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



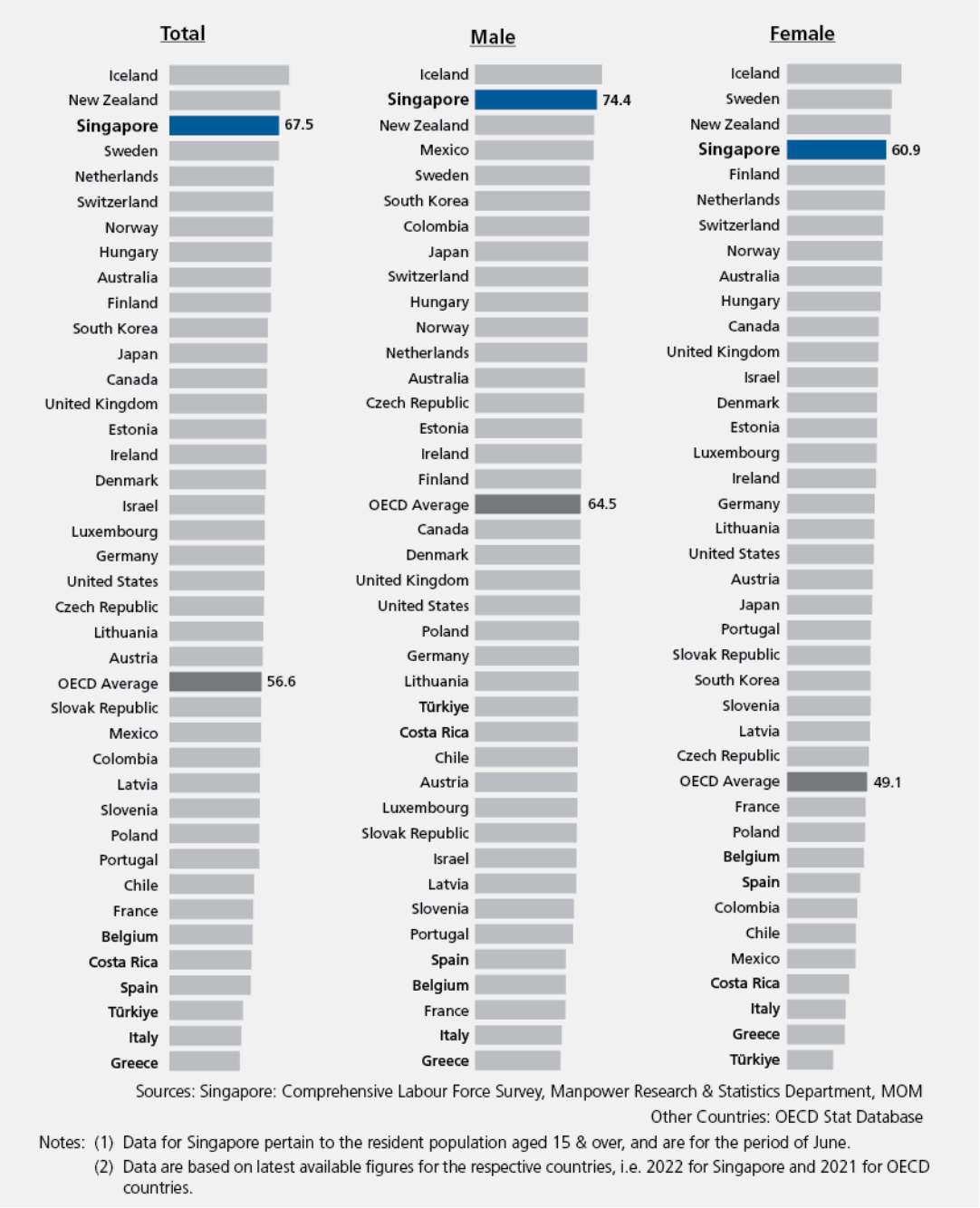
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

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.

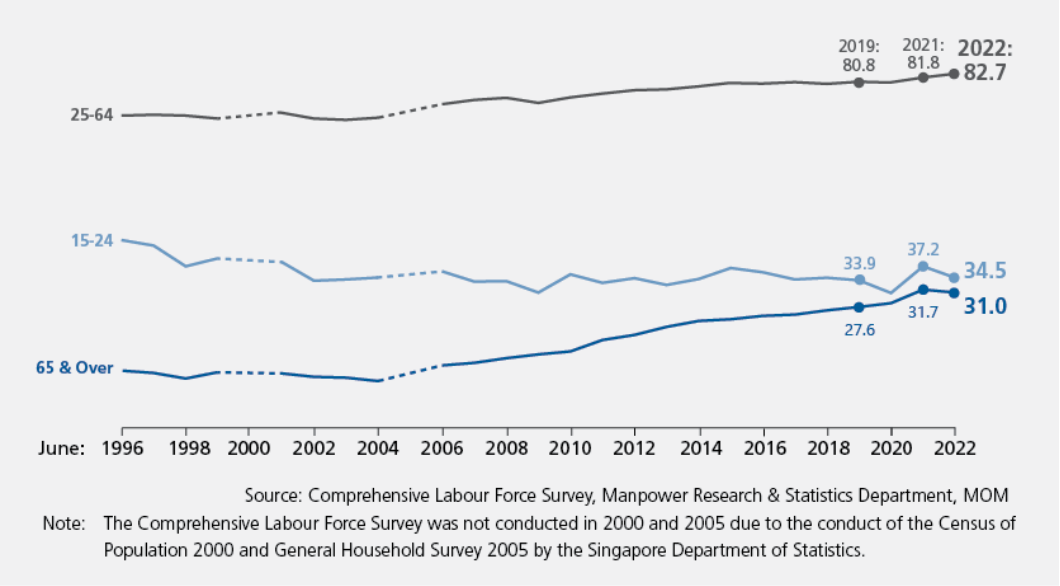
2.3 More of our residents aged 25 to 64 (82.7%) were in employment in 2022 compared to the previous year (81.8%) and a decade ago (78.8%). While the employment rate has improved over the year for both women (75.1% to 76.2%) and men (88.9% to 89.6%) in this age group, women saw a larger increase in their 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

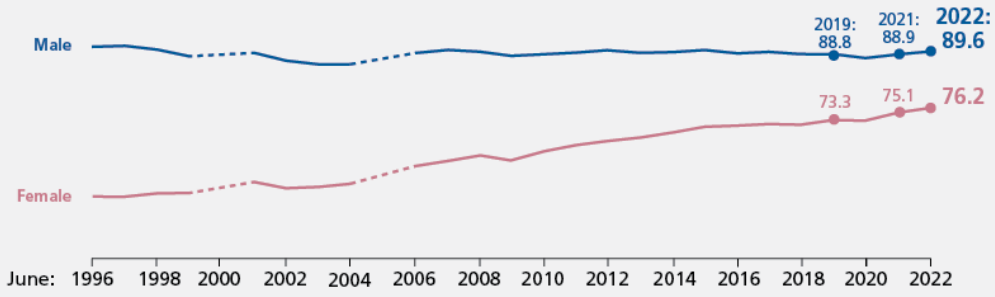


Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

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

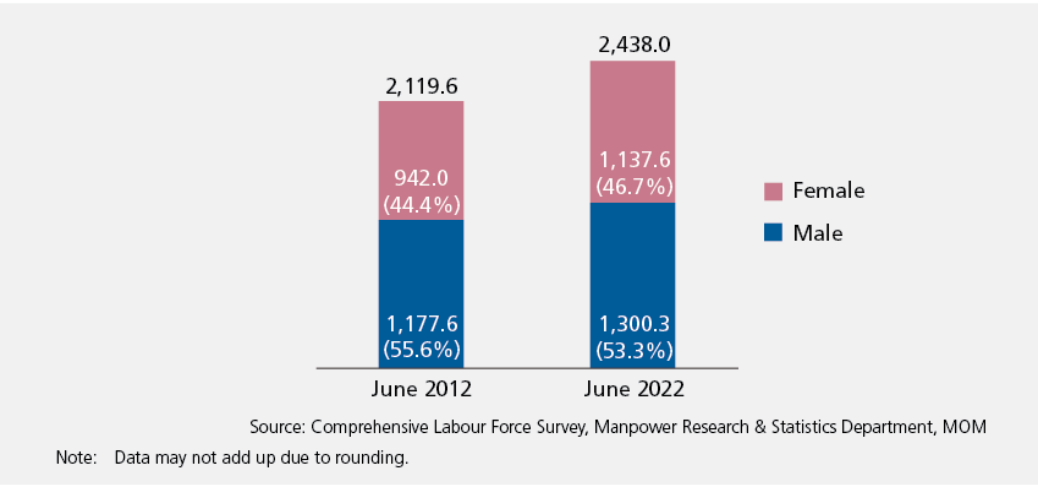
Note: The Comprehensive Labour Force Survey was not conducted in 2000 and 2005 due to the conduct of the Census of Population 2000 and General Household Survey 2005 by the Singapore Department of Statistics.

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

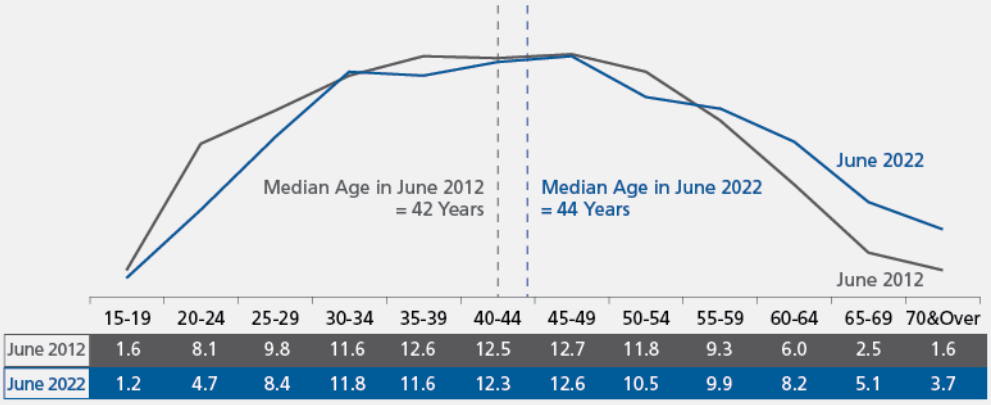
Note: Data may not add up due to rounding.

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

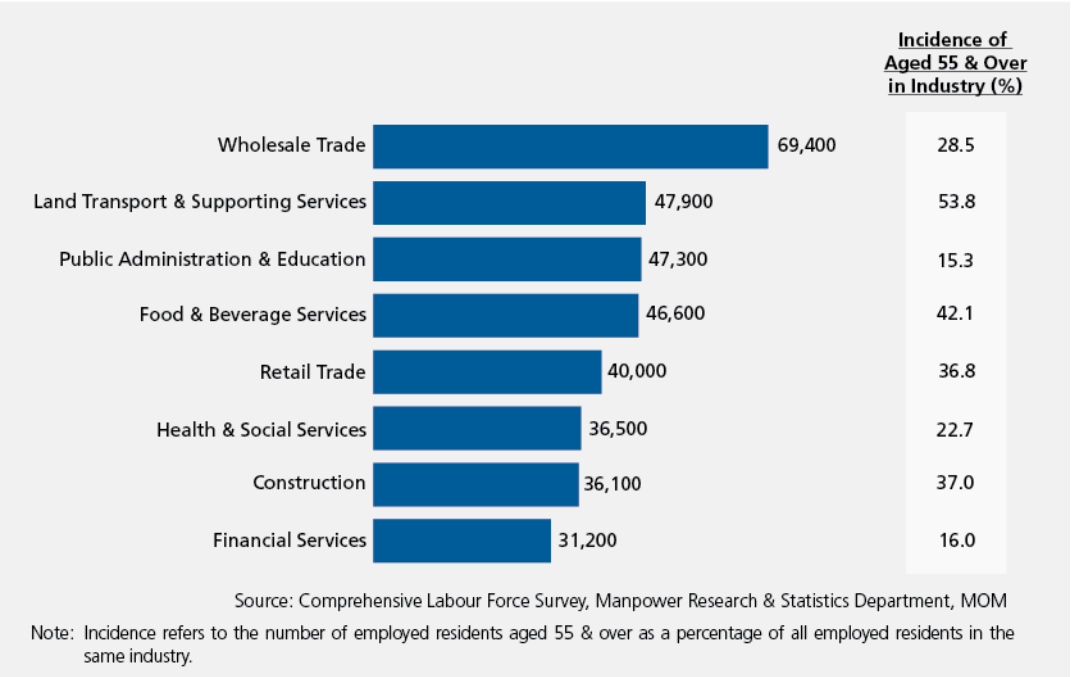
Note: Data for each year may not add up to 100% due to rounding.

[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

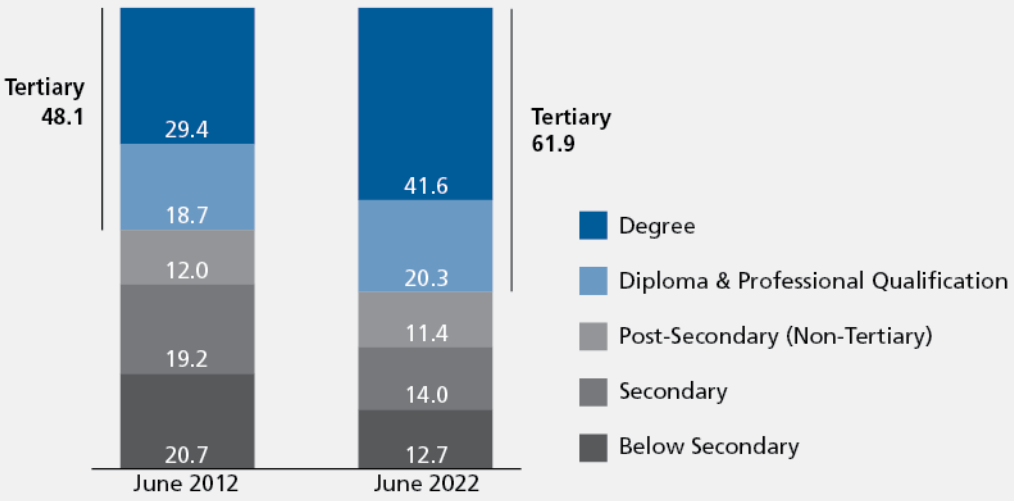
Note: Incidence refers to the number of employed residents aged 55 & over as a percentage of all employed residents in the same industry.

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



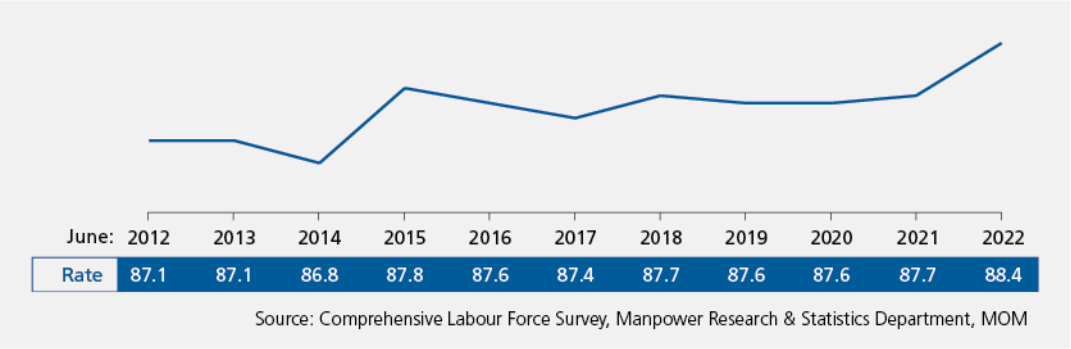
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

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



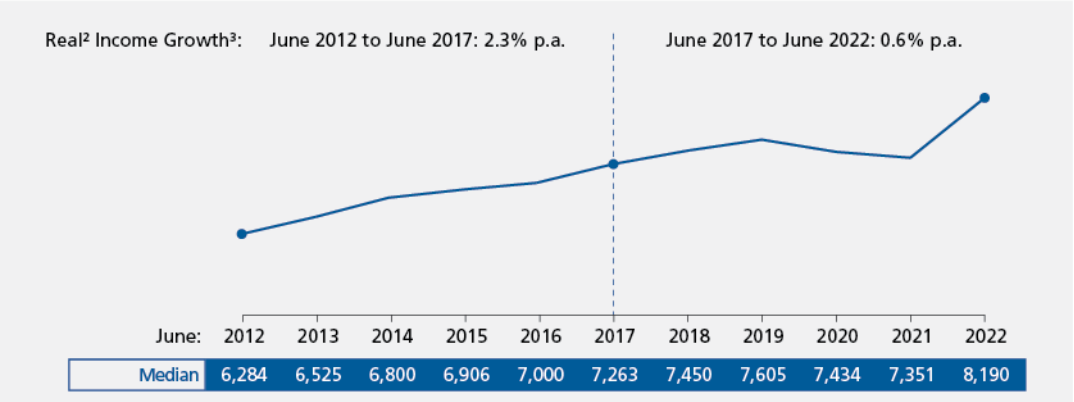
June:	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Rate	87.1	87.1	86.8	87.8	87.6	87.4	87.7	87.6	87.6	87.7	88.4

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).

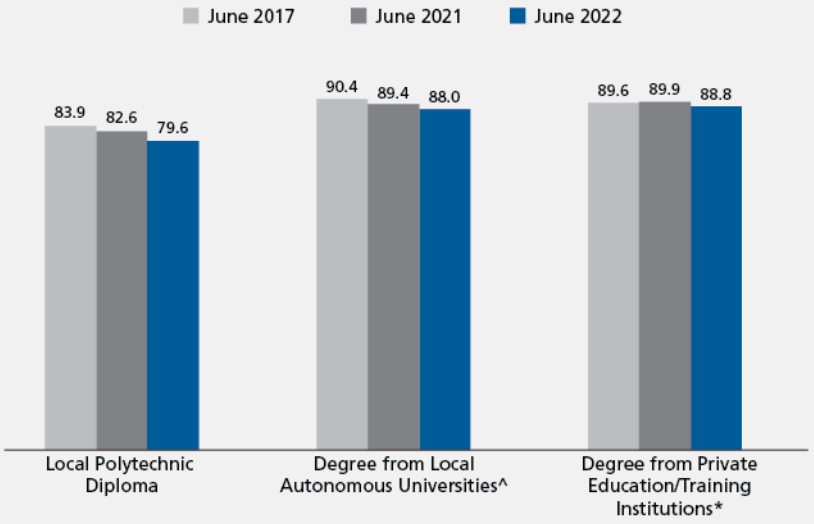
(3) As data are captured from a sample survey, year-on-year income changes are prone to fluctuations and hence should always be interpreted with caution. Income growth studied over longer periods (e.g. 5 or 10 years) smooths out these fluctuations and hence provides a more direct indication of income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

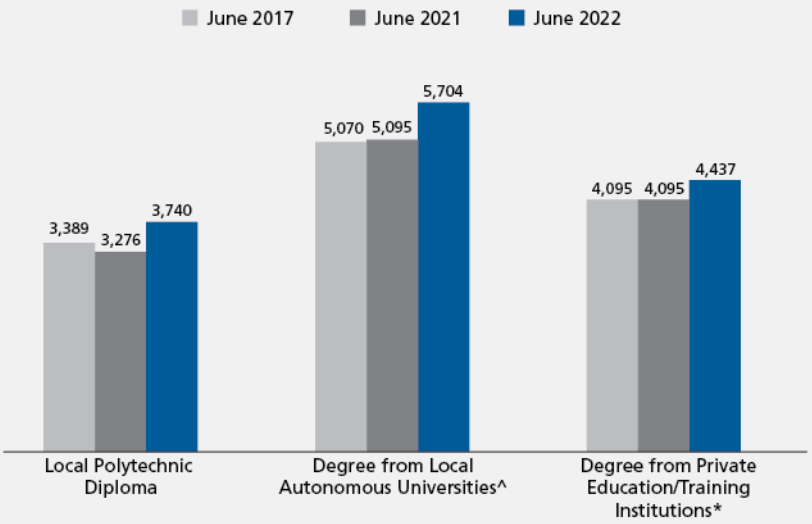
Notes: (1) ^ – Includes qualifications awarded by overseas partner universities/institutions of the Singapore Institute of Technology.

(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.

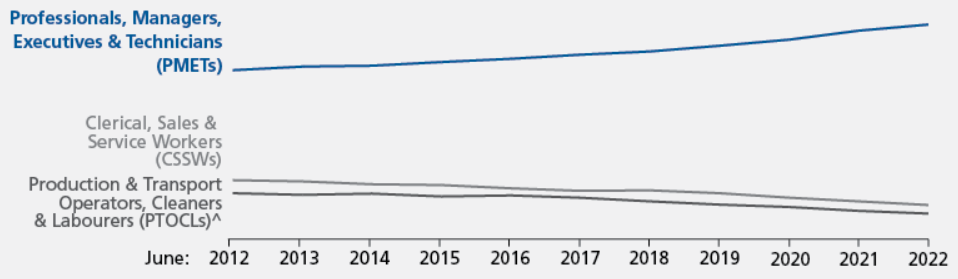
(3) * – Includes qualifications awarded by their overseas partner universities/institutions.

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.

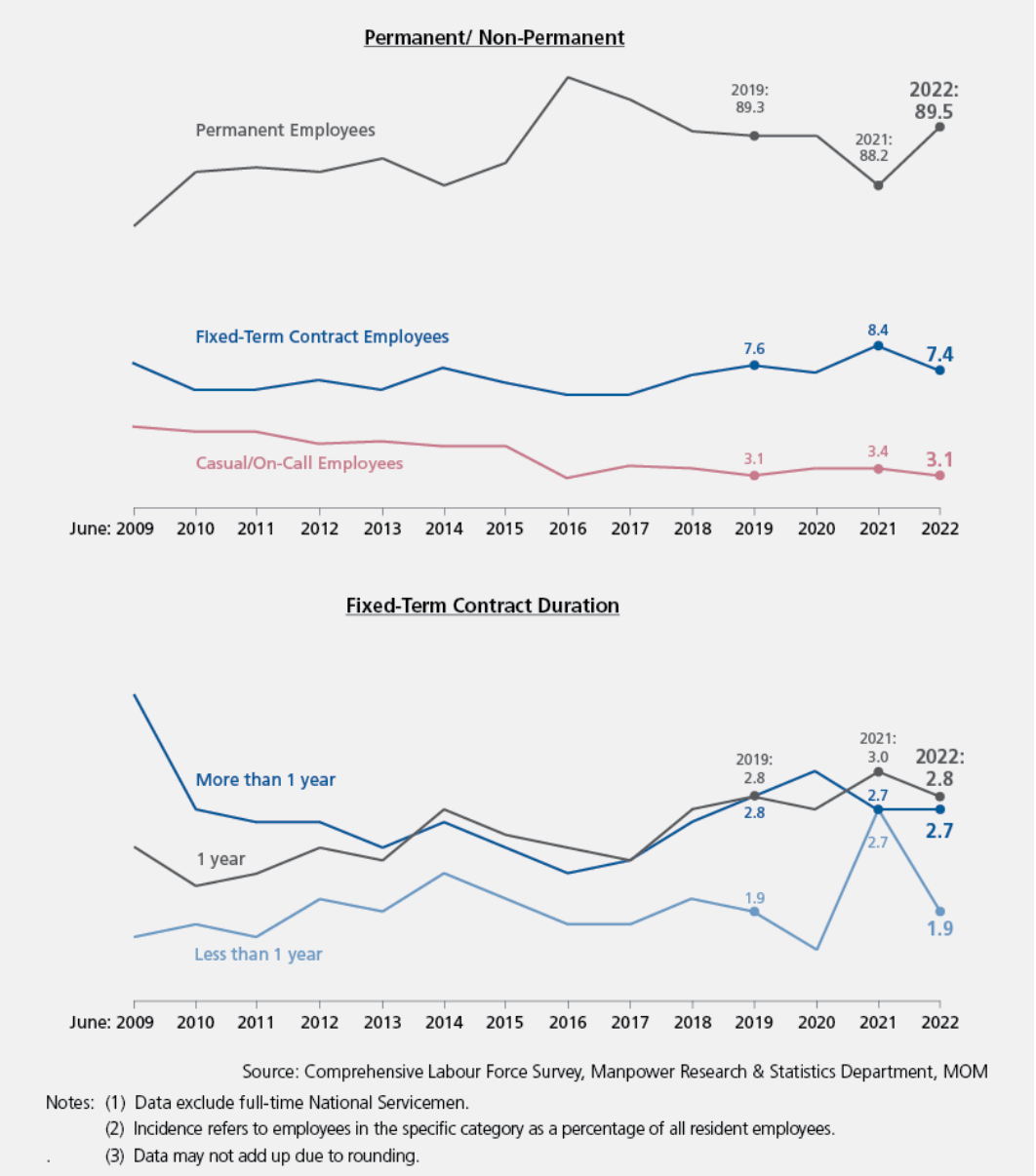
(3) Data for each year may not add up to 100% due to rounding.

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



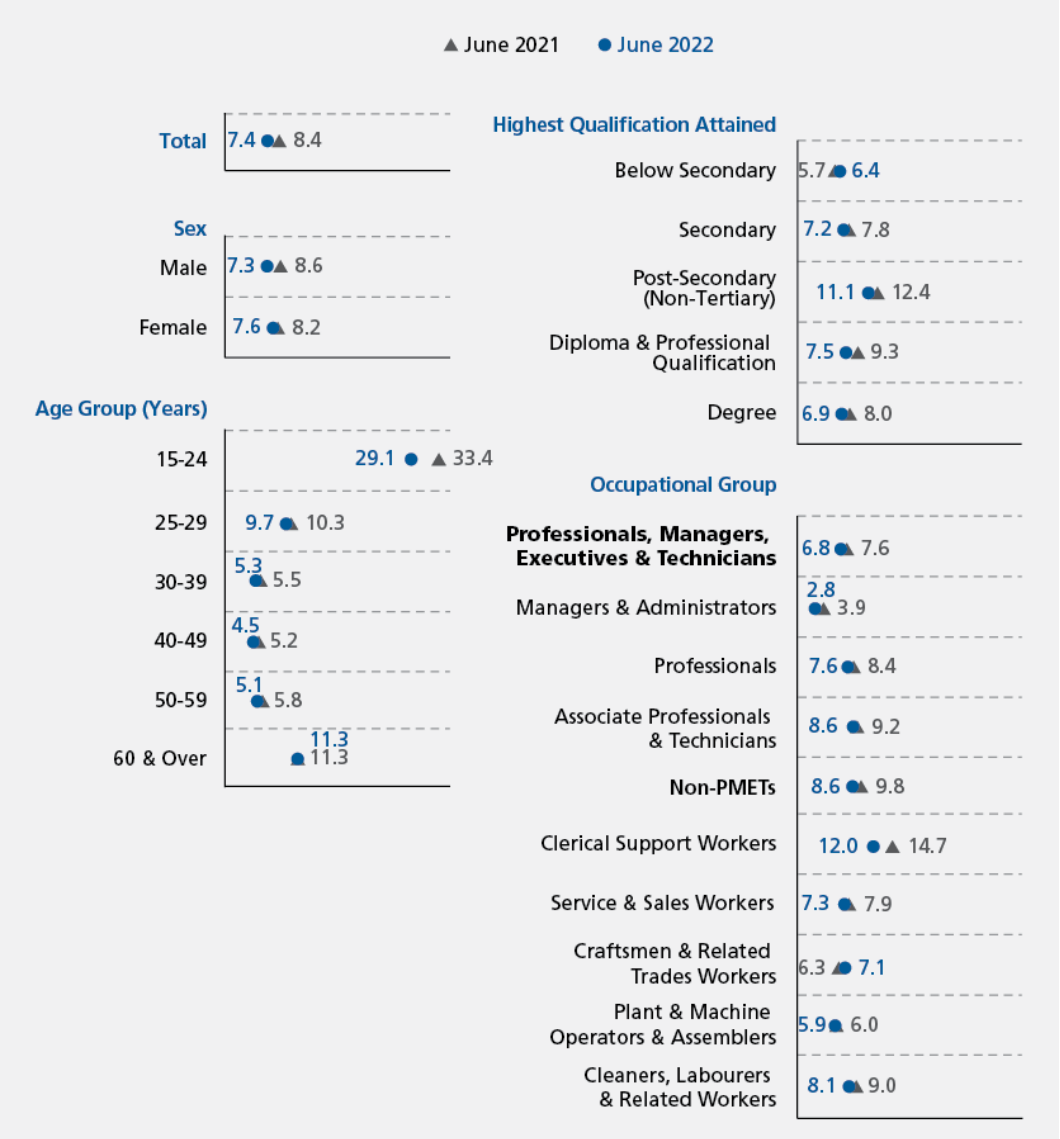
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

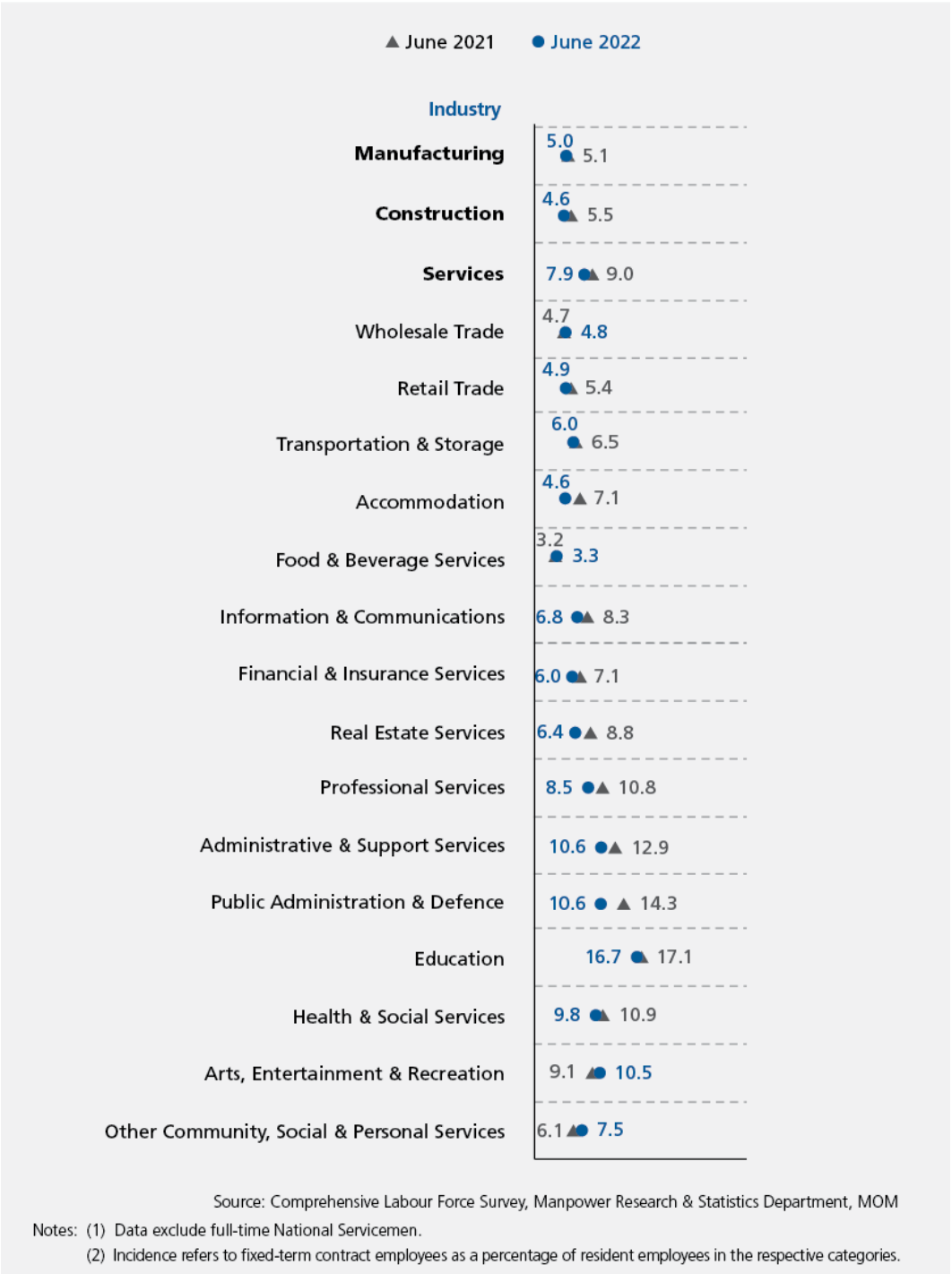
Notes: (1) Data exclude full-time National Servicemen.
(2) Incidence refers to employees in the specific category as a percentage of all resident employees.
(3) Data may not add up due to rounding.

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.

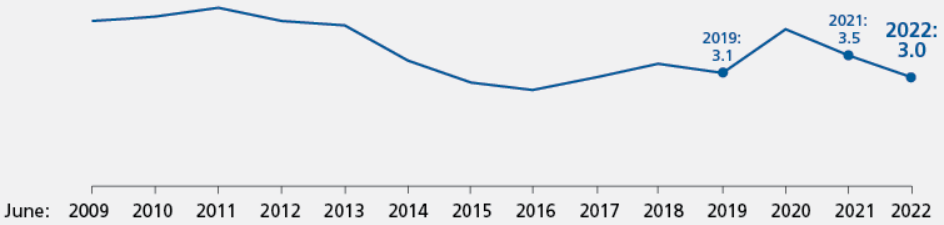
(2) Incidence refers to fixed-term contract employees as a percentage of resident employees in the respective categories.

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

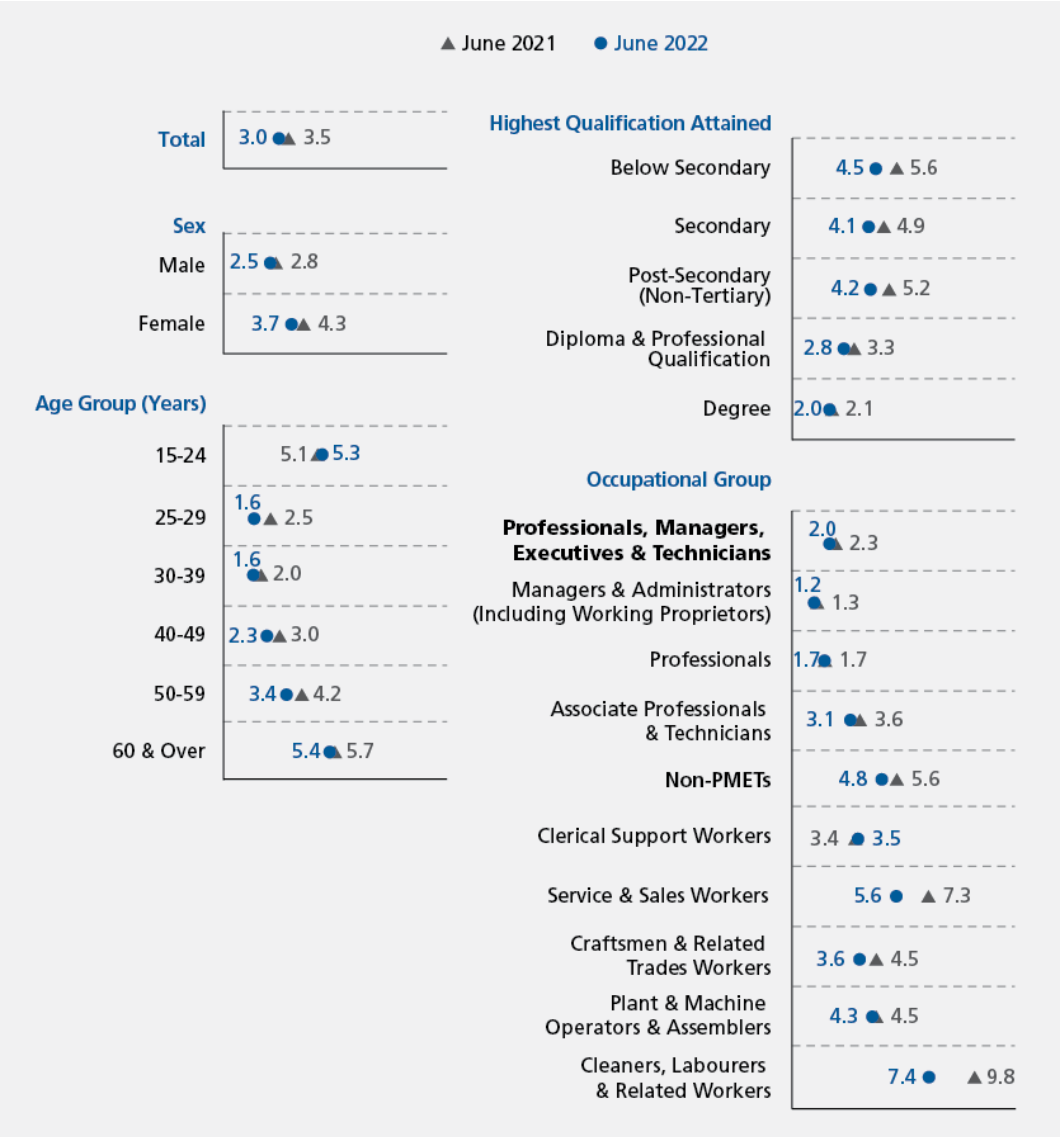
Notes: (1) Time-related under-employed persons refer to part-timers (i.e. those whose normal hours of work are fewer than 35 a week) who are willing and available to work additional hours.

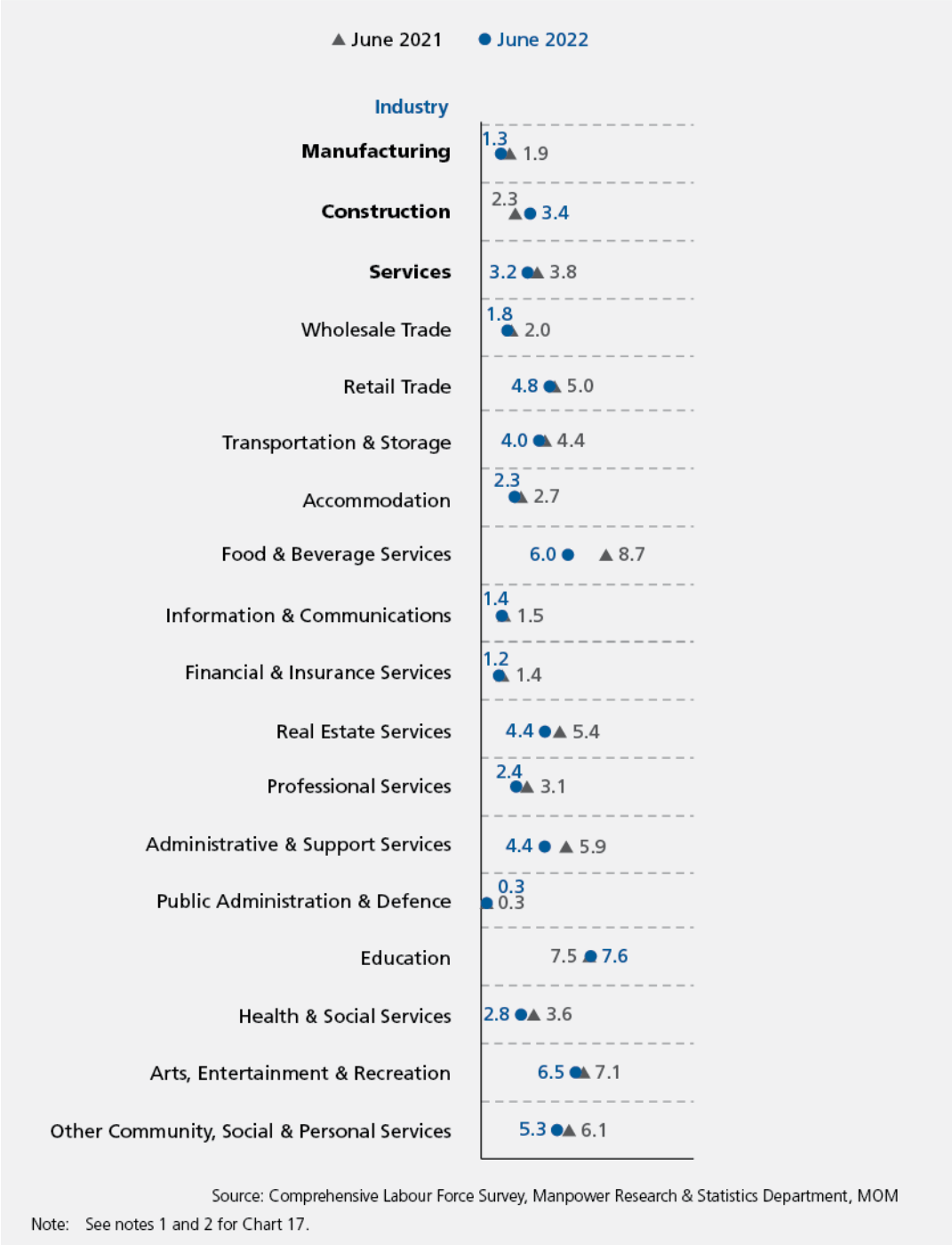
(2) Time-related under-employment rate refers to time-related under-employed persons as a percentage of all employed persons.

(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

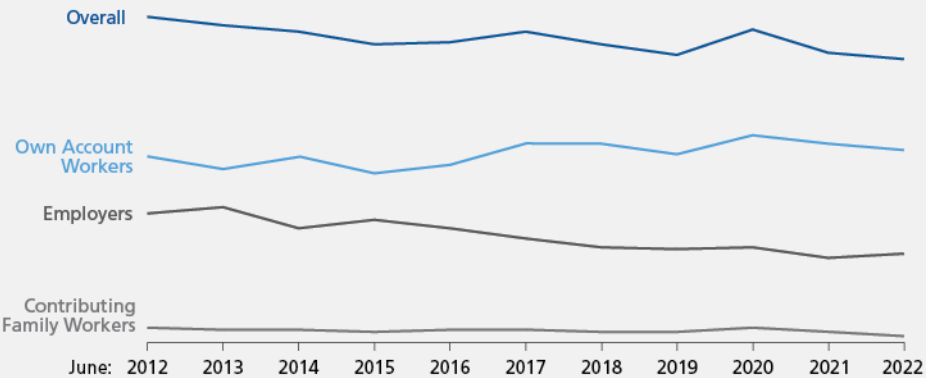
Note: See notes 1 and 2 for Chart 17.

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.

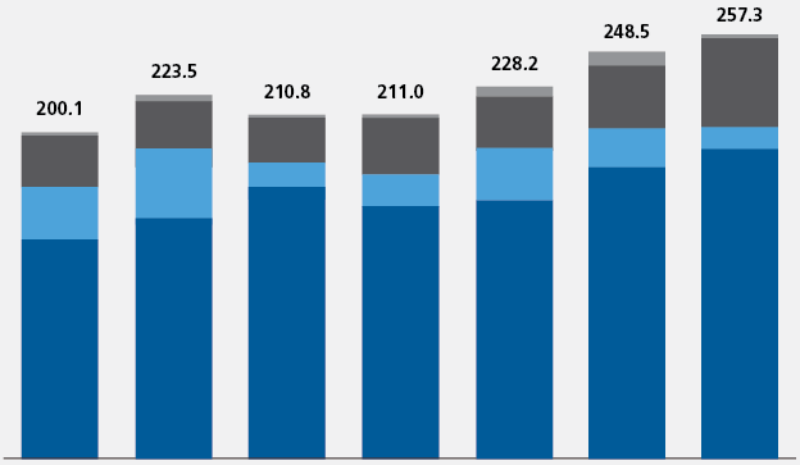
Most did own account work as a main job by choice as they prioritise flexibility and freedom

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.

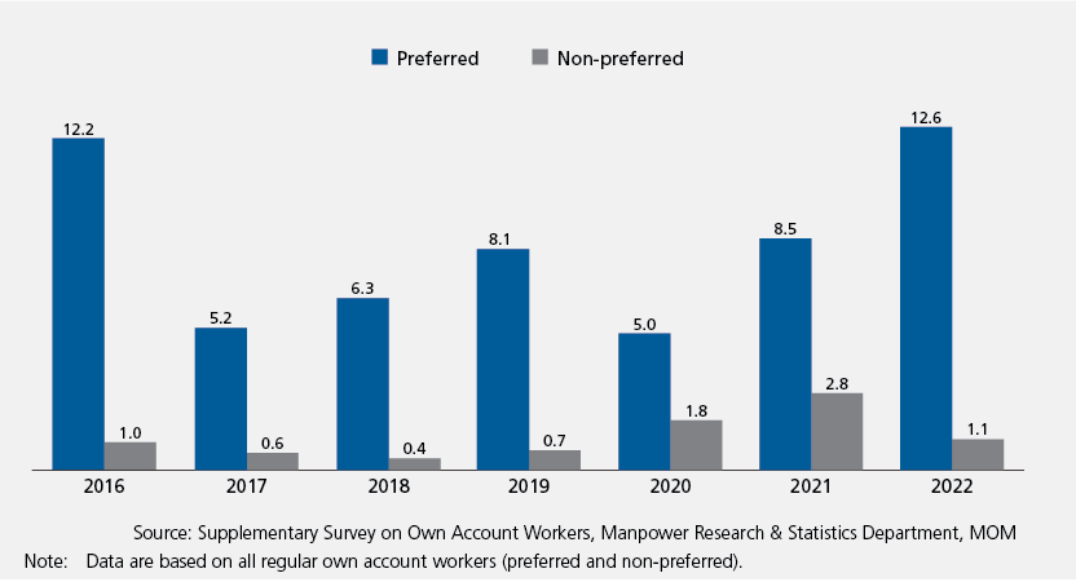
[4] The number of regular own account workers rose for the fourth consecutive year, but the rate of increase was smaller than the previous year.

[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



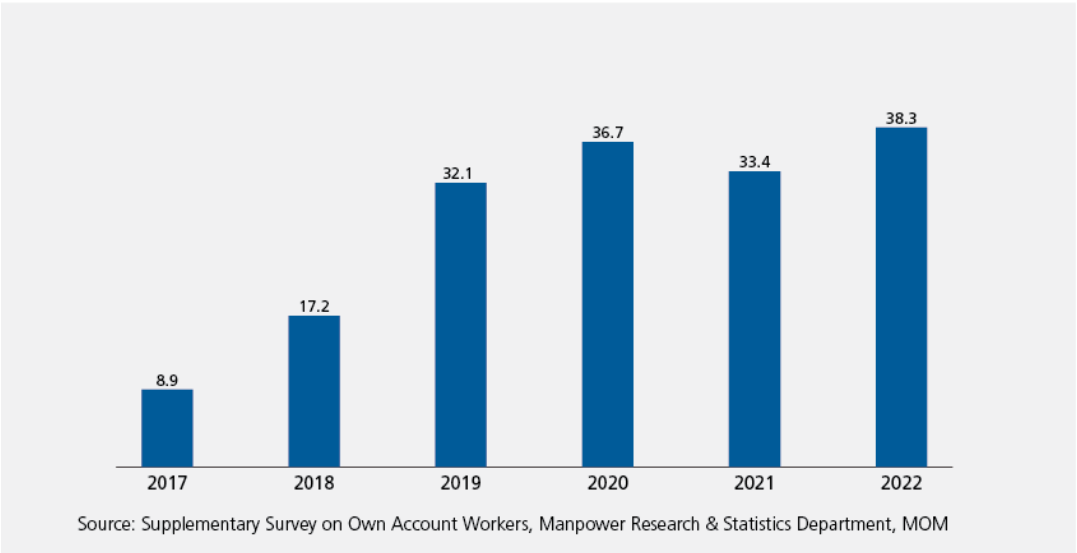
Source: Supplementary Survey on Own Account Workers, Manpower Research & Statistics Department, MOM

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

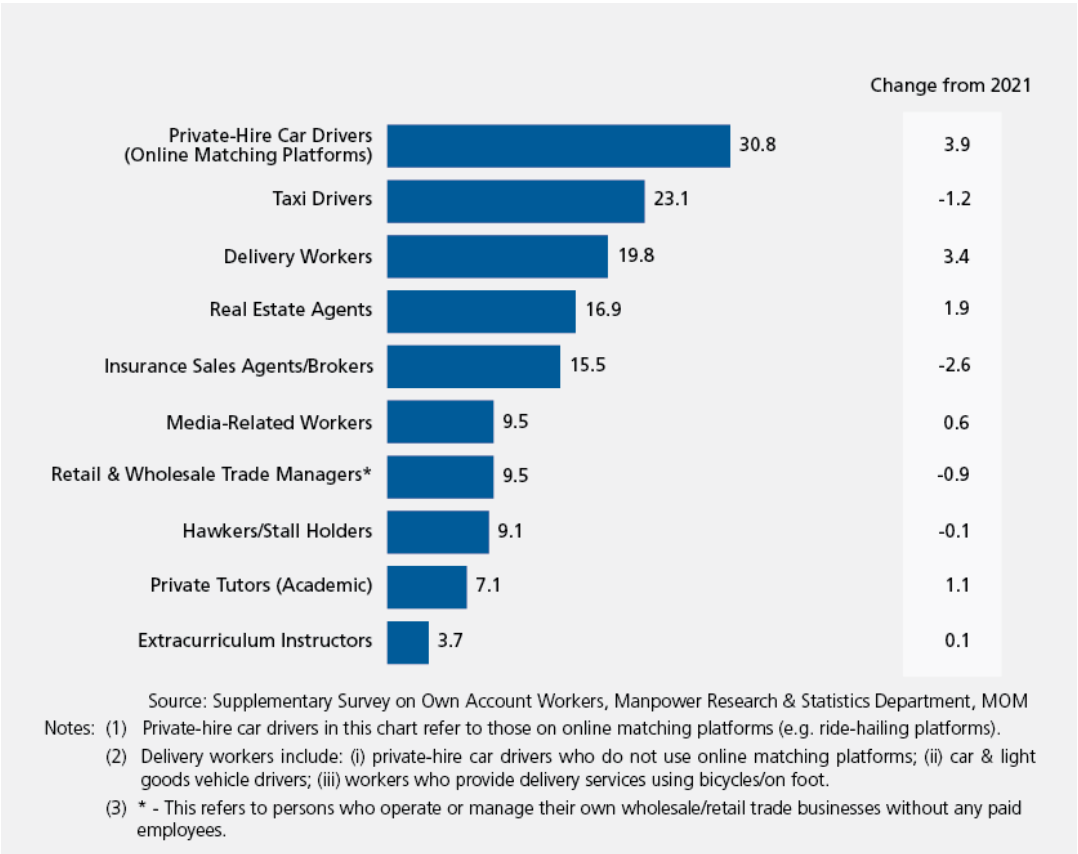
[6] In the absence of internationally agreed statistical definition, online matching platforms are defined as labour sharing platforms that serve as intermediaries to match or connect buyers with workers who take up piecemeal or assignment-based work. Such platforms could be either websites or mobile 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.

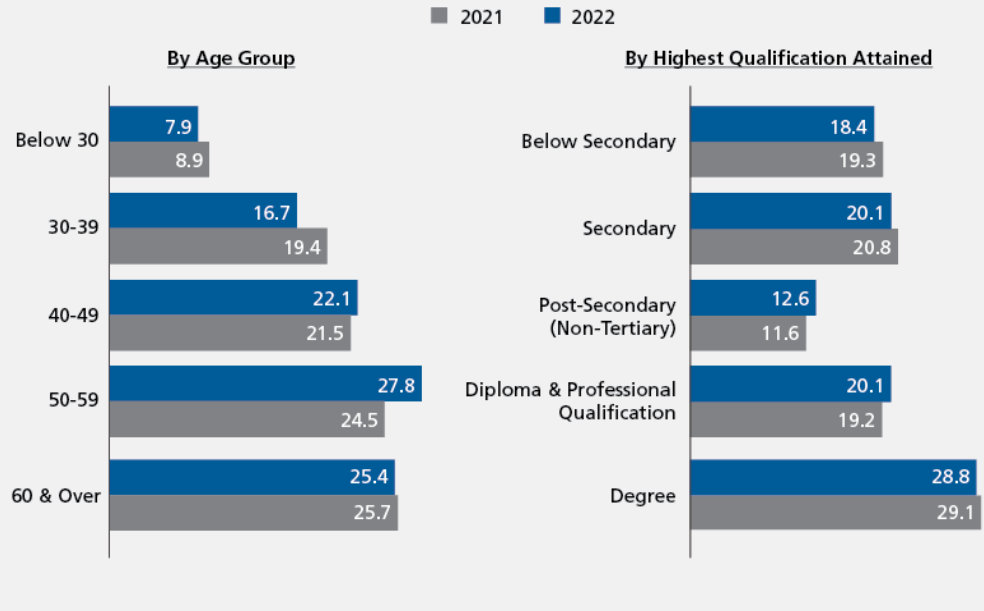
Seniors made up one in two primary own account workers

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

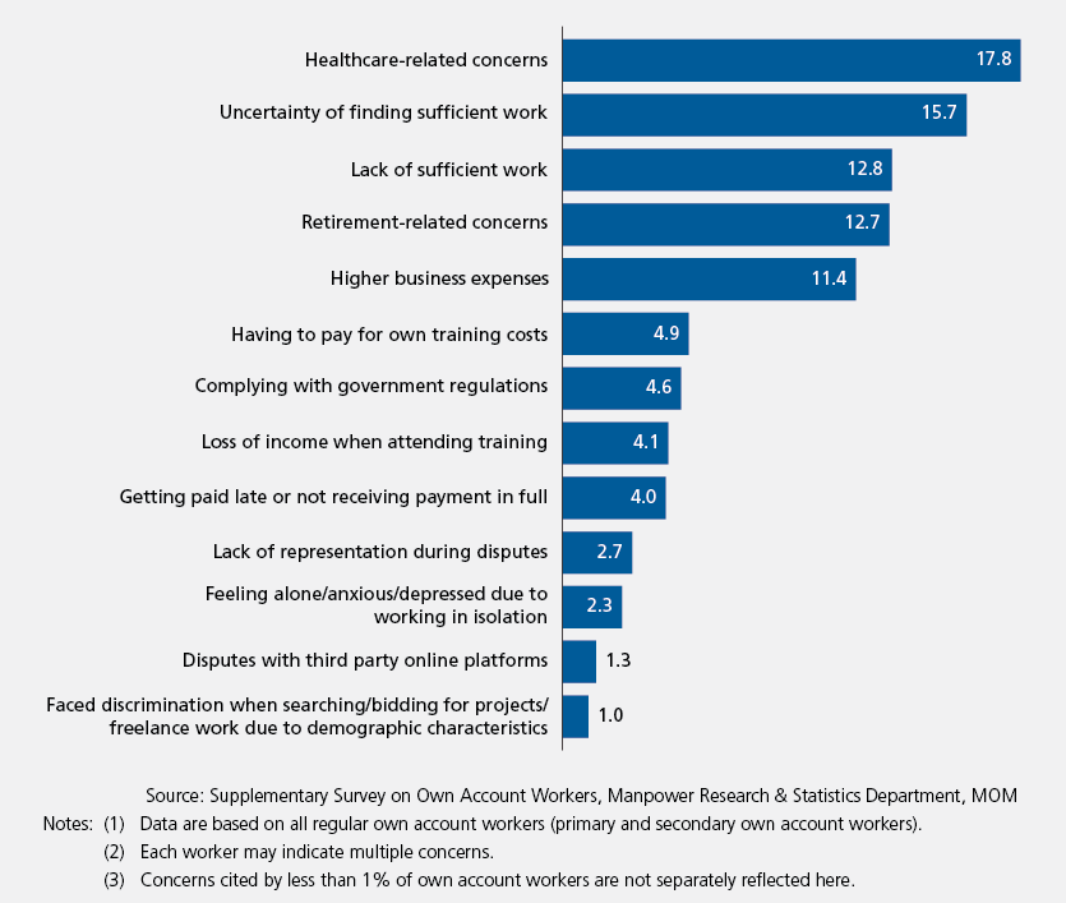
Note: Data may not add up to 100% due to rounding.

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

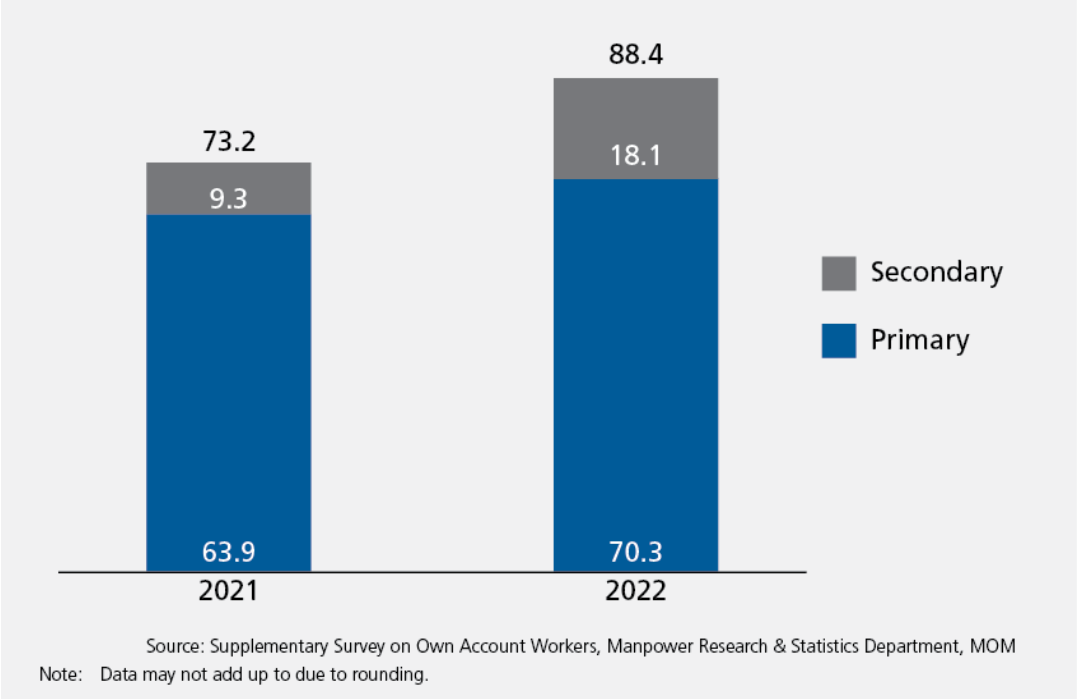
Notes: (1) Data are based on all regular own account workers (primary and secondary own account workers).
(2) Each worker may indicate multiple concerns.
(3) Concerns cited by less than 1% of own account workers are not separately reflected here.

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.

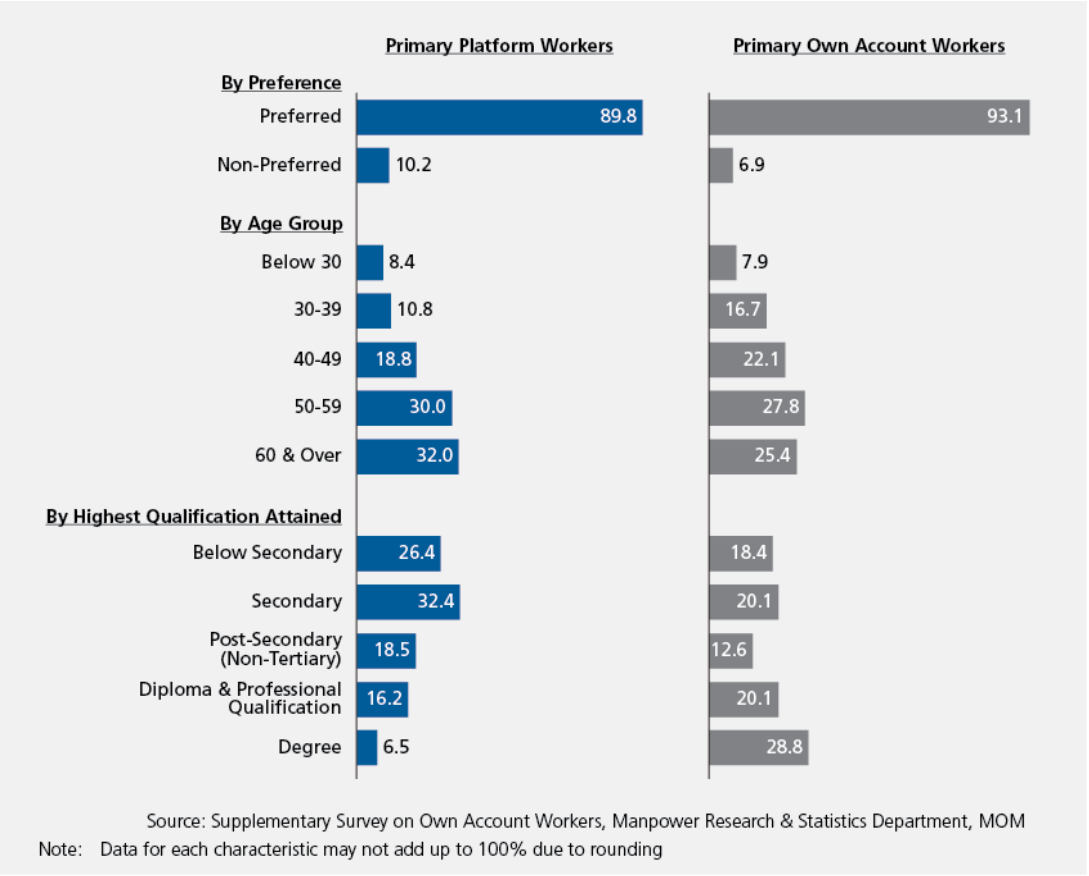
2.30 Most of the regular primary platform workers engaged in own account work by choice, but they were less likely to prefer such work compared to primary own account workers (OAWs) (primary platform workers: 90%; primary OAWs: 93%). The demographics of the platform workers also differed slightly from 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



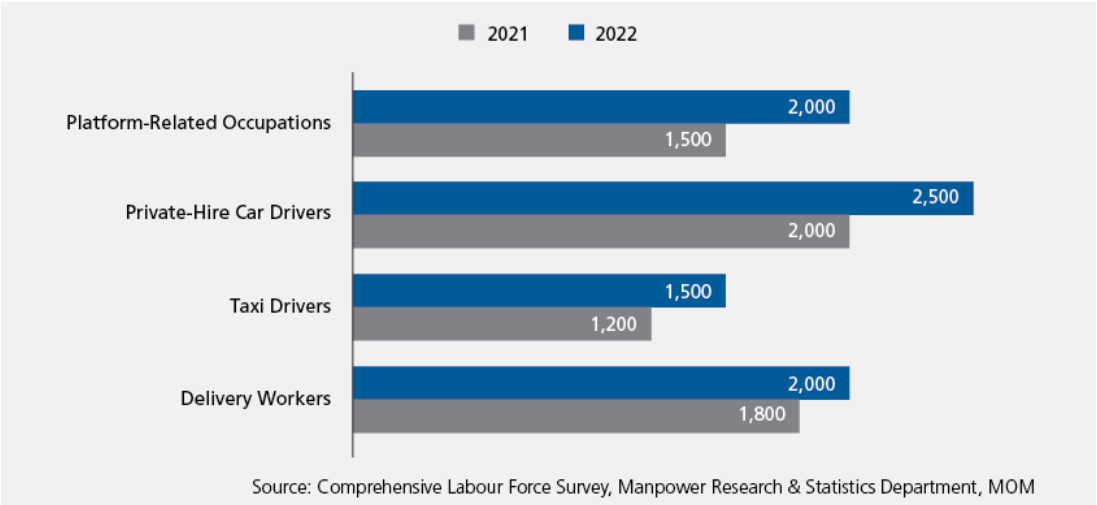
Source: Supplementary Survey on Own Account Workers, Manpower Research & Statistics Department, MOM

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



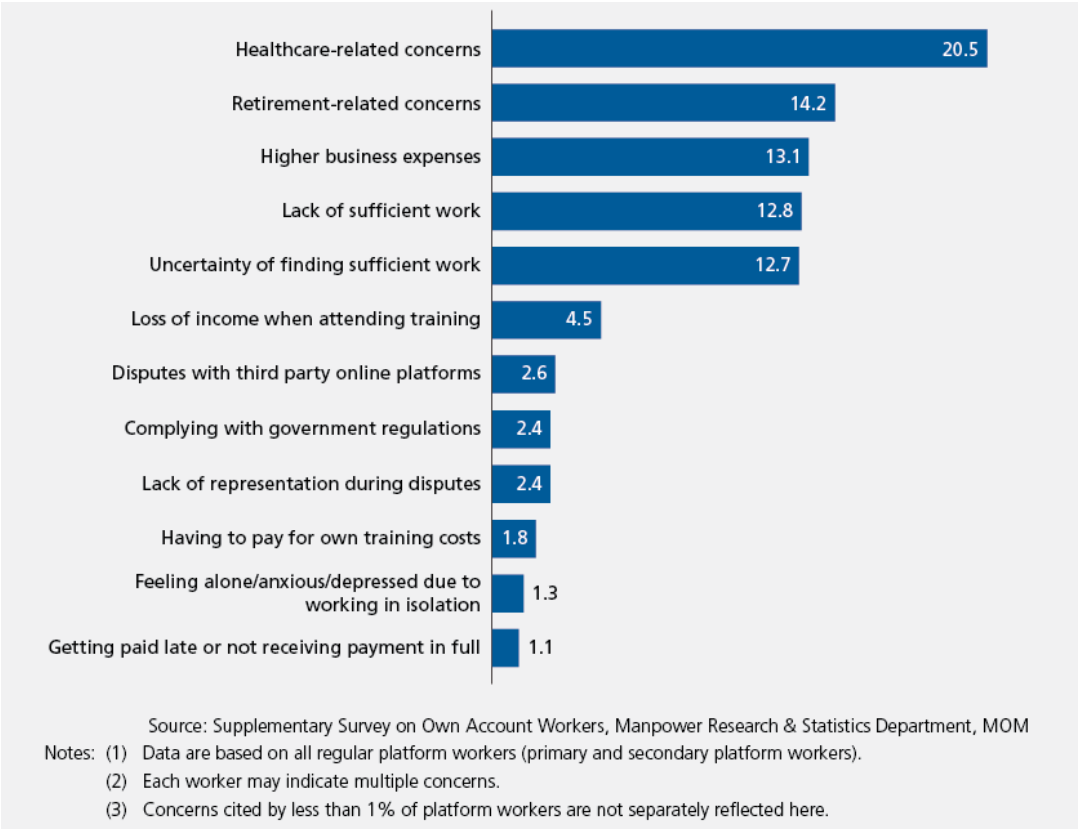
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

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

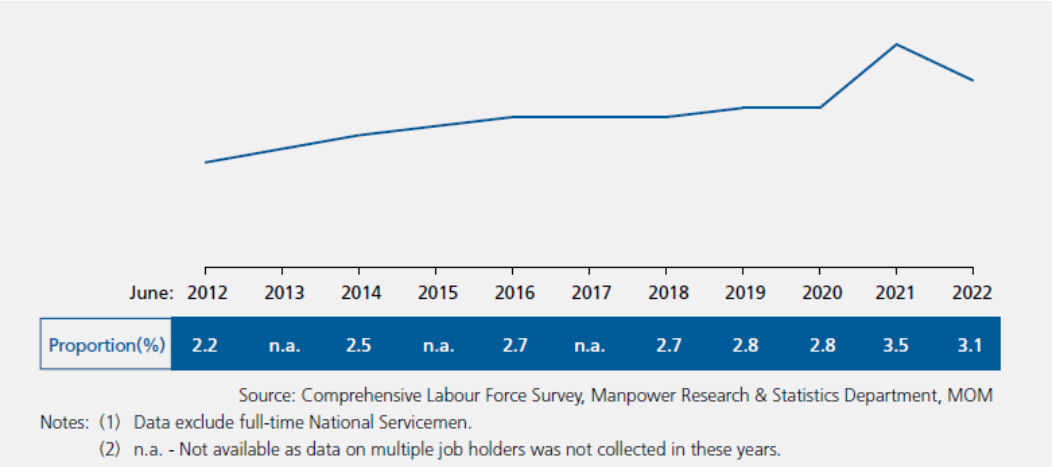
Notes: (1) Data are based on all regular platform workers (primary and secondary platform workers).
(2) Each worker may indicate multiple concerns.
(3) Concerns cited by less than 1% of platform workers are not separately reflected here.

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.

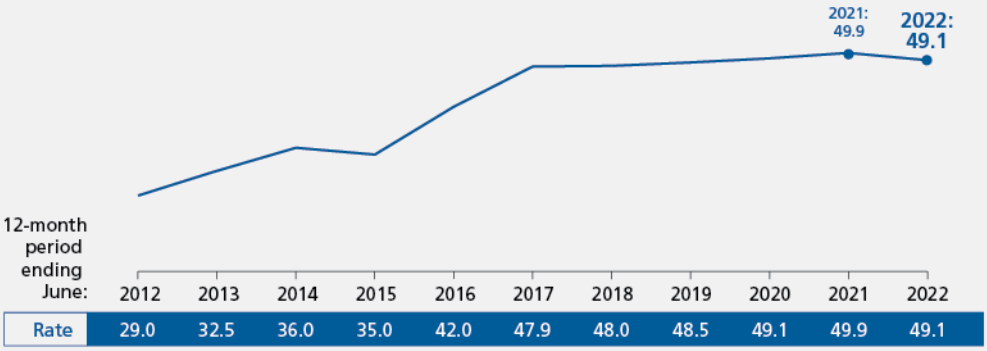
[9] Examples include the repair of computers, personal & household goods, laundry services, hairdressing salons and massage parlours.

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



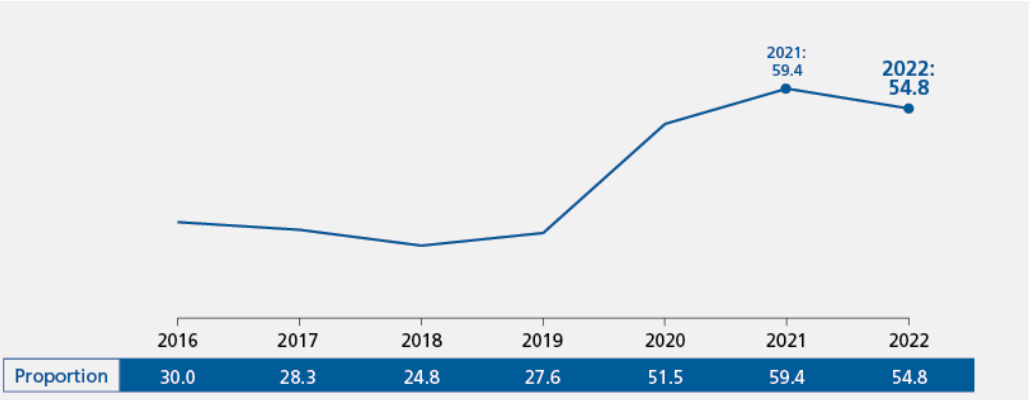
Source: Supplementary Survey on Adult Training, Manpower Research & Statistics Department, MOM

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.

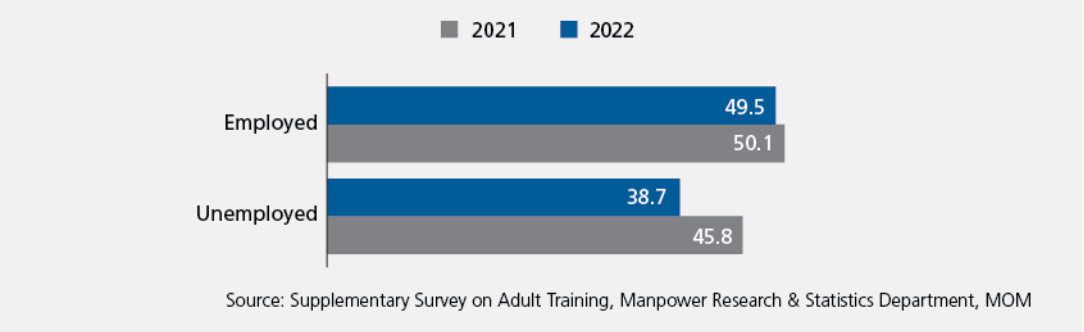
3.3 As trainees spent slightly less time in training,[11] training intensity, measured as the average number of training days per adult in the labour force, fell slightly to 5.4 days in 2022 from 2021 (6.6 days). This was likely due to more time spent on easing back to the workplace as businesses resumed 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.

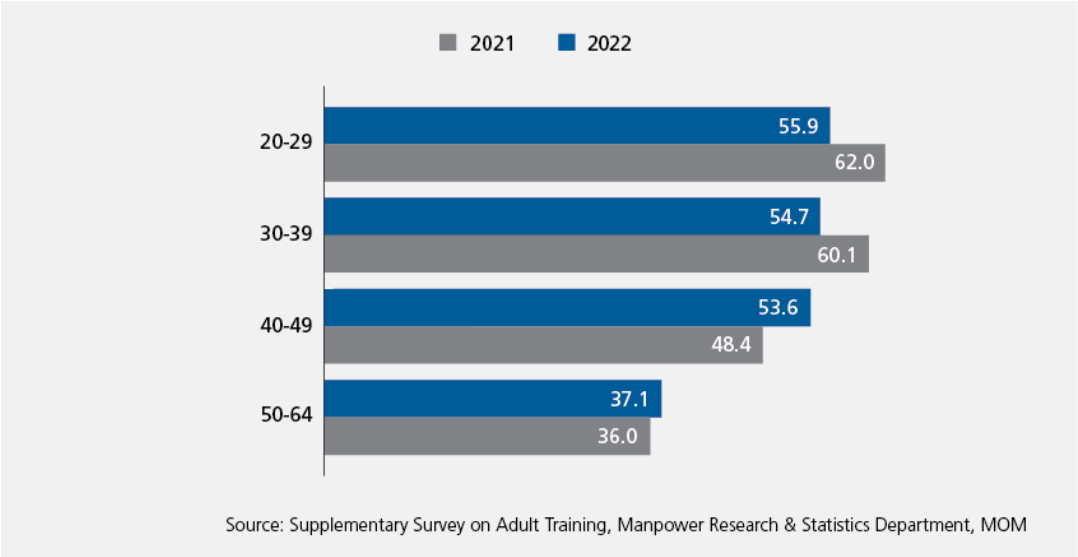
[11] The training days per trainee was 11.0 days in 2022, lower than the 13.3 days in 2021.

[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

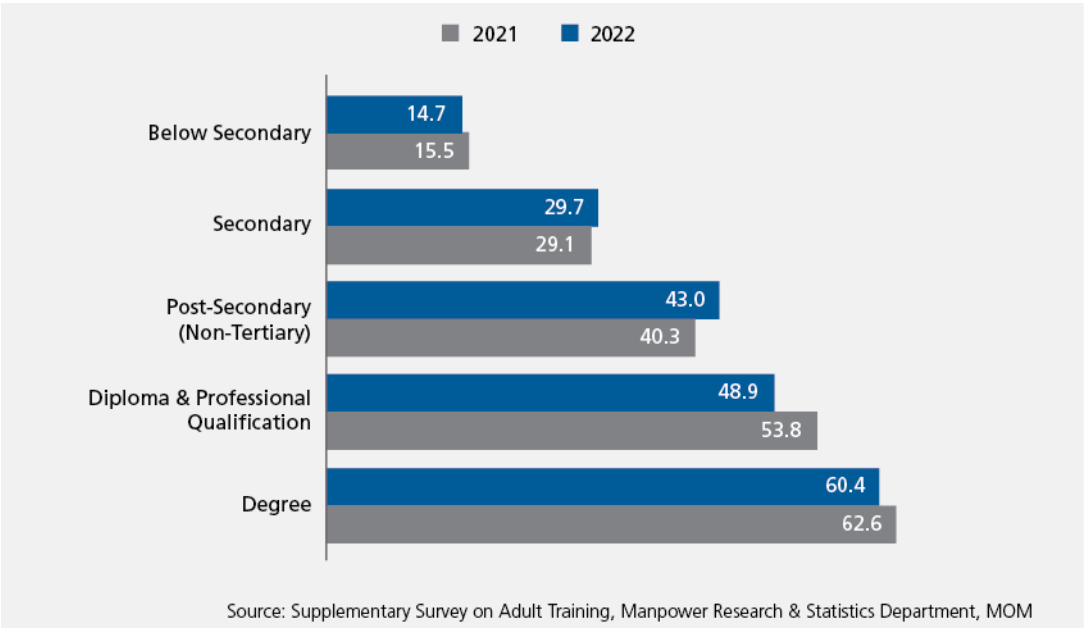
Per Cent



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

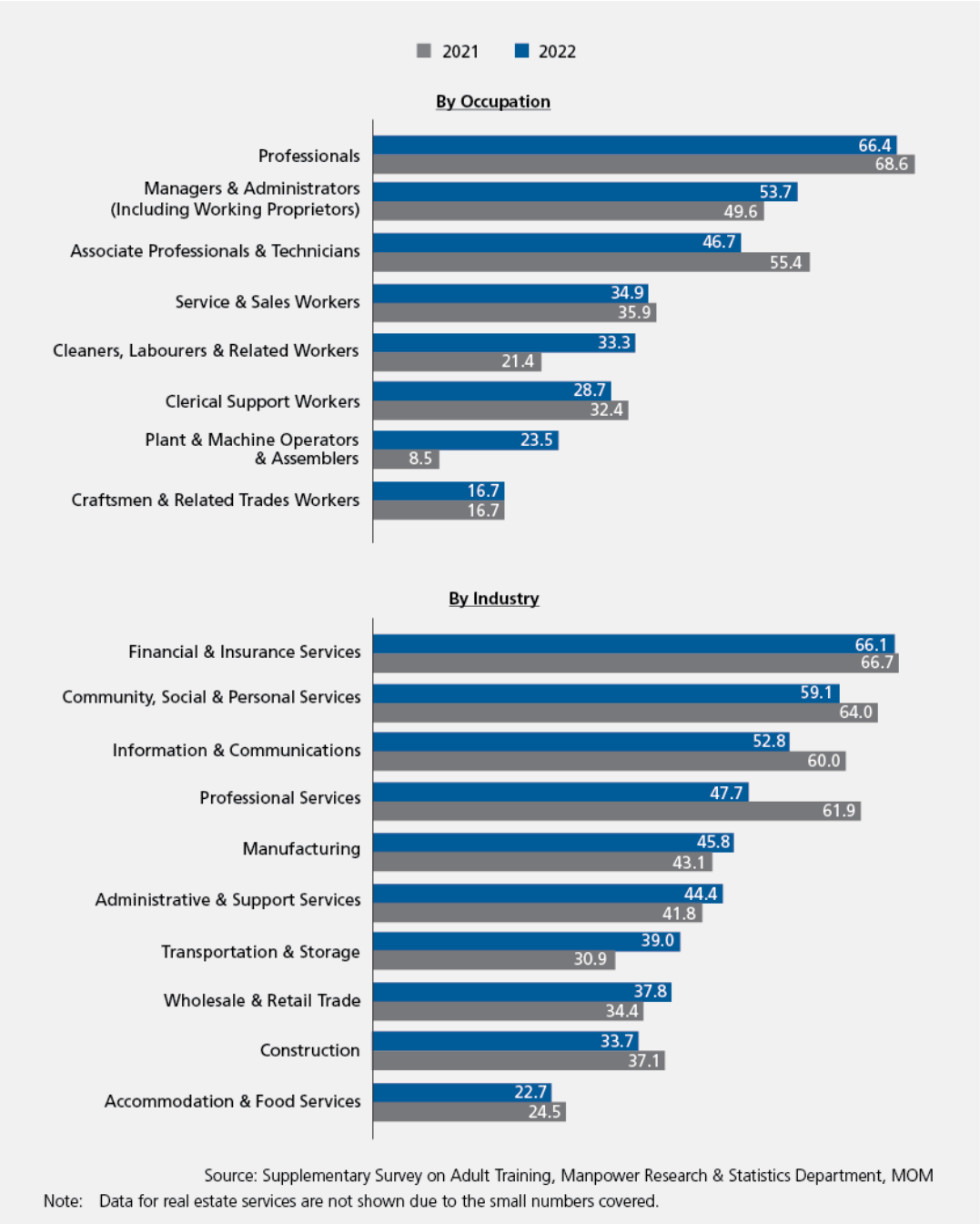


3.8 For non-PMET occupational groups, training participation increased for *plant & machine operators & assemblers* and *cleaners, labourers & related workers*. It rebounded strongly for *plant & machine operators & assemblers*, as the broad-based lifting of COVID-19 restrictions enabled them to resume 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.

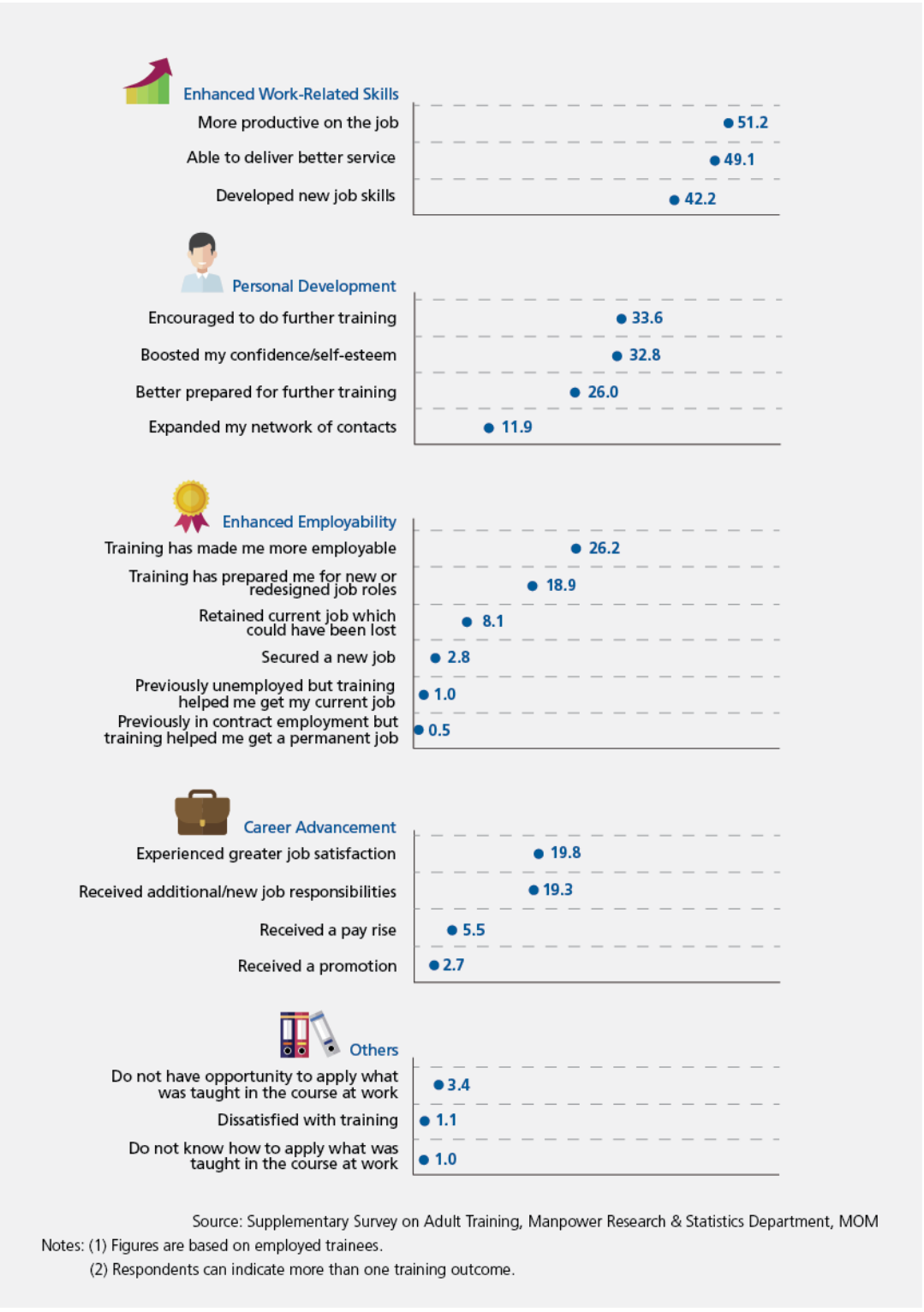
3.11 The proportion who received a pay raise (5.5%) or promotion (2.7%) were lower as these outcomes were usually also tied to work performance. 19% of trainees were accorded new or additional job responsibilities following training. These workers may potentially benefit from higher pay or promotion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

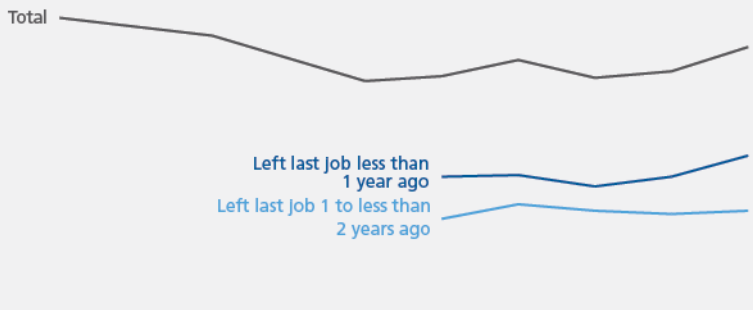
4. Job Mobility and Tenure

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

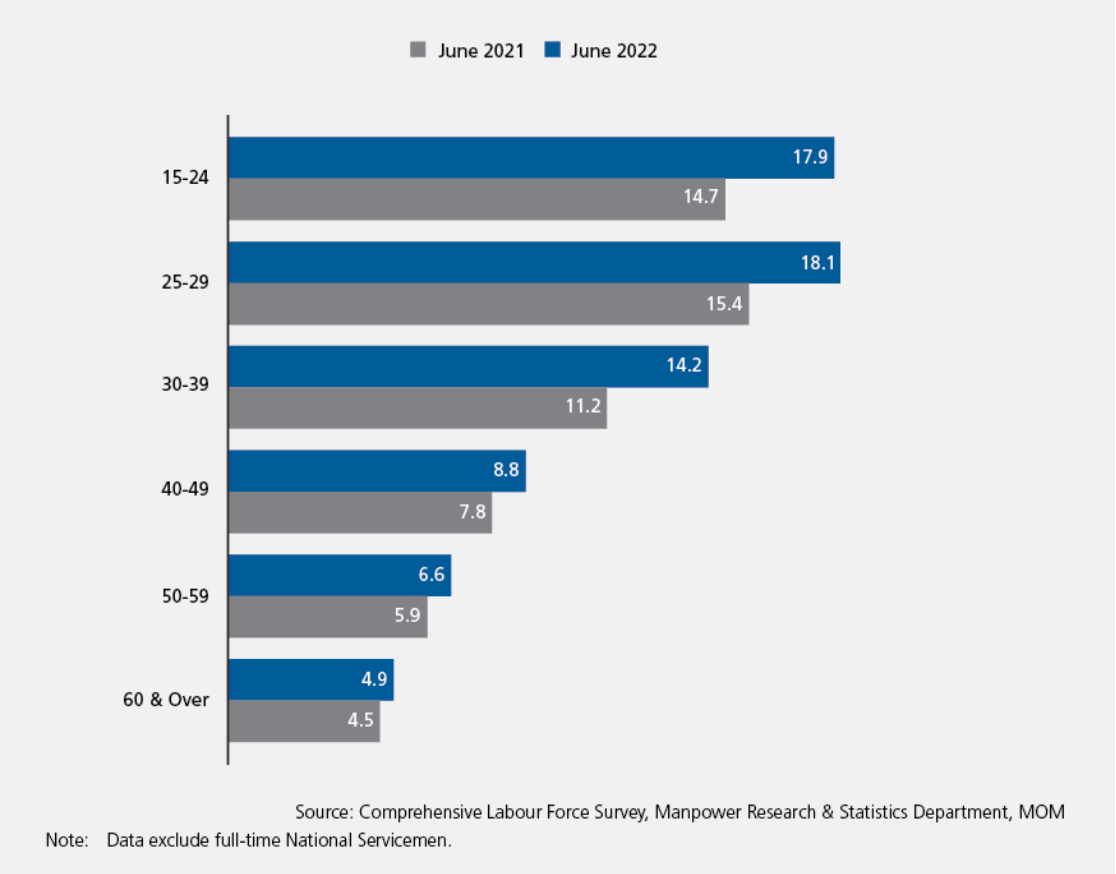
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

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



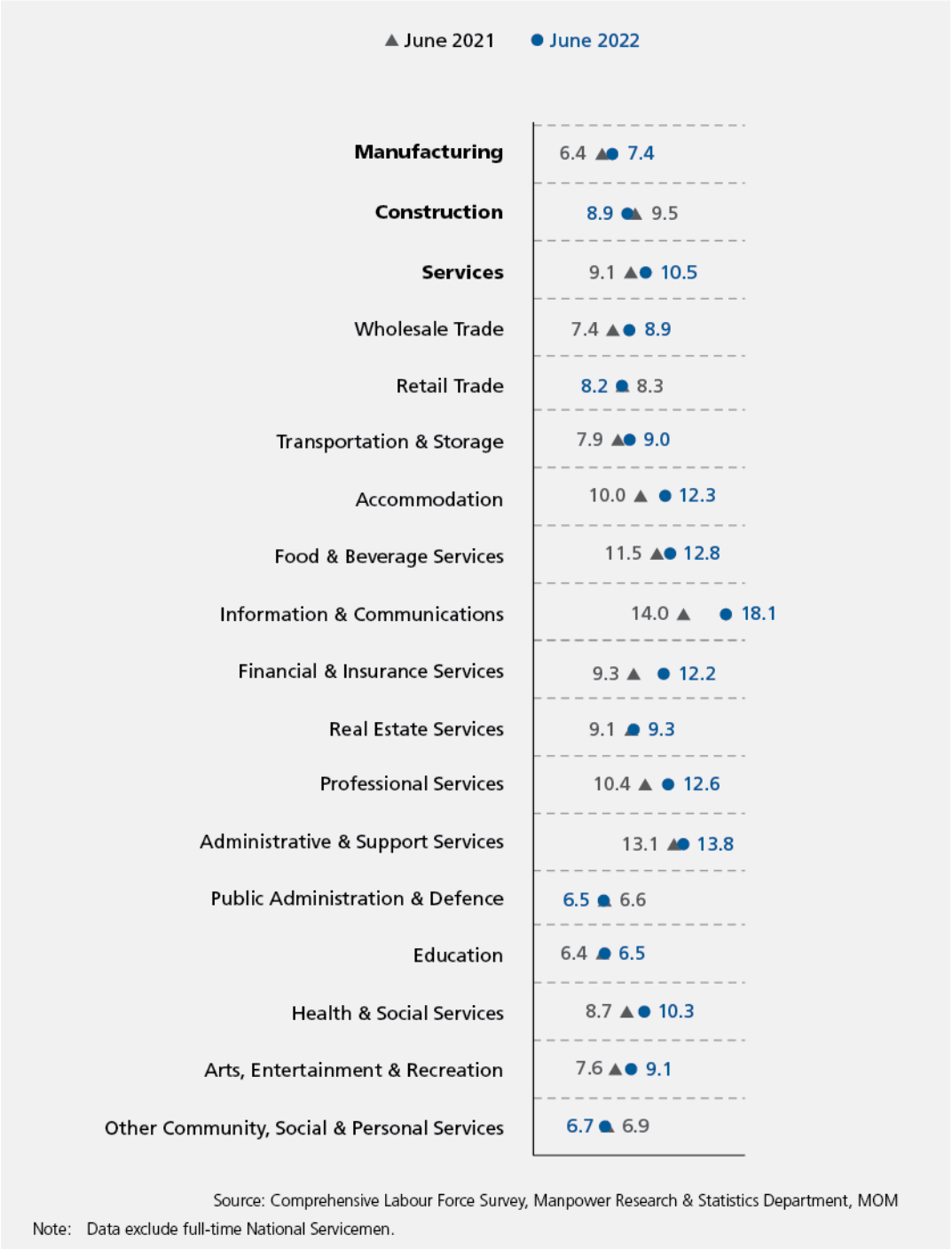
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

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.

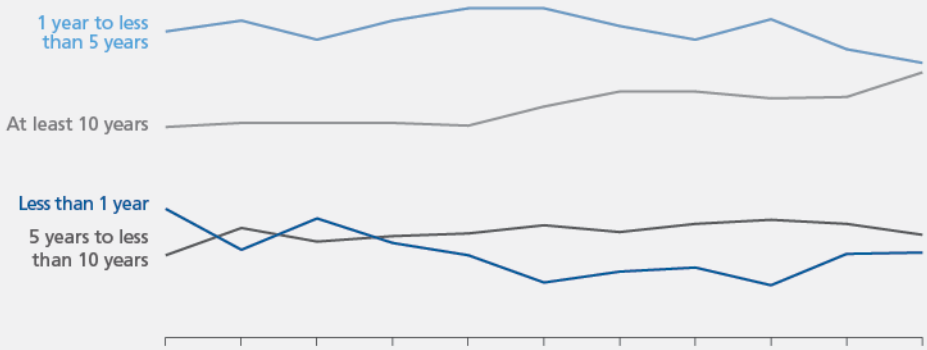
Proportion of employees who took up their current job in the recent year held steady

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



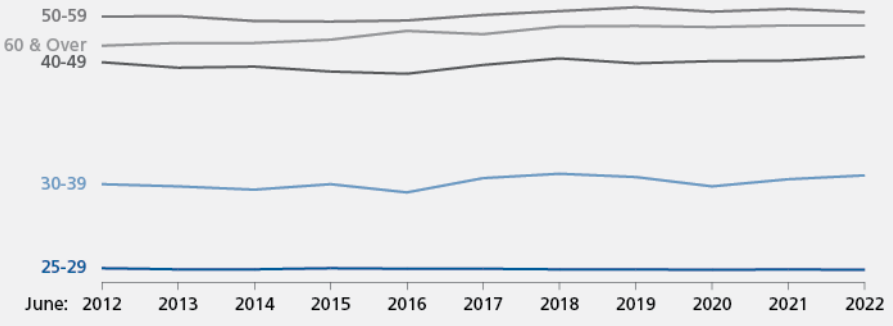
June:	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Less than 1 year	21.1	18.1	20.4	18.6	17.7	15.7	16.5	16.8	15.5	17.8	17.9
1 year to less than 5 years	34.1	34.9	33.5	34.9	35.8	35.8	34.5	33.5	35.0	32.8	31.8
5 years to less than 10 years	17.7	19.7	18.7	19.1	19.3	19.9	19.4	20.0	20.3	20.0	19.2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



	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

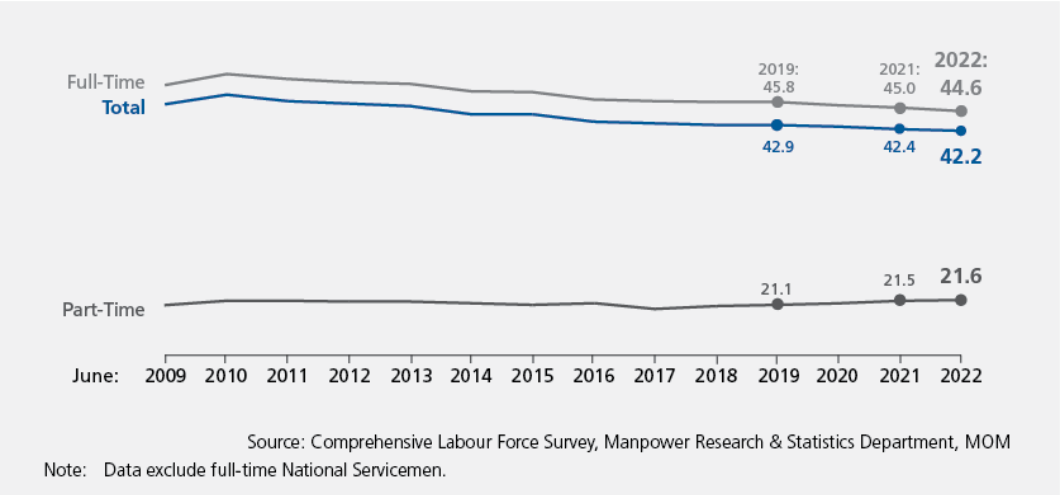
Average usual hours worked of full-timers continued to decline

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.

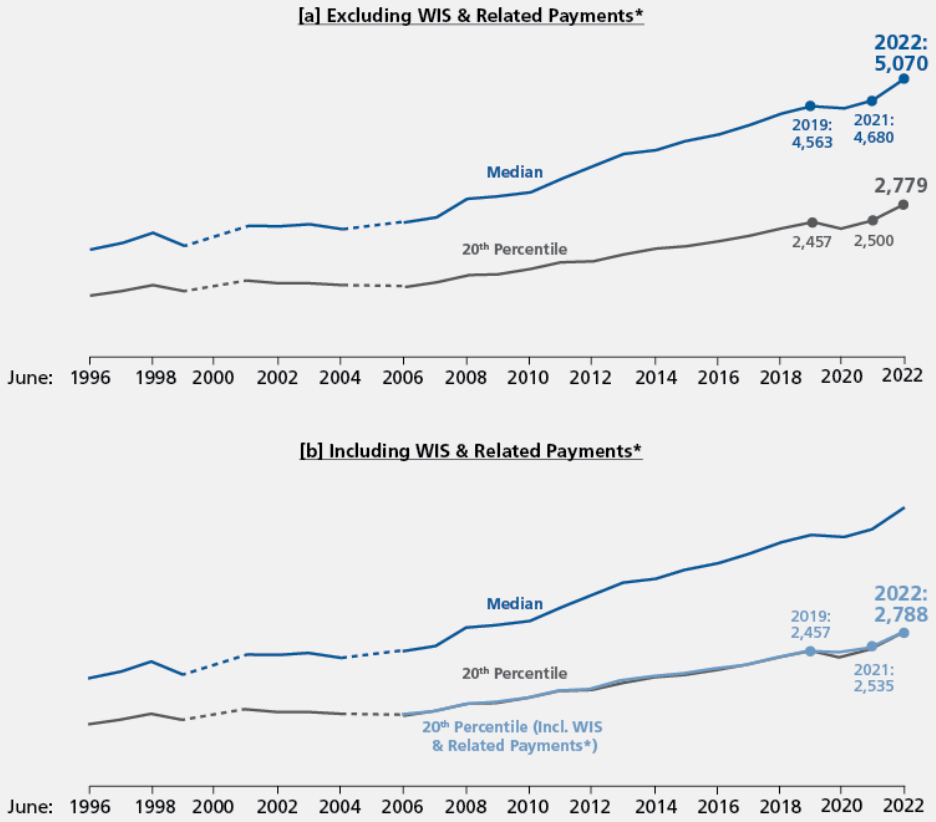
6.3 Notwithstanding the robust income growth in 2022, over the longer-term of 2017 to 2022, real P20 and P50 incomes grew slower than the preceding five years of 2012 to 2017, weighed down by the effects of the pandemic. Nonetheless, P20 income growth was consistently higher than that at the median for 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.

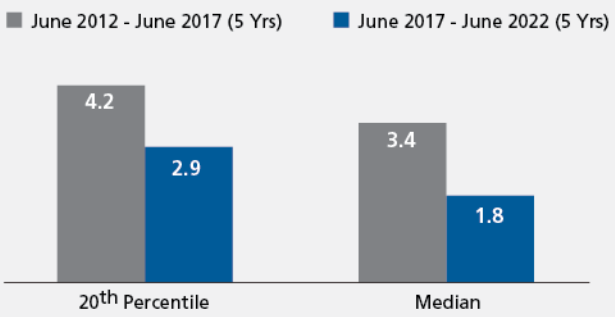
(3) The Comprehensive Labour Force Survey was not conducted in 2000 and 2005 due to the conduct of the Census of Population 2000 and General Household Survey 2005 by the Singapore Department of Statistics.

(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

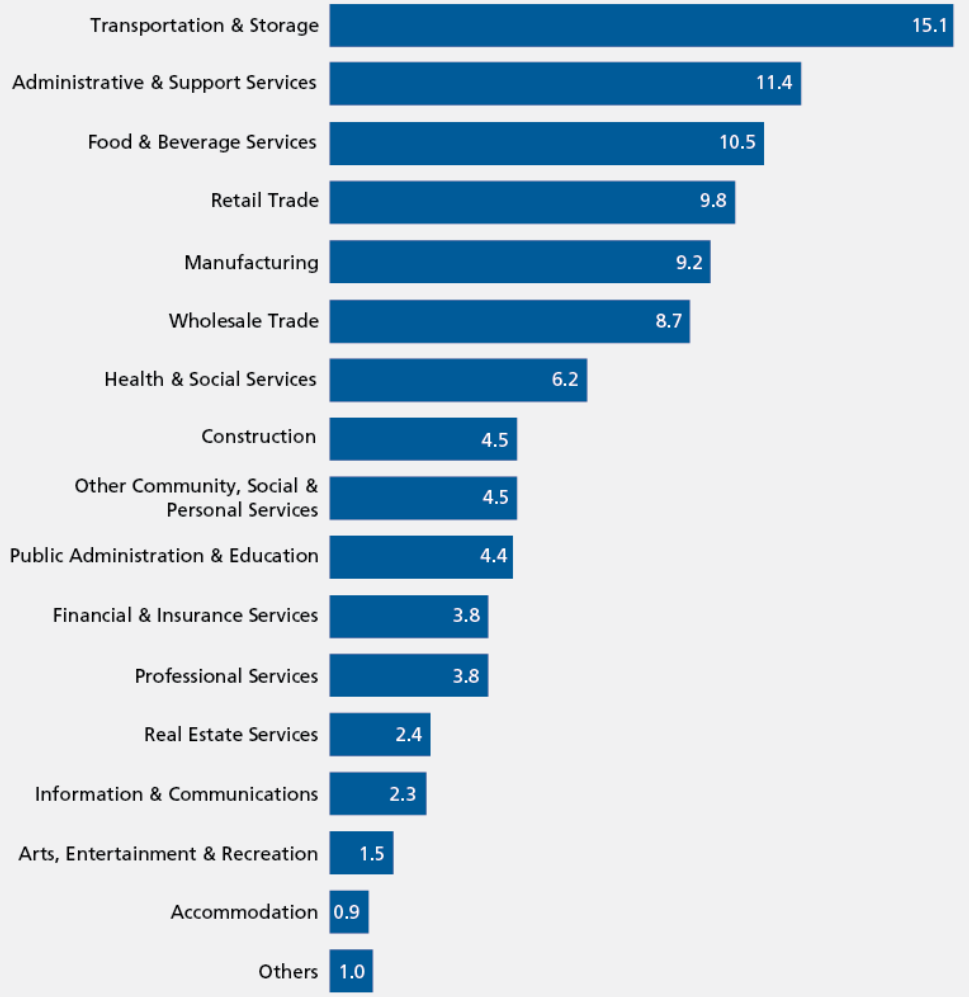
Notes: (1) Data exclude full-time National Servicemen.
(2) * – Deflated by Consumer Price Index (CPI) for all items at 2019 prices (2019 = 100).

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

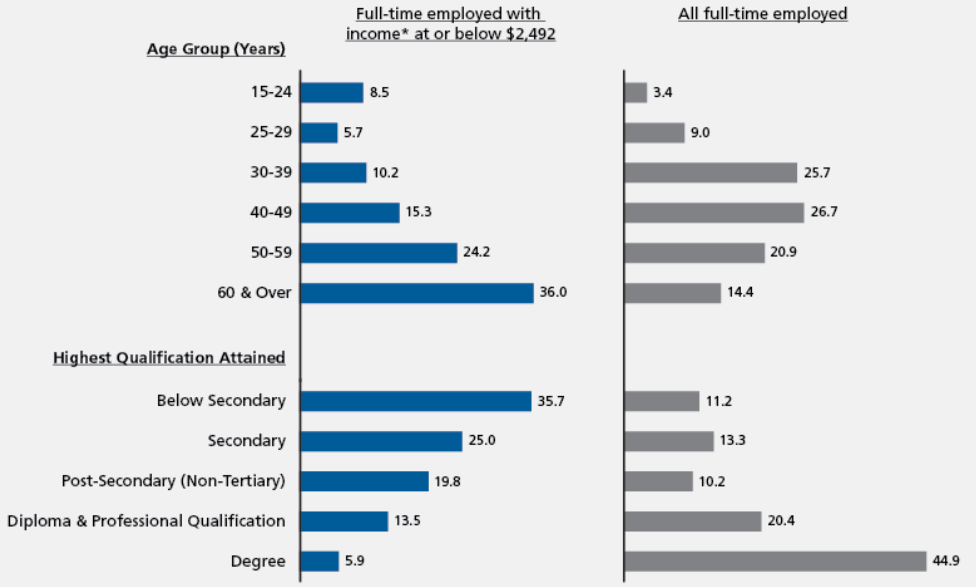
Notes: (1) Data exclude full-time National Servicemen.
(2) Others include Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
(3) Data may not add up to 100% due to rounding.

[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.

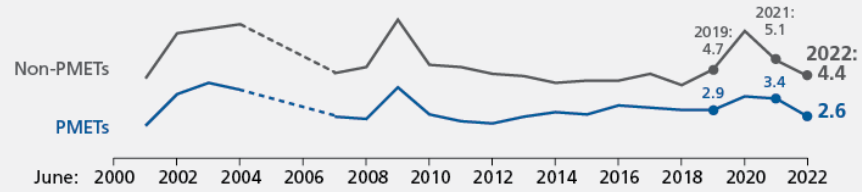
[21] The PMET and non-PMET unemployment rates are non-seasonally adjusted figures and refer to June periods. They should not be analysed alongside quarterly unemployment rates, which are adjusted for seasonality to facilitate quarter-on-quarter analysis.

[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.

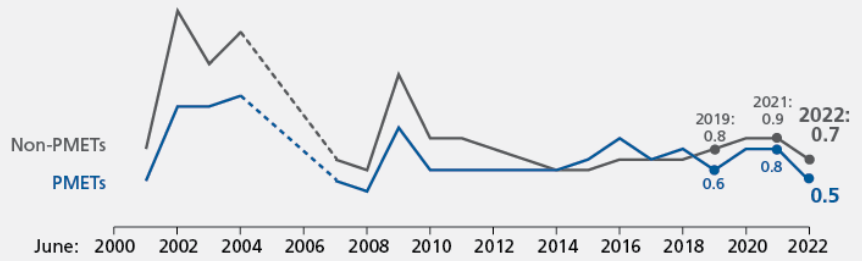
(3) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2020. Data before year 2020 which were coded based on earlier versions of the SSOC were mapped to SSOC 2020 as far as possible to facilitate data comparability.

(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.

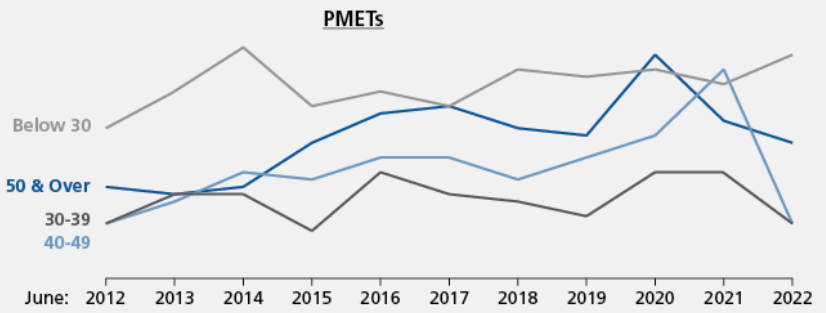
(3) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2020. Data before year 2020 which were coded based on earlier versions of the SSOC were mapped to SSOC 2020 as far as possible to facilitate data comparability.

(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.

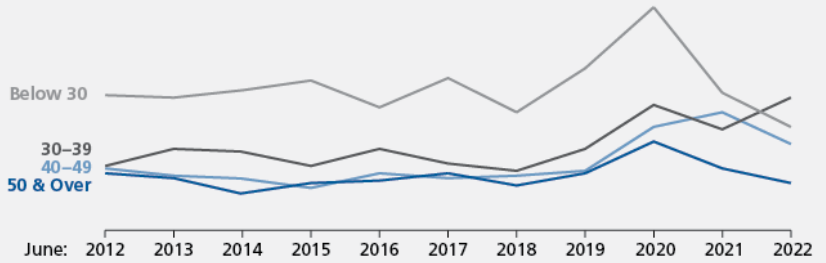
(5) Data for 2006 are not available, as the level of occupational detail collected in 2006 did not support mapping to the latest version of the SSOC.

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



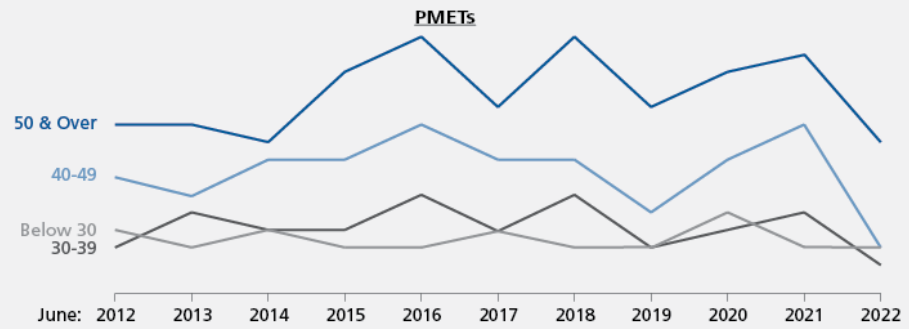
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Below 30	6.9	6.8	7.1	7.5	6.4	7.6	6.2	8.0	10.5	7.0	5.6
30–39	4.0	4.7	4.6	4.0	4.7	4.1	3.8	4.7	6.5	5.5	6.8
40–49	3.9	3.6	3.5	3.1	3.7	3.5	3.6	3.8	5.6	6.2	4.9
50 & Over	3.7	3.5	2.9	3.3	3.4	3.7	3.2	3.7	5.0	3.9	3.3

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

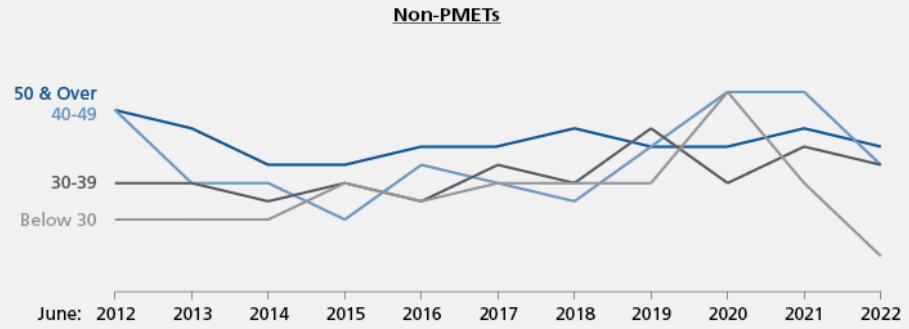
Note: See notes 1 to 3 for Chart 49.

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

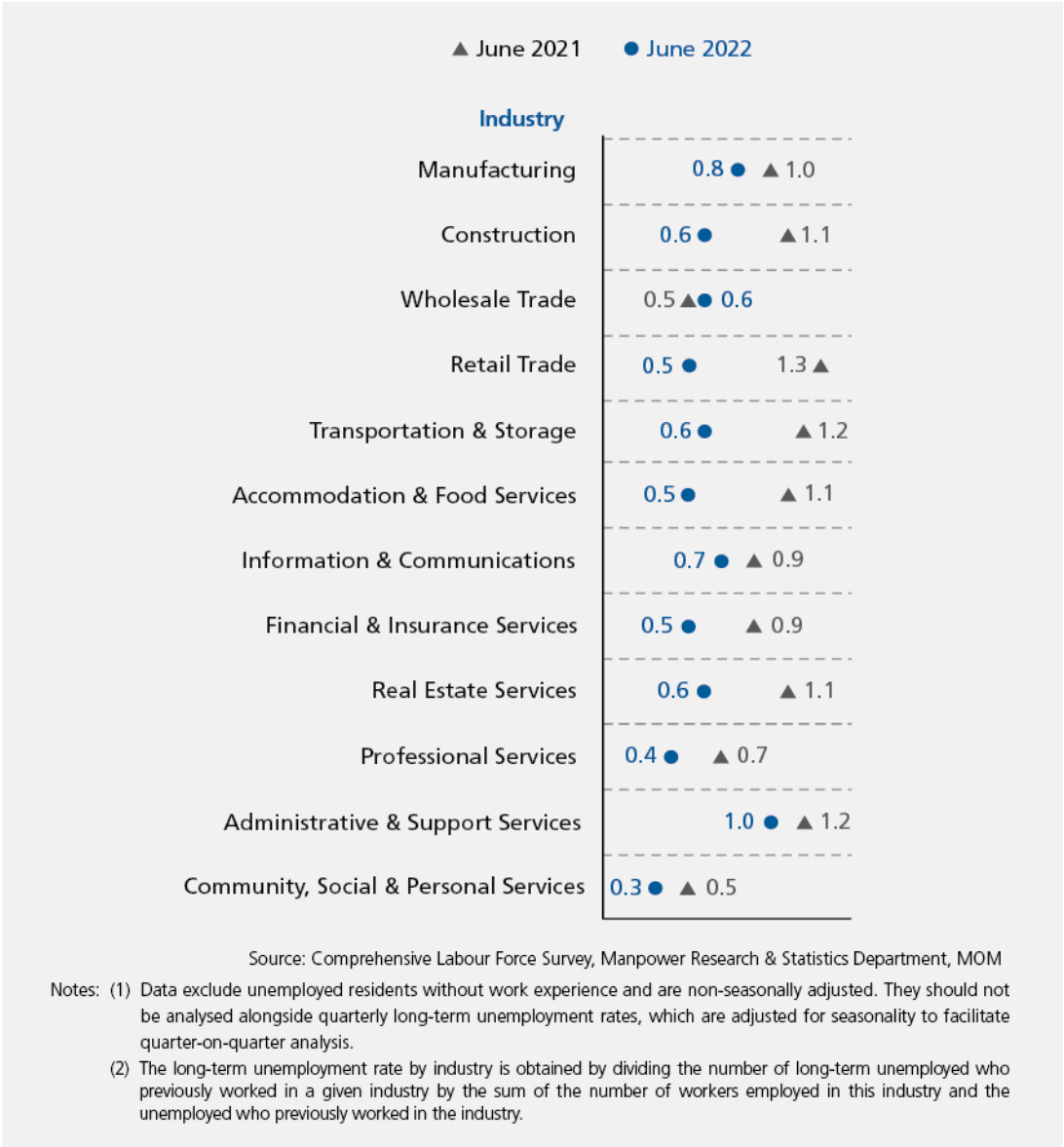
Notes: (1) Data exclude unemployed residents without work experience and are non-seasonally adjusted. They should not be analysed alongside quarterly unemployment rates, which are adjusted for seasonality to facilitate quarter-on-quarter analysis.

(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.

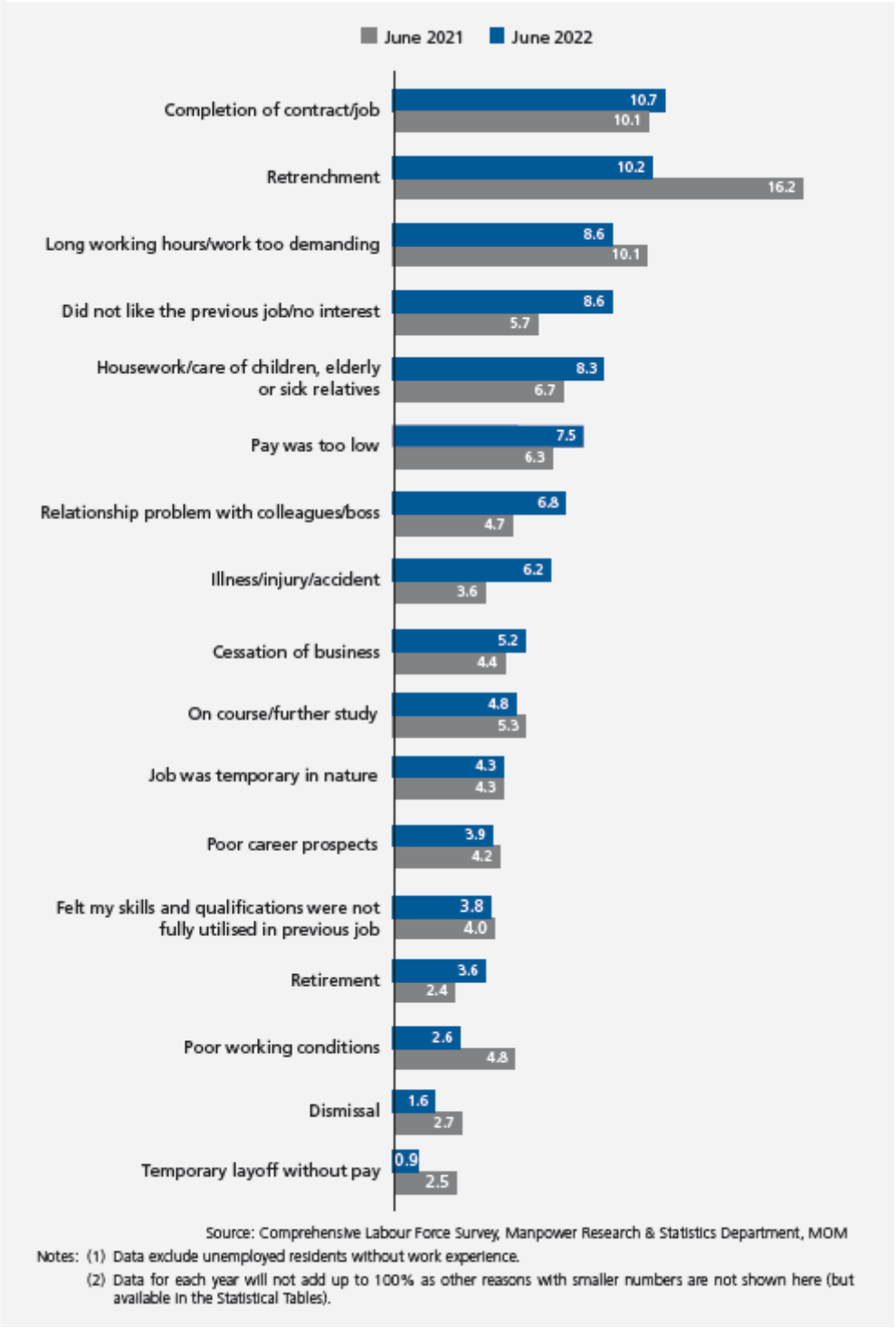
[25] The involuntary reasons for unemployment includes retrenchment, temporary layoff without pay, cessation of business, dismissal, non-renewal or loss of temporary job and termination due to illness/injury/accident.

[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



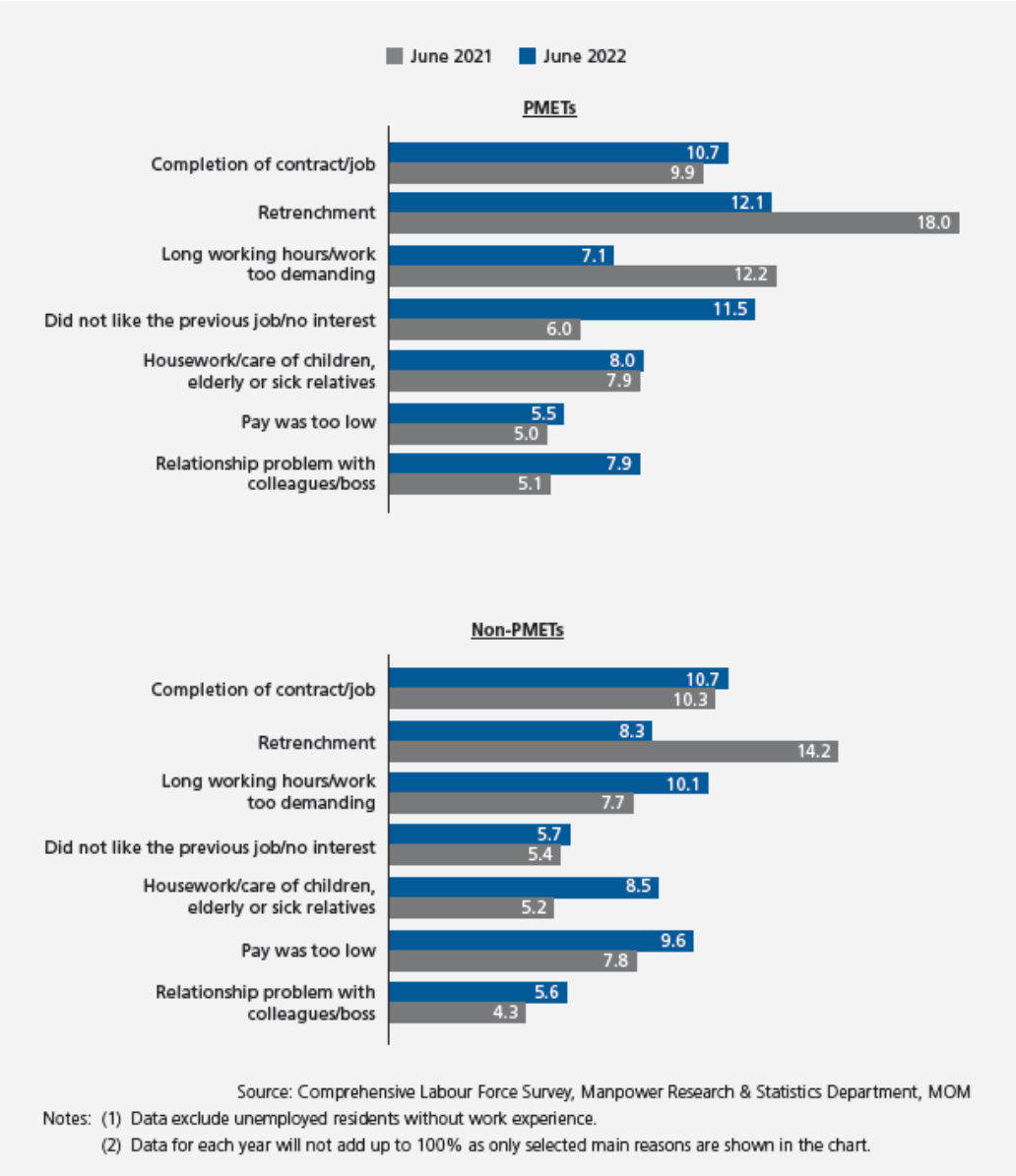
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

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.

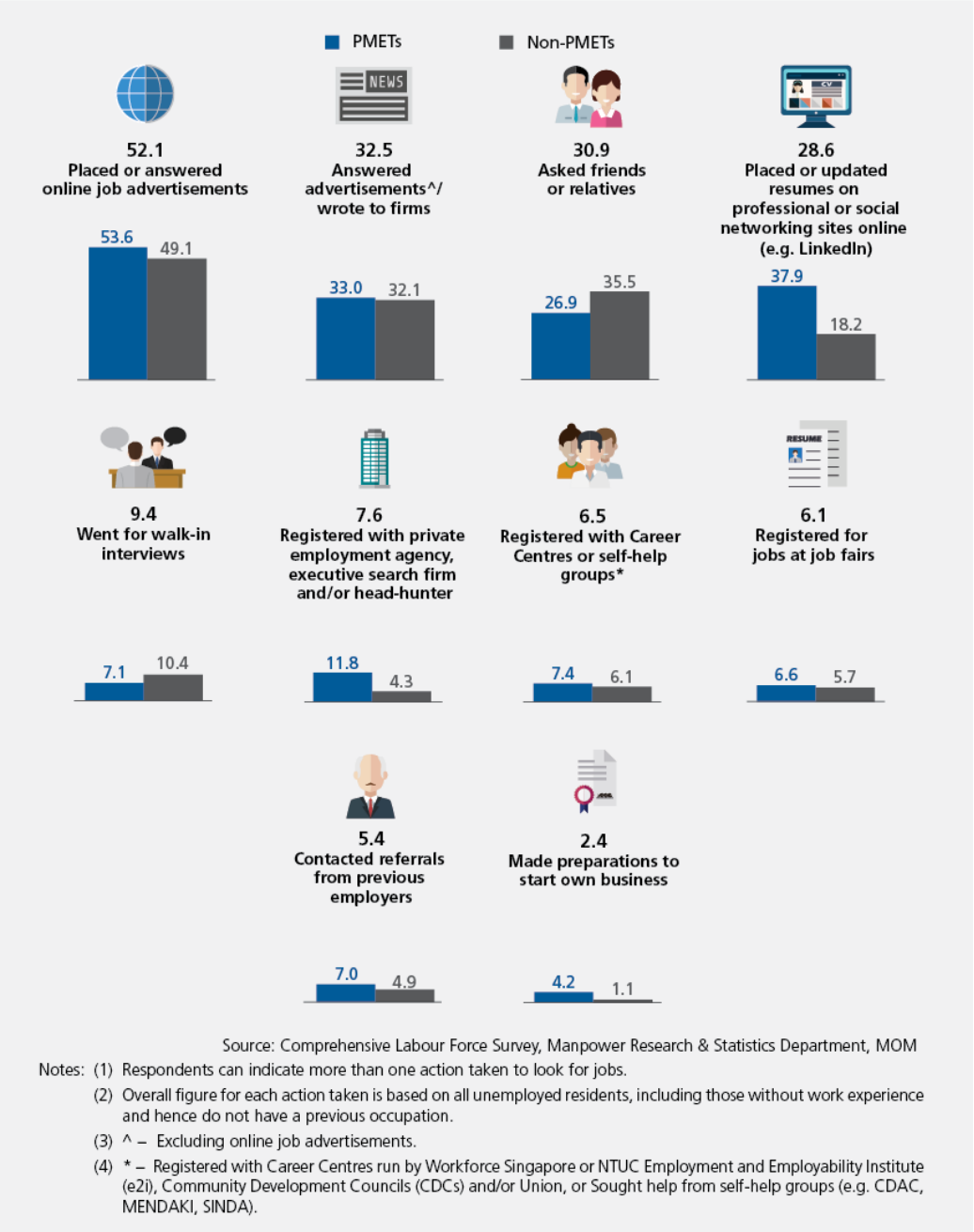
(2) Data for each year will not add up to 100% as only selected main reasons are shown in the chart.

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).

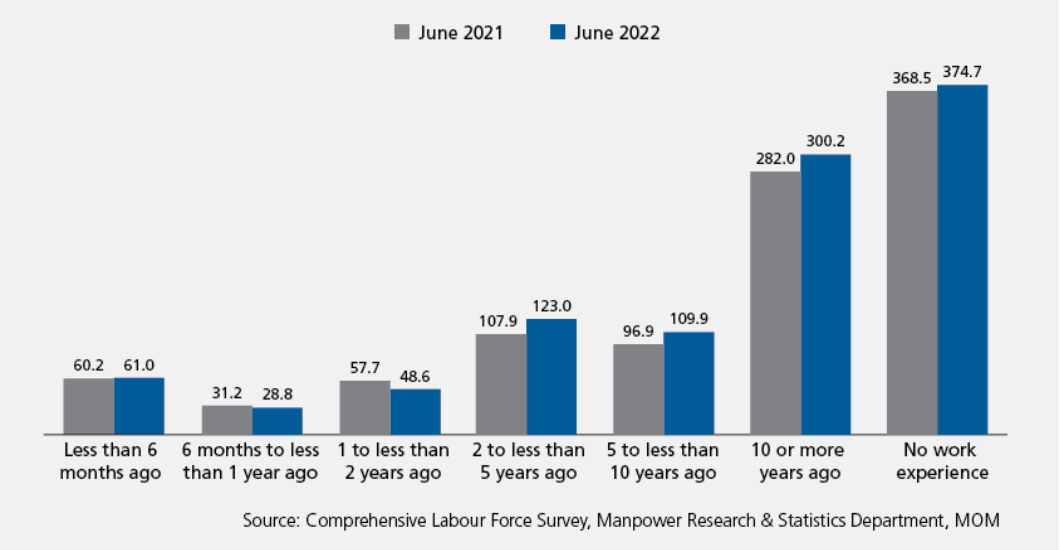
8. Persons Outside the Labour Force

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)

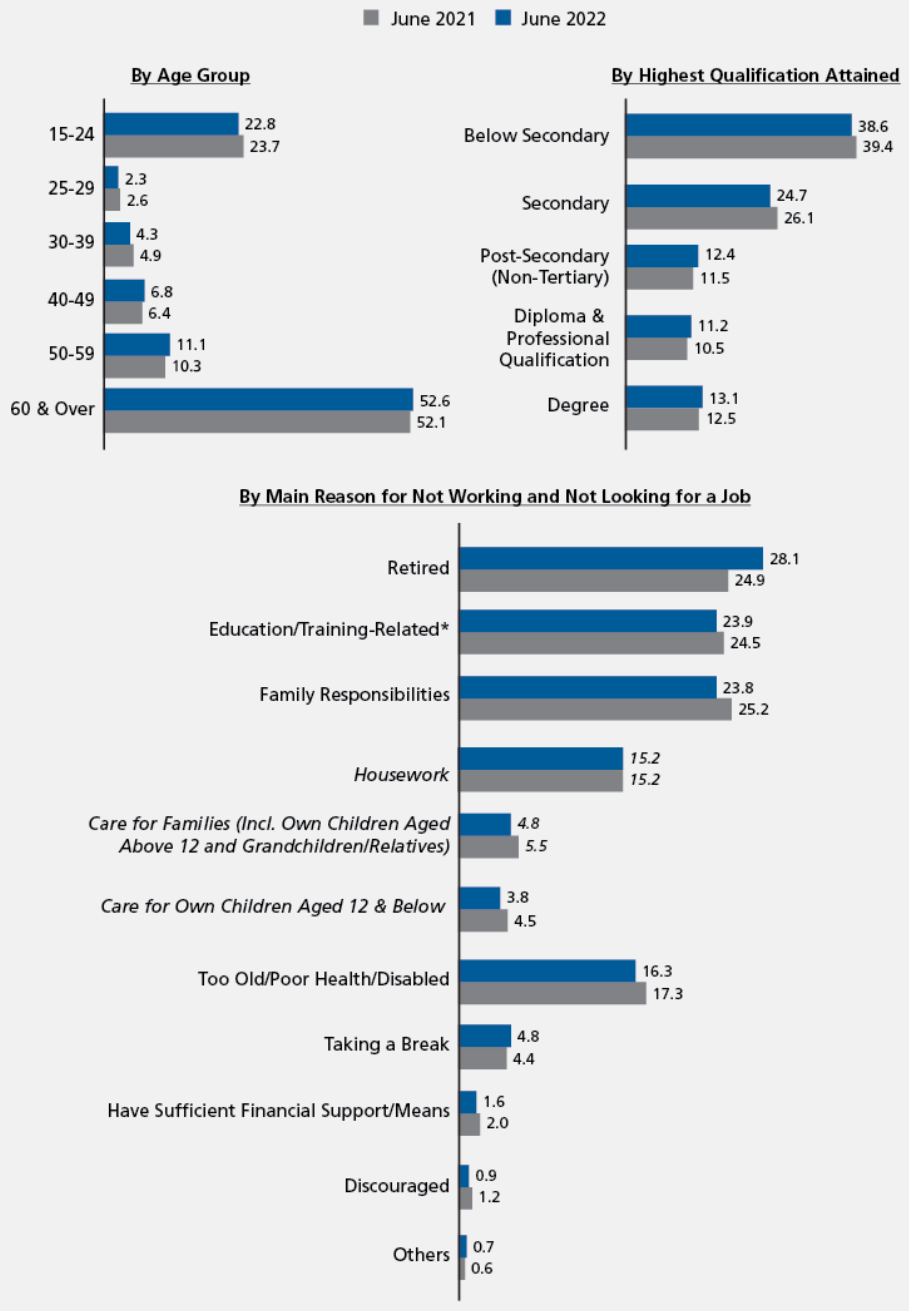


8.2 With an ageing population, 28% of those outside the labour force in 2022 cited retirement as the main reason, up from 25% in 2021. Taking care of one's family, while still a top reason for being outside the labour force, was less common compared to before (25% to 24%). The decline was among those 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.

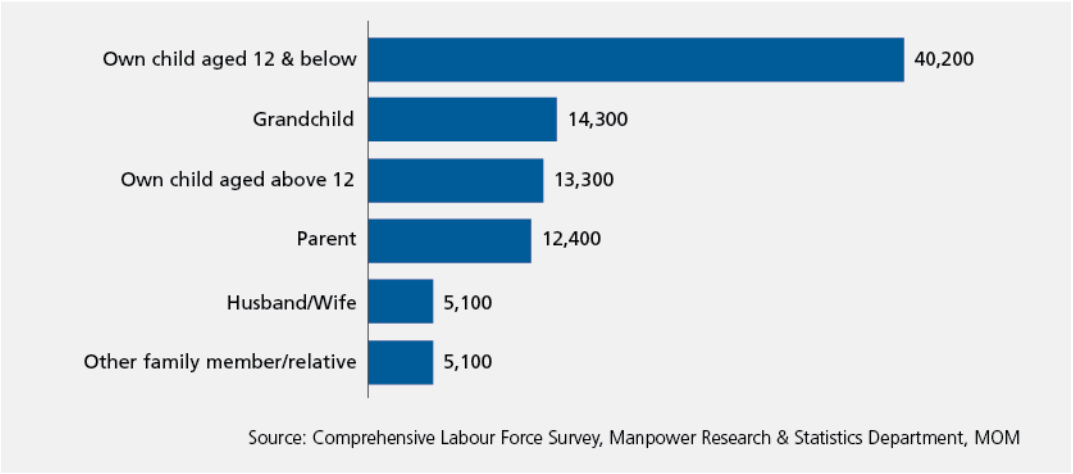
8.3 Among residents outside the labour force, the number and share who were not working mainly due to caregiving responsibilities fell from 100,700 (or 10%) to 90,300 (8.6%) in 2022. Similar to the previous year, most (67,700) were taking care of children, be it their own or their grandchild, with the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



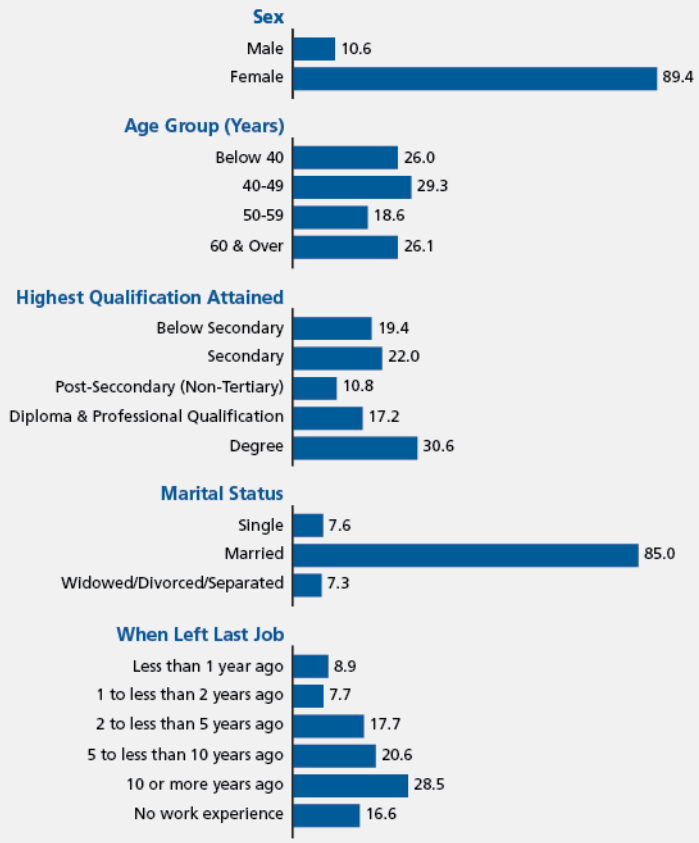
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

[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

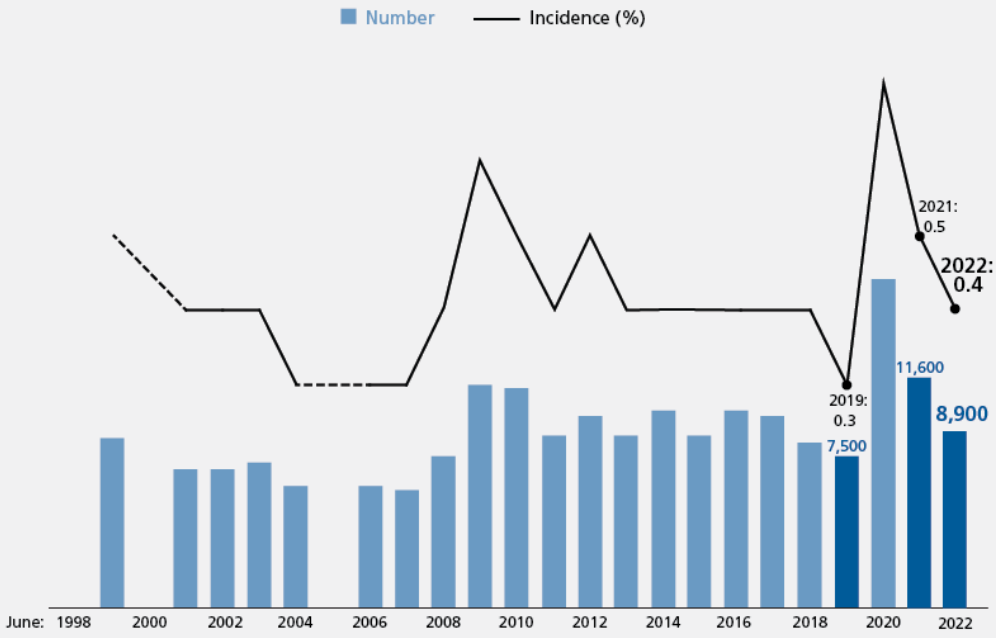
Note: Data for each characteristic may not add up to 100% due to rounding.

[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

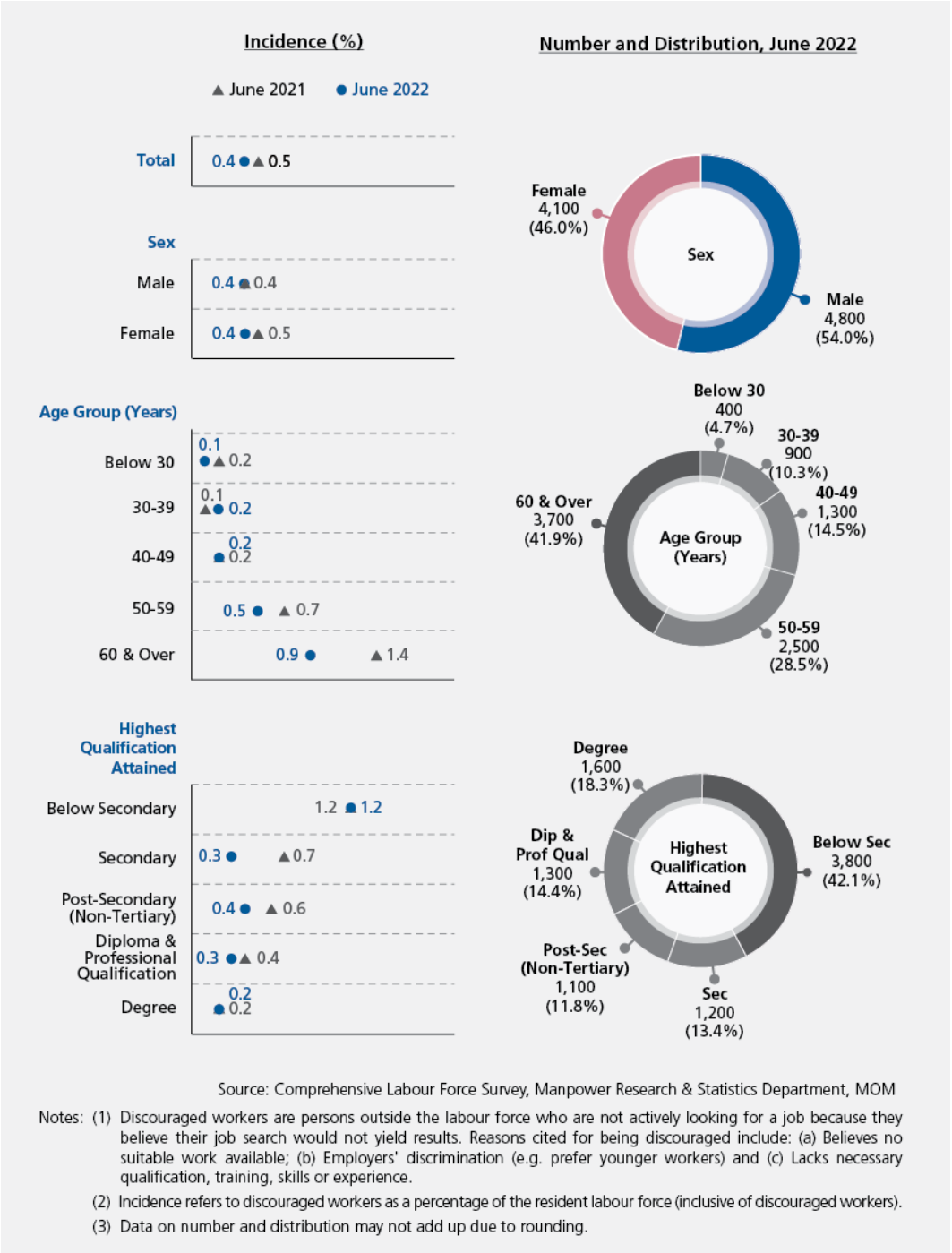
Notes: (1) Discouraged workers are persons outside the labour force who are not actively looking for a job because they believe their job search would not yield results. Reasons cited for being discouraged include: (a) Believes no suitable work available; (b) Employers' discrimination (e.g. prefer younger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

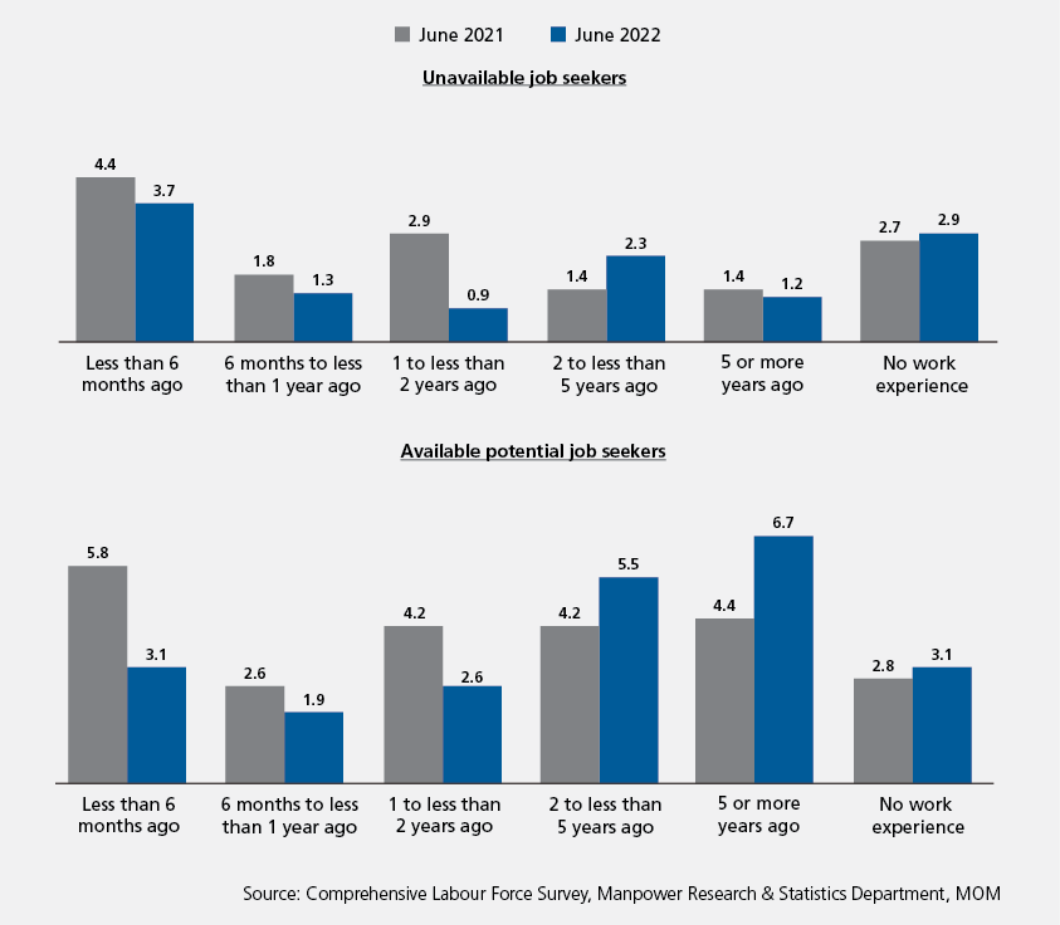
There were fewer residents outside the labour force with relatively stronger labour market attachment

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)

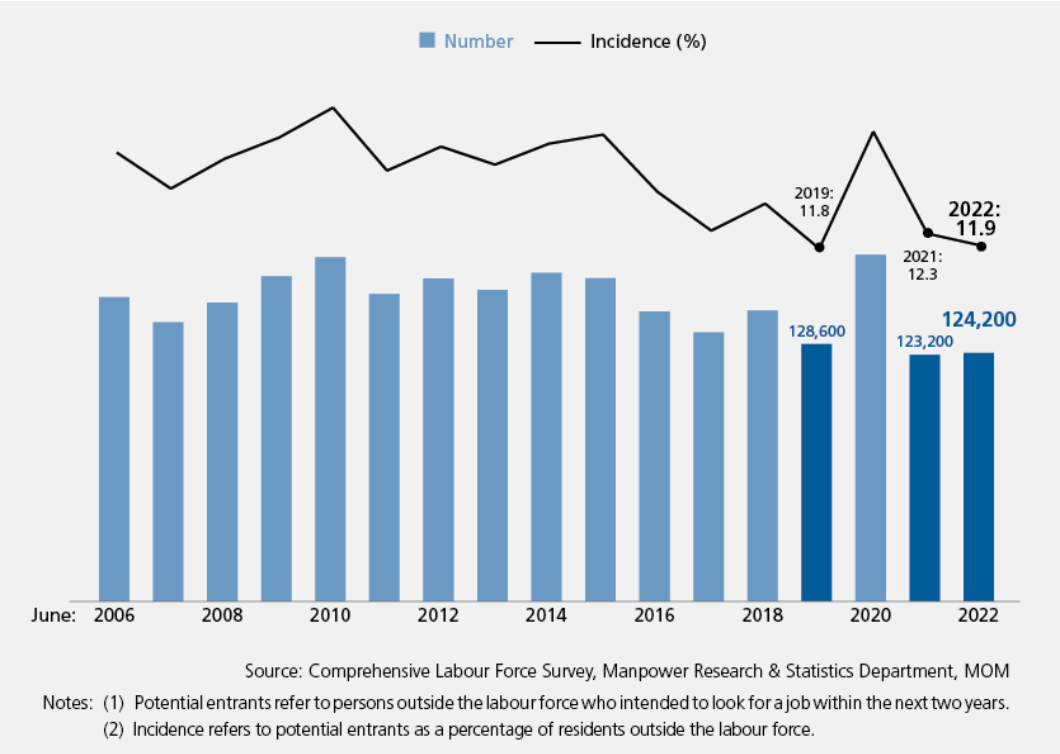


Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

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.