

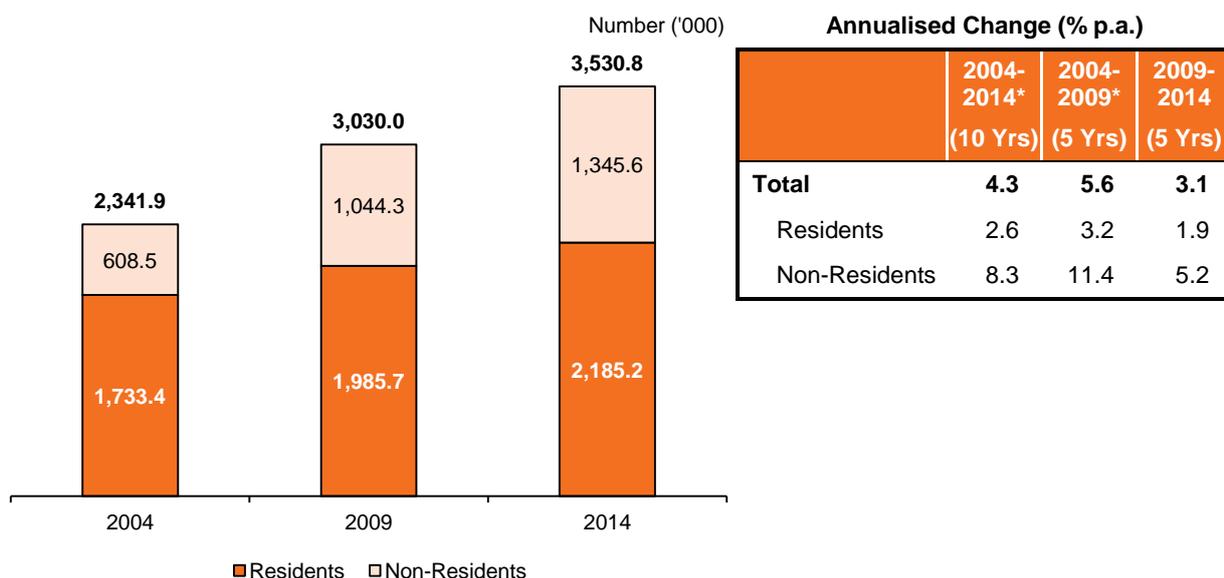
SURVEY FINDINGS

1 Labour Force

Labour force growth moderated in recent five years, amid tighter immigration framework and foreign manpower measures

1.1 Singapore's labour force grew by 4.3% p.a. over the decade to 3.53 million persons in June 2014, with faster rate of increase in the earlier half of the decade (2004 to 2009) than the recent half (2009 to 2014). This trend was observed for both residents and non-residents. Amid foreign manpower measures implemented progressively from 2010, growth in the non-resident labour force slowed from 11% p.a. to 5.2% p.a. over the two halves of the recent decade. The resident labour force growth moderated from 3.2% p.a. to 1.9% p.a. over the same period, reflecting the tightening of the immigration framework in late 2009.

Chart 1: Labour Force, 2004, 2009 and 2014 (June)



Note: * – The growth rates are adjusted for the change in the definition of resident population estimates by Singapore Department of Statistics (released in February 2008) to exclude residents who have been away from Singapore for a continuous period of 12 months or longer. The figures were computed based on two sub-periods, 2004 to 2007 (based on old definition) and 2007 to 2014/2009 (based on new definition).

Labour Force Participation

Labour force participation rate rose for the third successive year, driven by continued increases for women and older residents

1.2 More residents were working or actively seeking employment in June 2014, as the labour force participation rate (LFPR) rose for the third successive year to a new high of 67.0% in 2014. The increase was driven by women and older residents, continuing their uptrend in LFPR over the decade. The female LFPR rose significantly from 51.3% in 2004 to 58.6% in 2014, as they benefitted from the rise in employment opportunities in the services sector. The increased prevalence of flexible work arrangements which support work-life integration could have also attracted more women to participate in the labour market. Reflecting on-going tripartite efforts to enhance the employability of older workers and their improving educational profile, the LFPR for older residents aged 55 to 64 rose from 49.5% to 68.4%. The LFPR for residents aged 65 to 69 also trended upwards from 18.9% in 2004 to 41.2% in 2014, possibly boosted by spillover effects from the implementation of re-employment legislation.

Chart 2: Age-Sex Specific Resident Labour Force Participation Rate, 2004 and 2014 (June)

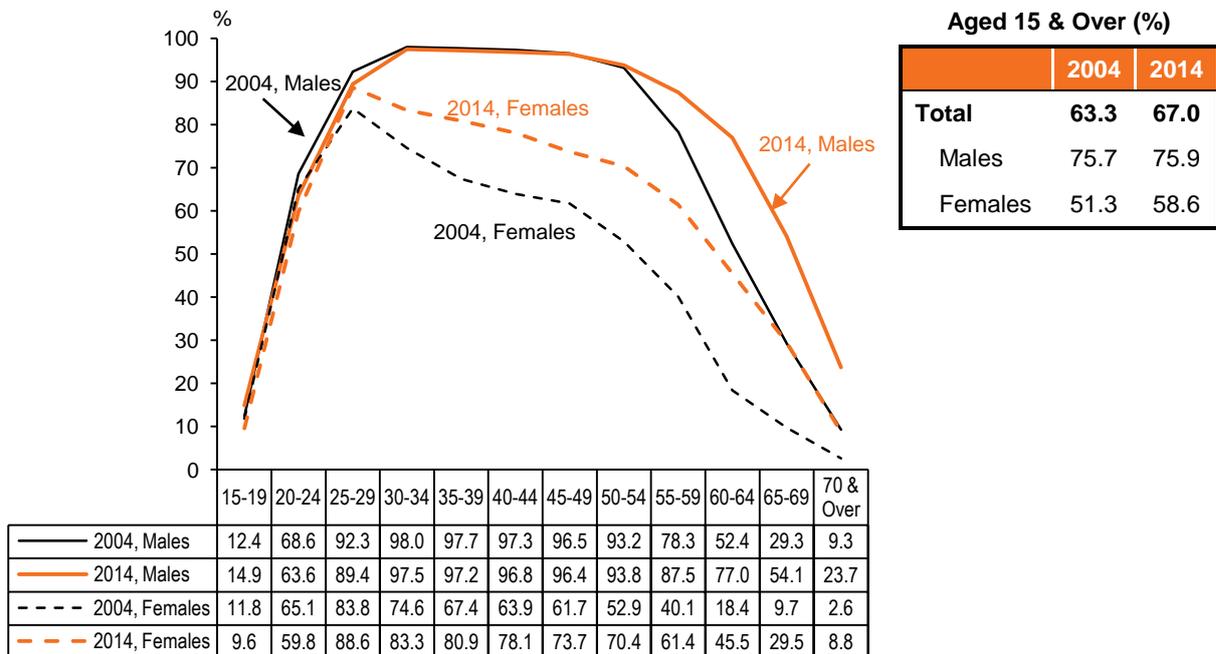
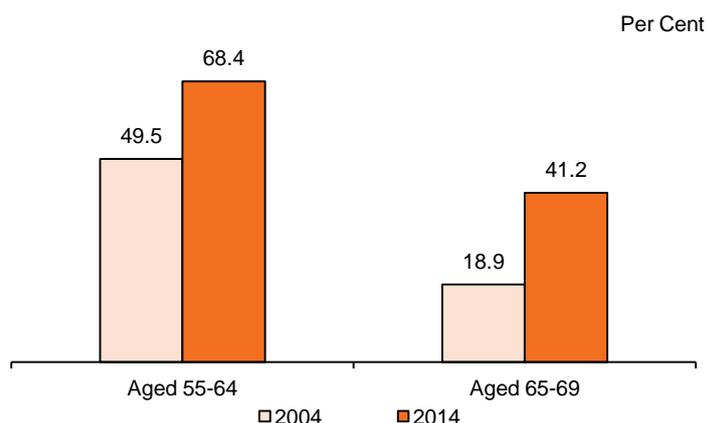


Chart 3: Labour Force Participation Rate of Resident Population Aged 55 to 64 and 65 to 69, 2004 and 2014 (June)



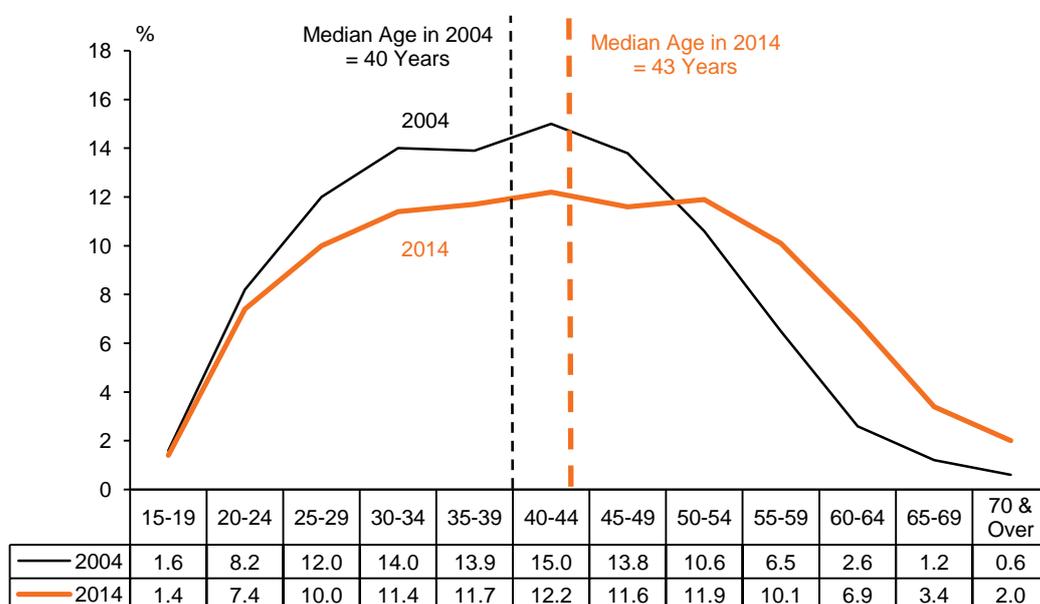
Profile of the Labour Force

Age

Rising share of older residents in the labour force

1.3 The share of older residents in the labour force continued to rise, amid higher participation of older residents in the labour force and an ageing population. Slightly more than one in three (34%) residents in the labour force in 2014 were aged 50 & over, up from around one in five (21%) in 2004. The median age of residents in the labour force rose to 43 years in 2014 from 40 years in 2004.

Chart 4: Distribution of Resident Labour Force by Age, 2004 and 2014 (June)



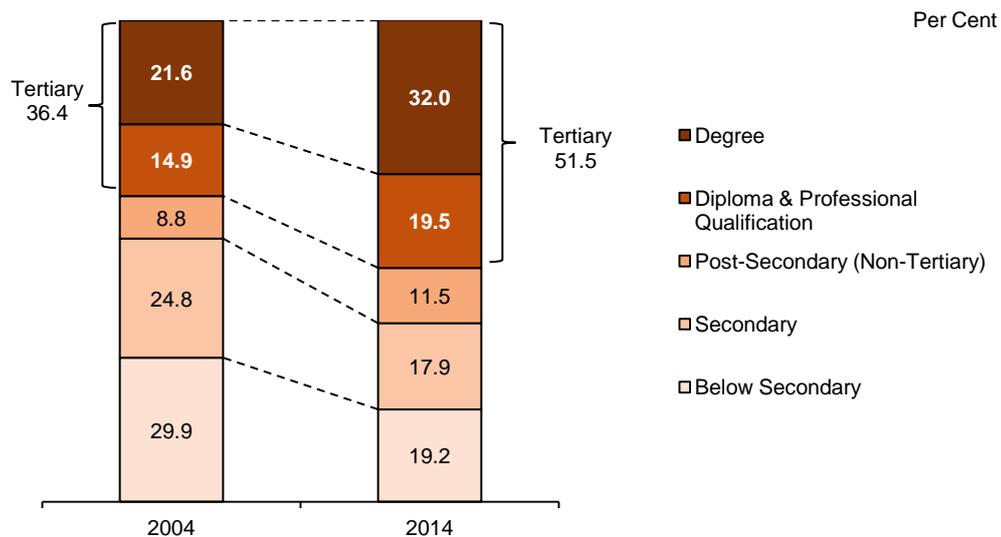
Note: Data for each year may not add up to 100% due to rounding.

Education

More tertiary-educated residents in the labour force

1.4 The educational profile of the resident labour force improved, as younger cohorts joining the labour force tend to be better-educated while older cohorts who retired generally had a lower-educated profile. Tertiary-educated residents now form the majority (or 51%) of the resident labour force in 2014, up from 36% in 2004. This increase came mostly from degree holders, whose share in the labour force rose over the decade from 22% to 32%.

Chart 5: Distribution of Resident Labour Force by Highest Qualification Attained, 2004 and 2014 (June)

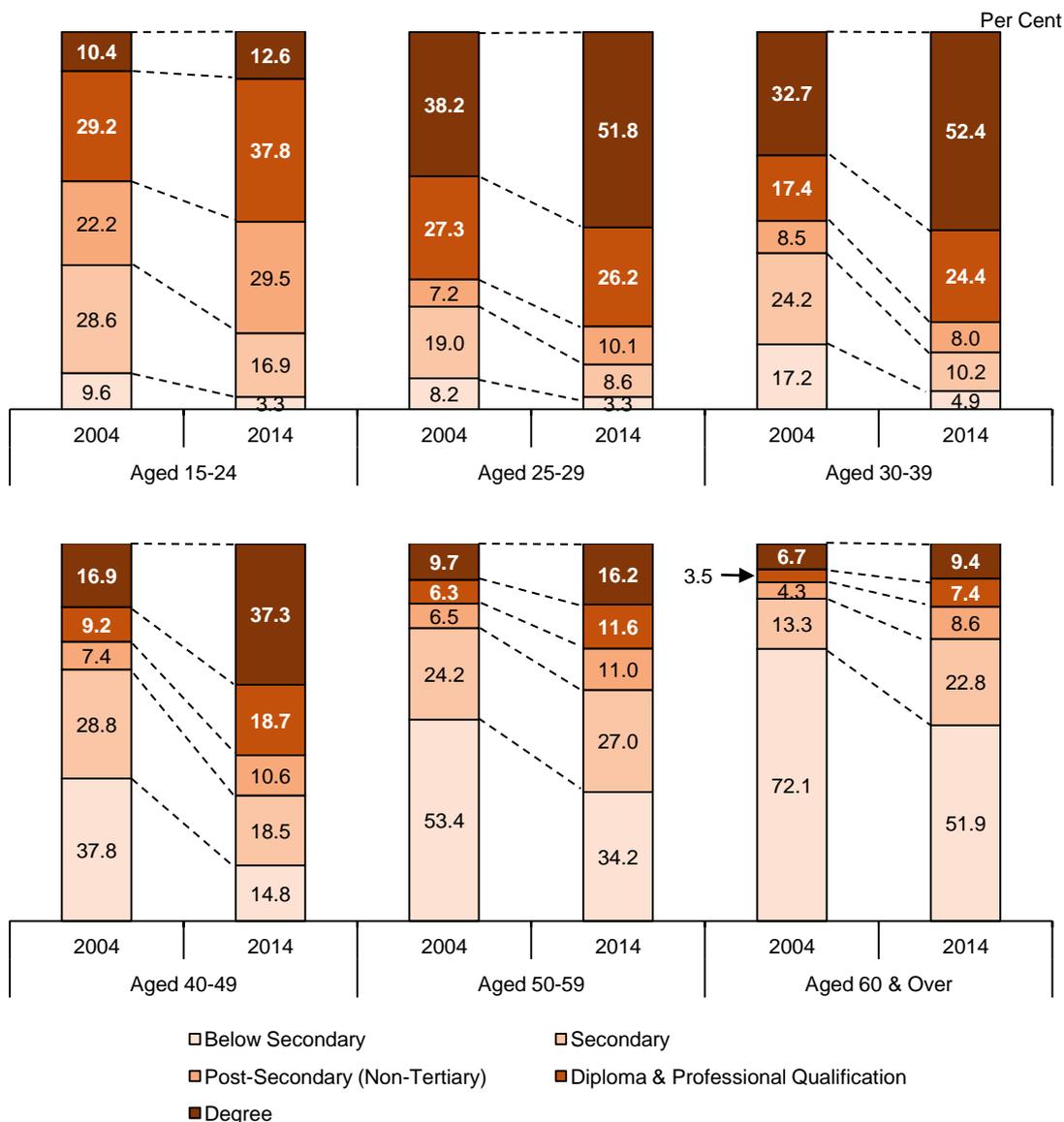


Note: Data for each year may not add up to 100% due to rounding.

1.5 In all age groups, the educational profile of the resident labour force improved from a decade ago. Degree holders made up a slight majority of the resident labour force in the younger prime-working ages of 25 to 29 and 30 to 39 (both 52%) in 2014, substantially higher than the proportions among those in their 40s (37%), 50s (16%) and aged 60 & over (9.4%).³ Including those with diploma & professional qualifications, close to eight in ten younger prime-working age residents in the labour force were tertiary-educated (aged 25 to 29: 78%, aged 30 to 39: 77%).

³ The share of degree holders in the youth labour force aged 15 to 24 was also low, as many of those in this age group were still pursuing education and have not entered the labour market.

Chart 6: Distribution of Resident Labour Force by Highest Qualification Attained and Age, 2004 and 2014 (June)



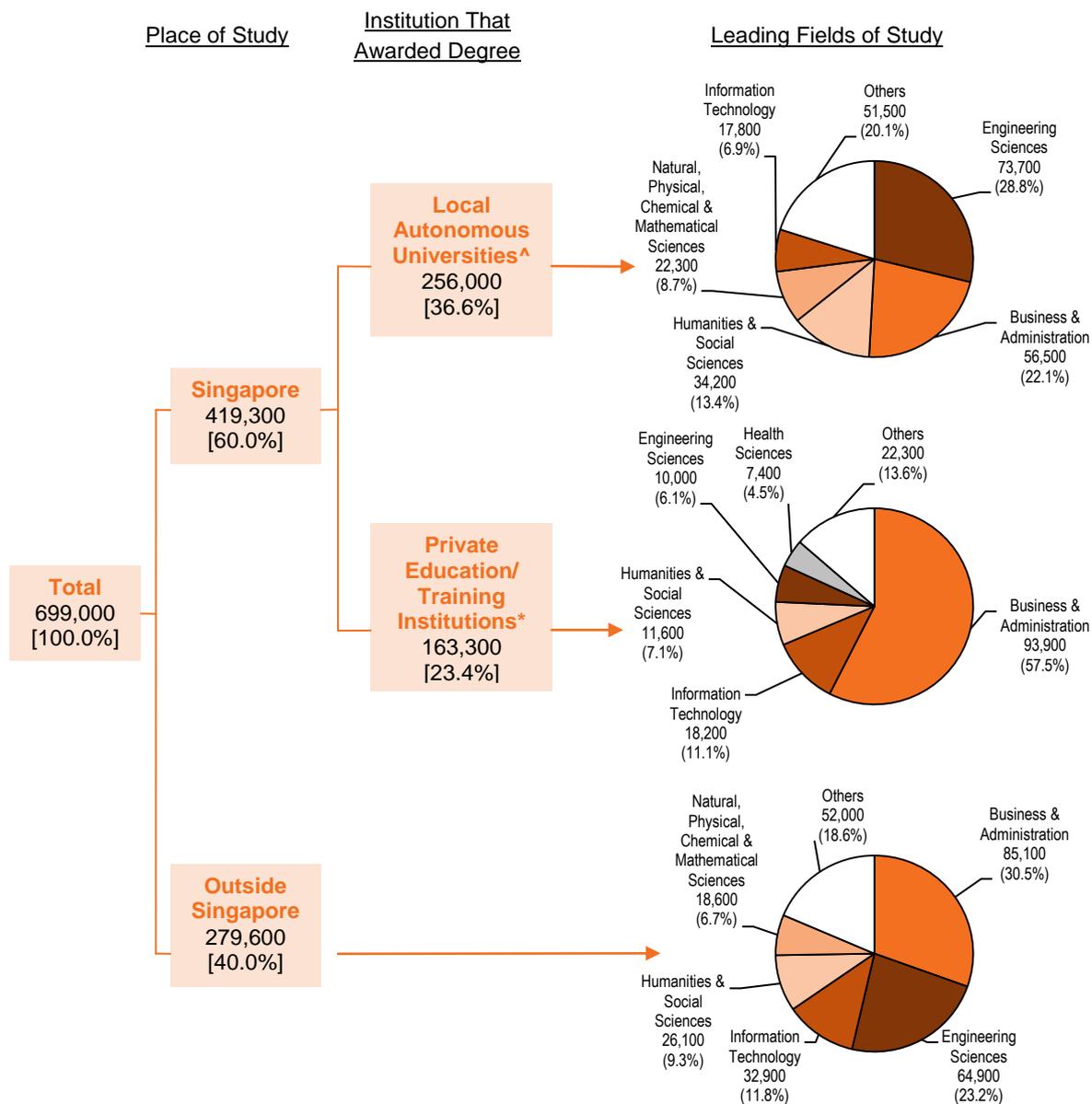
Note: Data for each year/age group may not add up to 100% due to rounding.

1.6 Four in ten (40%) degree holders in the resident labour force in 2014 obtained their degree overseas, most commonly in the field of Business & Administration followed by Engineering Sciences. A slightly lower proportion (37%) were degree holders from local autonomous universities⁴, led by Engineering Sciences followed by Business & Administration. The remaining 23% got their degrees from private education/training institutions⁵ in Singapore, the majority of whom were Business & Administration graduates.

⁴ This refers to the National University of Singapore (including the former University of Singapore), Nanyang Technological University (including the former Nanyang University and Nanyang Technological Institute), National Institute of Education, Singapore Management University, Singapore University of Technology and Design and Singapore Institute of Technology (including qualifications awarded by its overseas partner universities/institutions).

⁵ Includes qualifications awarded by their overseas partner universities/institutions.

Chart 7: Profile of Degree Holders in Resident Labour Force, June 2014



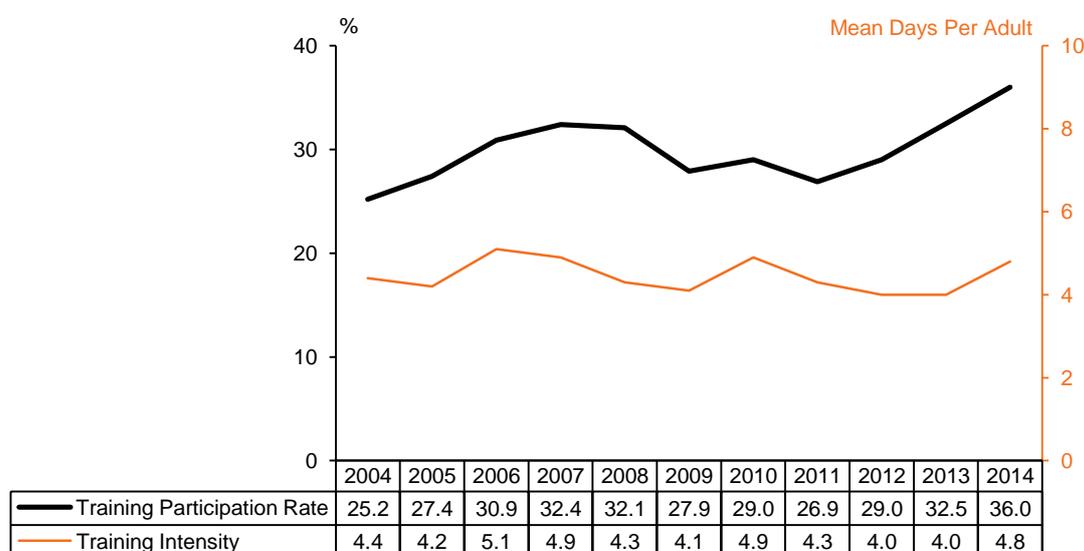
- Notes:
- (1) [^] – Includes qualifications awarded by overseas partner universities/institutions of the Singapore Institute of Technology.
 - (2) ^{*} – Includes qualifications awarded by their overseas partner universities/institutions.
 - (3) Figures in square brackets [] are computed as a percentage of all resident degree holders in the labour force, while those in round brackets () are computed as a percentage of resident degree holders in the labour force from the respective place of study/institution that awarded degree.
 - (4) Data may not add up to the total due to rounding.

Training

Sustained increase in training participation rate to a new high

1.7 More residents participated in some form of job-related structured training during the 12-month period ending June 2014. The training participation rate for the resident labour force aged 15 to 64 rose for the third successive year to a new high⁶ of 36% in 2014, amid continued outreach efforts and focus in promoting lifelong learning.⁷ Training participants also spent more time on training, averaging (mean) 13 days per trainee in 2014 compared with 12 days per trainee in 2013. Consequently, training intensity, derived by multiplying the average (mean) training days per trainee with training participation rate, increased to 4.8 days per adult in 2014 from 4.0 days per adult in the past two years.

Chart 8: Training Indicators of Resident Labour Force Aged 15 to 64, 2004 to 2014



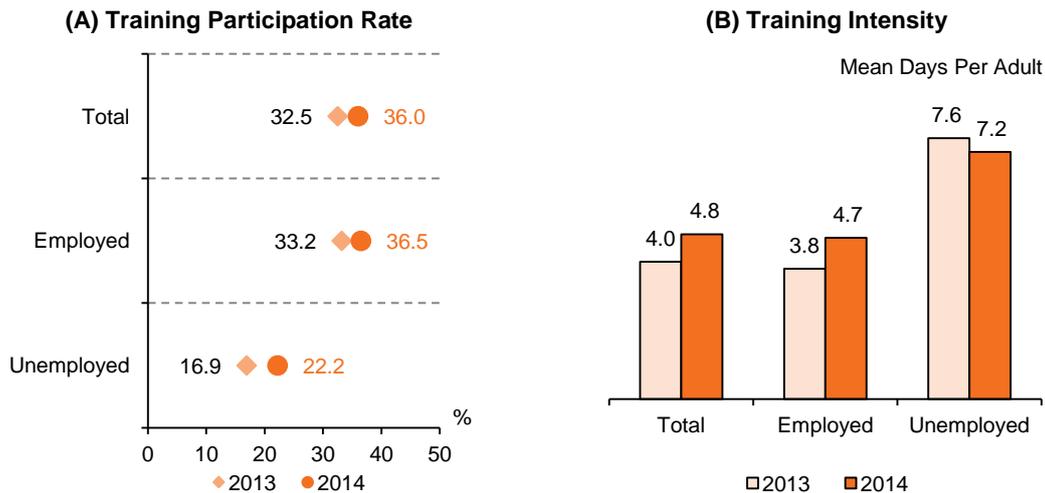
- Notes: (1) Training participation rate is defined as the proportion of residents aged 15 to 64 in the labour force who had engaged in some form of job-related structured training or education activities over the 12-month period ending June.
- (2) Training intensity is measured by the duration of training per adult, derived by multiplying the training participation rate with the average (mean) training days per trainee.

1.8 Training participation rose for both employed and unemployed residents in 2014. Training participation rate among the unemployed (22%) continued to lag the employed (37%) who can benefit from training provided by employers. While the unemployed experienced greater improvement in training participation (5.3%-points), they spent lesser time on training over the year, resulting in a slight dip in training intensity (7.2 days) in 2014. In contrast, the training intensity among the employed rose to 4.7 days per adult in 2014 as both training participation and duration increased.

⁶ Since the start of the data series in 2000.

⁷ On 31 March 2014, the Singapore Workforce Development Agency (WDA) launched the nationwide 'lifelong learning campaign' to rally Singaporeans towards lifelong learning.

Chart 9: Training Indicators of Resident Labour Force Aged 15 to 64 by Labour Force Status, 2013 and 2014



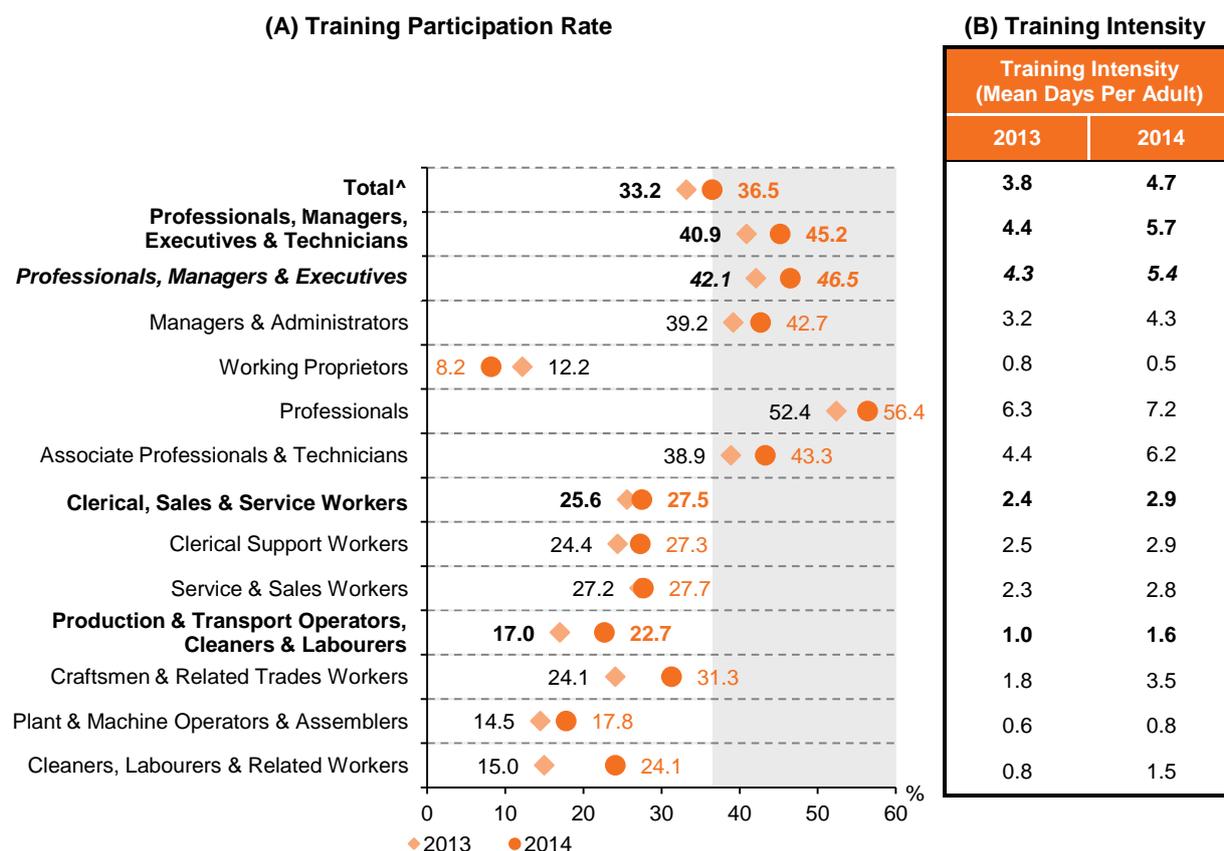
1.9 Nearly one in two (45%) professionals, managers, executives & technicians (PMETs) had undergone training, compared with almost three in ten (28%) clerical, sales & service workers and two in ten (23%) production & transport operators, cleaners & labourers in 2014. Training participation rose over the year in all three occupational groups, more so among the production & transport operators, cleaners & labourers (5.7%-points) and PMETs (4.3%-points). Coupled with longer training duration, the training intensity rose for all three broad occupational groups in 2014. PMETs continued to have higher training intensity (5.7 days per adult) than clerical, sales & service workers (2.9 days per adult) and production & transport operators, cleaners & labourers (1.6 days per adult).

Chart 10: Training Indicators of Employed Residents Aged 15 to 64 by Broad Occupational Group, 2013 and 2014



Note: ^ – Includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation which are not separately reflected.

Chart 11: Training Indicators of Employed Residents Aged 15 to 64 by Occupation, 2013 and 2014

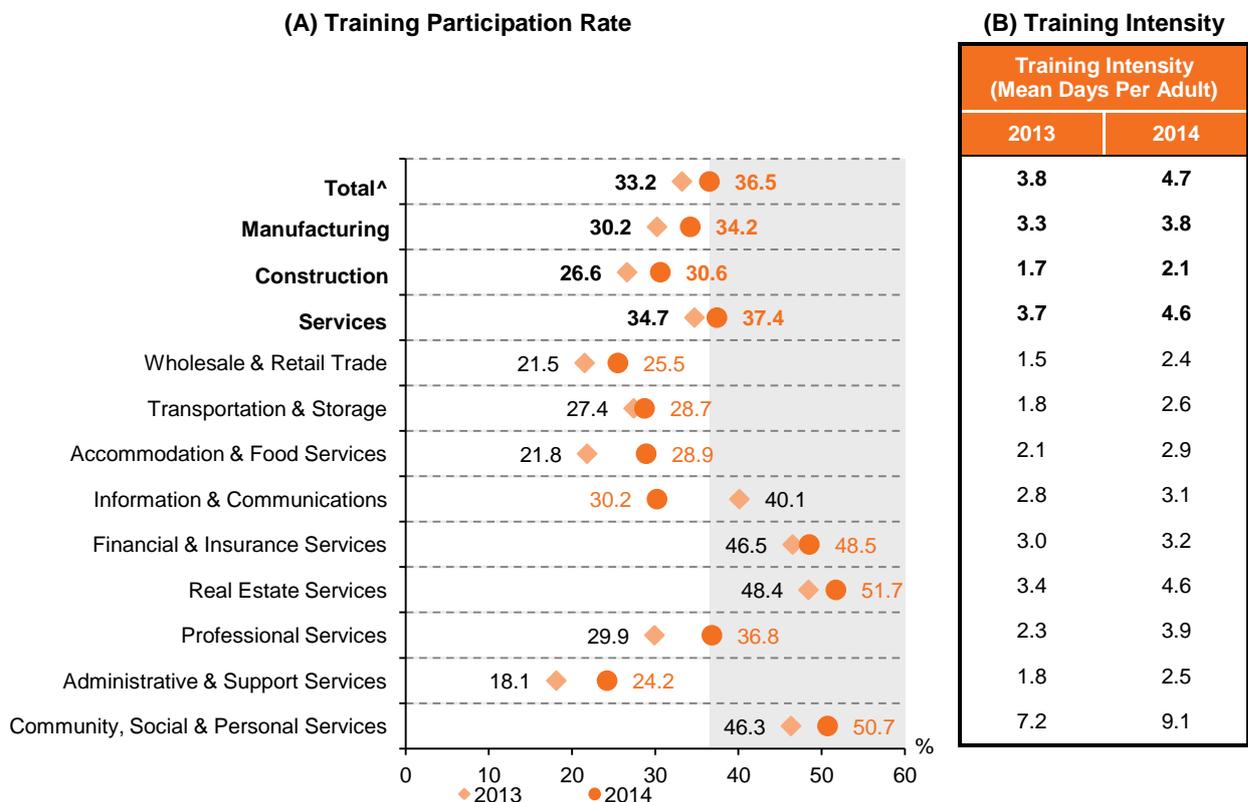


- Notes: (1) ^ – Includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation which are not separately reflected.
 (2) Professionals, Managers & Executives (PMEs) refer to 'Managers & Administrators', 'Working Proprietors' and 'Professionals'.

1.10 Training was more prevalent in services (37%) than manufacturing (34%) and construction (31%). Within services, residents working in real estate (52%), community, social & personal (51%), financial & insurance (49%) and professional services (37%), which generally had more PMETs, posted above-average training incidences. On the other hand, training was less common in sectors with greater reliance on lower-skilled and/or seasonal workers such as administrative & support services (24%) and wholesale & retail trade (26%).

1.11 Training participation rose over the year across all industries in 2014, except in information & communications (2013: 40%, 2014: 30%).⁸ Nonetheless, pushed up by the longer training duration of trainees in information & communications (7.0 and 10.2 days per trainee), its training intensity improved over the year (2.8 and 3.1 days per adult). Consequently, all industries had higher training intensity than the previous year.

Chart 12: Training Indicators of Employed Residents Aged 15 to 64 by Industry, 2013 and 2014

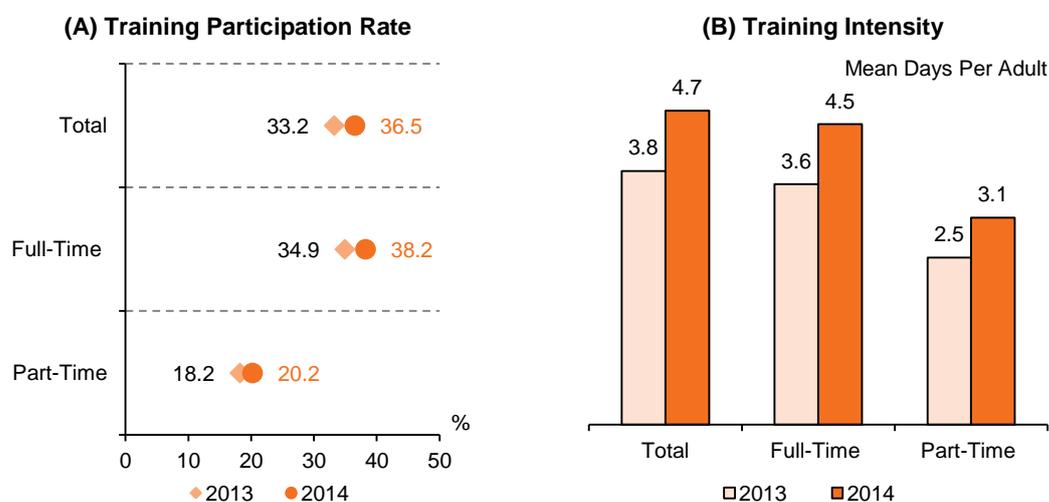


Note: [^] – Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management which are not separately reflected.

⁸ The training participation rate for 2014 (30%) was substantially lower than 2013 (40%), but broadly comparable to 2012 (28%) and 2011 (26%).

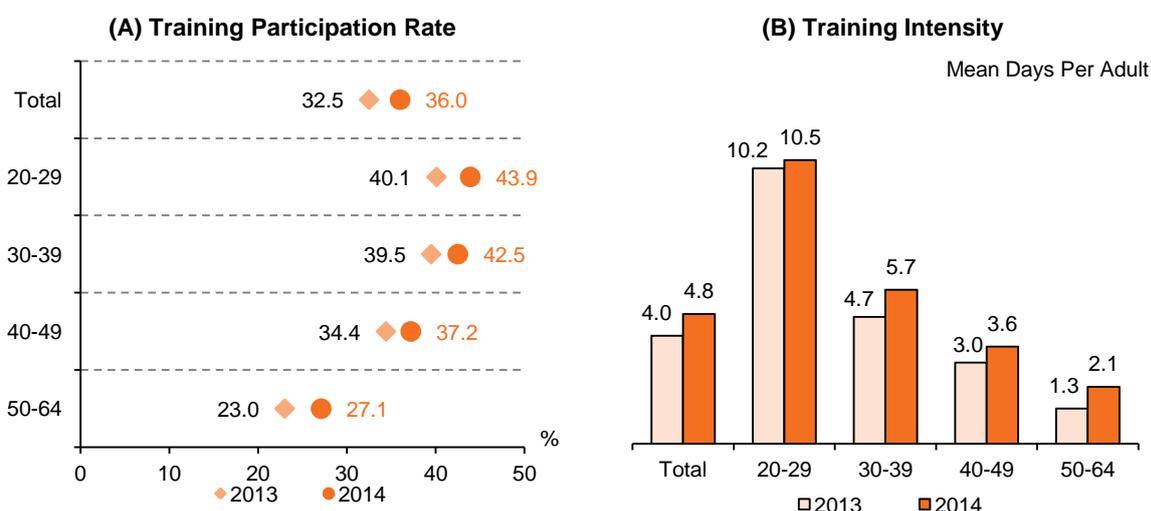
1.12 Both full-time and part-time employed residents saw improvements in their training participation. Full-timers (38%) continued to be more likely to undertake training than part-timers (20%) in 2014, reflecting their stronger labour market attachment. Training duration also rose for both full-timers and part-timers, leading to higher training intensity in 2014 (full-time: 4.5 days per adult, part-time: 3.1 days per adult).

Chart 13: Training Indicators of Employed Residents Aged 15 to 64 by Nature of Employment, 2013 and 2014



1.13 Across all age groups, more residents in the labour force took part in some form of training in 2014 as compared with 2013. Older residents aged 50 to 64 registered the largest increase (4.1%-points) in training participation, despite having the lowest participation rate among the age groups. Training intensity was also skewed towards younger residents given their higher participation and longer duration on training.

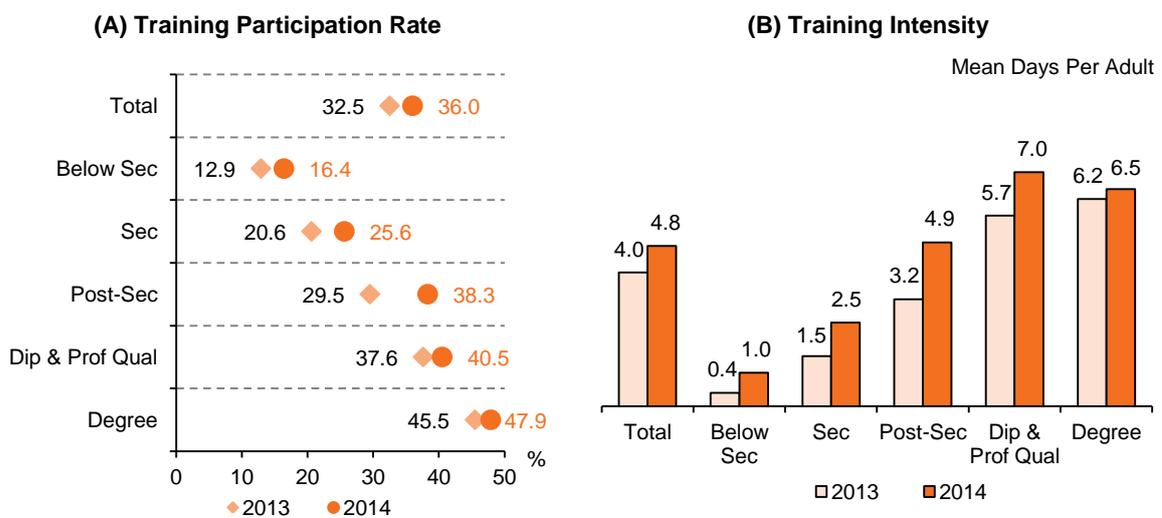
Chart 14: Training Indicators of Resident Labour Force Aged 15 to 64 by Age, 2013 and 2014



1.14 Training participation generally rose with higher qualifications. Nearly one in two (48%) degree holders in the resident labour force participated in training in 2014, substantially higher than residents with below secondary qualifications (16%). Nonetheless, training participation improved over the year across all educational qualifications.

1.15 The better-educated generally spent longer time on training. Diploma & professional qualification (7.0 days per adult) and degree (6.5 days per adult) holders had the greatest training intensity in 2014, while that for residents with below-secondary qualifications was the lowest (1.0 day per adult). On the whole, training intensity rose across all educational groups, driven by the increase in training participation and duration.

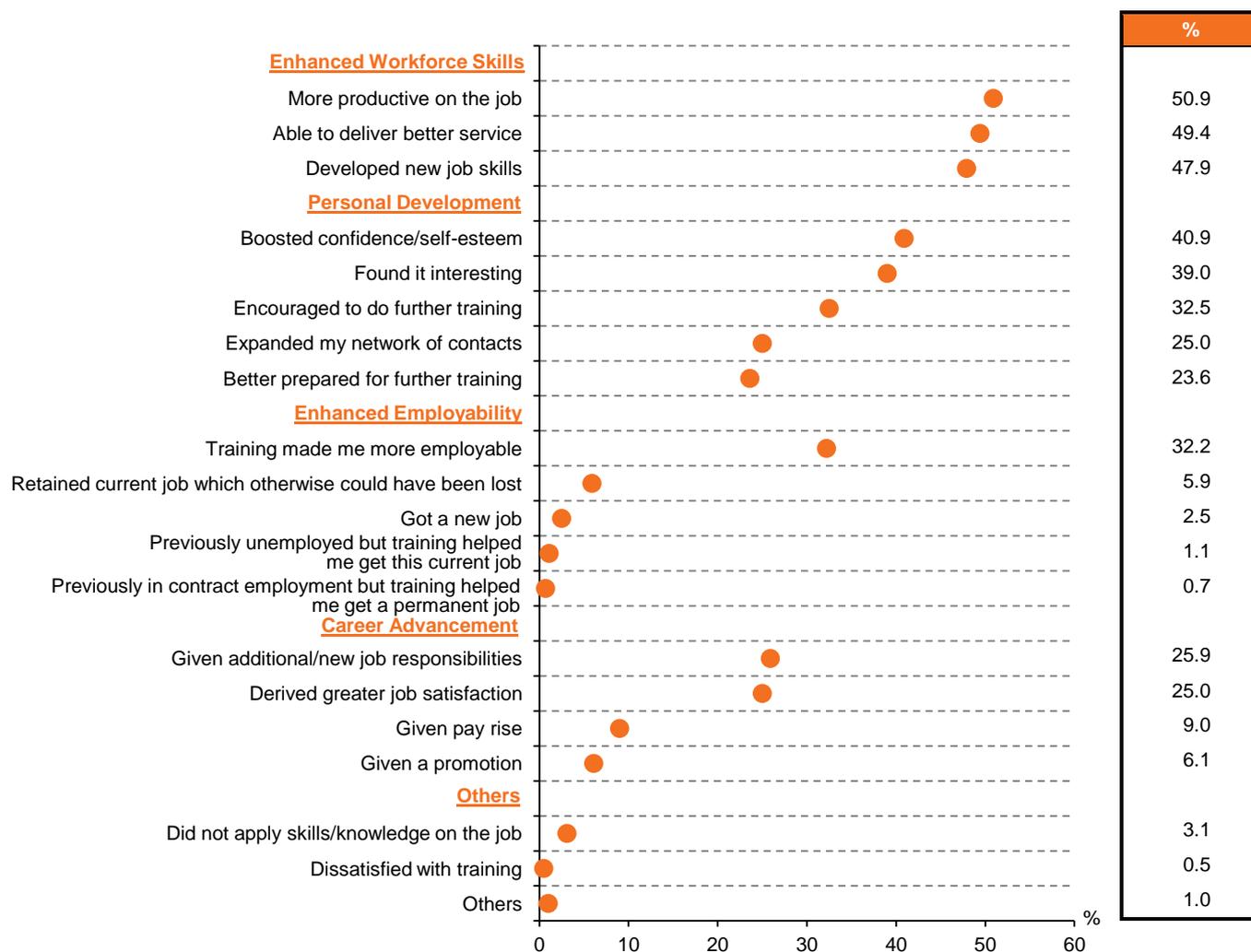
Chart 15: Training Indicators of Resident Labour Force Aged 15 to 64 by Highest Qualification Attained, 2013 and 2014



1.16 Employed trainees generally experienced positive outcomes from the training undertaken in the year ending June 2014, especially for those related to enhanced workforce skills such as *more productive on the job* (51%), *able to deliver better service* (49%) and *developed new job skills* (48%). Trainees also reported benefits on personal development e.g. *boosted confidence/self-esteem* (41%), *found [the training] interesting* (39%) and *encouraged to do further training* (33%). Slightly less than one in three trainees also indicated that *training made [them] more employable* (32%).

1.17 Proportionately fewer trainees indicated that training helped them in their career advancement. Around one in four were *given additional/new job responsibilities* (26%) and *derived greater job satisfaction* (25%) after training. Given that the impact of training on pay and promotion may not be immediate, a smaller proportion indicated receiving *pay rise* (9.0%) and *promotion* (6.1%) that was related to the training they undertook in the year. Only a small minority reported that they *did not apply the skills/knowledge on the job* (3.1%) or were *dissatisfied with training* (0.5%).

Chart 16: Training Outcomes of Employed Residents Aged 15 to 64, 2014



- Notes: (1) Figures are based on employed trainees aged 15 to 64.
 (2) Respondents can indicate more than one training outcome.

2 Employment

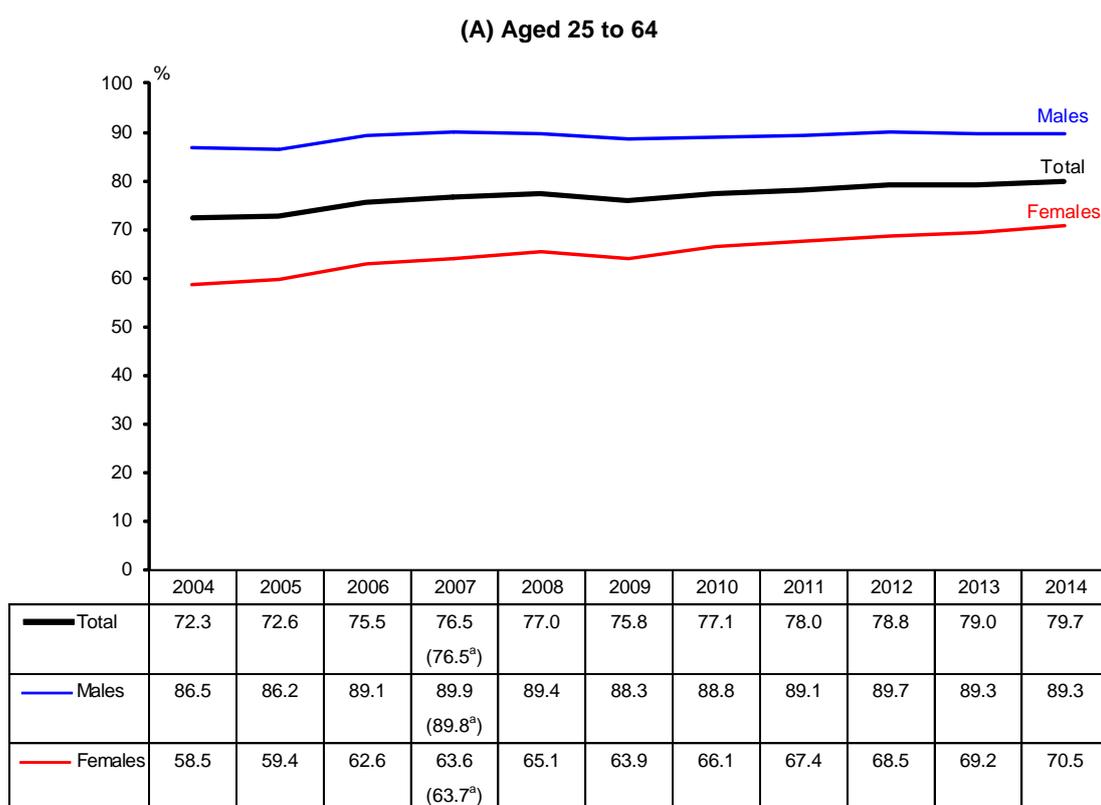
Employment rate reached another high, driven by women and older residents

2.1 As labour force participation rose and the labour market remained tight, the employment rate rose to another high. 79.7% of the resident population aged 25 to 64 were employed in 2014, up from 79.0% in 2013 and 72.3% in 2004.

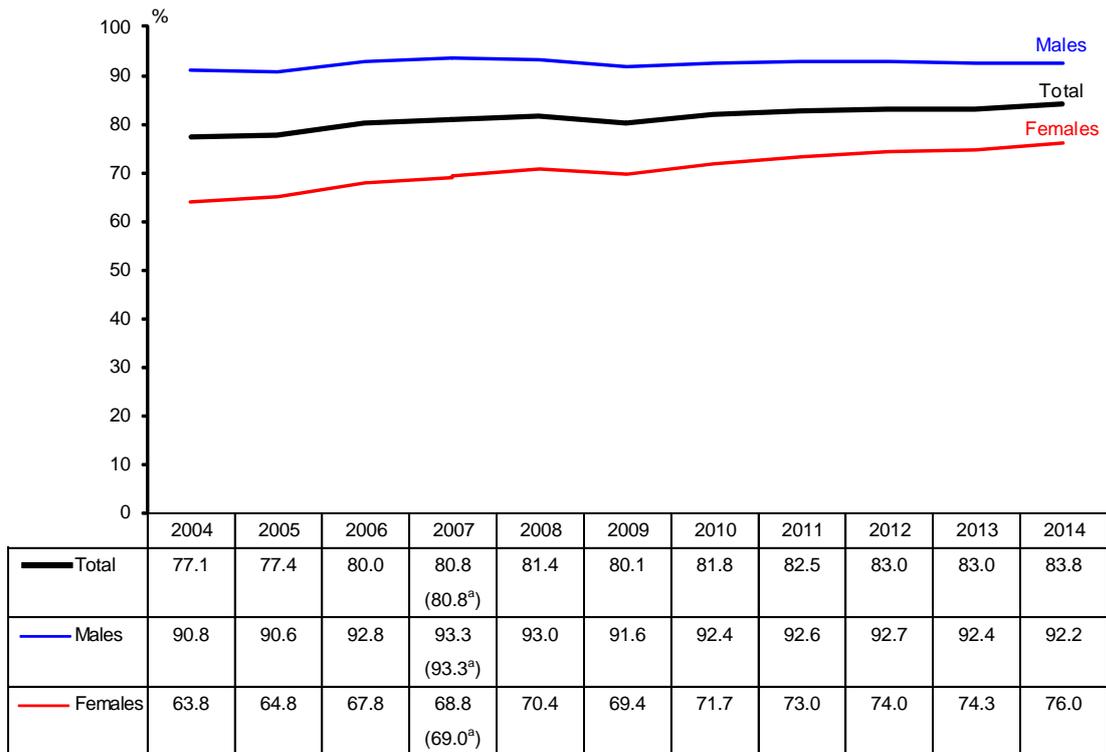
2.2 The employment rate for women in the prime-working ages of 25 to 54 rose from 74.3% in 2013 to a record 76.0% in 2014, its biggest increase in four years. This further narrowed the gap in their employment rate with that for prime-working age men, which was broadly stable at 92.2% in 2014.

2.3 Older residents aged 55 to 64 posted further increases in employment rate, reaching a new high of 66.3% in 2014 from 65.0% in 2013. The strong uptrend in employment rate for older women continued, increasing over the year from 50.9% to 52.7%. The rate for older men also rose to 80.2% in 2014, resuming its uptrend after slipping in 2013.

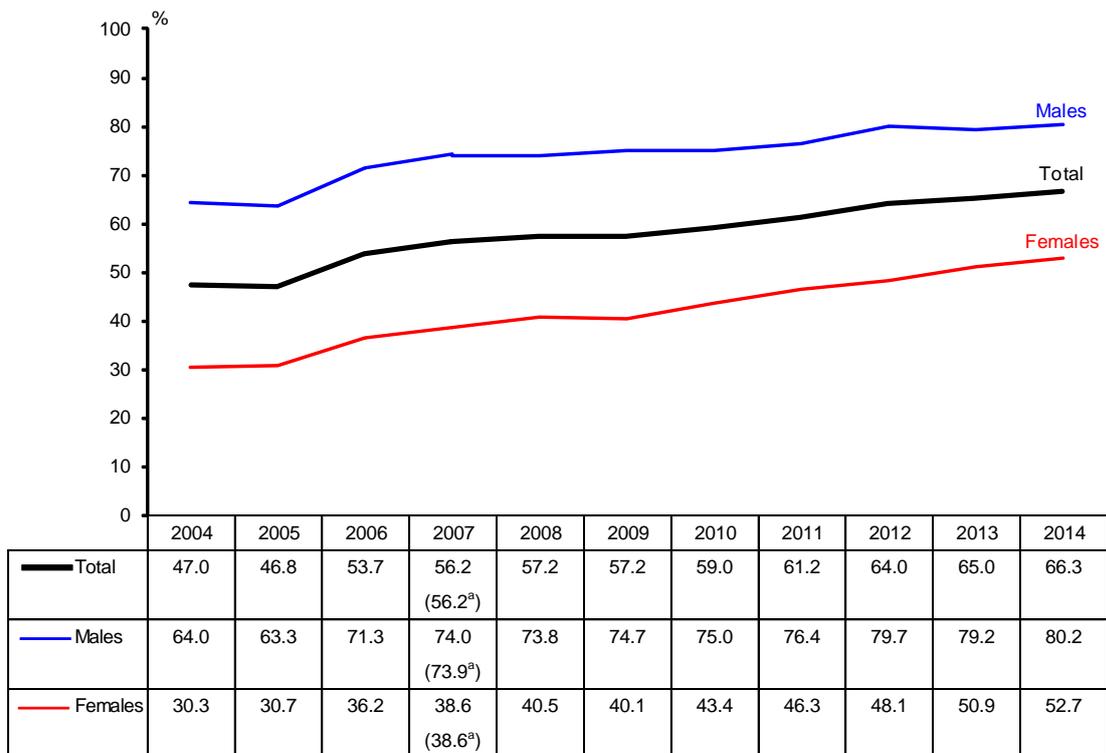
Chart 17: Resident Employment Rate by Selected Age Groups and Sex, 2004 to 2014 (June)



(B) Aged 25 to 54



(C) Aged 55 to 64



Source: Comprehensive Labour Force Survey (CLFS), except 2005 data which are from the General Household Survey (GHS) 2005.

Notes: (1) Data from GHS may not be strictly comparable with CLFS as there are differences in the survey period, namely March/April to August/September for GHS and May to July for CLFS.

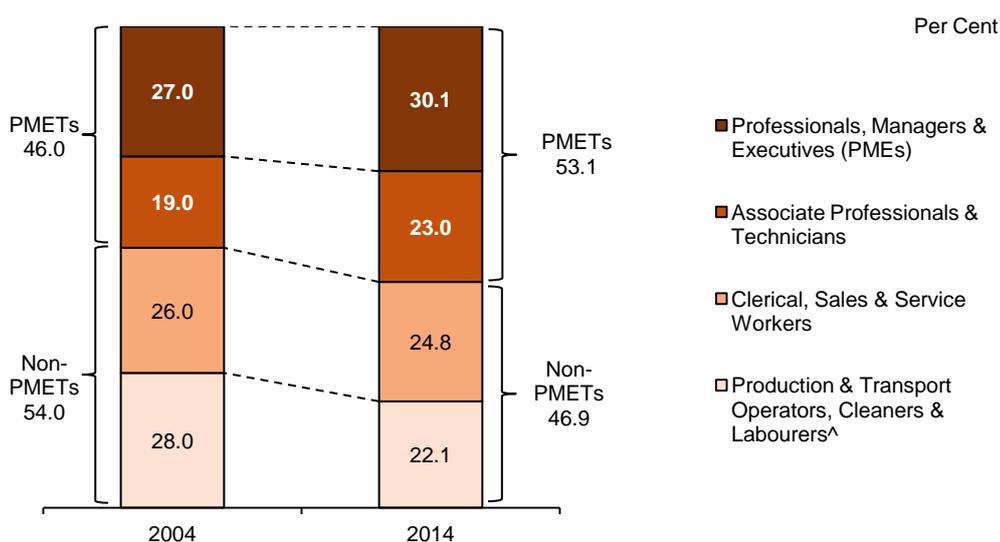
(2) ^a – June 2007 data have been adjusted based on latest revised population estimates from DOS to facilitate comparisons with June 2008 onwards.

Faster employment gains for residents in associate professional & technician and clerical, sales & service jobs in the last five years

2.4 The number of residents employed in both PMET and non-PMET positions rose over the decade, with faster gains for the former (4.3% p.a.) than the latter (1.3% p.a.). This raised the PMET share of the resident workforce from 46% in 2004 to 53% in 2014.

2.5 There were faster employment growth for residents in associate professional & technician and clerical, sales & service jobs in the recent five years (2009 to 2014) than in the preceding five years (2004 to 2009). The faster increase in clerical, sales & service workers was supported by the opening of the integrated resorts and demand for healthcare/social services. The number of residents employed as production & transport operators, cleaners & labourers increased in the recent five years, after dipping in the earlier five years. This reflects the increase for cleaners, labourers & related workers, which more than offset the decrease for production & related workers. Meanwhile, resident employment growth for professionals, managers & executives (PMEs) moderated over the two halves of the recent decade, as the robust employment growth in domestic-oriented sectors in recent years mainly benefitted mid- and lower-skilled workers.

Chart 18: Distribution of Employed Residents by Broad Occupational Group, 2004 and 2014 (June)



- Notes: (1) PMEs refer to 'Managers, Administrators & Working Proprietors' and 'Professionals', while PMETs further include 'Associate Professionals & Technicians'.
 (2) ^ – Includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation.
 (3) Data for each year may not add up to 100% due to rounding.

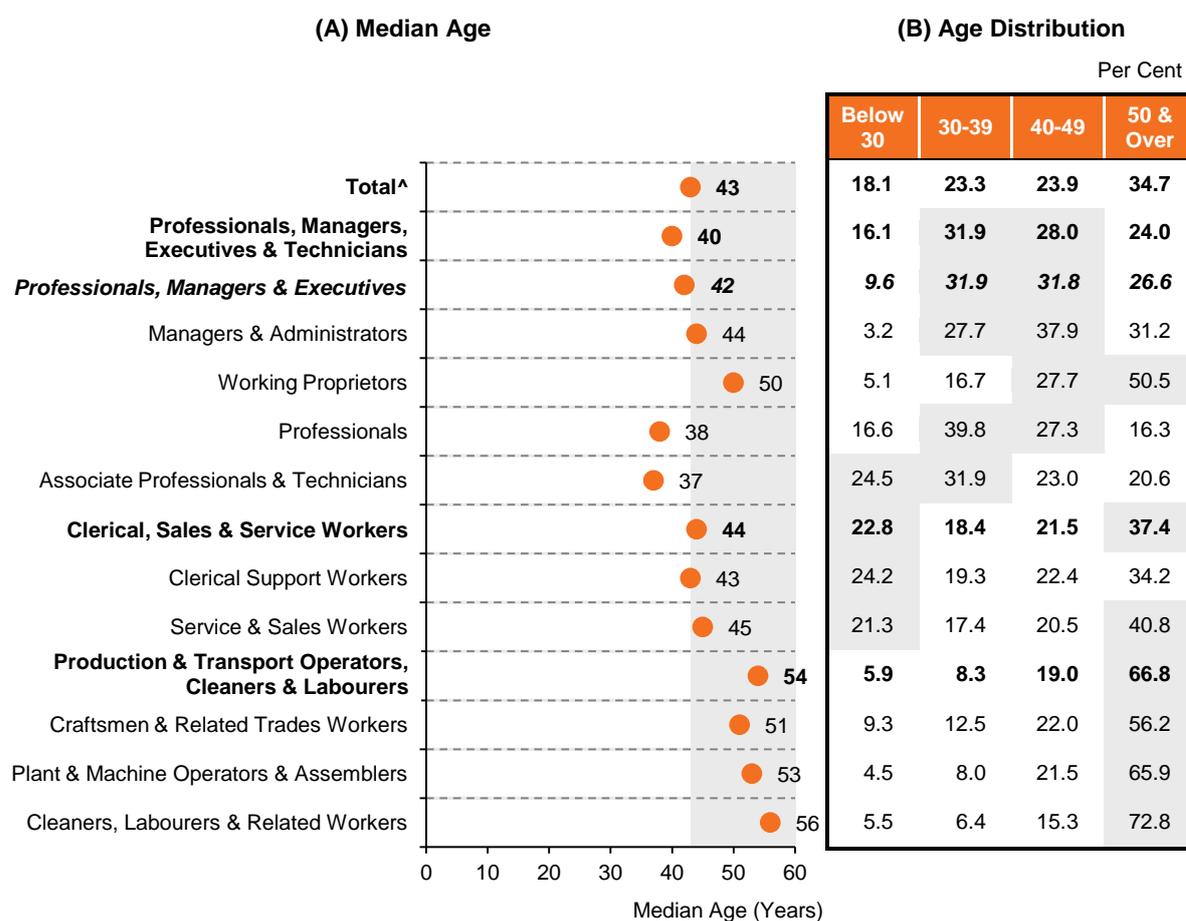
Table 1: Annualised Change in Employed Residents by Broad Occupational Group, 2004 to 2014 (June)

	% p.a.		
	2004-2014* (10 Years)	2004-2009* (5 Years)	2009-2014 (5 Years)
Total	2.8	3.2	2.4
Professionals, Managers, Executives & Technicians (PMETs)	4.3	5.9	2.8
Professionals, Managers & Executives (PMEs)	4.0	6.7	1.3
Associate Professionals & Technicians	4.8	4.7	5.0
Non-PMETs	1.3	0.6	1.9
Clerical, Sales & Service Workers	2.3	1.4	3.1
Production & Transport Operators, Cleaners & Labourers [^]	0.3	-0.1	0.7

- Notes: (1) PMEs refer to 'Managers, Administrators & Working Proprietors' and 'Professionals', while PMETs further include 'Associate Professionals & Technicians'.
- (2) [^] – Includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation.
- (3) * – The growth rates are adjusted for the change in the definition of resident population estimates (see note 2 for [Chart 17](#)). The figures were computed based on two sub-periods, 2004 to 2007 (based on old definition) and 2007 to 2014/2009 (based on new definition).

2.6 Residents employed as professionals and associate professionals & technicians tend to be younger, with median age of 38 and 37 years respectively in 2014 compared with 43 years among all employed residents. This reflects the better-educated profile of younger residents, who had greater opportunities to pursue higher education than older cohorts. At the other end, residents working as cleaners, labourers & related workers (median age: 56 years) and plant & machine operators & assemblers (53 years) tend to be older, with those aged 50 & over making up 73% and 66% respectively of employed residents in these occupations.

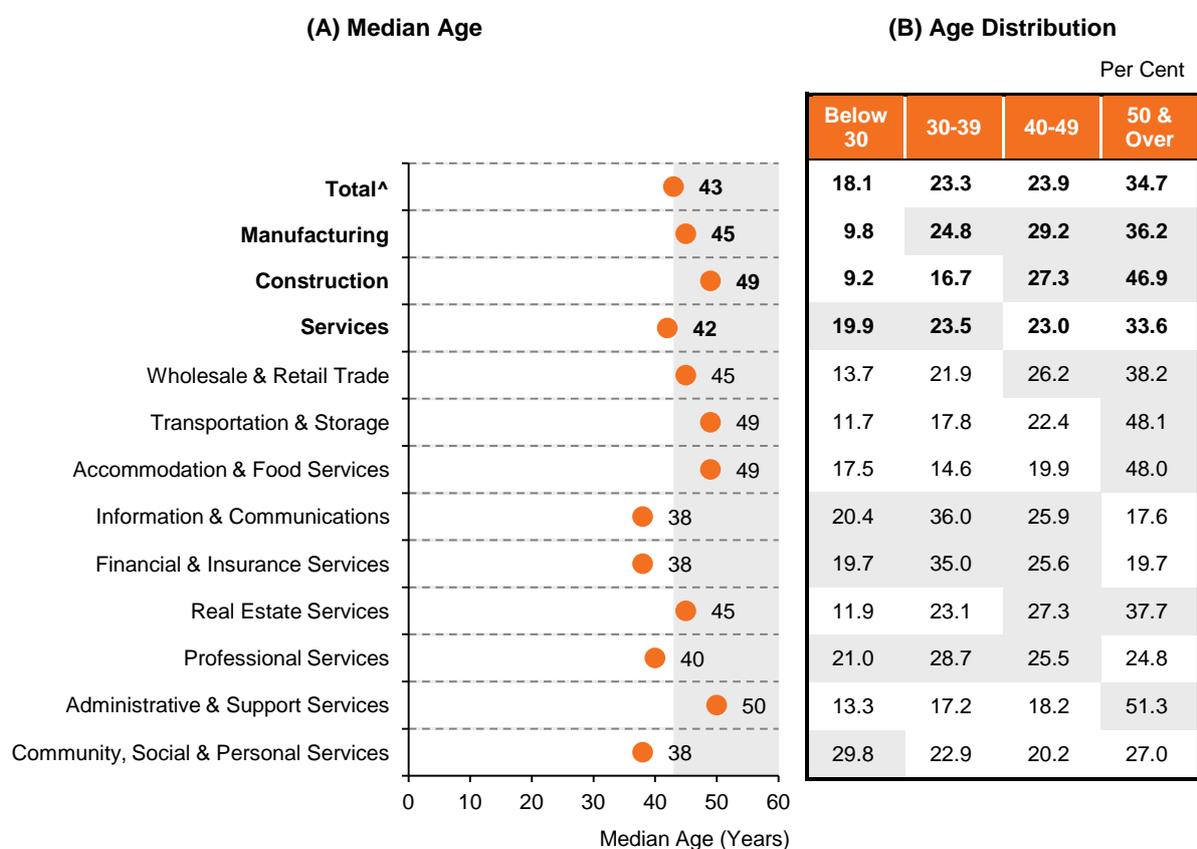
Chart 19: Employed Residents by Occupation and Age, June 2014



- Notes: (1) Professionals, Managers & Executives (PMEs) refer to 'Managers & Administrators', 'Working Proprietors' and 'Professionals'.
 (2) ^ – Includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation which are not separately reflected.
 (3) Age distribution data for each occupation may not add up to 100% due to rounding.
 (4) Shaded cells in the table refer to occupations with a higher share of workers in the respective age groups than the average for the entire resident workforce.

2.7 The concentration of older workers was higher in industries with a larger share of production & transport operators, cleaners & labourers in their workforce. Specifically, a slight majority of employed residents in administrative & support services (51%) and close to half of those in transportation & storage (48%), accommodation & food services (48%) and construction (47%) were aged 50 & over.

Chart 20: Employed Residents by Industry and Age, June 2014



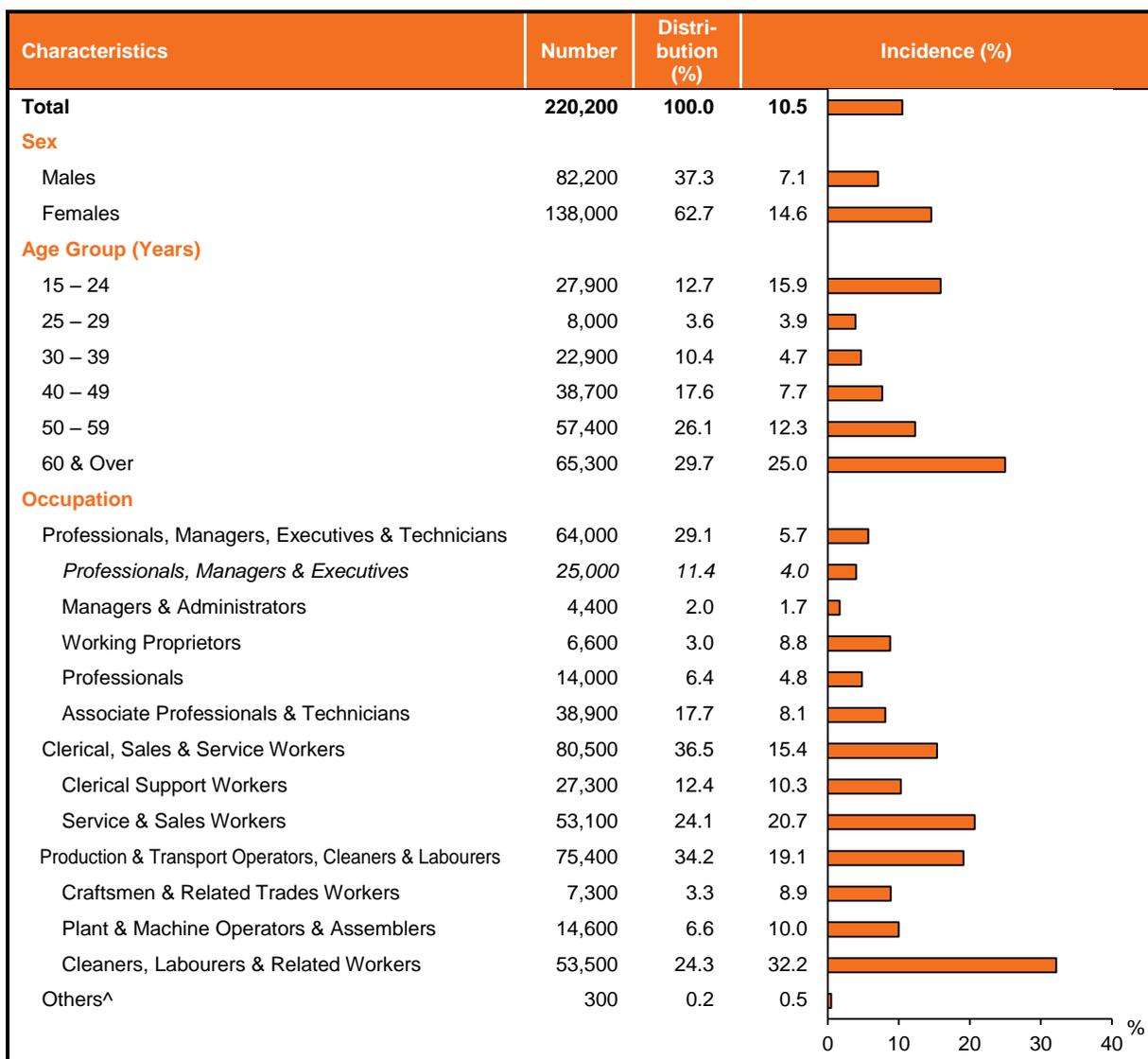
- Notes: (1) [^] – Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management which are not separately reflected.
(2) Age distribution data for each industry may not add up to 100% due to rounding.
(3) Shaded cells in the table refer to industries with a higher share of workers in the respective age groups than the average for the entire resident workforce.

Type of Employment

2.8 Part-time employment continued to trend upwards, though full-timers still formed the majority of the resident workforce. 10.5% or 220,200 employed residents were part-timers in 2014, up from 10.0% or 205,000 in 2013.

2.9 Older and youth workers were more likely to work part-time than those in the prime-working ages. The incidence of part-time employment was highest among cleaners, labourers & related workers (32%) and service & sales workers (21%). Part-timers commonly worked as food preparation & kitchen assistants, cleaners in offices & other establishments and shop sales assistants.

Chart 21: Part-Time Employed Residents by Sex, Age and Occupation, June 2014

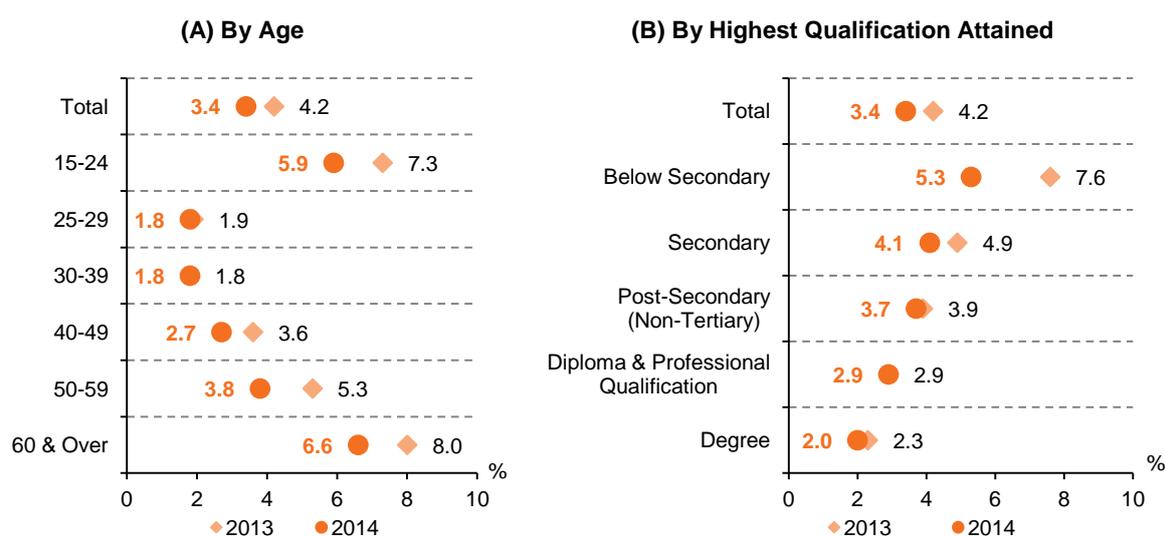


- Notes: (1) Professionals, Managers & Executives (PMEs) refer to 'Managers & Administrators', 'Working Proprietors' and 'Professionals'.
 (2) ^ – Includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation.
 (3) Incidence refers to the number of part-time employed residents as a percentage of employed residents in the respective groups.
 (4) Data on number and distribution may not add up to the total due to rounding.

Time-related underemployment fell sharply, despite continued rise in part-timers

2.10 Although the number of part-timers rose, fewer of them were time-related underemployed. Specifically, 71,400 part-timers forming 3.4% of employed residents in 2014 were willing and available to work additional hours (i.e. time-related underemployed), down sharply from 85,400 or 4.2% in 2013 and the third successive year of decrease. The improvement in time-related underemployment rate was broad-based across most age and education groups. Larger decreases were observed for groups with higher incidence of part-timers, namely older residents, youths and the less educated.

Chart 22: Time-Related Underemployment Rate among Employed Residents, 2013 and 2014 (June)



Income

Real income continued to grow

2.11 Real income continued to rise on the back of sustained increases in nominal income, although the pace of growth moderated from the exceptionally high increase⁹ a year ago. The nominal median monthly income from work of full-time employed residents (including employer CPF contributions) rose over the year by 1.8% to \$3,770 in June 2014, compared with the increase of 6.5% in the preceding year. After adjusting for inflation using the Consumer Price Index (CPI) for all items, the real median income grew by 0.7% in 2014, compared with 4.0% in 2013.¹⁰

Sustained increase in median income over the past five years; income growth of lower income earners kept pace with that at the middle

2.12 Although growth varied from one year to another, there was a sustained increase in median income over the last five years. The median income (including employer CPF contributions) of full-time employed residents rose by 29% from \$2,927 in 2009 to \$3,770 in 2014, or 5.2% p.a. This was above the nominal income growth of 26% or 4.7% p.a. from 2004 to 2009. Weighed down by higher inflation in the recent five years, real median income growth of 10% or 1.9% p.a. from 2009 to 2014 was lower than the gains of 13% or 2.5% p.a. in the earlier five years.

2.13 Boosted by on-going initiatives to raise the incomes of low-wage workers, income growth at the 20th percentile kept pace with the median income growth in the recent five years. Income (including employer CPF contributions) at the 20th percentile of full-time employed residents rose by 31% from \$1,500 in 2009 to \$1,972¹¹ in 2014 in nominal terms, or 5.6% p.a.¹² The increase after adjusting for inflation was 12% or 2.4% p.a., and this was also faster than the gains of 3.4% or 0.7% p.a. from 2004 to 2009.

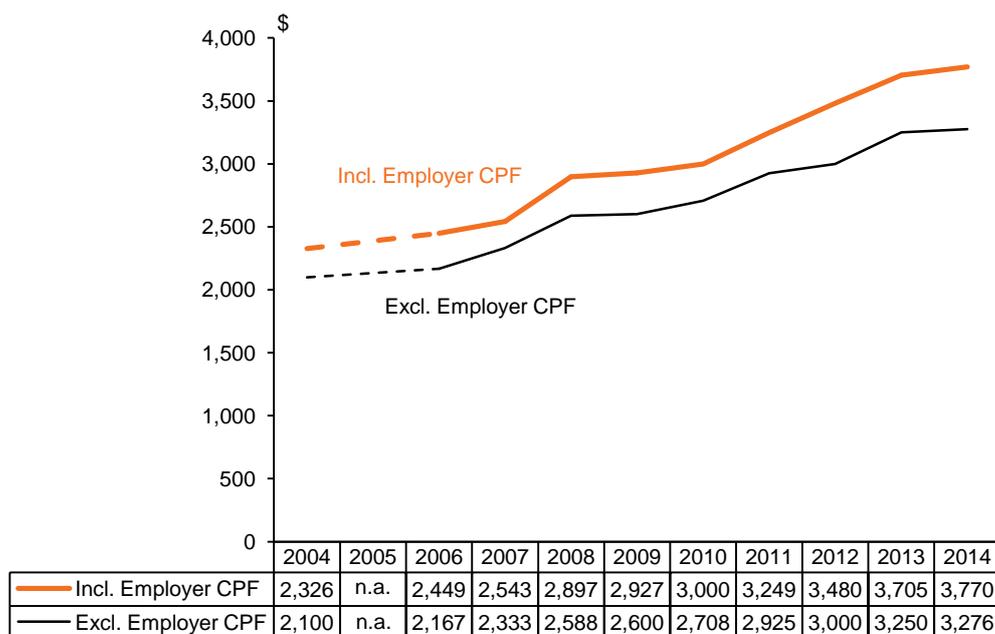
⁹ Income growth was higher than average in 2013, partly pulled up by the initial effect of the Wage Credit Scheme launched in 2013 which could have encouraged employers to give bigger wage increments.

¹⁰ Real income growth adjusted using CPI less imputed rentals on owner-occupied accommodation, which relates more directly to the actual spending of households, was 0.6% in 2014 compared with 4.5% in 2013.

¹¹ Excluding employer CPF contributions, the income of full-time employed residents at the 20th percentile was \$1,750 in June 2014.

¹² As the data are captured from a sample survey, the income changes for the 20th percentile nearer the end of the income spectrum tend to be more volatile over shorter (e.g. year-on-year) than longer periods (e.g. 5 or 10 years). Studying income at the 20th percentile level over longer periods allows for more meaningful analysis of the income growth, as the year-on-year volatility in the data gets smoothed out.

Chart 23: Median Gross Monthly Income from Work of Full-Time Employed Residents, 2004 to 2014 (June)



- Notes: (1) Data exclude full-time National Servicemen.
(2) n.a. – Not available. The Comprehensive Labour Force Survey was not conducted in 2005 due to the conduct of the General Household Survey 2005 by the Department of Statistics, Ministry of Trade and Industry.
(3) For data in this chart, adjusted figures for 2007 (see note 2 for [Chart 17](#)) are the same as the original figures.

Table 2: Change in Gross Monthly Income from Work (Including Employer CPF Contributions) of Full-Time Employed Residents, 2004 to 2014 (June)

	Nominal Change					
	10 Years		5 Years		5 Years	
	2004-2014		2004-2009		2009-2014	
	Cumulative (%)	Annualised (% p.a.)	Cumulative (%)	Annualised (% p.a.)	Cumulative (%)	Annualised (% p.a.)
Median (50th Percentile)	62.1	4.9	25.8	4.7	28.8	5.2
20th Percentile	51.1	4.2	14.9	2.8	31.5	5.6
	Real Change*					
	10 Years		5 Years		5 Years	
	2004-2014		2004-2009		2009-2014	
	Cumulative (%)	Annualised (% p.a.)	Cumulative (%)	Annualised (% p.a.)	Cumulative (%)	Annualised (% p.a.)
Median (50th Percentile)	24.7	2.2	13.3	2.5	10.1	1.9
	(29.2)	(2.6)	(15.3)	(2.9)	(12.1)	(2.3)
20th Percentile	16.2	1.5	3.4	0.7	12.4	2.4
	(20.5)	(1.9)	(5.3)	(1.0)	(14.4)	(2.7)

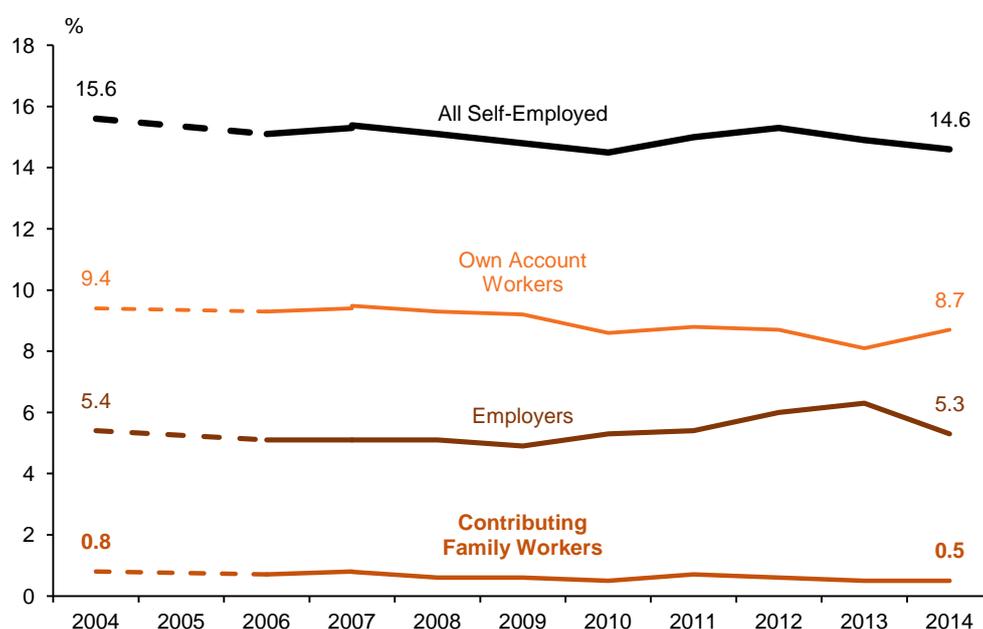
- Notes: (1) Data exclude full-time National Servicemen.
(2) * – Deflated by Consumer Price Index for all items at 2009 prices (2009 = 100). Figures in brackets are deflated by Consumer Price Index less imputed rentals on owner-occupied accommodation at 2009 prices (2009 = 100).

Employment Status

Self-employed share of resident workforce slightly lower than a decade ago

2.14 The large majority or 85% of employed residents in 2014 were employees. The remaining 15% were self-employed, comprising own account workers (i.e. persons who operate their own business without employing any paid workers) (8.7%), employers (5.3%) and contributing family workers (0.5%). The overall share of self-employed in the resident workforce was slightly lower than its peak of 16% in 2004. The share of own account workers and contributing family workers trended downwards over the decade, though it rebounded slightly for own account workers in the recent year. The share of employers in the workforce decreased in 2014, departing from the uptrend after the 2009 recession.

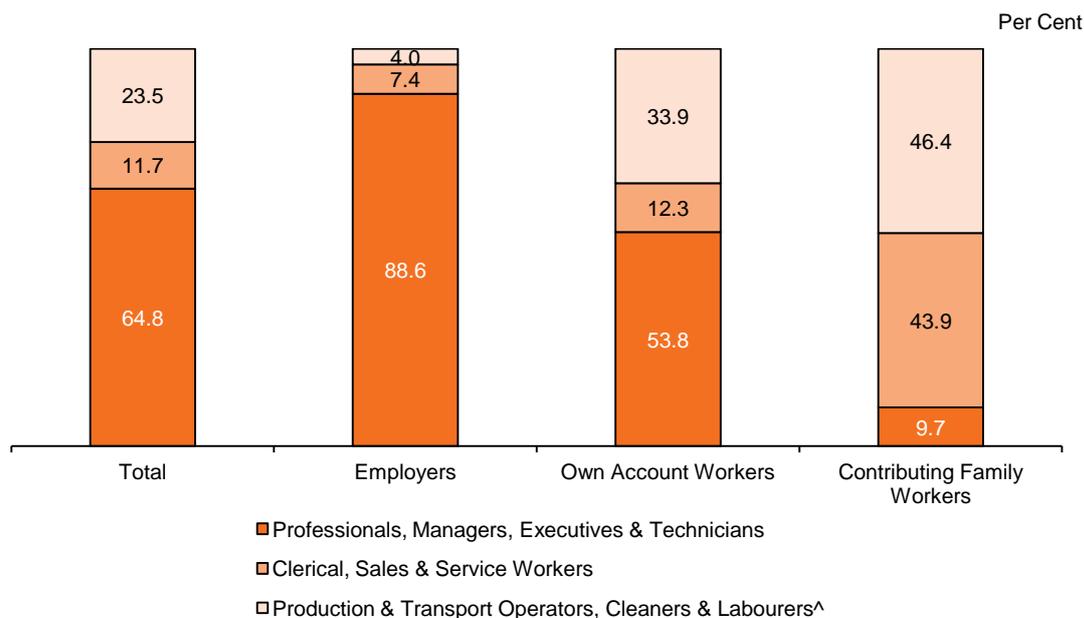
Chart 24: Proportion of Self-Employed Among Employed Residents, 2004 to 2014 (June)



Notes: (1) See note 2 for [Chart 23](#).
(2) Data may not add up to the total due to rounding.

2.15 Own account workers were evenly distributed in PMET (e.g. working proprietors, real estate agents, insurance sales agents/brokers, private tutors) (54%) and non-PMET (e.g. taxi drivers, hawkers/stall holders) (46%) occupations. The vast majority (89%) of employers were in PMET occupations, led by working proprietors and managing directors, chief executives & general managers. In contrast, the small group of contributing family workers were mostly in non-PMET jobs, such as food/drink stall assistants and shop sales assistants.

Chart 25: Distribution of Self-Employed Residents by Broad Occupational Group, June 2014



Notes: (1) ^ – Includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation.
 (2) Data for each category of self-employed may not add up to 100% due to rounding.

Term Contract Employment

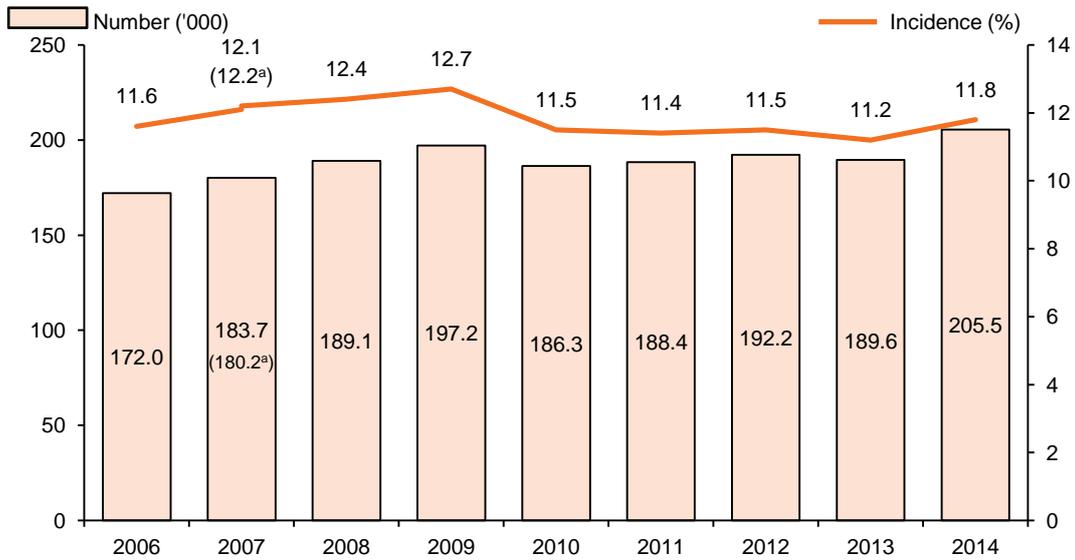
Contract employment rose, with more residents on longer-term contracts

2.16 Some 205,500 or 11.8% of resident employees were on term contracts¹³ in 2014, up from 189,600 or 11.2% in 2013. Nevertheless, the incidence of contract employment was still below those from 2007 to 2009, during and just before the 2009 recession. The increase in term contract employment in the recent year stemmed from a rise in residents on longer-term contracts of at least a year from 79,700 or 4.7% in 2013 to 93,300 or 5.3% in 2014. Meanwhile, the proportion of resident employees on short-term contracts of less than a year (including casual/on-call workers) continued its slight downtrend, as their slight increase in number lagged the overall increase in resident employees.

¹³ Employees on term contracts refer to those on fixed-term contract of employment that will terminate on the expiry of a specific term unless it is renewed, as well as those on casual/on-call employment (i.e. where persons are employed on ad hoc basis, as and when the company requires additional manpower). On the other hand, permanent employees refer to those employed for an unspecified duration, i.e. they are not on term contracts.

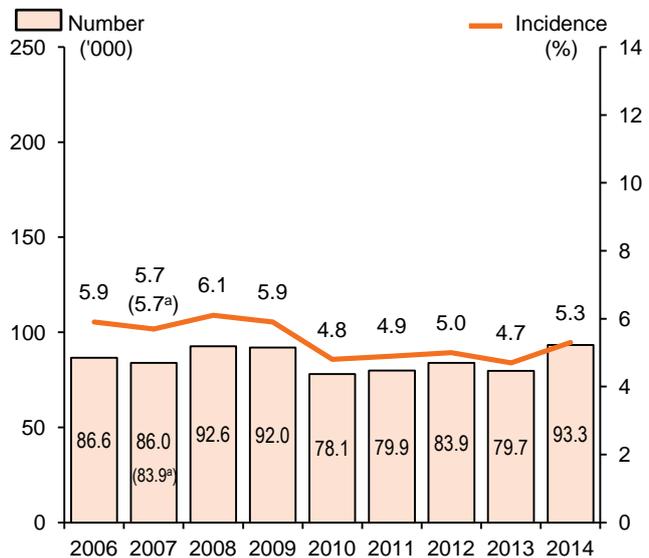
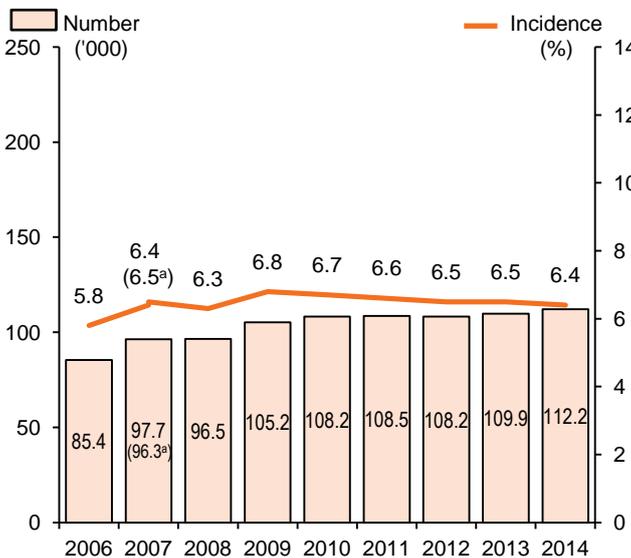
Chart 26: Resident Employees on Term Contracts¹³, 2006 to 2014 (June)

(A) Overall



(B) Term Contract of Less Than 1 Year (Including Casual/On-Call Employment)

(C) Term Contract of 1 Year or More



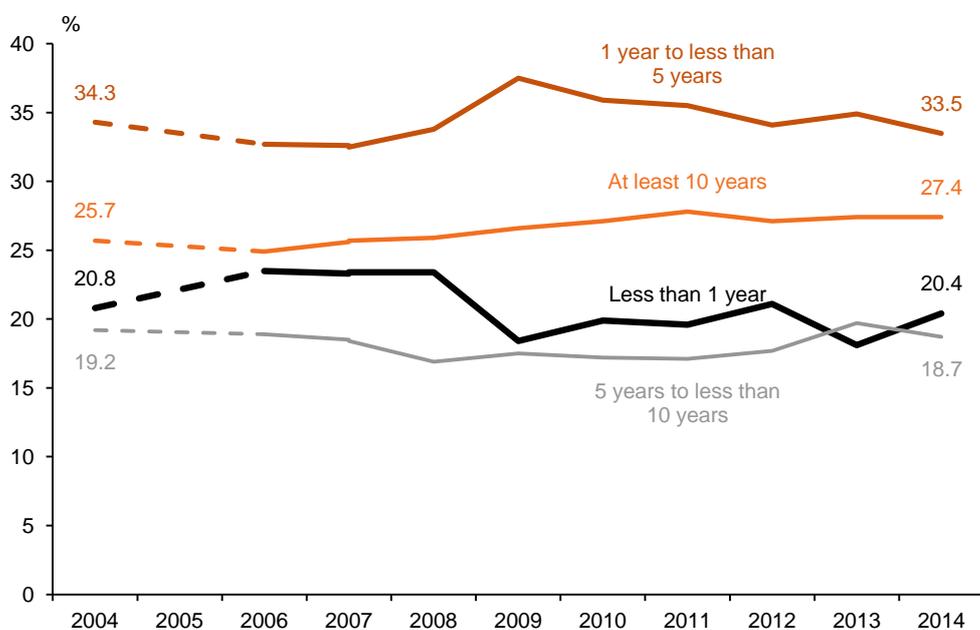
- Notes: (1) Data exclude full-time National Servicemen.
 (2) Incidence refers to employees on term contracts of the specific duration as a percentage of resident employees.
 (3) ^a – Adjusted figures for 2007. See note 2 for [Chart 17](#).
 (4) The sum of the number and incidence in (B) and (C) may not add up to the total in (A) due to rounding.

Years in Current Job

Uptrend in share of employees who had worked at least ten years in current job, amid population ageing and measures to enhance employability of older workers

2.17 The share of employees with long years of service trended upwards in recent years, amid population ageing and measures to enhance the employability of older workers. The proportion of resident employees with at least ten years of service with their current employer generally rose from a low of 25% in 2006 to 27% in 2014. On the other hand, the share of resident employees who had worked for their current employer for one year to less than five years declined in recent years, from a high of 38% in 2009 to 34% in 2014.

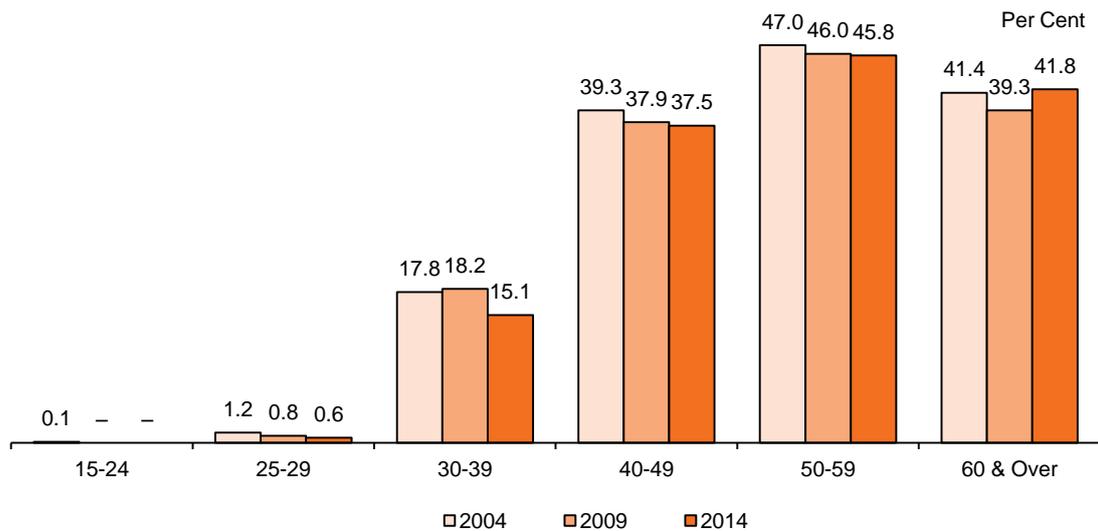
Chart 27: Distribution of Resident Employees by Years in Current Job, 2004 to 2014 (June)



- Notes: (1) Data exclude full-time National Servicemen.
 (2) See note 2 for [Chart 23](#).
 (3) Data for each year may not add up to 100% due to rounding.

2.18 Expectedly, the proportion of resident employees who had worked for at least a decade with their current employer generally rose with age. Reflecting the shift away from lifelong employment with a single employer, the proportion of resident employees who had worked for at least ten years with their present employer decreased from 2004 to 2014 in most age groups. The exception was for those aged 60 & over, where the proportion increased in recent years amid measures to enhance the employability of older workers and the implementation of re-employment legislation.

Chart 28: Proportion of Resident Employees Who Had Worked for At Least 10 Years in Their Current Job by Age, 2004, 2009 and 2014 (June)



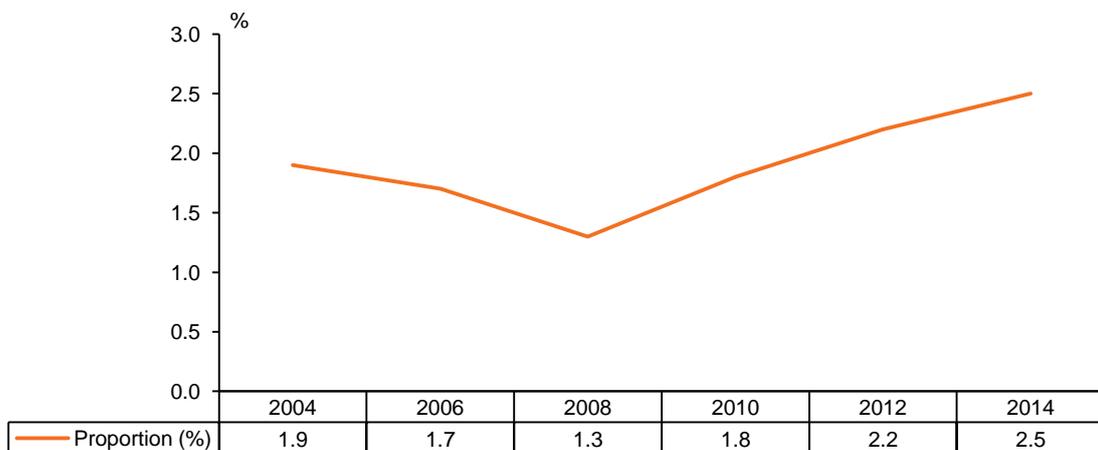
Notes: (1) Data exclude full-time National Servicemen.
 (2) '-': Nil or negligible.

Multiple Job Holders

Multiple job holders remained a small minority, despite rising in recent years

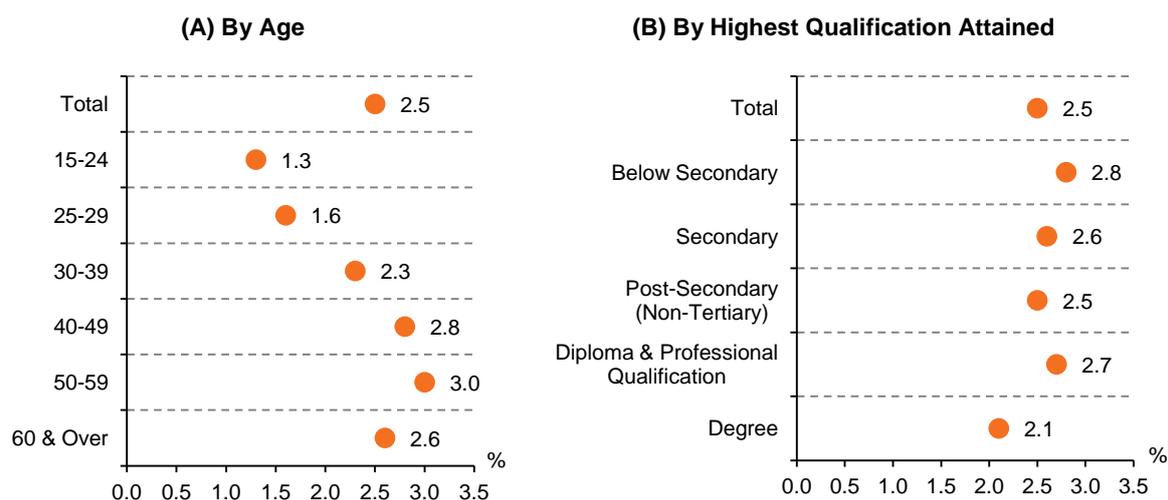
2.19 The proportion of workers with multiple jobs remained low at 2.5% in 2014, despite rising in recent years from 1.3% in 2008. Multiple job-holding was more prevalent among employed residents in their 40s (2.8%) and 50s (3.0%). Degree holders had lower incidence of workers holding two or more jobs (2.1%) than the other education groups (2.5% to 2.8%).

Chart 29: Proportion of Employed Residents Holding Multiple Jobs, 2004 to 2014 (June)



Notes: (1) Data exclude full-time National Servicemen.
 (2) Data on multiple job holders are collected once in every two years.

Chart 30: Proportion of Employed Residents Holding Multiple Jobs, June 2014



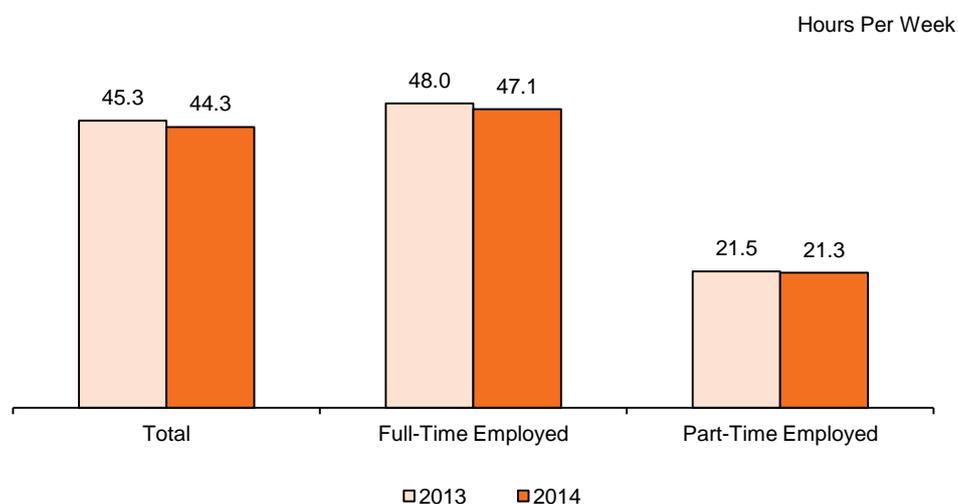
Note: Data exclude full-time National Servicemen.

Usual Hours Worked

Slight decline in usual hours worked

2.20 The average (mean) weekly usual hours worked among employed residents decreased from 45.3 hours in 2013 to 44.3 hours in 2014, continuing a slight downtrend in recent years. Both full-timers (47.1 hours) and part-timers (21.3 hours) worked fewer hours on average compared with a year ago (full-timers: 48.0 hours; part-timers: 21.5 hours).

Chart 31: Average (Mean) Usual Hours Worked Per Week of Employed Residents, 2013 and 2014 (June)



Note: Data exclude full-time National Servicemen.

2.21 Workers in their 30s and 40s had the longest average (mean) weekly usual hours worked (45.5 hours) among the age groups, as a higher proportion of employed residents in these groups usually worked more than 44 hours a week. Considering full-timers only, the average usual hours worked peaked at an older age group of 50 to 59 before declining slightly for those aged 60 & over.

2.22 Full-timers with below-secondary qualifications worked longer hours on average (49.3 hours) than other education groups. However, their average (mean) usual hours worked was shorter than other education groups after the inclusion of part-timers, reflecting the higher share of part-timers among the below-secondary group.

Table 3: Usual Hours Worked Per Week of Employed Residents by Age and Highest Qualification Attained, June 2014

Characteristics	Distribution by Usual Hours Worked Per Week (Based on All Employed) (%)						Average (Mean) Usual Hours Worked Per Week	
	Less than 15 hours	15-34 hours	35-43 hours	44 hours	45-48 hours	More than 48 hours	All Employed	Full-Time Employed
Total	2.2	8.3	32.8	14.4	16.8	25.4	44.3	47.1
Age Group (Years)								
15 – 24	7.1	14.9	33.8	14.0	15.0	15.1	39.3	45.1
25 – 29	0.9	3.0	37.6	16.2	19.2	23.2	45.0	46.0
30 – 39	0.8	3.7	35.8	13.9	18.9	26.8	45.5	46.7
40 – 49	1.5	6.1	32.2	14.6	17.1	28.5	45.5	47.4
50 – 59	1.9	10.1	29.2	15.3	16.2	27.2	44.8	47.9
60 & Over	5.6	19.2	30.5	11.9	12.6	20.2	40.6	47.3
Highest Qualification Attained								
Below Secondary	3.5	16.7	24.0	11.9	16.6	27.2	43.7	49.3
Secondary	2.7	10.4	31.2	16.5	15.6	23.6	44.0	47.4
Post-Secondary (Non-Tertiary)	2.6	8.5	31.6	17.4	16.5	23.5	44.2	47.1
Diploma & Professional Qualification	1.8	5.7	37.9	16.5	17.5	20.7	43.9	45.8
Degree	1.3	3.7	36.4	12.5	17.4	28.7	45.1	46.5

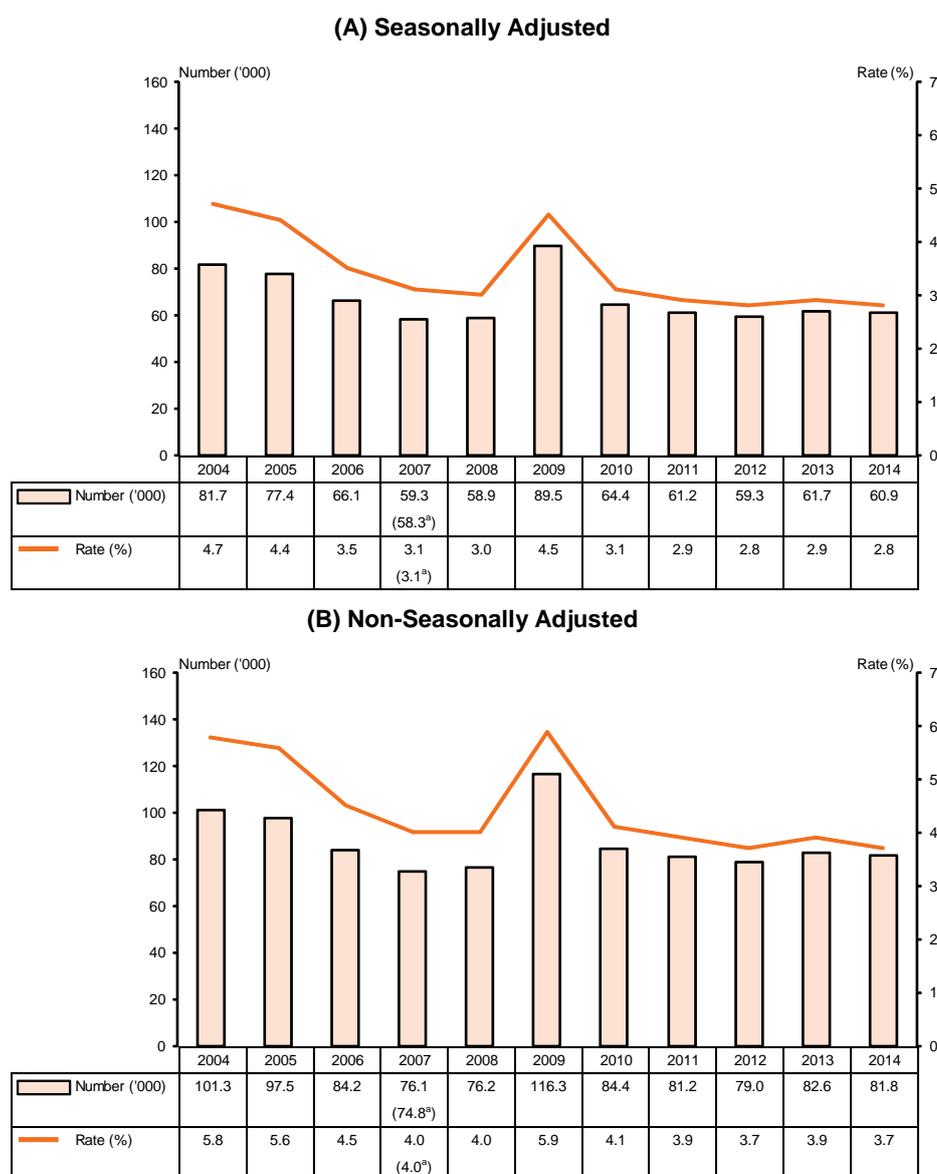
- Notes: (1) Data exclude full-time National Servicemen.
(2) Data on distribution by usual hours worked per week for each age/education group may not add up to 100% due to rounding.
(3) Shaded cells refer to groups with a higher proportion of residents in the respective usual hours worked categories or with higher average (mean) usual hours worked than the overall average.

3 Unemployment

Unemployment remained low

3.1 The seasonally adjusted resident unemployment rate was 2.8% in June 2014, slightly lower than 2.9% in June 2013. On a non-seasonally adjusted basis, there were 81,800 unemployed residents representing 3.7% of the resident labour force in June 2014, compared with 82,600 or 3.9% a year ago.

Chart 32: Resident Unemployment Rate and Number, 2004 to 2014 (June)



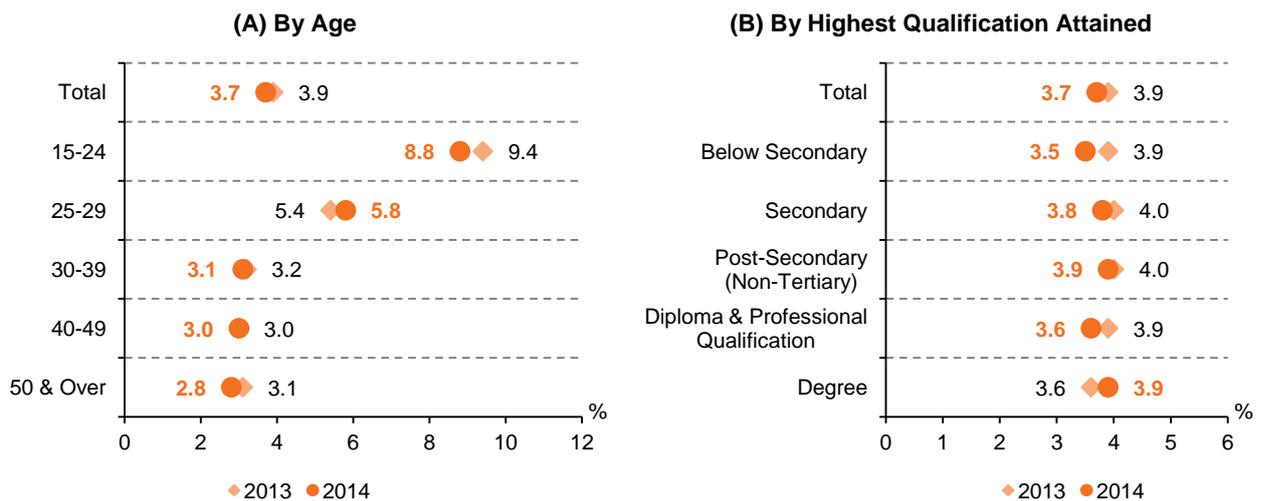
Source: Comprehensive Labour Force Survey (CLFS), except 2005 data which are from the General Household Survey (GHS) 2005.

- Notes: (1) ^a – Adjusted figures for 2007. See note 2 for Chart 17.
 (2) The seasonally adjusted unemployment figures are subject to annual revisions when the latest set of seasonal factors is updated, taking into account observations for the latest available year. Users are advised to check our website, <http://stats.mom.gov.sg>, for the most up-to-date data.

Age and Education

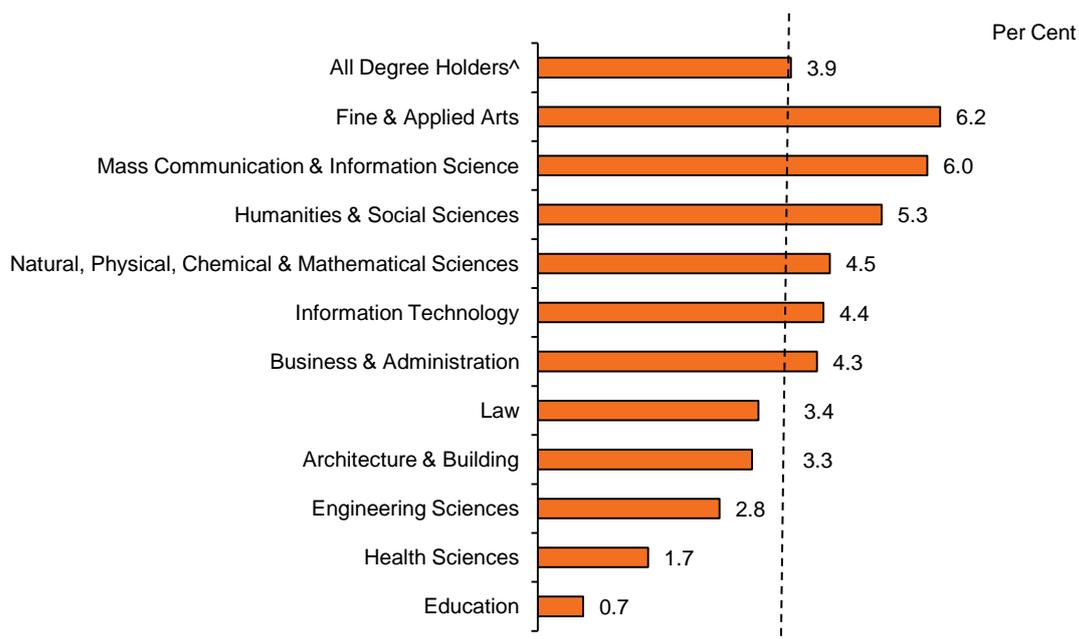
3.2 Across most age and education groups, the unemployment rates were either lower than or unchanged from a year ago. However, the rates for degree holders as well as residents aged 25 to 29 rose over the year. Younger residents aged below 30 had relatively higher unemployment rates, reflecting their greater extent of job search as many of them are new entrants to the labour market and even after starting work, tend to change jobs more frequently than those older.

Chart 33: Resident Unemployment Rate by Age and Highest Qualification Attained, 2013 and 2014 (June) (Non-Seasonally Adjusted)



3.3 Degree holders with qualifications in Education (0.7%), Health Sciences (1.7%) and Engineering Sciences (2.8%) had the lowest unemployment rates in June 2014, and were well below the average for all residents (3.7%). At the other end, graduates from Fine & Applied Arts (6.2%), Mass Communication & Information Science (6.0%) and Humanities & Social Sciences (5.3%) had higher unemployment rates than the norm.

Chart 34: Resident Unemployment Rate of Degree Holders by Field Of Study, June 2014 (Non-Seasonally Adjusted)



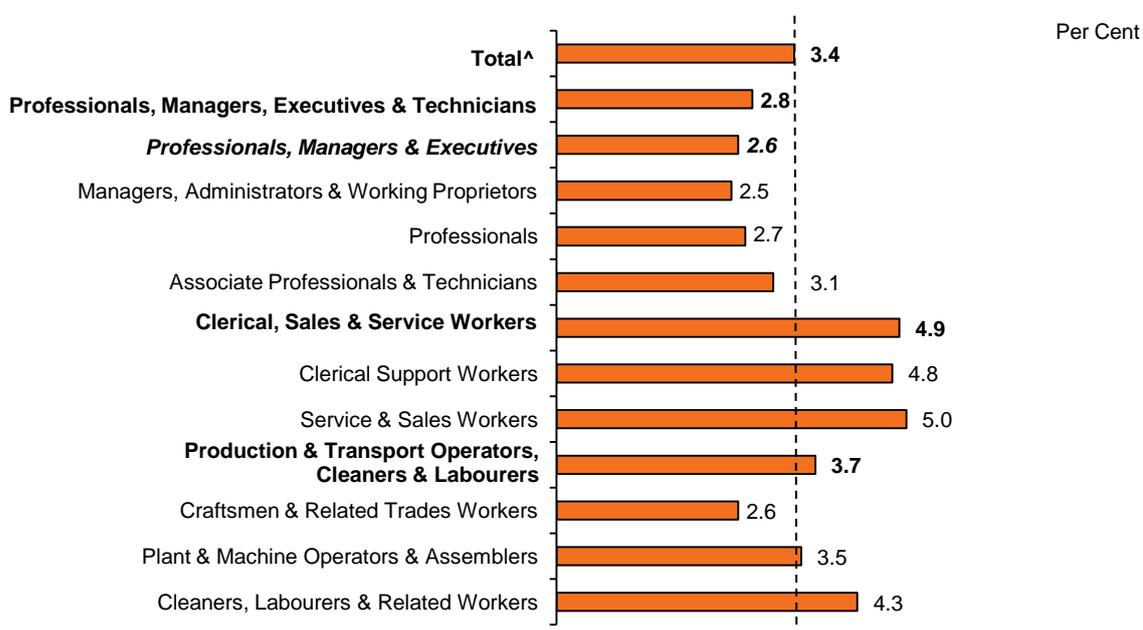
Note: ^ – Includes other small fields of study which are not separately reflected.

Previous Occupation and Industry

3.4 In this subsection, we examine the unemployment rate by occupation and industry to understand the extent to which workers from different occupations and industries are vulnerable to unemployment. The data are computed using the previous occupation and industry of unemployed residents with work experience. It should be noted that the unemployed may not necessarily be looking for work in the same occupation or industry that they were previously in.

3.5 Reflecting their faster staff turnover,¹⁴ clerical, sales & service workers (4.9%) had higher unemployment rate than production & transport operators, cleaners & labourers (3.7%) and PMETs (2.8%). Unemployment rate was relatively lower for managers, administrators & working proprietors (2.5%) and professionals (2.7%) among PMET occupations, and craftsmen & related trades workers (2.6%) among non-PMETs.

Chart 35: Resident Unemployment Rate by Occupation, June 2014 (Non-Seasonally Adjusted)

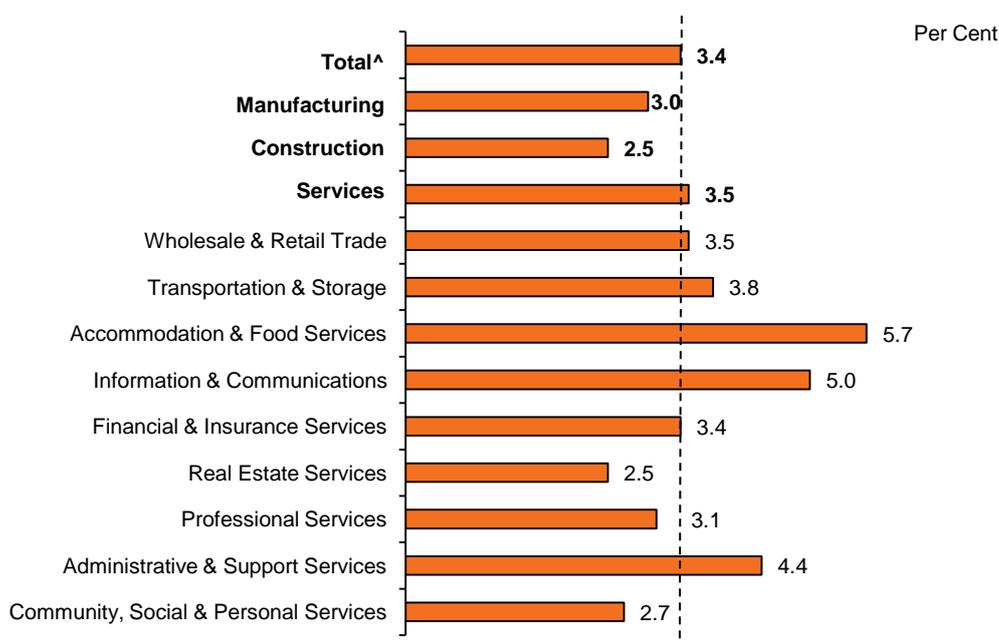


- Notes:
- (1) Data exclude unemployed residents without work experience.
 - (2) The unemployment rate by occupation is obtained by dividing the number of unemployed who previously worked in a given occupation by the sum of the number of workers employed in this occupation and the unemployed who previously worked in the occupation.
 - (3) [^] – Includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation which are not separately reflected.
 - (4) Professionals, Managers & Executives (PMEs) refer to 'Managers, Administrators & Working Proprietors' and 'Professionals'.

¹⁴ The average monthly resignation rate for clerical, sales & service workers was 3.5% in the second quarter of 2014, higher than 2.5% for production & transport operators, cleaners & labourers and 1.5% for PMETs. Source: Labour Market Survey, MOM

3.6 Across industries, unemployment rate was lowest in construction (2.5%), real estate services (2.5%) and community, social & personal services (2.7%). In contrast, accommodation & food services (5.7%) and administrative & support services (4.4%) had among the highest unemployment rate, pulled up by their faster labour turnover.¹⁵ Information & communications also had relatively high unemployment rate (5.0%), possibly reflecting the high and increasing incidence of layoffs in this industry in recent years.¹⁶

Chart 36: Resident Unemployment Rate by Industry, June 2014 (Non-Seasonally Adjusted)



- Notes:
- (1) Data exclude unemployed residents without work experience.
 - (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.
 - (3) ^ – Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management which are not separately reflected.

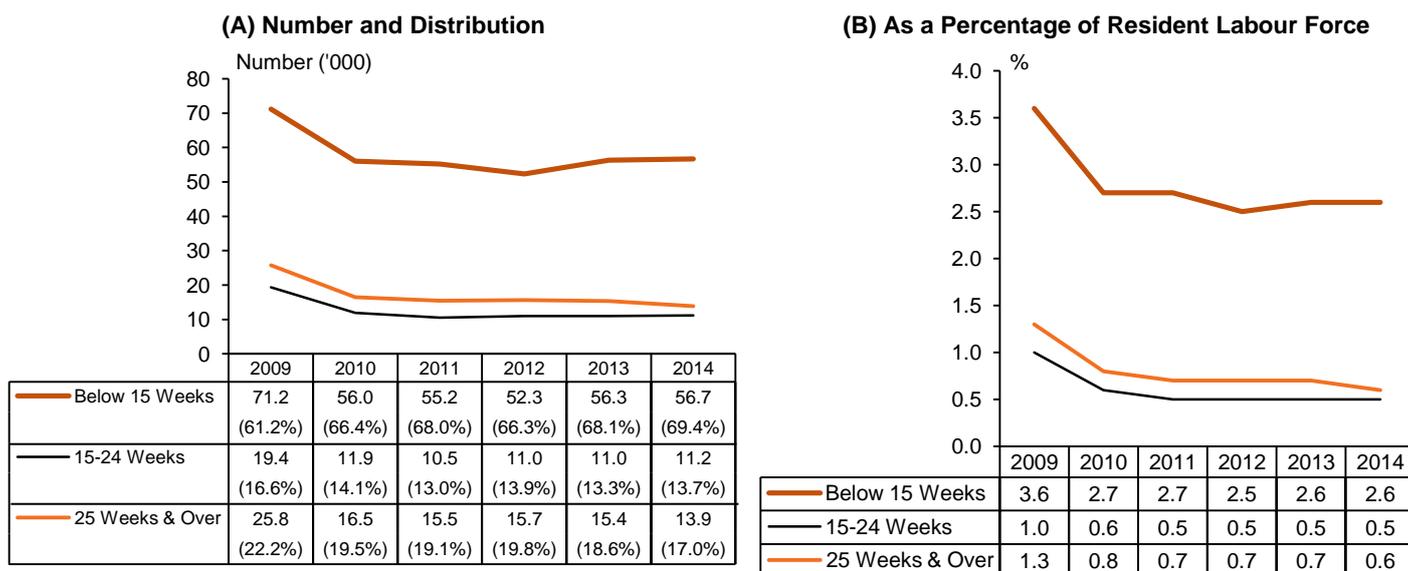
Duration of Unemployment

3.7 Close to seven in ten (69%) or 56,700 of the unemployed residents in June 2014 had been seeking work for less than 15 weeks. The number of job seekers with relatively shorter unemployment duration edged up in the last two years, possibly reflecting greater job search activities amid a tight labour market. In contrast, the number and share of long-term unemployed (i.e. those who had been looking for work for at least 25 weeks) continued its general downtrend after the 2009 recession to 13,900 or 17%.

¹⁵ Accommodation & food services (4.9%) and administrative & support services (4.4%) had among the highest average monthly resignation rate in the second quarter of 2014, substantially above the overall rate (2.2%). Source: Labour Market Survey, MOM

¹⁶ The incidence of redundancy in information & communications rose from 6.7 workers made redundant per 1,000 employees in 2010 to 13 per 1,000 in 2013, higher than the overall incidence ranging from 5.5 to 5.8 workers made redundant per 1,000 employees in these years. Source: Labour Market Survey, MOM

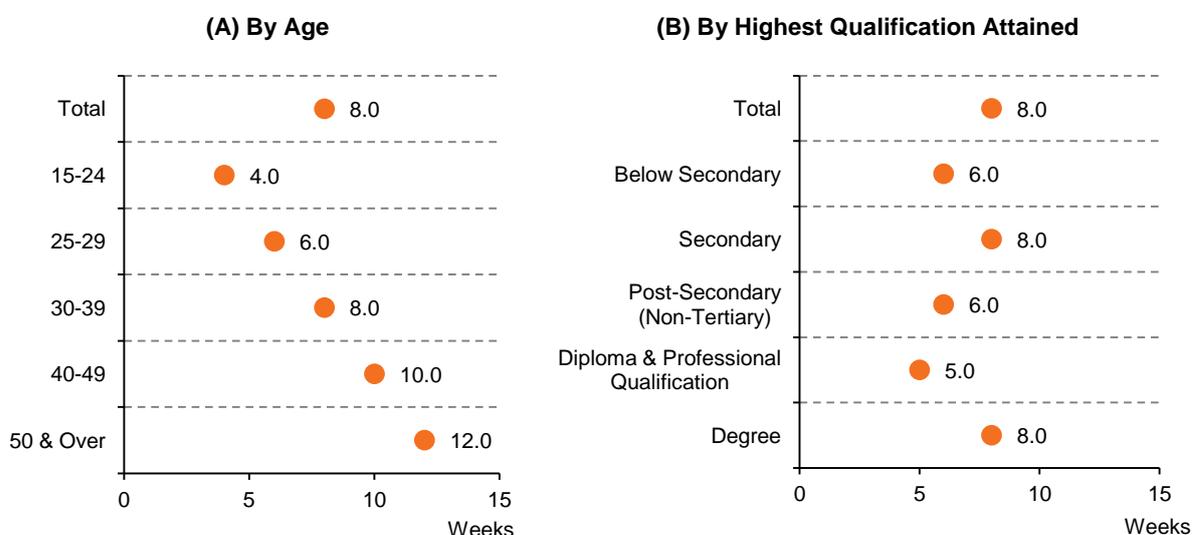
Chart 37: Unemployed Residents by Duration of Unemployment, 2009 to 2014 (June)



Notes: (1) Figure in brackets refer to the share of unemployed residents with the specific duration of unemployment.
 (2) Data may not add up to the total due to rounding.

3.8 Overall, the median duration of unemployment among resident job seekers was 8 weeks in June 2014. The median duration of unemployment rose with age, ranging from 4 weeks for youth job seekers aged 15 to 24, to 12 weeks for older unemployed residents aged 50 & over. The former suggests that unemployment among youths was largely frictional.

Chart 38: Median Duration of Unemployment Among Unemployed Residents, June 2014



Modes of Job Search

3.9 The use of the internet (58%) continued to be the most popular mode of job search among resident job seekers in June 2014, followed by asking friends or relatives (50%) and answering advertisements or writing to firms (46%). Considerably fewer unemployed residents had used other methods of job search, such as registering with private employment agency, executive search firm and/or head-hunter (17%) and going for walk-in interviews (13%).

3.10 A substantially higher proportion of better-educated job seekers used the internet to look for jobs or registered with private employment agency, executive search firm and/or head-hunter than less-educated job seekers. On the other hand, unemployed residents with post-secondary (non-tertiary) or lower qualifications more commonly asked friends or relatives or went for walk-in interviews than the tertiary educated.

Table 4: Proportion of Unemployed Residents by Highest Qualification Attained and Action Taken to Look for Jobs, June 2014

Mode of Job Search	Total	Per Cent				
		Below Secondary	Secondary	Post-Secondary (Non-Tertiary)	Diploma & Professional Qualification	Degree
Used the internet to search for jobs	58.3	16.4	49.8	61.7	71.5	77.0
Asked friends or relatives	49.8	68.8	50.5	53.5	46.0	40.0
Answered advertisements/wrote to firms	46.3	51.5	43.3	42.3	39.8	50.0
Registered with private employment agency, executive search firm and/or head-hunter	16.7	2.4	10.2	11.5	21.8	26.9
Went for walk-in interviews	12.5	15.0	18.4	14.7	11.1	8.1
Registered for jobs at job fairs	9.7	4.0	8.3	5.9	10.8	14.4
Registered with Career Centres at the Community Development Councils (CDCs), CaliberLink, NTUC Employment and Employability Institute (e2i) and/or Union or Sought help from self-help groups (e.g. CDAC, MENDAKI, SINDA)	7.2	7.0	9.1	7.4	6.6	6.5
Contacted referrals from previous employers	5.7	3.0	3.4	4.5	5.9	8.6
Made preparations to start own business	3.1	2.1	2.2	2.7	2.1	4.9
Others	0.1	–	0.3	–	0.3	–

- Notes: (1) Respondents can indicate more than one action taken to look for jobs.
 (2) '–': Nil or negligible.
 (3) Shaded cells refer to groups with a higher proportion of unemployed residents who took the specific action to look for jobs than the overall average.

4 Persons Outside the Labour Force

Majority of residents outside the labour force held secondary or lower qualifications

4.1 One in three (33.0%) or 1.07 million residents aged 15 & over were outside the labour force in June 2014. Reflecting greater employability and higher opportunity cost of not working among the higher educated, residents outside the labour force predominantly had secondary (25%) or lower (47%) qualifications, while only less than one in ten (9.1%) were degree holders. A large majority of residents outside the labour force were aged 60 & over (42%) or youths aged 15 to 24 (30%), the latter reflecting the fact that most of them were still schooling.

Table 5: Profile of Residents Outside the Labour Force, June 2014

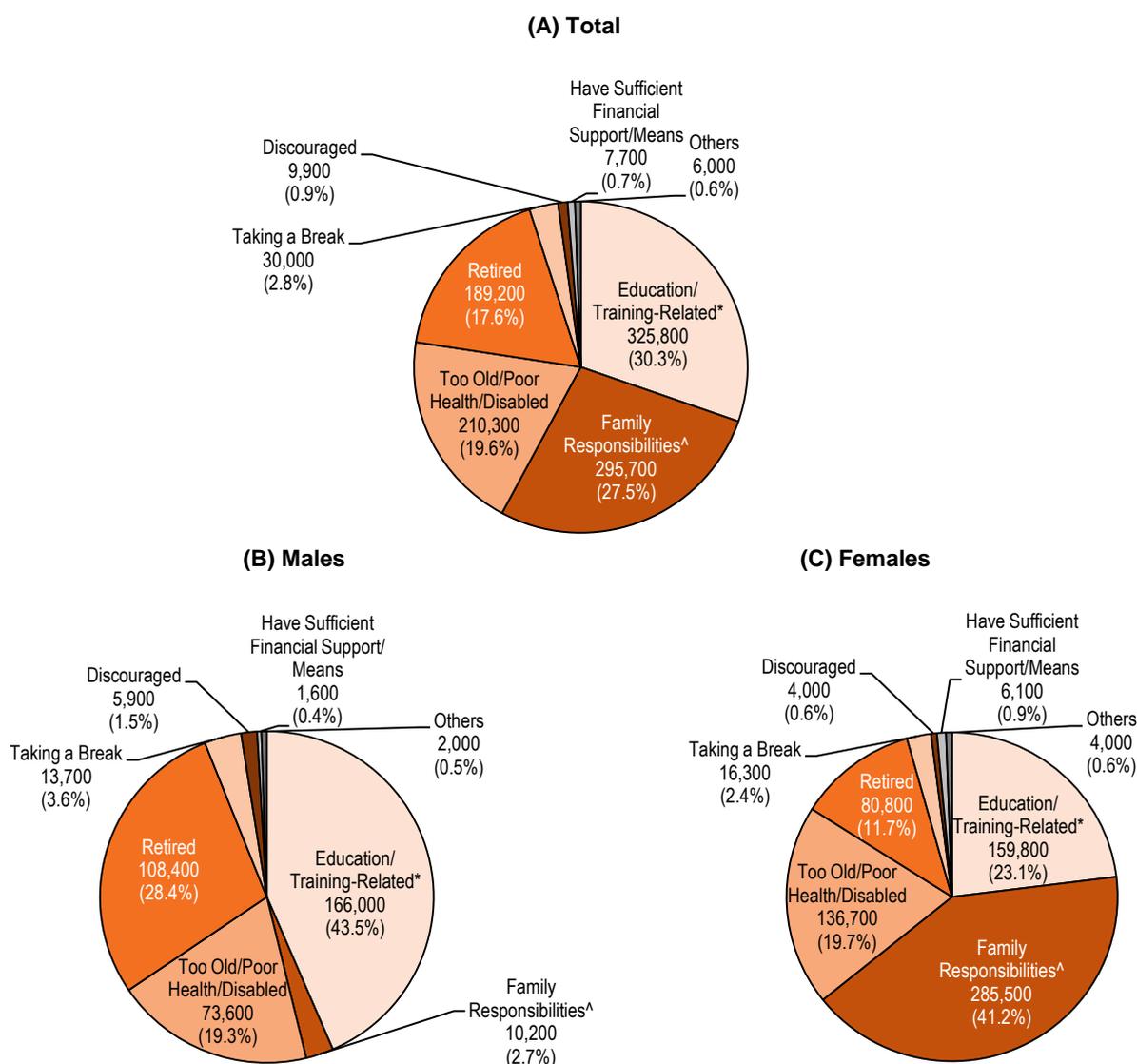
Characteristics	Total			Males			Females		
	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)
Total	1,074,600	100.0	33.0	381,300	100.0	24.1	693,200	100.0	41.4
Age Group (Years)									
15 – 24	319,700	29.7	62.5	159,600	41.8	60.5	160,100	23.1	64.6
25 – 29	27,000	2.5	11.0	13,000	3.4	10.6	14,000	2.0	11.4
30 – 39	60,400	5.6	10.7	7,100	1.9	2.6	53,300	7.7	17.9
40 – 49	85,200	7.9	14.1	9,800	2.6	3.4	75,400	10.9	24.1
50 – 59	134,000	12.5	21.8	28,000	7.3	9.3	106,000	15.3	33.9
60 & Over	448,300	41.7	62.5	163,800	43.0	48.9	284,500	41.0	74.3
Highest Qualification Attained									
Below Secondary	510,300	47.5	54.9	170,500	44.7	41.1	339,800	49.0	66.0
Secondary	273,400	25.4	41.2	104,700	27.5	34.6	168,600	24.3	46.7
Post-Secondary (Non-Tertiary)	104,900	9.8	29.5	43,100	11.3	21.9	61,700	8.9	39.0
Diploma & Professional Qualification	88,400	8.2	17.2	35,600	9.3	13.4	52,800	7.6	21.3
Degree	97,600	9.1	12.3	27,400	7.2	6.8	70,200	10.1	17.9

Notes: (1) Data on number and distribution may not add up to the total due to rounding.

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

4.2 Women made up the majority (65% or 0.69 million) of residents outside the labour force. They most commonly cited family responsibilities (housework, childcare or care-giving to families/relatives) (41%) as their main reason for not participating in the labour force. This was followed by reasons related to education/training (23%) and old age, poor health or disability (20%), reflecting the sizeable share of youths and older residents among females outside the labour force. As youths formed an even larger share among males outside the labour force than females, a higher proportion of males were outside the labour force due to education/training-related reasons (44%). The proportion of males outside the labour force who indicated retirement (28%) as their main reason was also higher than that for females (12%), as the latter were more likely to have left the labour market when they were younger to take care of their families.

Chart 39: Residents Outside the Labour Force by Main Reason for Not Working and Not Looking for a Job, June 2014



Notes: (1) * – Includes pursuing full-time study, pursuing part-time study, awaiting for the start of academic year, awaiting NS call-up, awaiting examination results and attending courses/training.
 (2) ^ – Includes housework, childcare and care-giving to families/relatives.
 (3) Data may not add up due to rounding.

4.3 With more prime-working age women participating in the labour force, there were fewer female residents aged 25 to 54 outside the labour force in 2014 (190,900) than a year ago (207,900). Eight in ten of them were neither working nor looking for a job because of family responsibilities, namely housework (43%), childcare (25%) and care-giving to families/relatives (11%). The number of males aged 25 to 54 who were outside the labour force was broadly stable at 39,600, commonly due to poor health/disability (28%), education/training (26%) and taking a break (20%).

4.4 Even though their labour force participation rate rose, the number of older residents aged 55 to 64 who were outside the labour force rose from 167,600 in 2013 to 171,600 in 2014 reflecting the ageing population. Older males mostly reported retirement (47%) and poor health, disability or old age (32%) as their main reason for not participating in the labour force. The leading reasons cited by older females were housework (48%), poor health, old age or disability (16%) and retirement (16%).

Table 6: Main Reason for Not Working and Not Looking for a Job by Selected Age Groups and Sex, June 2014

(A) Aged 25 to 54			
	Total	Males	Females
Number of Residents Outside the Labour Force	230,400	39,600	190,900
Main Reason for Not Working and Not Looking for a Job (%)	100.0	100.0	100.0
Family Responsibilities	67.6	9.9	79.6
<i>Housework</i>	35.6	0.9	42.8
<i>Childcare</i>	21.4	2.0	25.4
<i>Care-Giving to Families/Relatives</i>	10.6	7.0	11.3
Poor Health/Disabled [^]	10.9	27.6	7.4
Education/Training-Related*	7.4	26.5	3.5
Taking a Break	7.7	20.3	5.1
Discouraged	1.9	6.2	1.1
Retired	1.7	5.2	0.9
Have Sufficient Financial Support/Means	1.3	1.2	1.4
Others	1.5	3.2	1.1

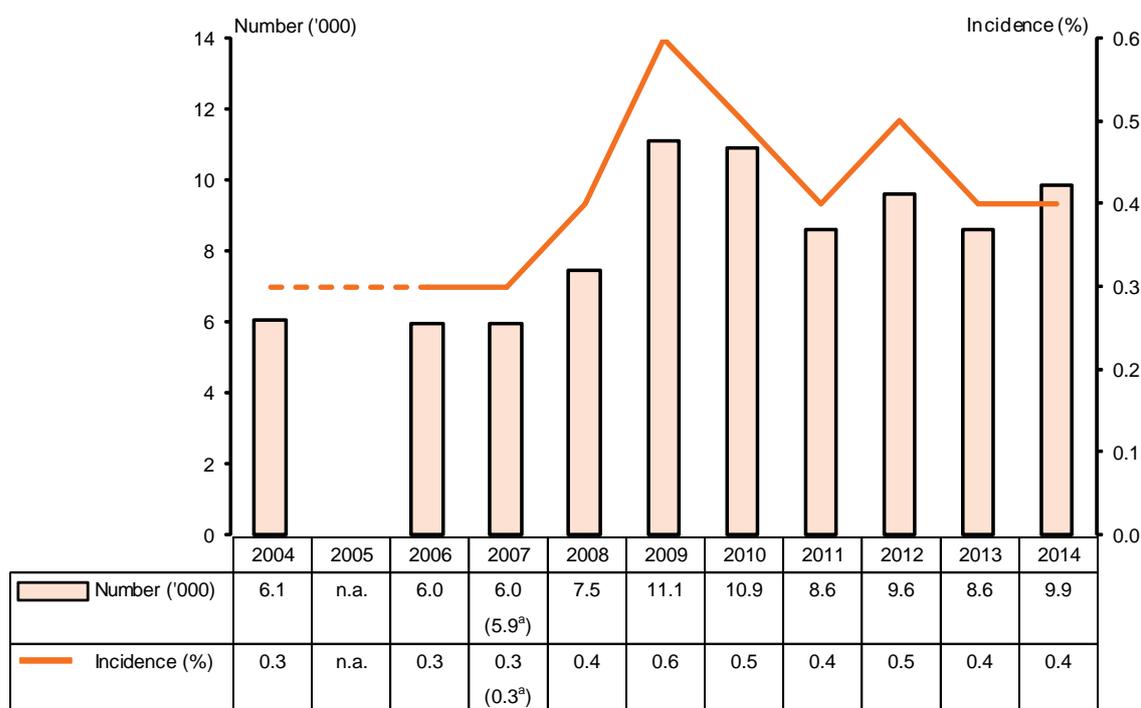
(B) Aged 55 to 64			
	Total	Males	Females
Number of Residents Outside the Labour Force	171,600	46,500	125,100
Main Reason for Not Working and Not Looking for a Job (%)	100.0	100.0	100.0
Family Responsibilities	47.8	8.3	62.5
<i>Housework</i>	34.9	0.7	47.7
<i>Care-Giving to Families/Relatives</i>	8.3	7.0	8.8
<i>Childcare</i>	4.6	0.7	6.1
Retired	24.6	47.0	16.2
Poor Health/Too Old/Disabled	20.6	31.5	16.5
Taking a Break	2.9	6.0	1.8
Discouraged	2.0	5.1	0.8
Have Sufficient Financial Support/Means	1.2	1.1	1.2
Others	1.0	0.9	1.0

- Notes: (1) [^] – Includes a small number who cited old age as the main reason for not working and not looking for a job.
(2) * – Includes pursuing full-time study, pursuing part-time study, awaiting for the start of academic year, awaiting NS call-up, awaiting examination results and attending courses/training.
(3) Data may not add up to the total due to rounding.

Discouraged Workers

4.5 The share of discouraged workers in the resident labour force (inclusive of discouraged workers) remained low at 0.4% in 2014, after decreasing from 0.5% in 2012. There were 9,900 residents discouraged from seeking work in 2014, with the number broadly hovering around 8,500 to 10,000 in the past four years and lower than the peak of 11,100 during the 2009 recession.

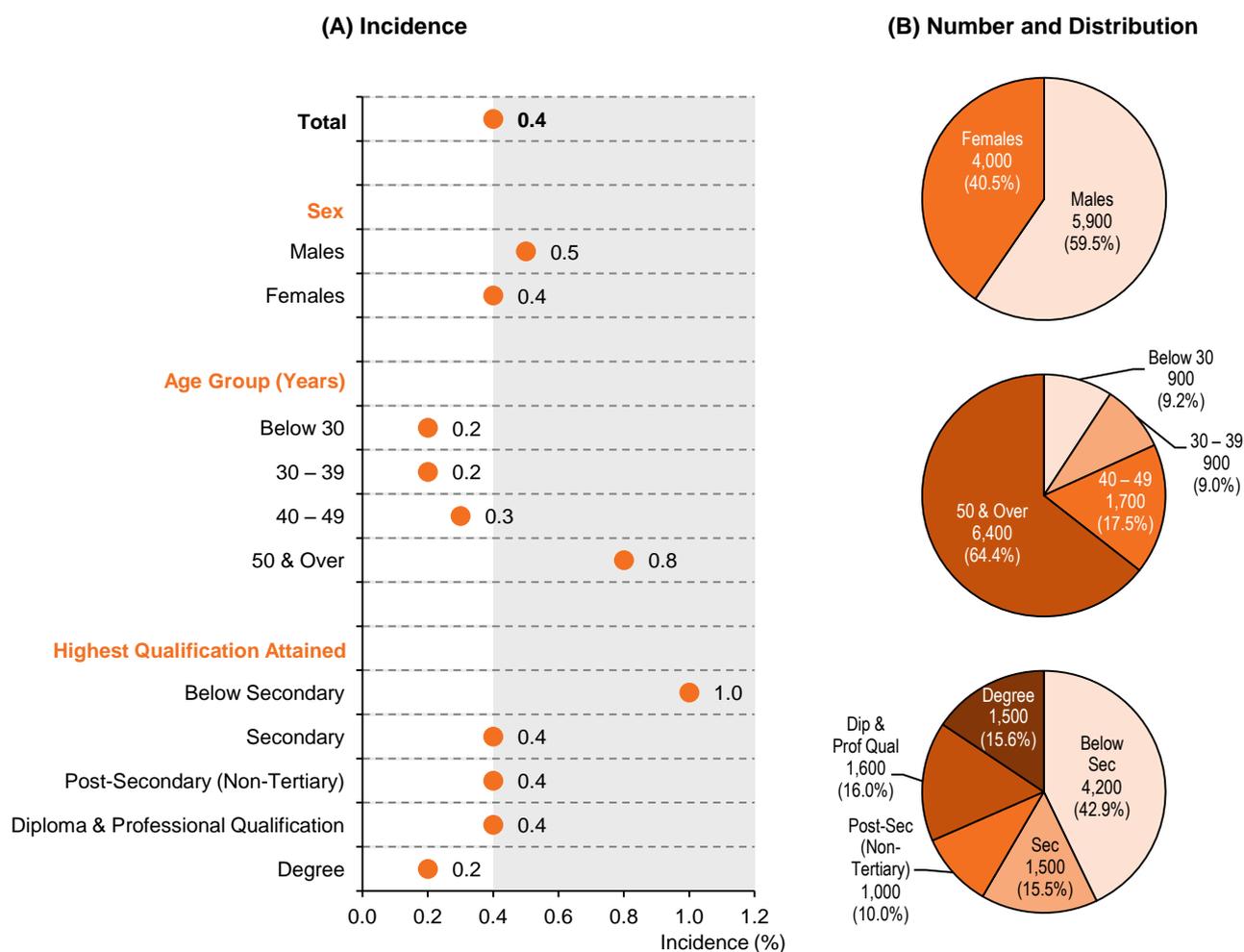
Chart 40: Residents Discouraged from Seeking Work, 2004 to 2014 (June)



- Notes:
- (1) Discouraged workers are persons outside the labour force who were not actively looking for a job because they believed 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) n.a. – Not available. See note 2 for [Chart 23](#).
 - (4) ^a – Adjusted figures for 2007. See note 2 for [Chart 17](#).

4.6 Reflecting their higher incidence of discouragement, many of the residents discouraged from seeking work were aged 50 & over (64%) or below-secondary educated (43%).

Chart 41: Profile of Residents Discouraged from Seeking Work, June 2014



- Notes:
- (1) Discouraged workers are persons outside the labour force who were not actively looking for a job because they believed 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.

Potential Entrants

4.7 One in seven (15%) or 164,200 residents outside the labour force in 2014 indicated their intention to look for a job within the next two years, i.e. they were potential entrants. The incidence of potential entrants rose with education, ranging from 6.6% for those with below-secondary qualifications to 37% for degree holders. Nonetheless, as the lower educated formed the large majority of those outside the labour force, nearly half or 47% of potential entrants had secondary or lower qualifications.

4.8 Females made up close to two in three (64%) of the potential entrants in 2014, mirroring their share among residents outside the labour force. Other than youths aged 15 to 24 (35%), many of the female potential entrants were in their 30s (18%) or 40s (17%) reflecting the intention of some homemakers to join the workforce when their children are older.

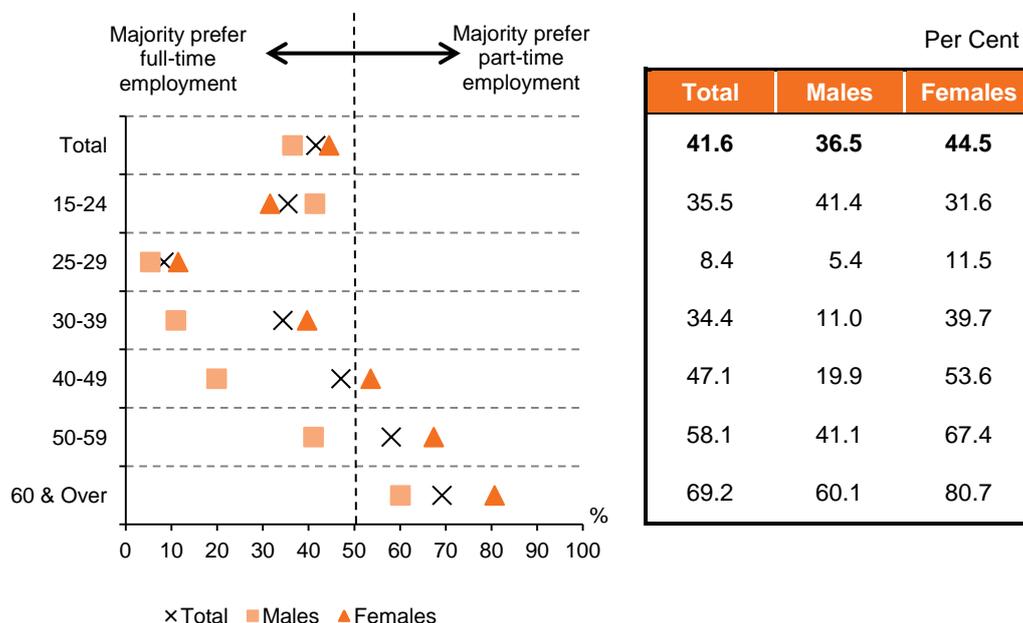
Table 7: Profile of Resident Potential Entrants into the Labour Force, June 2014

Characteristics	Total			Males			Females		
	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)
Total	164,200	100.0	15.3	59,900	100.0	15.7	104,300	100.0	15.0
Age Group (Years)									
15 – 24	61,900	37.7	19.4	24,900	41.6	15.6	37,000	35.5	23.1
25 – 29	15,000	9.1	55.5	7,600	12.7	58.5	7,400	7.1	52.8
30 – 39	22,700	13.8	37.6	4,200	7.0	59.1	18,500	17.8	34.7
40 – 49	22,400	13.7	26.3	4,300	7.2	43.9	18,100	17.4	24.0
50 – 59	23,100	14.0	17.2	8,200	13.6	29.1	14,900	14.3	14.0
60 & Over	19,100	11.6	4.3	10,700	17.9	6.5	8,400	8.1	3.0
Highest Qualification Attained									
Below Secondary	33,700	20.5	6.6	15,000	25.0	8.8	18,700	17.9	5.5
Secondary	43,400	26.4	15.9	14,600	24.4	14.0	28,700	27.6	17.0
Post-Secondary (Non-Tertiary)	24,300	14.8	23.1	10,600	17.6	24.5	13,700	13.1	22.2
Diploma & Professional Qualification	27,000	16.4	30.5	10,300	17.2	28.9	16,700	16.0	31.5
Degree	35,900	21.9	36.8	9,400	15.7	34.4	26,500	25.4	37.7
Work Experience									
With Work Experience	125,400	76.4	18.0	43,800	73.1	17.2	81,600	78.2	18.4
Without Work Experience	38,800	23.6	10.3	16,100	26.9	12.8	22,700	21.8	9.1
Preference for Full-Time/Part-Time Employment									
Full-Time	95,900	58.4	n.a.	38,100	63.5	n.a.	57,900	55.5	n.a.
Part-Time	68,300	41.6	n.a.	21,800	36.5	n.a.	46,400	44.5	n.a.

- 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.
(3) n.a. – Not applicable.
(4) Data on number and distribution may not add up to the total due to rounding.

4.9 Of every ten potential entrants, around six (58% or 95,900) preferred to work full-time while the other four (42% or 68,300) preferred part-time work. Most of the potential entrants in the younger prime-working ages, especially males, preferred full-time employment. On the other hand, the majority of mature female potential entrants aged 40 & over (64%) and older males aged 60 & over (60%) preferred to work part-time.

Chart 42: Proportion of Resident Potential Entrants Who Preferred to Work Part-Time by Age Group and Sex, June 2014



Note: Potential entrants refer to persons outside the labour force who intended to look for a job within the next two years.

5 Concluding Remarks

5.1 Employment rate rose to a new high, as more women and older residents participated in the labour market. There was a sustained increase in median income over the past five years. Boosted by measures to help raise incomes of the low-wage earners, income growth of lower income earners kept pace with that at the middle. Meanwhile, unemployment stayed low and time-related underemployment fell, amid high employment growth and increase in job openings.