HIGHLIGHTS

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

Nominal incomes increased over the year at both the median (P50: 5.0%) and 20th percentile (P20: 4.6%), albeit at a more moderated pace than in 2024 (P50: 5.8%; P20: 7.1%). With inflation easing, real incomes rose strongly (P50: 4.1%; P20: 3.6%), exceeding the average gains over the past decade. This indicates that wage growth has remained broad-based and supported by underlying labour demand. The close alignment between medium-term wage growth and productivity growth also suggests that these improvements have been sustainable. The P20-to-P50 income ratio also improved to 0.55 in 2025 (2020: 0.52; 2015: 0.51), reflecting sustained narrowing of income disparities.

Job mobility continued to ease, with the share of employed residents who changed jobs in the past year declining from 7.6% in 2024 to 6.2% in 2025. This is consistent with a labour market normalising from post-pandemic churn and may also reflect greater worker caution amid external economic uncertainties. However, job matching quality among job switchers remained healthy, with six in ten experiencing real income gains, indicating that opportunities for upward transitions remained available. The quality of job switches among younger and mid-career workers remained favourable, with a high share in professional, managerial, executive & technician (PMET) roles or seeing wage increases after a job change.

The proportion of permanent employees rose to a new high of 90.8%, with gains observed across most industries, including growth sectors such as *Professional Services*, *Health & Social Services*, and *Information & Communications*. Increased PMET representation in these sectors also contributed to the overall rise in the PMET share among employed residents from 63.8% in 2024 to 64.2% in 2025. Together, these trends point to continued structural upgrading and a shift towards more stable, higher-skilled roles in the economy.

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

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

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