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A Statistical Profile of Older Workers

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HIGHLIGHTS

- Benefiting from the strong economic performance, a record high proportion of the older population are in the labour force and in employment. Both the participation and employment rates of older males in Singapore now compare favourably to countries in the region and beyond. While older females have also made significant gains, their participation and employment rates are still relatively lower than in many developed countries.

- Older persons aged 50 & over made up close to one-quarter (24%) of the resident workforce in 2006. Reflecting their relatively less educated profile, the majority (68%) of older workers were employed in lower-skilled jobs such as *cleaners, labourers & related workers* (18%), *plant & machine operators & assemblers* (16%) and *service & sales workers* (15%). These occupations also registered an above-average incidence of older workers especially for *cleaners, labourers & related workers* where more than half (53%) were aged 50 & over. The incidence of older workers was also high among *working proprietors* and *plant & machine operators & assemblers* (both 40%). In contrast, only a small proportion of residents working as *professionals* (10%) or *associate professionals* & *technicians* (14%) were aged 50 & over.

- More than three out of four (77%) older workers were employed in the services sector in 2006, with the proportion higher among older females (84%) compared to older males (74%). *Administrative & support services* (42%) and *hotels & restaurants* (38%) had the highest incidence of older workers among their resident workforce in 2006 where around four out of every ten workers were aged 50 & over. At the other end, the incidence of older workers was lowest in *information & communications* (8.3%), *professional services* and *financial services* (both 14%).

- Older workers were more likely to be self-employed (26%) than the younger cohort (12%). Many of the self-employed are *working proprietors*, *taxi drivers* and *hawkers/stall holders*. Older workers are also more likely to work part-time than those younger. Part-timers made up 11% of employed residents aged 50 & over compared to only 4.9% for those aged below 50.

- Older workers have a lower incidence of switching jobs. In 2004[1], about one in ten (11%) employed residents aged 50 & over switched jobs in the last two years. This was considerably fewer than about one in five for those in their 30s and one in four for those younger.

- Among full-timers, older workers tend to work longer hours compared to those younger. The proportion of full-time employed older residents working at least 50 hours a week (35%) in 2006 was higher compared to those in their 30s (30%) or younger (23% for those aged 15 to 24 and 27% for those aged 25 to 29).

[1] Latest available data on job change is for 2004.

A STATISTICAL PROFILE OF OLDER WORKERS

1 Introduction

1.1 This paper examines the participation of older persons in the labour market and compares this with other countries. It also profiles older workers in Singapore in terms of their demographic and labour market characteristics, including the jobs and industries they are employed in and how much they earn.

2 Labour Force Participation Rate

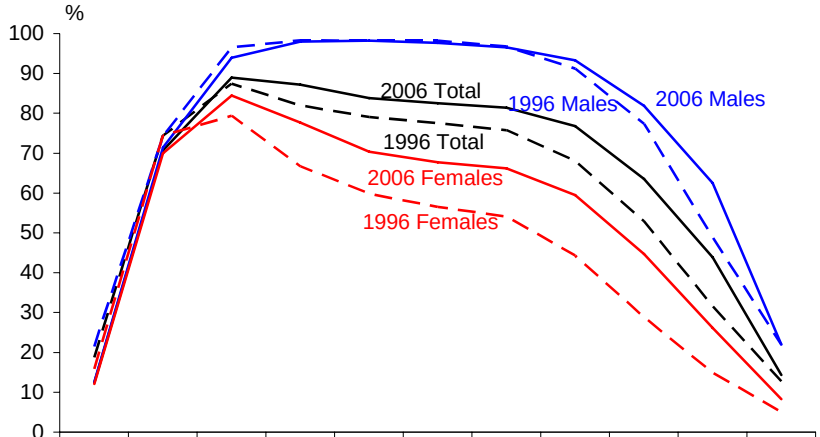
Record high proportion of older population in labour market

2.1 As in many economies, labour force participation typically declines after the prime working age. In Singapore, after peaking at the prime working age of 25 to 54 where more than nine in ten were economically active, the proportion of males participating in the labour force declined to 82% for those aged 55 to 59 in 2006. Thereafter, it dropped to 63% for the 60 to 64 cohort. Among men aged 65 & over, only 22% remained in the labour force as the majority have retired from work. In contrast, women's participation in the Singapore labour market begins to decline soon after hitting the peak of 85% for those aged 25 to 29 as a number withdraw from the labour force after marriage and child-birth. Partly weighed down by limited educational opportunities available to older women in the earlier years, only 45% in the 55 to 59 and 26% in the 60 to 64 cohorts were economically active in 2006 (Chart 1).

2.2 Encouraged by the increased job opportunities amid strong economic growth over the past two years, a record high proportion of the older population aged 55 & over are now participating in the labour market[2]. The labour force participation rate for older males and females was significantly higher in 2006 than a decade ago, helped also by the extension of the retirement age to 62 years in 1999. Specifically, the participation rate among resident males aged 60 to 64 rose substantially from 49% in 1996 to 63% in 2006 and among females in the same age group, from 15% to 26%.

[2] The data series started in 1991.

CHART 1: AGE-SPECIFIC RESIDENT LABOUR FORCE PARTICIPATION RATE BY SEX, 1996 AND 2006 (AS AT JUNE)



	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 & Over
1996 Total	18.8	74.4	87.4	82.0	79.1	77.5	75.8	68.0	52.9	31.6	12.7
2006 Total	12.4	70.7	89.0	87.2	83.8	82.5	81.4	76.8	63.5	43.9	14.3
1996 Males	21.5	74.2	96.5	98.3	98.2	98.2	96.8	91.2	77.4	48.8	21.9
2006 Males	12.6	71.4	94.0	98.0	98.2	97.7	96.5	93.3	81.9	62.5	22.0
1996 Females	15.9	74.5	79.4	66.7	59.8	56.5	54.1	44.3	28.8	14.9	5.1
2006 Females	12.1	70.0	84.5	77.7	70.4	67.7	66.2	59.5	44.7	26.2	8.3

Source: Labour Force Survey, MOM

Participation rate of older males in Singapore higher than in many countries

2.3 The labour force participation rate of older males in Singapore compares favourably to countries in the region and beyond. For instance, the participation rate of males aged 60 to 64 in Singapore at 63% in 2006 (53% in 2005) is significantly higher than in Hong Kong (45%), Taiwan (47%), Germany (41%), Netherlands (31%), France (19%), the United Kingdom (56%) and the United States (59%). It is exceeded only by Japan, South Korea and Sweden where around seven in ten males in the same age group were economically active. Similarly, the proportion of men aged 55 to 59 in the labour force in Singapore is either higher or comparable to many countries, except for Japan and Sweden (Table 1).

2.4 In contrast, despite the improvement in the labour force participation rate of older women in Singapore, their rates still lag many of the developed countries including the United States, the United Kingdom, Sweden, South Korea and Japan. In many of the developed countries, flexible work arrangements such as part-time work which can better accommodate women are generally more widely available[3].

[3] In 2005, part-time employment as a proportion of total employment in France (14%), Germany (22%), Japan (26%), Netherlands (36%), Sweden (14% in 2004), United Kingdom (24%) and United States (13%) is higher than Singapore (6.3% in 2006). Data of other countries are sourced from *OECD Employment Outlook, 2006*.

TABLE 1: LABOUR FORCE PARTICIPATION RATE OF OLDER POPULATION FOR VARIOUS COUNTRIES, 2005

Per Cent

Country	Year	Total		Males		Females	
		Aged 55-59	Aged 60-64	Aged 55-59	Aged 60-64	Aged 55-59	Aged 60-64
Singapore	2005	57.8	36.6	76.6	52.5	39.4	21.3
	2006	(63.5)	(43.9)	(81.9)	(62.5)	(44.7)	(26.2)
Hong Kong	2005	56.0	30.2	76.0	44.9	35.5	13.6
Japan	2006	76.5	55.1	93.2	70.9	60.3	40.2
South Korea	2006	64.7	55.8	79.9	68.5	49.7	43.8
Taiwan	2006	48.2	31.6	68.0	46.9	28.7	17.1
United States	2006	72.0	52.5	77.7	58.6	66.7	47.0
United Kingdom	2005	70.6	43.0	77.9	55.5	63.5	31.0
France	2005	61.0	17.5	66.1	18.5	56.0	16.7
Germany	2005	73.3	31.7	82.2	40.7	64.5	22.9
Netherlands	2005	63.6	24.4	77.6	30.7	49.2	18.0
Sweden	2005	82.8	61.4	85.9	65.5	79.7	57.1
Total OECD	2005	65.2	41.1	76.9	51.6	54.1	31.4

Notes: (1) Data for Singapore pertain to the resident population (2006 data in brackets).
(2) Data shown are for the latest year available.
(3) Shaded cells indicate the countries whose labour force participation rate was higher than Singapore's rate for 2006.

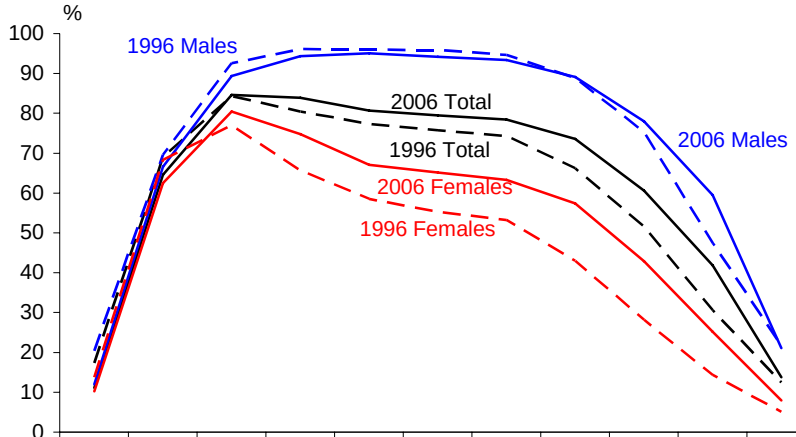
Sources: General Household Survey 2005, Singapore Department of Statistics
Labour Force Survey, MOM
Hong Kong General Household Survey
Japan Statistics Bureau, Director-General for Policy Planning (Statistical Standards) & Statistical Research and Training Institute Website
Korea National Statistical Office Website
Taiwan Directorate-General of Budget, Accounting and Statistics Executive Yuan, R.O.C. Website
OECD Database on Labour Market Statistics
Current Population Survey, US Bureau of Labour Statistics

3 Employment Rate

Record high employment rate among older persons

3.1 The employment rate representing the proportion of population in the specific age group who are employed shows a similar pattern to the labour force participation rate, except that it is not as high as the latter which includes both the employed and unemployed (Chart 2). Following pronounced gains in 2006, the employment rate for both males and females aged 55 to 59 and 60 to 64 hit record high in 2006, with 78% of men aged 55 to 59 and 60% of those aged 60 to 64 in employment. The corresponding rates for older females were 43% and 25%. This suggests that efforts to improve the employability of older persons, amid a tight labour market when employers would be more willing to turn to older workers, have helped more of them secure employment. The time series of the data is at Annex 1.

CHART 2: AGE-SPECIFIC RESIDENT EMPLOYMENT RATE BY SEX, 1996 AND 2006 (AS AT JUNE)



	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 & Over
1996 Total	17.3	69.0	84.3	80.4	77.4	75.8	74.3	66.2	51.6	30.6	12.5
2006 Total	11.1	64.6	84.6	83.9	80.7	79.5	78.4	73.6	60.6	41.9	13.8
1996 Males	20.4	69.6	92.6	96.1	96.0	95.9	94.7	88.9	75.3	47.4	21.6
2006 Males	12.0	66.6	89.4	94.4	95.1	94.2	93.4	89.1	78.0	59.5	21.1
1996 Females	13.8	68.3	77.0	65.6	58.5	55.3	53.2	43.0	28.2	14.3	5.1
2006 Females	10.2	62.5	80.4	74.8	67.1	65.1	63.3	57.4	42.9	25.2	8.0

Source: Labour Force Survey, MOM

3.2 A comparison of the employment rate for the older population across countries yields similar findings to that of the labour force participation rate. The employment rate for older males in Singapore in 2006 is generally higher than in many of the countries compared (e.g. 60% of males aged 60 to 64 were employed in Singapore compared with 42% in Hong Kong, 46% in Taiwan, 36% in Germany, 29% in Netherlands, 18% in France, 54% in the United Kingdom and 57% in the United States), except for Japan (67%), South Korea (67%) and Sweden (61%). In contrast, the employment rate for older females in Singapore still lagged many countries, despite our recent gains (Table 2).

TABLE 2: EMPLOYMENT RATE OF OLDER POPULATION FOR VARIOUS COUNTRIES, 2005

Per Cent

Country	Year	Total		Males		Females	
		Aged 55-59	Aged 60-64	Aged 55-59	Aged 60-64	Aged 55-59	Aged 60-64
Singapore	2005	54.2	34.3	71.6	49.1	37.2	20.0
	2006	(60.6)	(41.9)	(78.0)	(59.5)	(42.9)	(25.2)
Hong Kong	2005	51.9	28.6	70.0	42.3	33.5	13.1
Japan	2006	73.8	52.6	89.6	67.1	58.6	39.0
South Korea	2006	63.2	54.5	77.4	66.5	49.1	43.2
Taiwan	2006	47.1	31.1	66.4	46.0	28.1	16.9
United States	2006	69.8	51.0	75.2	57.0	64.8	45.6
United Kingdom	2005	68.5	42.0	75.1	53.9	62.2	30.6
France	2005	56.7	16.6	61.1	17.5	52.4	15.7
Germany	2005	63.4	28.2	71.6	35.9	55.3	20.7
Netherlands	2005	60.8	23.2	74.1	29.0	47.2	17.3
Sweden	2005	79.7	58.1	82.0	61.0	77.3	55.0
Total OECD	2005	62.1	39.3	72.9	49.1	51.7	30.3

Notes: (1) Data for Singapore pertain to the resident population (2006 data in brackets).
(2) Data shown are for the latest year available.
(3) Shaded cells indicate the countries whose employment rate was higher than Singapore's rate for 2006.

Sources: General Household Survey 2005, Singapore Department of Statistics
Labour Force Survey, MOM
Hong Kong General Household Survey
Japan Statistics Bureau, Director-General for Policy Planning (Statistical Standards) & Statistical Research and Training Institute Website
Korea National Statistical Office Website
Taiwan Directorate-General of Budget, Accounting and Statistics Executive Yuan, R.O.C. Website
OECD Database on Labour Market Statistics
Current Population Survey, US Bureau of Labour Statistics

4 Profile

Education

Older residents in the labour force have less educated profile

4.1 In June 2006, there were 457,800 economically active residents aged 50 & over, constituting 24% of the resident labour force. The vast majority (96% or 438,200) of them were employed with only 4.3% (or 19,600) unemployed.

4.2 Weighed down by limited opportunities for higher education in the earlier years, the older cohort has a relatively less educated profile than their younger counterparts. More than half (55%) of economically active residents aged 50 & over did not have secondary qualifications compared with about one in five (20%) for those younger (Table 3). Nevertheless, future cohorts of older persons will increasingly be better educated, given the rapid educational progress over the years.

TABLE 3: EDUCATIONAL PROFILE OF ECONOMICALLY ACTIVE RESIDENTS BY AGE, JUNE 2006

Per Cent

Highest Qualification Attained	Residents Aged 50 & Over			Residents Aged 15-49
	Total	Males	Females	
Total	100.0	100.0	100.0	100.0
Below Secondary	54.9	54.1	56.5	19.7
Secondary	23.6	22.3	25.9	24.5
Upper Secondary	8.4	8.3	8.7	13.9
Polytechnic Diploma	3.3	3.9	2.2	14.0
Degree	9.7	11.5	6.6	27.8

Source: Labour Force Survey, MOM

Employment Status

Older workers more likely to be self-employed or in part-time work

4.3 The majority of the employed residents aged 50 & over in 2006 were males (64%), higher than the proportion among those younger (56%) (Table 4).

4.4 Older workers were more likely to be self-employed (26%) than the younger cohort (12%). Many of the self-employed are *working proprietors*, *taxi drivers* and *hawkers/ stall holders*.

4.5 Older workers are also more likely to work part-time than those younger. Part-timers made up 11% of employed residents aged 50 & over compared to only 4.9% for those aged below 50.

TABLE 4: PROFILE OF EMPLOYED RESIDENTS BY AGE, JUNE 2006

Per Cent

Characteristics	Aged 50 & Over			Aged 15-49
	Total	Males	Females	
Total	100.0	100.0	100.0	100.0
Sex				
Males	64.4	n.a.	n.a.	55.5
Females	35.6	n.a.	n.a.	44.5
Employment Status				
Employees	74.0	68.8	83.4	88.4
Self-Employed	26.0	31.2	16.6	11.6
Own Account Workers	*16.8*	*20.6*	*9.8*	*6.9*
Employers	*8.1*	*10.0*	*4.7*	*4.1*
Contributing Family Workers	*1.1*	*0.6*	*2.1*	*0.5*
Nature of Employment				
Full-Time	89.4	93.1	82.8	95.1
Part-Time	10.6	6.9	17.2	4.9

Source: Labour Force Survey, MOM

Occupation

Older workers concentrated in lower-skilled jobs

4.6 Reflecting their relatively weaker educational profile, the majority (68%) of older workers were employed in lower-skilled jobs such as *cleaners, labourers & related workers* (18%), *plant & machine operators & assemblers* (16%) and *service & sales workers* (15%). These occupations also registered an above-average incidence of older workers among the resident workforce, especially for *cleaners, labourers & related workers* where more than half (53%) were aged 50 & over. The incidence of older workers was also high among *working proprietors* and *plant & machine operators & assemblers* (both 40%). In contrast, only a small proportion of residents working as *professionals* (10%) or *associate professionals & technicians* (14%) were aged 50 & over (Table 5).

TABLE 5: EMPLOYED RESIDENTS AGED 50 & OVER BY OCCUPATION AND SEX, JUNE 2006

Occupation (SSOC 2005)	Total			Males			Females		
	Number	Incidence (%)	Distri-bution (%)	Number	Incidence (%)	Distri-bution (%)	Number	Incidence (%)	Distri-bution (%)
TOTAL	**438,200**	**24.4**	**100.0**	**282,300**	**27.2**	**100.0**	**155,900**	**20.5**	**100.0**
Managers & Administrators	38,100	20.4	8.7	30,100	25.0	10.7	8,000	12.0	5.1
Working Proprietors	32,500	39.8	7.4	27,600	42.4	9.8	4,900	29.6	3.1
Professionals	25,500	10.0	5.8	17,300	11.2	6.1	8,200	8.1	5.3
Associate Professionals & Technicians	44,100	13.8	10.1	28,200	16.6	10.0	15,900	10.6	10.2
Clerical Workers	48,800	19.4	11.1	16,500	29.8	5.9	32,300	16.5	20.7
Service & Sales Workers	65,000	30.2	14.8	36,500	32.9	12.9	28,600	27.2	18.3
Production Craftsmen & Related Workers	34,300	36.1	7.8	31,000	35.9	11.0	3,300	38.0	2.1
Plant & Machine Operators & Assemblers	68,500	39.5	15.6	57,700	43.2	20.4	10,800	27.2	6.9
Cleaners, Labourers & Related Workers	79,700	53.4	18.2	36,000	48.5	12.8	43,700	58.2	28.0
Others*	1,600	2.4	0.4	1,500	2.2	0.5	200	14.3	0.1

Source: Labour Force Survey, MOM

Notes: (1) Incidence of older workers refer to the percentage of the resident workforce who were aged 50 & over.
(2) * – Others include agricultural & fishery workers and workers not classifiable by occupation.
(3) Shaded cells indicate the groups which have an above-average incidence of older workers.
(4) Data may not add up to the total due to rounding.

Industry

Majority of older workers in service-related jobs

4.7 More than three out of four (77%) older workers were employed in the services sector in 2006, with the proportion higher among older females (84%) compared to older males (74%) (Table 6). Studies have shown that older workers, being more mature and reliable, generally perform better in jobs involving service and human contact such as retail, counselling, social services and consultancies. Also, the services sector has more opportunities for part-time work which allow older workers a gradual phase-in to retirement. The growing importance of the services sector where the nature of work is less dependent on

physical demands but on softer people skills therefore augurs well for employment of older workers.

4.8 *Administrative & support services* (42%) and *hotels & restaurants* (38%) had the highest incidence of older workers among their resident workforce in 2006 where around four out of every ten workers were aged 50 & over. The former industry covers businesses involved in employment activities; building-cleaning activities and investigation & security activities. At the other end, the incidence of older workers was lowest in *information & communications* (8.3%), *professional services* and *financial services* (both 14%). In terms of distribution of older workers, many were employed in *wholesale & retail trade* (17%), *community, social & personal services* (17%), *manufacturing* (15%), *transport & storage* (14%) and *hotels & restaurants* (11%).

TABLE 6: EMPLOYED RESIDENTS AGED 50 & OVER BY INDUSTRY AND SEX, JUNE 2006

Industry (SSIC 2005)	Total			Males			Females		
	Number	Incidence (%)	Distri-bution (%)	Number	Incidence (%)	Distri-bution (%)	Number	Incidence (%)	Distri-bution (%)
TOTAL	**438,200**	**24.4**	**100.0**	**282,300**	**27.2**	**100.0**	**155,900**	**20.5**	**100.0**
MANUFACTURING	63,800	21.1	14.6	42,000	21.9	14.9	21,800	19.8	14.0
CONSTRUCTION	27,400	28.8	6.2	25,100	32.3	8.9	2,200	13.1	1.4
SERVICES	339,000	24.6	77.4	208,400	27.8	73.8	130,600	20.8	83.7
Wholesale & Retail Trade	76,500	25.4	17.4	48,200	29.9	17.1	28,300	20.2	18.1
Transport & Storage	61,200	35.2	14.0	54,900	40.7	19.4	6,300	16.1	4.0
Hotels & Restaurants	48,500	37.7	11.1	22,000	35.5	7.8	26,500	39.6	17.0
Information & Communications	6,200	8.3	1.4	4,400	9.8	1.6	1,800	5.9	1.1
Financial Services	15,200	14.3	3.5	8,300	18.2	2.9	6,900	11.3	4.4
Real Estate & Leasing Services	10,900	27.4	2.5	5,900	29.8	2.1	5,000	24.9	3.2
Professional Services	13,900	14.0	3.2	9,700	19.3	3.4	4,100	8.5	2.7
Administrative & Support Services	32,900	42.0	7.5	20,600	45.3	7.3	12,400	37.5	7.9
Community, Social & Personal Services	73,800	19.7	16.8	34,500	18.4	12.2	39,300	20.9	25.2
OTHERS*	8,100	35.8	1.8	6,800	41.3	2.4	1,300	20.9	0.8

Source: Labour Force Survey, MOM

Notes: (1) Incidence of older workers refer to the percentage of the resident workforce who were aged 50 & over.
(2) * – Others include Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
(3) Shaded cells indicate the groups which have an above-average incidence of older workers.
(4) Data may not add up to the total due to rounding.

Job Change

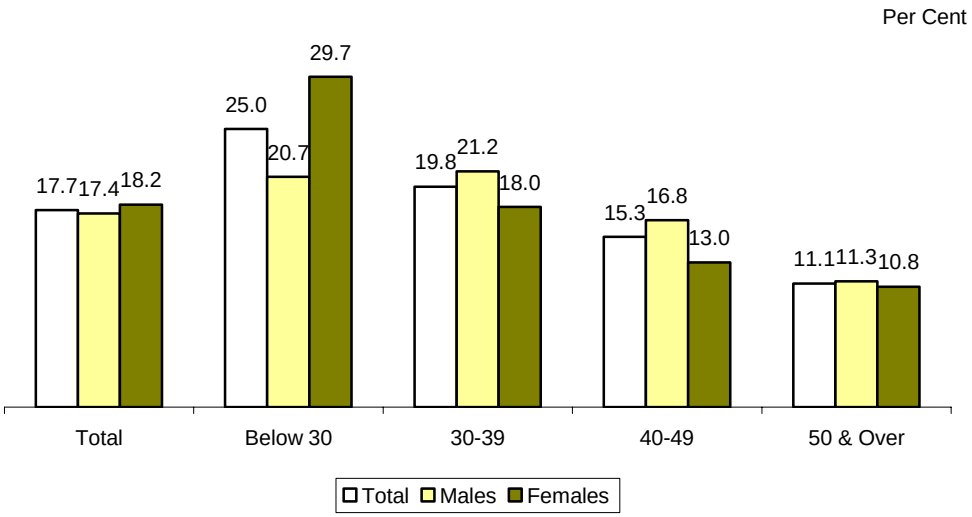
Older workers have a lower incidence of switching jobs

4.9 Older workers have a lower incidence of switching jobs. In 2004[4], about one in ten (11%) employed residents aged 50 & over switched jobs in the last two years. This was considerably fewer than about one in five for those in their 30s and one in four for those

[4] Latest available data on job change is for 2004.

younger (Chart 3). Having been in the labour market longer, older workers are more likely to have settled in jobs that better meet their expectations.

CHART 3: EMPLOYED RESIDENTS AGED 15 & OVER WHO HAD CHANGED JOBS IN THE LAST TWO YEARS BY AGE, JUNE 2004



Source: Labour Force Survey, MOM

Note: Data for 2004 are the latest available.

Hours Worked

Older workers tend to work long hours

4.10 The usual hours worked per week among employed residents aged 50 & over averaged 50 hours for full-timers and 20 hours for part-timers. Among full-timers, older workers tend to work longer hours compared to those younger. The proportion of full-time employed older residents working at least 50 hours a week (35%) in 2006 was higher compared to those in their 30s (30%) or younger (23% for those aged 15 to 24 and 27% for those aged 25 to 29) (Table 7).

TABLE 7: AVERAGE (MEAN) USUAL HOURS WORKED OF EMPLOYED RESIDENTS BY AGE, JUNE 2006

(A) TOTAL

Age Group (In Years)	Average Usual Hours Worked Per Week			Worked 50 Hours & Over*
	Overall	Full-time	Part-time	Incidence (%)
Total	**46.6**	**48.4**	**19.5**	**31.8**
15-24	42.3	46.5	16.9	23.4
25-29	46.5	47.0	19.5	27.1
30-39	46.8	47.6	20.1	30.3
40-49	47.5	49.3	20.2	34.9
50 & Over	46.4	49.5	19.8	34.5

(B) MALES

Age Group (In Years)	Average Usual Hours Worked Per Week			Worked 50 Hours & Over*
	Overall	Full-time	Part-time	Incidence (%)
Total	**48.8**	**50.0**	**19.8**	**37.8**
15-24	42.8	47.5	17.5	27.2
25-29	47.5	48.0	17.5	31.4
30-39	48.5	48.9	20.7	35.8
40-49	50.2	50.9	21.3	41.3
50 & Over	48.9	51.0	20.1	39.8

(C) FEMALES

Age Group (In Years)	Average Usual Hours Worked Per Week			Worked 50 Hours & Over*
	Overall	Full-time	Part-time	Incidence (%)
Total	**43.7**	**46.3**	**19.3**	**23.5**
15-24	41.9	45.9	16.4	21.2
25-29	45.5	46.0	21.1	23.0
30-39	44.7	46.0	19.9	23.4
40-49	43.6	46.7	19.9	24.5
50 & Over	41.9	46.6	19.5	23.7

Source: Labour Force Survey, MOM

Notes: (1) Data exclude National Servicemen.
(2) * – Data pertain to full-timers only.

Wages

Wages commonly rise with age, especially for managerial and professional groups

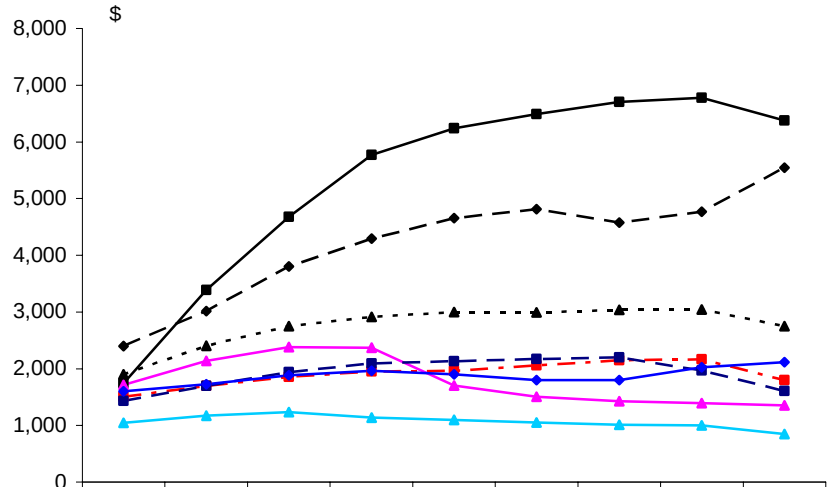
4.11 Wages were commonly observed to rise with age for occupations that required knowledge, skills and experience. The classical human capital model theorises that as workers gain experience and skills, they become more productive and hence are paid more. The seniority based system in some companies further reinforced this correlation. The pace of wage increase with age was more pronounced with the managerial and professional groups. In 2005, relative to the pay of those in the younger age group of 25 to 29, the median gross monthly wage of professionals rose to 1.4 times for those aged 35 to 39 and continued to advance to 1.6 times for those aged 55 to 59 and 1.8 times for those aged 60 to 64. The wage differential for managerial jobs was even steeper with those in the 55 to 59 age cohort, earning twice as much as the younger managers aged 25 to 29, although wages dipped slightly for the 60 to 64 cohort to about 1.9 times more. This partly reflects the differences in job scope of managers in the different age groups (Chart 4).

4.12 The impact of age on wages was less obvious for the manual and lower skilled workers. As these jobs tend to be 'physical' in nature, age may become a hindrance to better pay. For example, wages of cleaners & labourers peaked at an early age of 30 to 34 at only 1.1 times that of their younger counterparts aged 25 to 29.

4.13 Similar wage trend was also observed for lower skilled white collar workers. The wages of sales & service workers were the highest for those aged 30 to 34. The exception was the group of clerical workers whose wages peaked at the age group of 55 to

59, before declining for those aged 60 to 64. However, the rise was more gradual than those in professional and managerial positions.

CHART 4: MEDIAN MONTHLY GROSS WAGE BY AGE AND OCCUPATION, 2005



	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64
Managers	1,740	3,390	4,680	5,770	6,240	6,489	6,707	6,779	6,379
Professionals	2,400	3,017	3,800	4,295	4,655	4,813	4,579	4,767	5,543
Technicians & Associate Professionals	1,900	2,405	2,750	2,916	3,000	2,994	3,040	3,043	2,750
Clerical Workers	1,503	1,700	1,856	1,950	1,966	2,061	2,149	2,168	1,800
Service & Sales Workers	1,717	2,136	2,380	2,368	1,701	1,503	1,425	1,392	1,353
Production Craftsmen & Related Workers	1,431	1,697	1,940	2,092	2,133	2,172	2,200	1,968	1,605
Plant & Machine Operators & Assemblers	1,602	1,727	1,884	1,964	1,900	1,800	1,800	2,028	2,117
Cleaners, Labourers & Related Workers	1,046	1,173	1,236	1,139	1,097	1,053	1,010	1,000	850

Source: Survey on Occupational Wages, 2005

Note: Data for 2005 are the latest available.

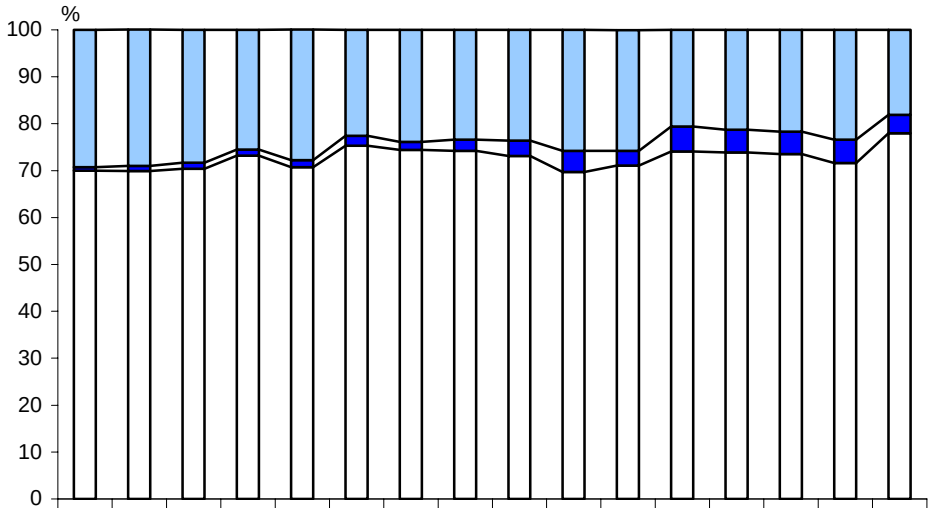
5 Concluding Remarks

5.1 Benefiting from the strong economic performance, a record high proportion of the older population are in the labour force and in employment. Both the participation and employment rates of older males in Singapore now compare favourably to countries in the region and beyond. While older females have also made significant gains, their rates are still relatively lower than in many developed countries. This suggests there is scope to enhance the employment of older population in Singapore particularly among females. If successful, this will in the long run enable more of them to contribute to the workforce and help meet the challenges arising from an aging population.

ANNEX 1

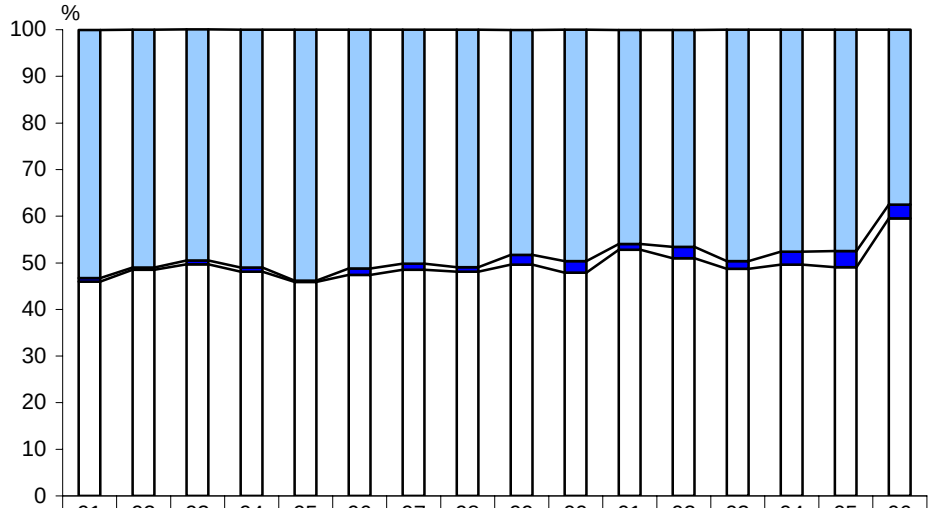
DISTRIBUTION OF RESIDENT POPULATION BY ECONOMIC ACTIVITY STATUS, 1991 TO 2006 (AS AT JUNE)
(NON-SEASONALLY ADJUSTED)

MALES AGED 55-59



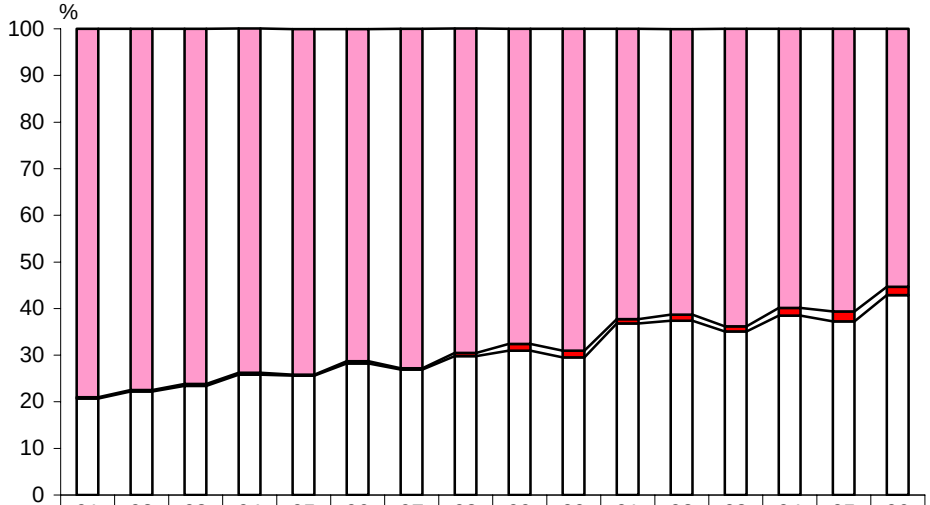
	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06
Economically Inactive	29.3	29.1	28.3	25.5	27.9	22.6	23.9	23.4	23.6	25.8	25.7	20.6	21.3	21.7	23.4	18.1
Unemployed	0.7	1.1	1.3	1.3	1.5	2.1	1.7	2.4	3.3	4.5	3.1	5.3	4.8	4.8	5.0	3.9
Employed	70.0	69.9	70.4	73.2	70.7	75.3	74.4	74.2	73.1	69.7	71.1	74.1	73.9	73.5	71.6	78.0

MALES AGED 60-64



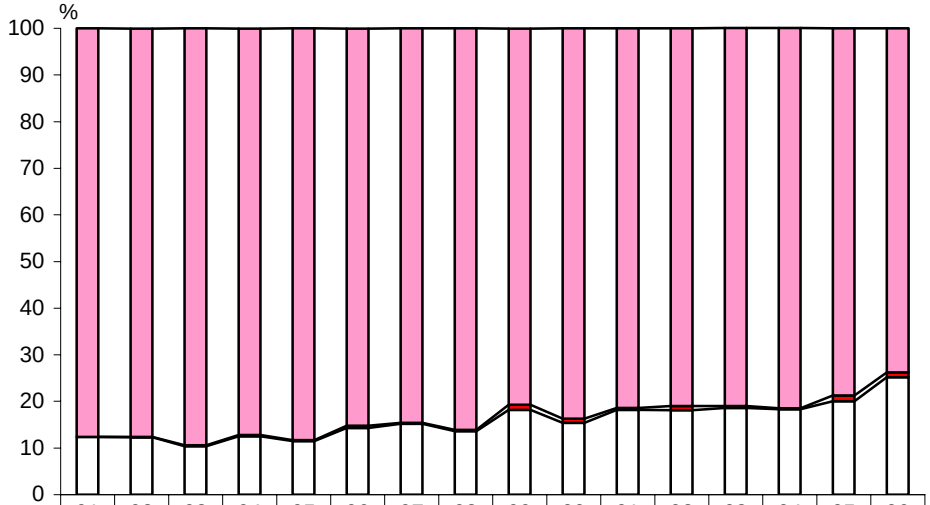
	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06
Economically Inactive	53.2	51.0	49.6	51.0	53.8	51.2	50.2	50.9	48.2	49.6	45.9	46.5	49.6	47.6	47.5	37.5
Unemployed	0.7	0.5	0.8	0.9	0.3	1.4	1.3	1.0	2.1	2.5	1.2	2.4	1.7	2.8	3.4	3.0
Employed	46.0	48.5	49.7	48.1	45.9	47.4	48.5	48.1	49.6	47.9	52.8	51.0	48.7	49.6	49.1	59.5

FEMALES AGED 55-59



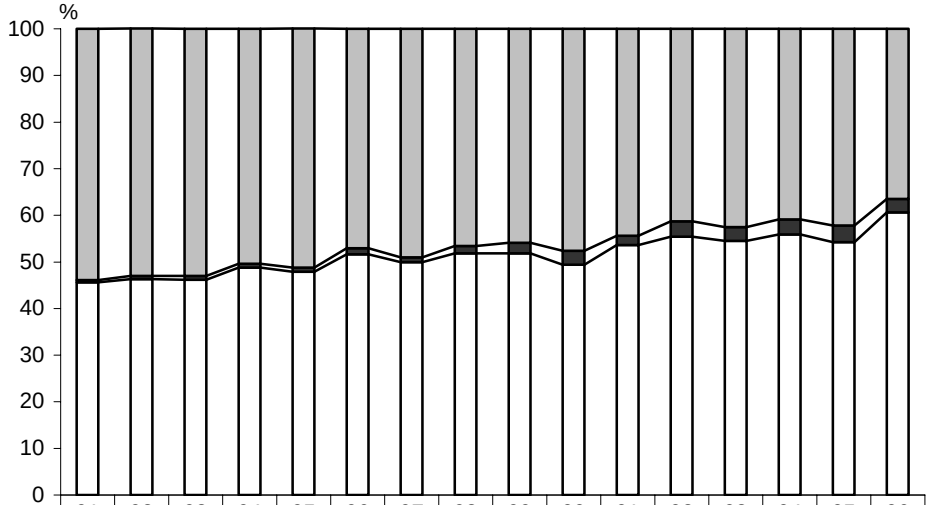
	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06
Economically Inactive	79.0	77.5	76.2	73.9	74.1	71.2	72.8	69.6	67.6	69.0	62.3	61.2	63.8	59.9	60.6	55.3
Unemployed	0.3	0.3	0.4	0.4	0.2	0.5	0.3	0.7	1.4	1.5	0.9	1.3	1.1	1.6	2.2	1.8
Employed	20.7	22.2	23.4	25.8	25.6	28.2	26.9	29.8	31.0	29.5	36.8	37.4	35.1	38.5	37.2	42.9

FEMALES AGED 60-64



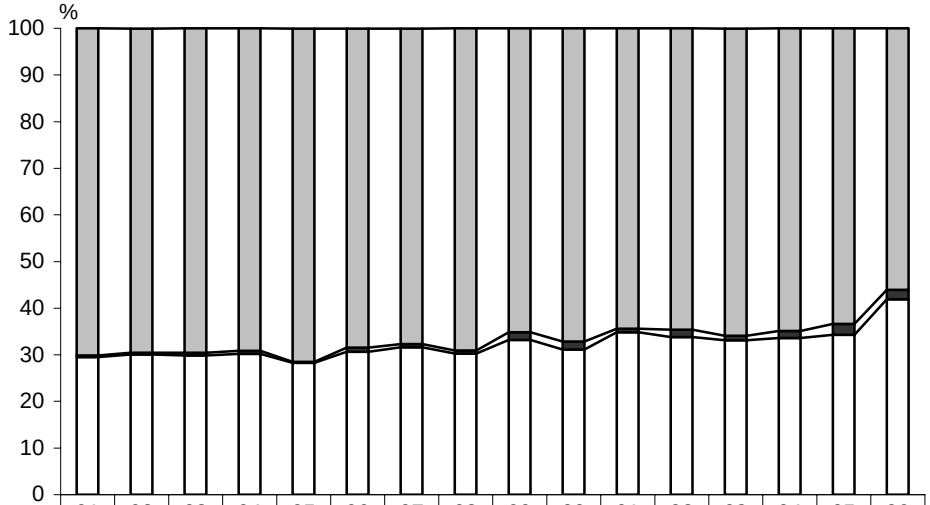
	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06
Economically Inactive	87.6	87.5	89.4	87.1	88.3	85.1	84.6	86.1	80.6	83.7	81.4	81.0	81.1	81.6	78.7	73.8
Unemployed	-	0.1	0.2	0.3	0.2	0.5	0.2	0.3	1.1	0.9	0.4	0.9	0.4	0.2	1.3	1.0
Employed	12.4	12.3	10.4	12.5	11.5	14.3	15.2	13.6	18.2	15.4	18.2	18.1	18.6	18.3	20.0	25.2

TOTAL AGED 55-59



	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06
Economically Inactive	53.9	53.1	53.0	50.4	51.3	47.1	49.0	46.6	45.9	47.6	44.4	41.3	42.5	40.9	42.2	36.5
Unemployed	0.5	0.7	0.8	0.8	0.9	1.3	1.0	1.6	2.3	3.0	2.0	3.3	3.0	3.2	3.6	2.9
Employed	45.6	46.3	46.2	48.8	47.9	51.6	50.0	51.8	51.8	49.4	53.6	55.4	54.5	55.9	54.2	60.6

TOTAL AGED 60-64



	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06
Economically Inactive	70.1	69.5	69.6	69.2	71.4	68.4	67.6	69.1	65.2	67.2	64.4	64.6	65.8	64.9	63.4	56.1
Unemployed	0.4	0.3	0.5	0.6	0.2	0.9	0.7	0.6	1.6	1.7	0.8	1.6	1.0	1.5	2.3	2.0
Employed	29.5	30.1	29.9	30.2	28.3	30.6	31.6	30.3	33.2	31.1	34.8	33.8	33.1	33.6	34.3	41.9

Source: Data are from Labour Force Survey (LFS), except for 1995, 2000 and 2005 which are obtained from the Census of Population (2000 data) and General Household Survey (1995 and 2005 data) respectively.

Notes: (1) Data from the Census and GHS may not be strictly comparable with LFS as there are some differences in the survey period. GHS/Census is conducted from Mar/Apr to Aug/Sep whereas LFS is from May to Jul.

(2) The unemployed figures above refer to the percentage of population who are unemployed. This is different from the unemployment rate, which is expressed as a percentage of the labour force.

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Report Title: A Statistical Profile of Older Workers

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

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