed Residents Aged Fifteen Years and Over by Occupation, Age and Sex, June 2022

41 Employed Residents Aged Fifteen Years and Over by Occupation, Highest Qualification Attained and Sex, June 2022

42 Employed Residents Aged Fifteen Years and Over by Occupation, Marital Status and Sex, June 2022

43 Employed Residents Aged Fifteen Years and Over by Detailed Occupation and Sex, June 2022

Table

44 Employed Residents Aged Fifteen Years and Over in Broad Occupational Groups by Selected Characteristics and Sex, June 2022

45 Employed Residents Aged Fifteen Years and Over in Professional, Managerial, Executive and Technical Occupations by Industry and Age, June 2022

46 Employed Residents Aged Fifteen Years and Over in Clerical, Sales & Service Occupations by Industry and Age, June 2022

47 Employed Residents Aged Fifteen Years and Over in Production & Transport Operators, Cleaners & Labourers and Related Occupations by Industry and Age, June 2022

48 Employed Residents Aged Fifteen Years and Over by Industry, Employment Status and Sex, June 2022

49 Employed Residents Aged Fifteen Years and Over by Industry, Nature of Employment and Sex, June 2022

50 Employed Residents Aged Fifteen Years and Over by Industry, Age and Sex, June 2022

51 Employed Residents Aged Fifteen Years and Over by Industry, Highest Qualification Attained and Sex, June 2022

52 Employed Residents Aged Fifteen Years and Over by Industry, Marital Status and Sex, June 2022

53 Employed Residents Aged Fifteen Years and Over by Employment Status and Sex, 2012 – 2022 (June)

54 Employed Residents Aged Fifteen Years and Over by Employment Status, Nature of Employment and Sex, June 2022

55 Employed Residents Aged Fifteen Years and Over by Employment Status, Age and Sex, June 2022

56 Employed Residents Aged Fifteen Years and Over by Employment Status, Highest Qualification Attained and Sex, June 2022

57 Employed Residents Aged Fifteen Years and Over by Employment Status, Marital Status and Sex, June 2022

58 Employed Residents Aged Fifteen Years and Over by Nature of Employment and Sex, 2012 – 2022 (June)

59 Employed Residents Aged Fifteen Years and Over by Nature of Employment, Age and Sex, June 2022

Table

60 Employed Residents Aged Fifteen Years and Over by Nature of Employment, Highest Qualification Attained and Sex, June 2022

61 Employed Residents Aged Fifteen Years and Over by Nature of Employment, Marital Status and Sex, June 2022

62 Employed Residents Aged Fifteen Years and Over by Nature of Employment and Selected Characteristics, June 2022

63 Part-Time Employed Residents Aged Fifteen Years and Over by Main Reason for Working Part-Time Rather Than Full-Time and Sex, June 2022

64 Time-Related Under-Employed Residents Aged Fifteen Years and Over by Sex, 2012 – 2022 (June)

65 Time-Related Under-Employed Residents Aged Fifteen Years and Over by Selected Characteristics, June 2022

66 Employed Residents Aged Fifteen Years and Over by Usual Hours Worked and Sex, 2012 – 2022 (June)

67 Employed Residents Aged Fifteen Years and Over by Usual Hours Worked, Occupation and Sex, June 2022

68 Employed Residents Aged Fifteen Years and Over by Usual Hours Worked, Industry and Sex, June 2022

69 Employed Residents Aged Fifteen Years and Over by Usual Hours Worked, Employment Status and Sex, June 2022

70 Employed Residents Aged Fifteen Years and Over by Usual Hours Worked, Age and Sex, June 2022

71 Employed Residents Aged Fifteen Years and Over by Usual Hours Worked, Highest Qualification Attained and Sex, June 2022

72 Employed Residents Aged Fifteen Years and Over by Usual Hours Worked, Marital Status and Sex, June 2022

73 Average (Mean) Usual Hours Worked of Employed Residents Aged Fifteen Years and Over by Nature of Employment and Sex, 2012 – 2022 (June)

74 Average (Mean) Usual Hours Worked of Employed Residents Aged Fifteen Years and Over by Nature of Employment and Selected Characteristics, June 2022

75 Average (Mean) Usual Hours Worked of Employed Residents Aged Fifteen Years and Over by Nature of Employment, Employment Status and Sex, June 2022

Table

76 Average (Mean) Usual Hours Worked of Employed Residents Aged Fifteen Years and Over by Nature of Employment, Marital Status and Sex, June 2022

77 Average (Mean) Usual Hours Worked of Employed Residents Aged Fifteen Years and Over by Occupation, Age and Sex, June 2022

78 Average (Mean) Usual Hours Worked of Employed Residents Aged Fifteen Years and Over by Highest Qualification Attained, Age and Sex, June 2022

79 Median Age of Employed Residents Aged Fifteen Years and Over by Selected Characteristics and Sex, June 2022

80 Employed Residents Aged Fifteen Years and Over by Age and Sex, 2012 – 2022 (June)

81 Employed Residents Aged Fifteen Years and Over by Highest Qualification Attained and Sex, 2012 – 2022 (June)

82 Employed Residents Aged Fifteen Years and Over by Highest Qualification Attained, Age and Sex, June 2022

83 Employed Residents Aged Fifteen Years and Over by Highest Qualification Attained, Marital Status and Sex, June 2022

84 Employed Residents Aged Fifteen Years and Over by Marital Status and Sex, 2012 – 2022 (June)

85 Employed Residents Aged Fifteen Years and Over by Marital Status, Age and Sex, June 2022

86 Job Mobility Status of Employed Residents Aged Fifteen Years and Over by Selected Characteristics, June 2022

87 Employed Residents Aged Fifteen Years and Over Who Changed Jobs During the Last Two Years by When Left Last Job and Selected Characteristics, June 2022

88 Employed Residents Aged Fifteen Years and Over Holding Multiple Jobs by Selected Characteristics, June 2022

89 Resident Employees Aged Fifteen Years and Over by Type of Employment and Sex, 2012 – 2022 (June)

90 Resident Employees Aged Fifteen Years and Over by Type of Employment, Selected Characteristics and Sex, June 2022

91 Resident Employees Aged Fifteen Years and Over by Years in Current Job and Sex, 2012 – 2022 (June)

Table

92 Resident Employees Aged Fifteen Years and Over by Years in Current Job and Selected Characteristics, June 2022

93 Resident Regular Own Account Workers Aged Fifteen Years and Over by Selected Characteristics, 2022

94 Resident Regular Primary Own Account Workers Aged Fifteen Years and Over by Preference for Own Account Work and Selected Characteristics, 2022

UNEMPLOYMENT

95 Resident Unemployment Rate by Highest Qualification Attained, Age and Sex, June 2022

96 Unemployed Residents Aged Fifteen Years and Over by Age and Sex, 2012 – 2022 (June)

97 Unemployed Residents Aged Fifteen Years and Over by Highest Qualification Attained and Sex, 2012 – 2022 (June)

98 Unemployed Residents Aged Fifteen Years and Over by Highest Qualification Attained, Age and Sex, June 2022

99 Unemployed Residents Aged Fifteen Years and Over by Highest Qualification Attained, Marital Status and Sex, June 2022

100 Unemployed Residents Aged Fifteen Years and Over by Marital Status and Sex, 2012 – 2022 (June)

101 Unemployed Residents Aged Fifteen Years and Over by Marital Status, Age and Sex, June 2022

102 Unemployed Residents Aged Fifteen Years and Over by Modes of Job Search, Age and Sex, June 2022

103 Unemployed Residents Aged Fifteen Years and Over by Modes of Job Search, Highest Qualification Attained and Sex, June 2022

104 Unemployed Residents Aged Fifteen Years and Over by Duration of Unemployment, Age and Sex, June 2022

105 Unemployed Residents Aged Fifteen Years and Over by Duration of Unemployment, Highest Qualification Attained and Sex, June 2022

106 Median Duration of Resident Unemployment by Highest Qualification Attained, Age and Sex, June 2022

Table

107 Resident Long-Term Unemployment Rate by Age, Highest Qualification Attained and Sex, June 2022

108 Resident Unemployment Rate by Occupation, 2012 – 2022 (June)

109 Unemployed Residents Aged Fifteen Years and Over Who Have Worked Before by Previous Occupation and Sex, 2012 – 2022 (June)

110 Unemployed Resident PMETs and Non-PMETs Aged Fifteen Years and Over Who Have Worked Before by Age, 2012 – 2022 (June)

111 Long-Term Unemployed Resident PMETs and Non-PMETs Aged Fifteen Years and Over Who Have Worked Before by Age, 2012 – 2022 (June)

112 Unemployed Residents Aged Fifteen Years and Over Who Have Worked Before by Previous Occupation, Age and Sex, June 2022

113 Unemployed Residents Aged Fifteen Years and Over Who Have Worked Before by Previous Industry, Age and Sex, June 2022

114 Unemployed Residents Aged Fifteen Years and Over Who Have Worked Before by Main Reason for Leaving Previous Job, Age and Sex, June 2022

115 Unemployed Residents Aged Fifteen Years and Over Who Have Worked Before by Main Reason for Leaving Previous Job, Highest Qualification Attained and Sex, June 2022

OUTSIDE THE LABOUR FORCE

116 Residents Outside the Labour Force Aged Fifteen Years and Over by Age and Sex, 2012 – 2022 (June)

117 Residents Outside the Labour Force Aged Fifteen Years and Over by Highest Qualification Attained and Sex, 2012 – 2022 (June)

118 Residents Outside the Labour Force Aged Fifteen Years and Over by Highest Qualification Attained, Age and Sex, June 2022

119 Residents Outside the Labour Force Aged Fifteen Years and Over by Highest Qualification Attained, Marital Status and Sex, June 2022

120 Residents Outside the Labour Force Aged Fifteen Years and Over by Marital Status and Sex, 2012 – 2022 (June)

121 Residents Outside the Labour Force Aged Fifteen Years and Over by Marital Status, Age and Sex, June 2022

Table

122 Residents Outside the Labour Force Aged Fifteen Years and Over by Main Reason for Not Working, Age and Sex, June 2022

123 Residents Outside the Labour Force Aged Fifteen Years and Over by Main Reason for Not Working, Highest Qualification Attained and Sex, June 2022

124 Residents Outside the Labour Force Aged Fifteen Years and Over by Main Reason for Not Working, Marital Status and Sex, June 2022

125 Residents Outside the Labour Force Aged Fifteen Years and Over with Work Experience by When Left Last Job, Main Reason for Not Working and Sex, June 2022

126 Residents Outside the Labour Force Aged Fifteen Years and Over with Work Experience by When Left Last Job, Age and Sex, June 2022

127 Resident Potential Entrants Aged Fifteen Years and Over by Selected Characteristics and Sex, June 2022

128 Resident Potential Entrants Aged Fifteen Years and Over by Main Reason for Not Working and Sex, June 2022

Note: The sample values in the cells of these tables are blown up independently, hence the data in the tables may not necessarily add up to the total due to rounding.

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