

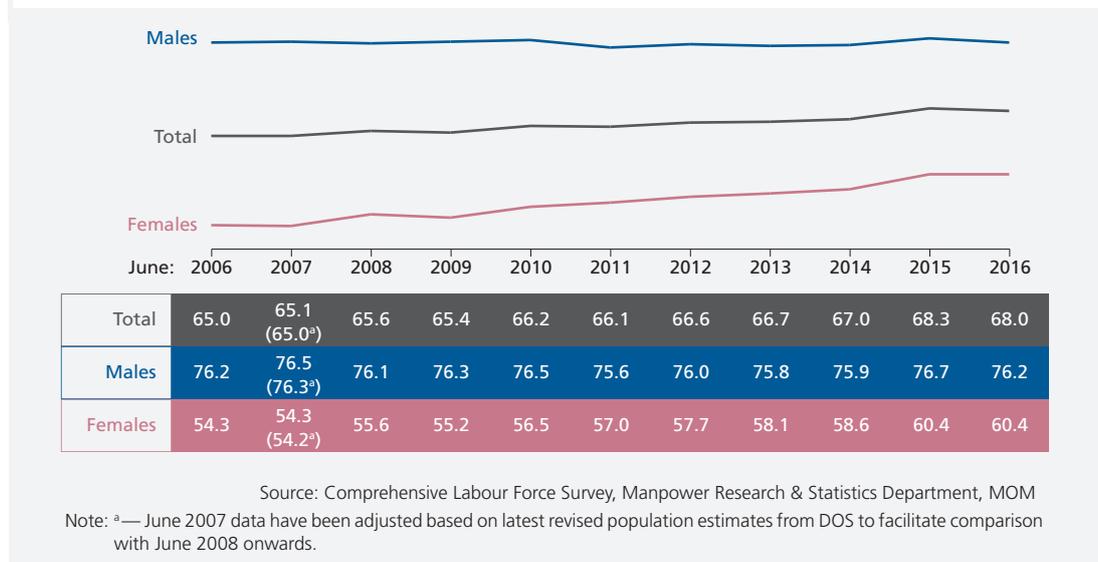
SURVEY FINDINGS

1. Labour Force

Labour force participation rate trended up in the last five years

- 1.1 The labour force participation rate (LFPR) for residents aged 15 & over dipped to 68.0% in 2016⁴, after registering a sharp increase in 2015 which partly reflected the temporary boost from one-off policies. Discounting the dip, the LFPR has been on an uptrend in the last five years. This was due to the rise in female LFPR from 57.0% in 2011 to 60.4% in 2016, and the stable male LFPR at around 76%.

Chart 1 Labour force participation rate of residents aged 15 & over by sex
Per Cent



- 1.2 The stable LFPR at the overall for males reflected the downtrend in LFPR for prime working-age males aged 25 to 54, and the continued increase among older men aged 55 & over. Among females, LFPR continued to rise across the prime-working and older age groups. On the whole, the increase in LFPR among older residents has slowed. LFPR among the young declined, after trending up in recent years, as fewer students were working.

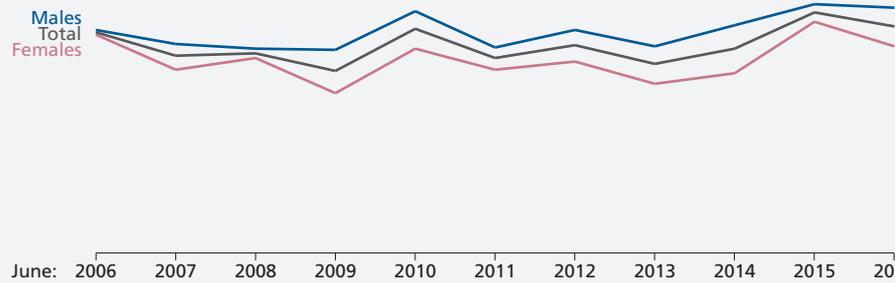
⁴ Unless otherwise stated, data in this report pertain to residents aged 15 & over and are for June of the respective years.

Chart 2

Resident labour force participation rate by age and sex

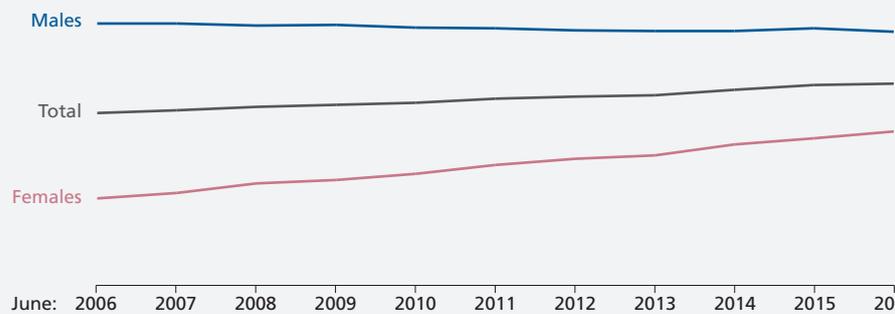
Per Cent

(A) Aged 15 to 24



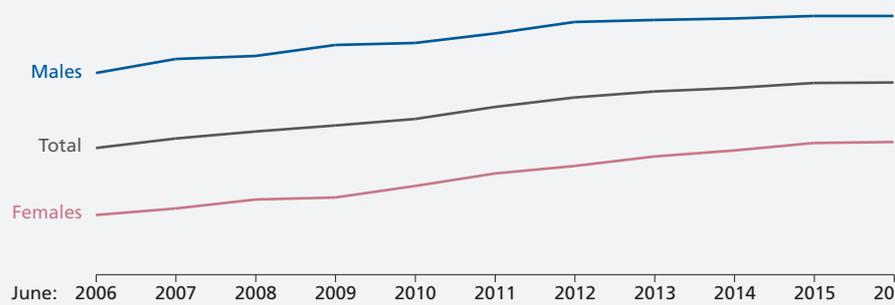
June:	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Total	38.9	36.9 (36.9 ^a)	37.1	35.6	39.2	36.7	37.8	36.2	37.5	40.6	39.4
Males	39.1	37.9 (37.9 ^a)	37.5	37.4	40.7	37.6	39.1	37.7	39.5	41.3	41.0
Females	38.7	35.8 (35.7 ^a)	36.7	33.7	37.5	35.7	36.4	34.5	35.4	39.8	37.7

(B) Aged 25 to 54



June:	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Total	83.3	83.6 (83.7 ^a)	84.2	84.5	84.8	85.4	85.7	85.9	86.7	87.4	87.6
Males	96.4	96.4 (96.4 ^a)	96.1	96.2	95.8	95.7	95.4	95.3	95.3	95.7	95.2
Females	70.8	71.4 (71.6 ^a)	73.0	73.5	74.4	75.7	76.6	77.1	78.7	79.6	80.6

(C) Aged 55 & Over



June:	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Total	36.3	38.3 (38.2 ^a)	39.6	40.8	42.1	44.5	46.4	47.6	48.3	49.3	49.4
Males	51.3	54.2 (54.1 ^a)	54.7	56.9	57.3	59.2	61.5	61.9	62.2	62.7	62.7
Females	22.9	24.2 (24.2 ^a)	26.0	26.4	28.7	31.2	32.7	34.6	35.8	37.3	37.5

Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM
 Note: ^a — Adjusted figures for 2007. See note for Chart 1.

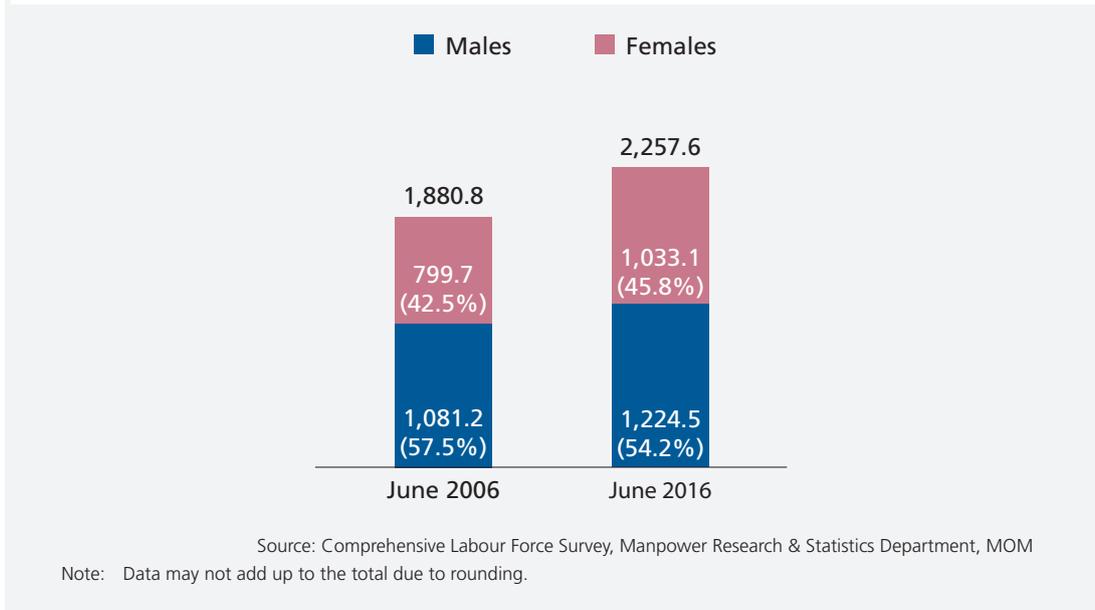
PROFILE OF THE LABOUR FORCE

SEX

Rising share of females in the resident labour force

- 1.3 As the trend of rising female LFPR and stable male LFPR was also observed for the recent decade, the share of females in the resident labour force rose from 43% in 2006 to 46% in 2016. There were 2.26 million residents in the labour force in June 2016, comprising 1.22 million men and 1.03 million women.

Chart 3 Resident labour force by sex
Number ('000)



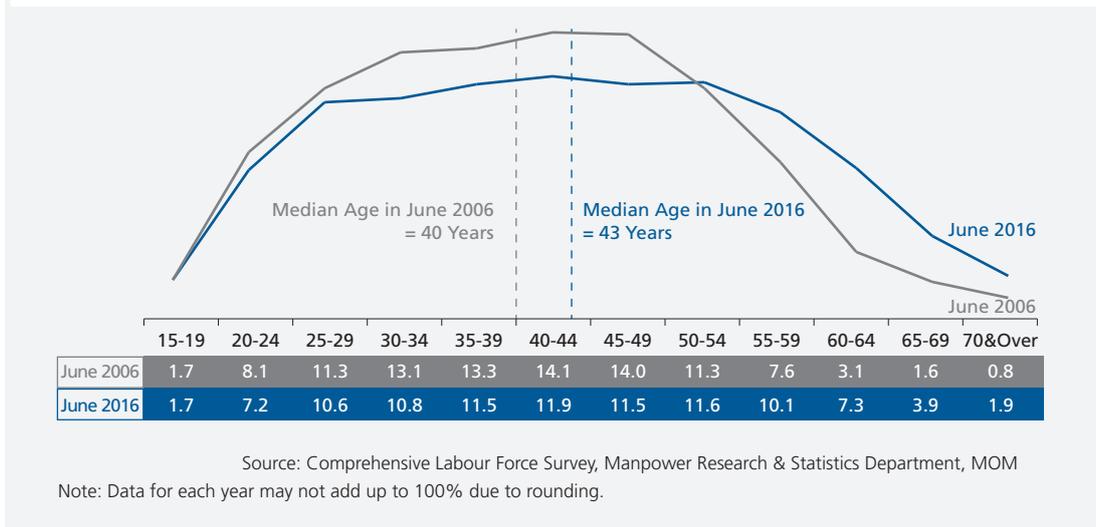
AGE

Labour force continued to age

- 1.4 As the earlier cohorts of post-war baby boomers moved into their 60s over the recent decade and the LFPR for older residents continued to rise, the share of those aged 60 & over in the resident labour force more than doubled from 5.5% in 2006 to 13% in 2016. The median age of residents in the labour force rose to 43 years in 2016 from 40 years in 2006.

Chart 4 Age distribution of resident labour force

Per Cent



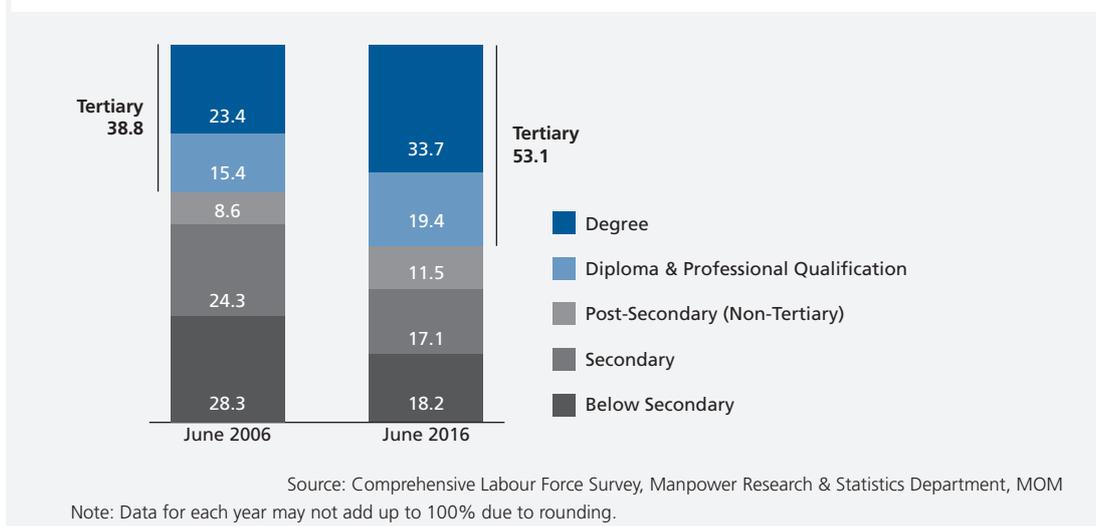
EDUCATION

Shift towards a tertiary-educated labour force

- 1.5 The education profile of the resident labour force has improved over the decade. Tertiary-educated residents formed slightly more than half (53%) of the resident labour force in 2016, up from 39% in 2006. Most of the increase was from degree holders, whose share in the labour force rose from 23% to 34% over this period.

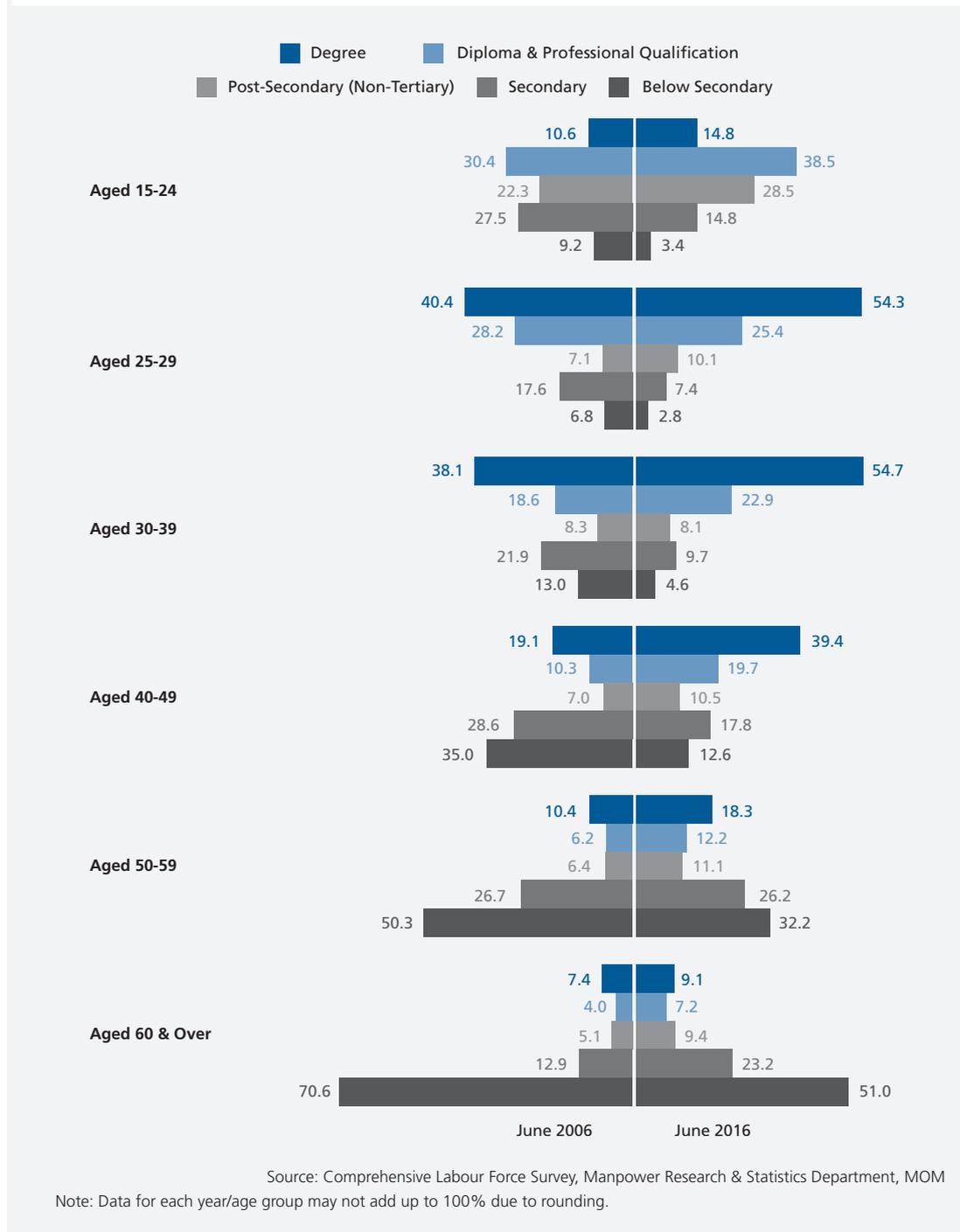
Chart 5 Highest qualification attained of resident labour force

Per Cent



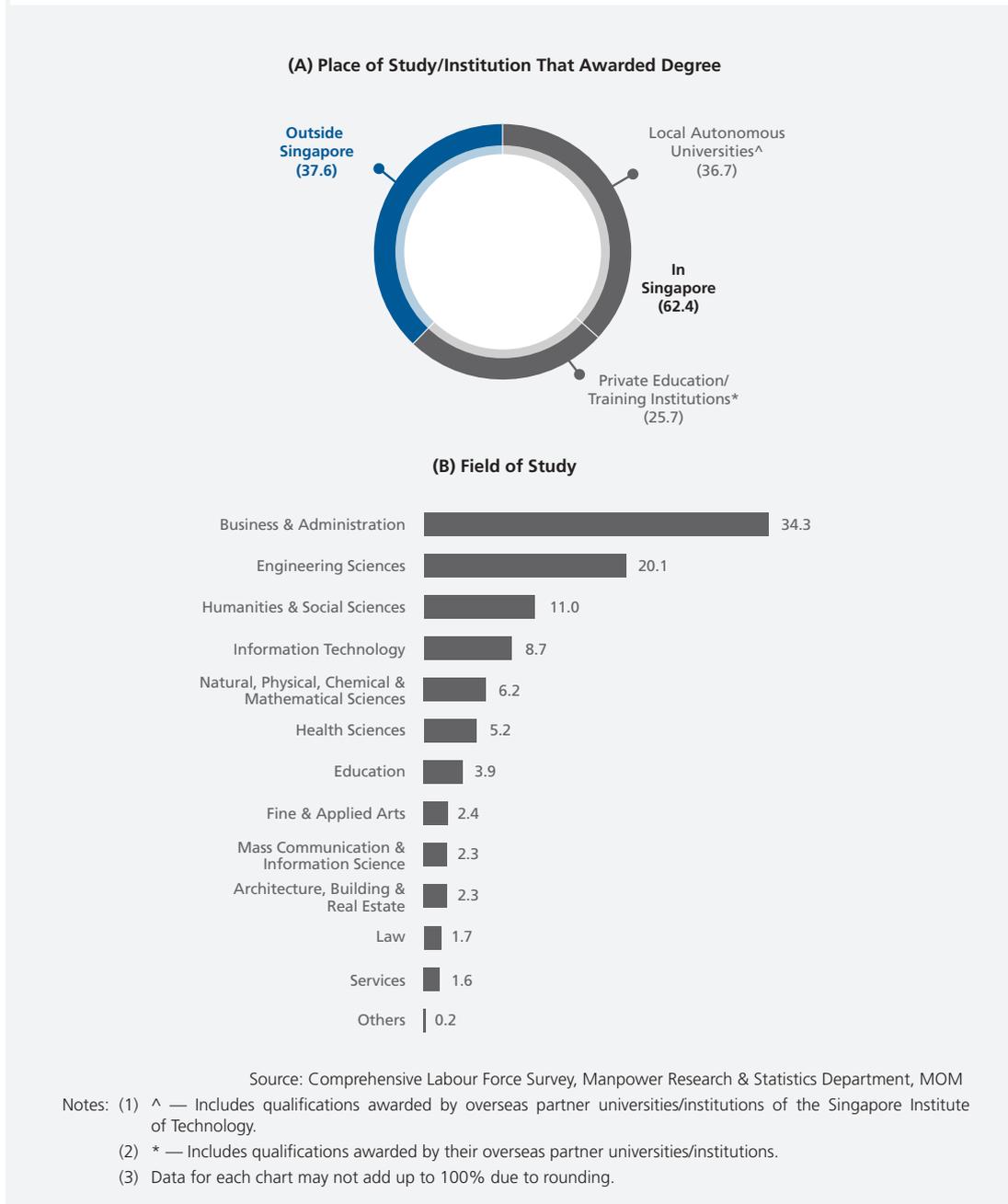
1.6 The improvement in educational profile of the resident labour force was observed across the age groups. Degree holders formed the slight majority of the resident labour force in the younger prime working-age groups of 25 to 29 (54%) and 30 to 39 (55%) in 2016. They also formed the largest group among those in their 40s (39%). On the other hand, older residents in the labour force were still mostly lower-educated.

Chart 6 Highest qualification attained of resident labour force by age
Per Cent



- 1.7 Of every eight degree holders in the resident labour force in 2016, around three each were from overseas universities/institutes of higher learning (38%) and local autonomous universities⁵ (37%). The remaining two (26%) were from private education/training institutions⁶.
- 1.8 Business & Administration (34%) was the most common field of study among degree holders in the resident labour force in 2016. This was followed by Engineering Sciences (20%) and Humanities & Social Sciences (11%) graduates.

Chart 7 Profile of degree holders in resident labour force, June 2016
Per Cent



⁵ 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).

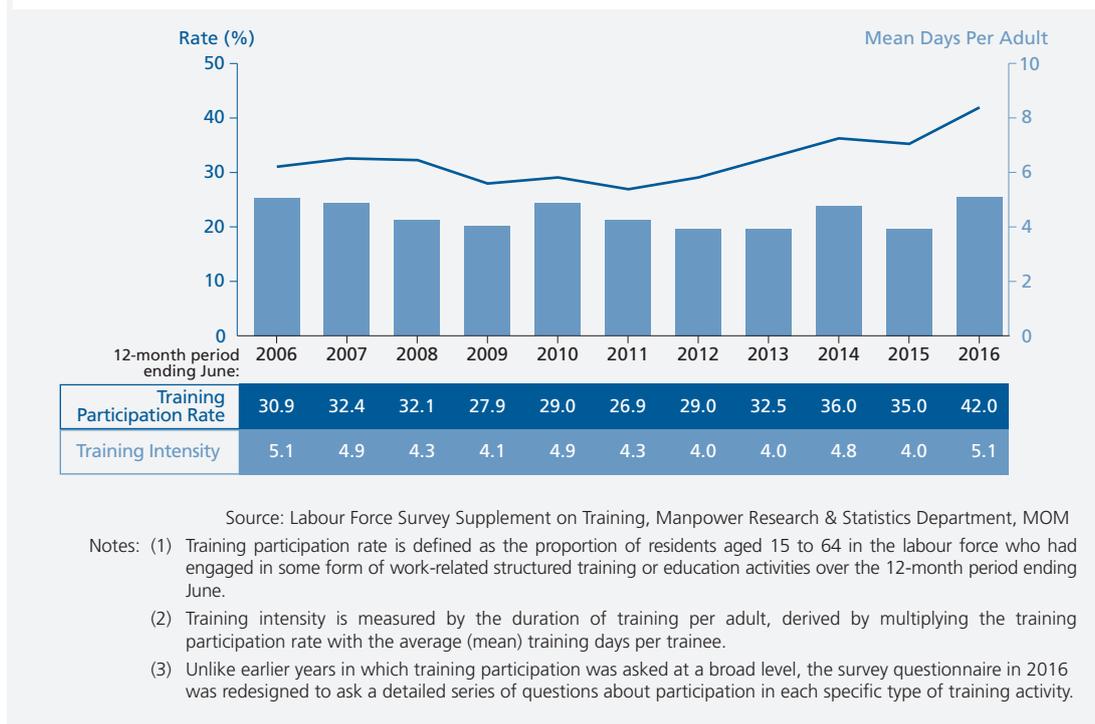
⁶ Includes qualifications awarded by their overseas partner universities/institutions.

2. Training⁷

Training participation rose to a new high

- 2.1 With more initiatives to promote skills upgrading and lifelong learning,⁸ the training participation rate for the resident labour force aged 15 to 64 rose to an all-time high⁹ of 42% for the 12-month period ending June 2016, resuming the general uptrend after a slight dip in the previous year. As participants spent more days on training, the training intensity, derived by multiplying the average (mean) training days per trainee with training participation rate, increased to 5.1 days per adult in 2016 from 4.0 days per adult a year ago and back to the level last seen in 2006.

Chart 8 Training indicators of resident labour force aged 15 to 64



⁷ Data on training pertain to residents aged 15 to 64, and are for the 12-month period ending June of the respective years.

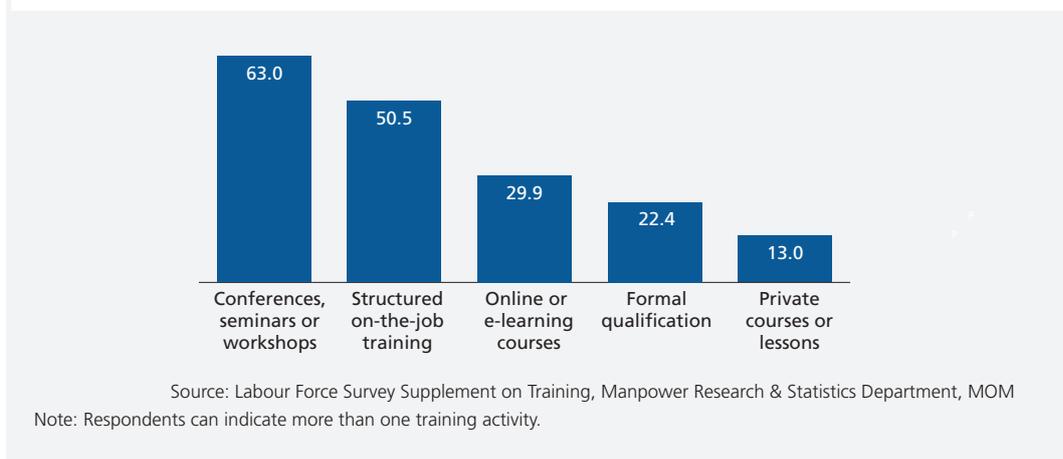
⁸ These include the introduction of *SkillsFuture Credit* from 1 January 2016, as well as enhancements to re-skilling programmes under the *Adapt and Grow* initiative which took effect in 1 May 2016.

⁹ Since the series started in 2000.

- 2.2 Among the resident labour force aged 15 to 64 who have attended work-related structured training in the 12 months ending June 2016, *conferences, seminars or workshops* (63%) was the most common form of training, followed by *structured on-the-job training* (e.g. training by supervisors or co-workers) (50%).

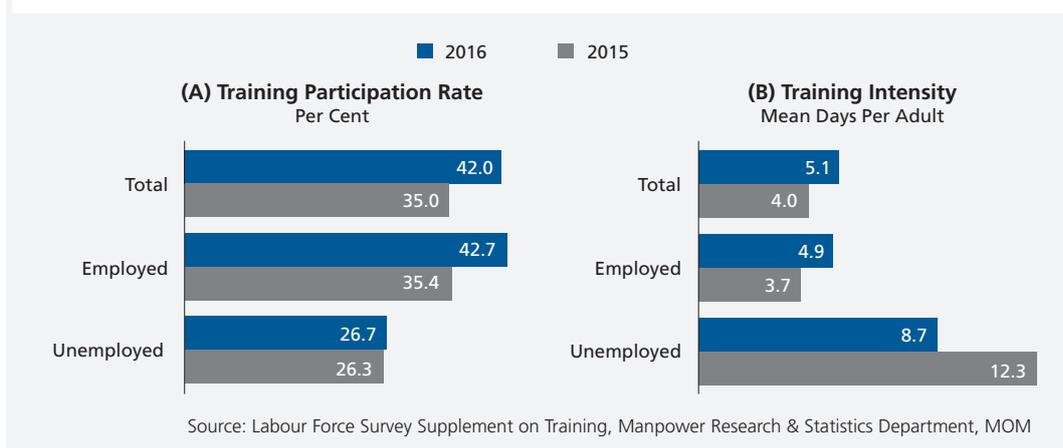
Chart 9 Resident labour force aged 15 to 64 who have attended work-related structured training by type of training activity, 2016

Per Cent



- 2.3 The rise in overall training participation was largely driven by an increase among employed residents (from 35% in 2015 to 43% in 2016), while the training participation rate among unemployed residents was similar to last year. While unemployed residents spent fewer days on training in 2016 than a year ago, their training intensity (8.7 days per adult) remained higher than the employed (4.9).

Chart 10 Training indicators of resident labour force aged 15 to 64 by labour force status



- 2.4 The increase in both the training participation rate and intensity among the employed was driven by professionals, managers, executives & technicians (PMETs) and clerical, sales & service workers. On the other hand, production & transport operators, cleaners & labourers saw lower training participation and intensity than a year ago.
- 2.5 The most prevalent form of training for PMETs was through conferences, seminars or workshops. Conversely, structured on-the-job training was the most common for clerical, sales & service workers and production & transport operators, cleaners and labourers.

Chart 11

Training indicators of employed residents aged 15 to 64 by broad occupational group

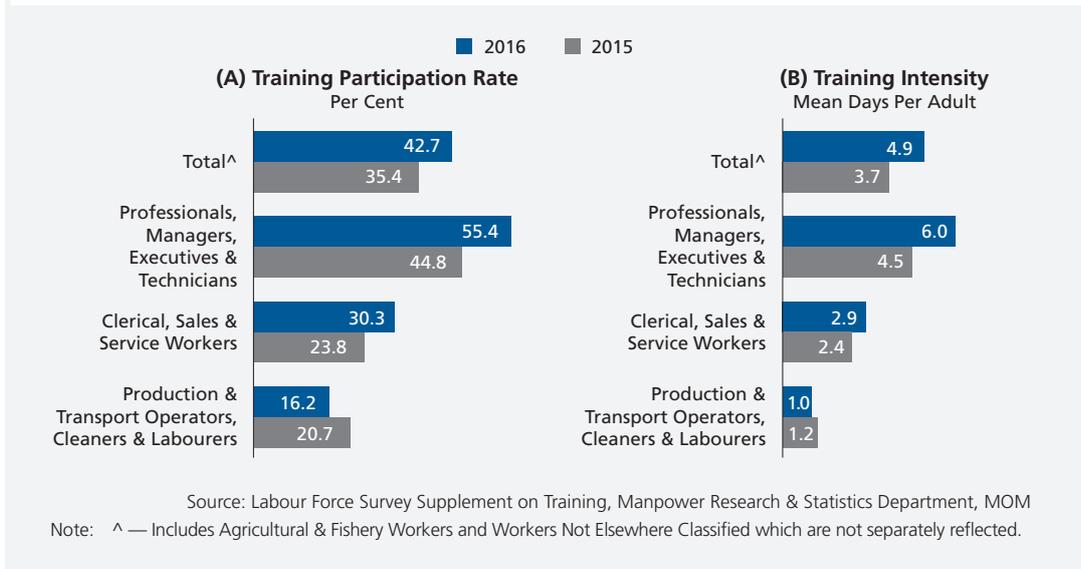
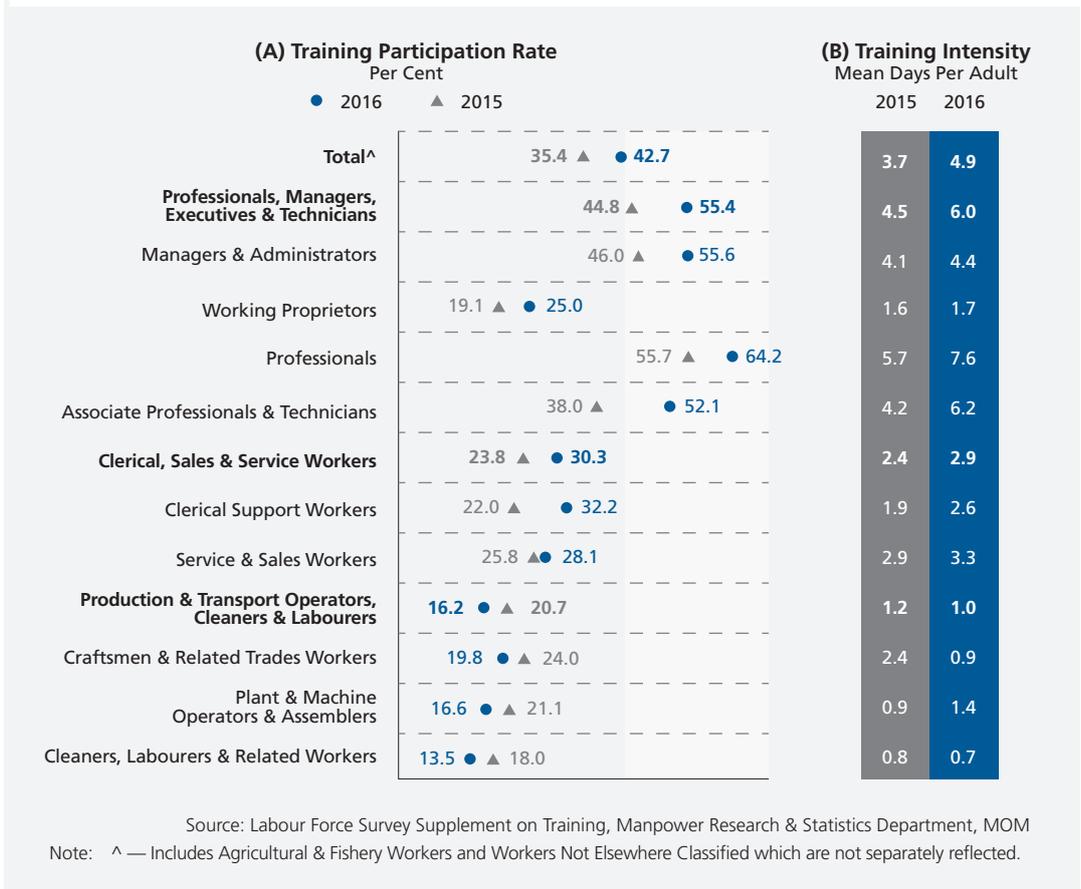


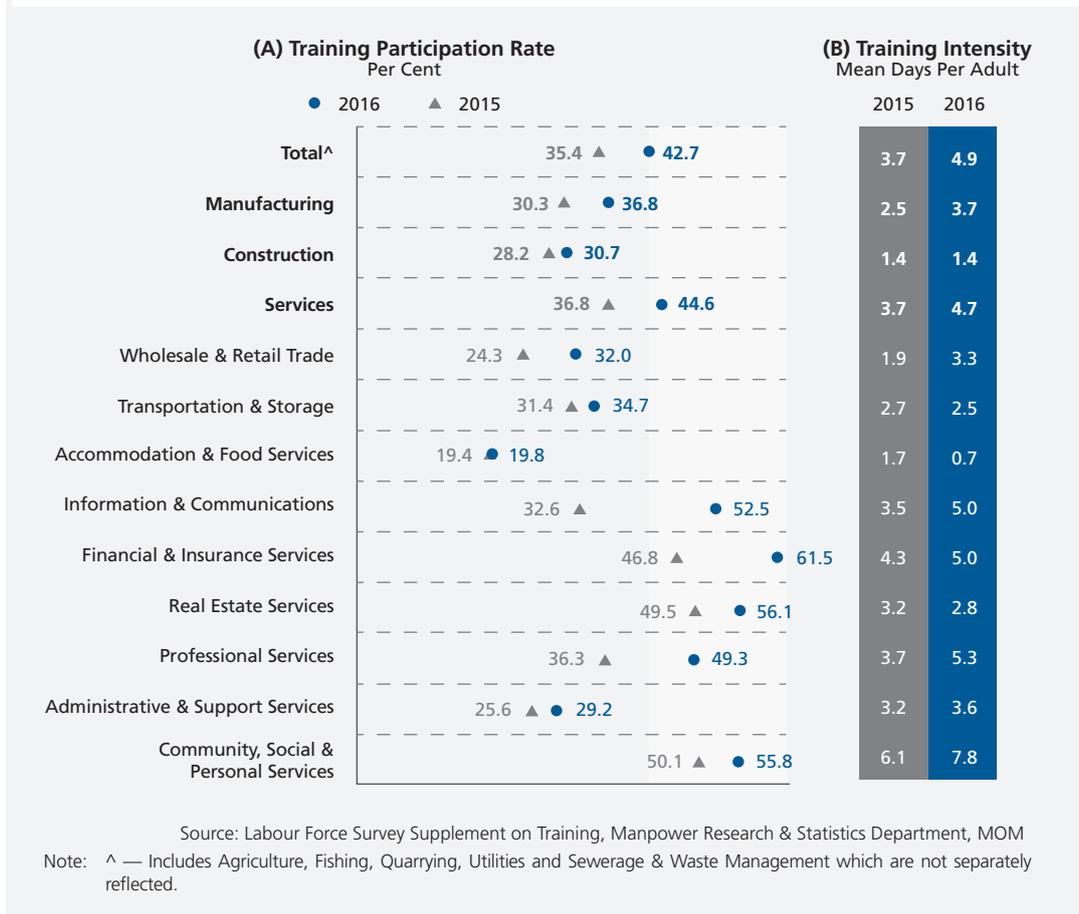
Chart 12

Training indicators of employed residents aged 15 to 64 by occupation



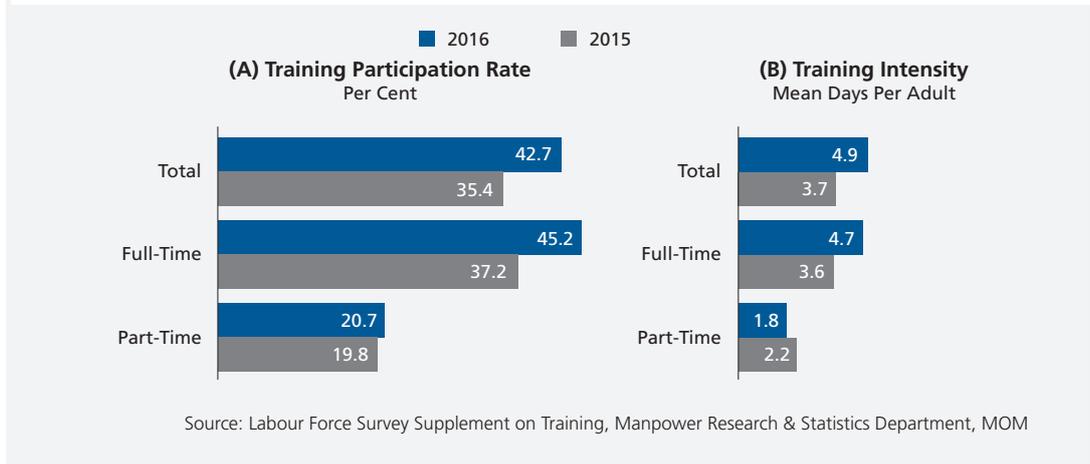
2.6 Training was less common in industries with greater reliance on lower-skilled and/or seasonal workers such as accommodation & food services (20%) and administrative & support services (29%). On the other hand, it remained more prevalent in services industries with higher concentration of PMETs such as financial & insurance (62%), real estate (56%), community, social & personal services (56%), information and communications (53%) and professional services (49%).

Chart 13 Training indicators of employed residents aged 15 to 64 by industry



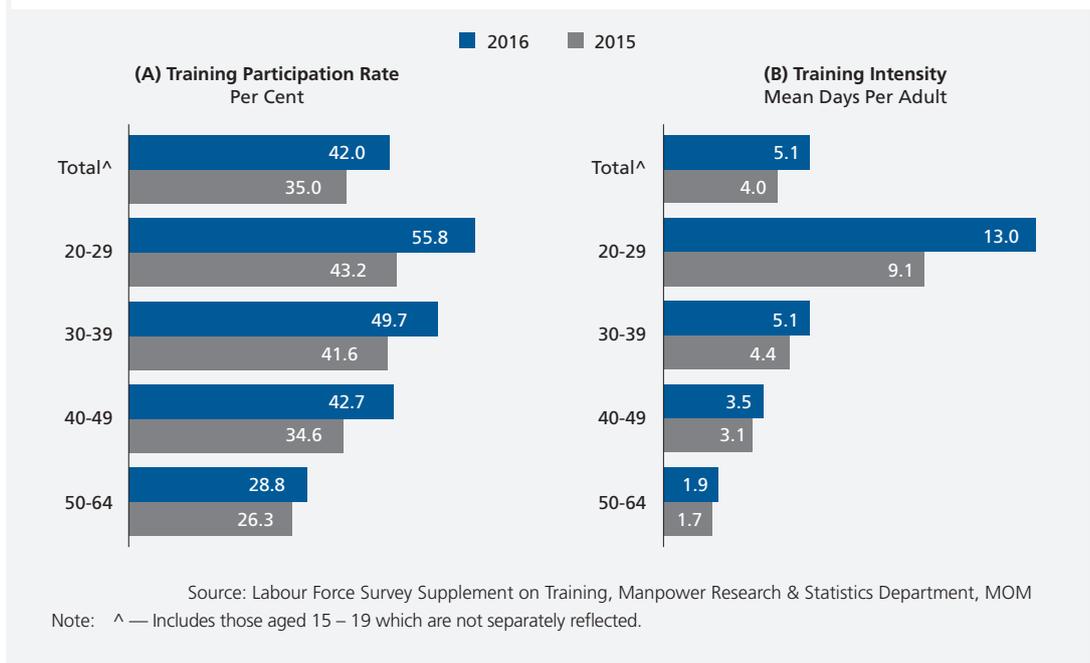
2.7 Reflecting their stronger labour market attachment, full-timers (45%) continued to have higher training participation rate than part-timers (21%). With longer duration spent on training, the full-timers' training intensity was 4.7 days per adult in 2016, higher than 3.6 a year ago. Conversely, part-timers spent fewer days on training in 2016, leading to a decline in their training intensity to 1.8 days, from 2.2 days a year ago.

Chart 14 Training indicators of employed residents aged 15 to 64 by nature of employment



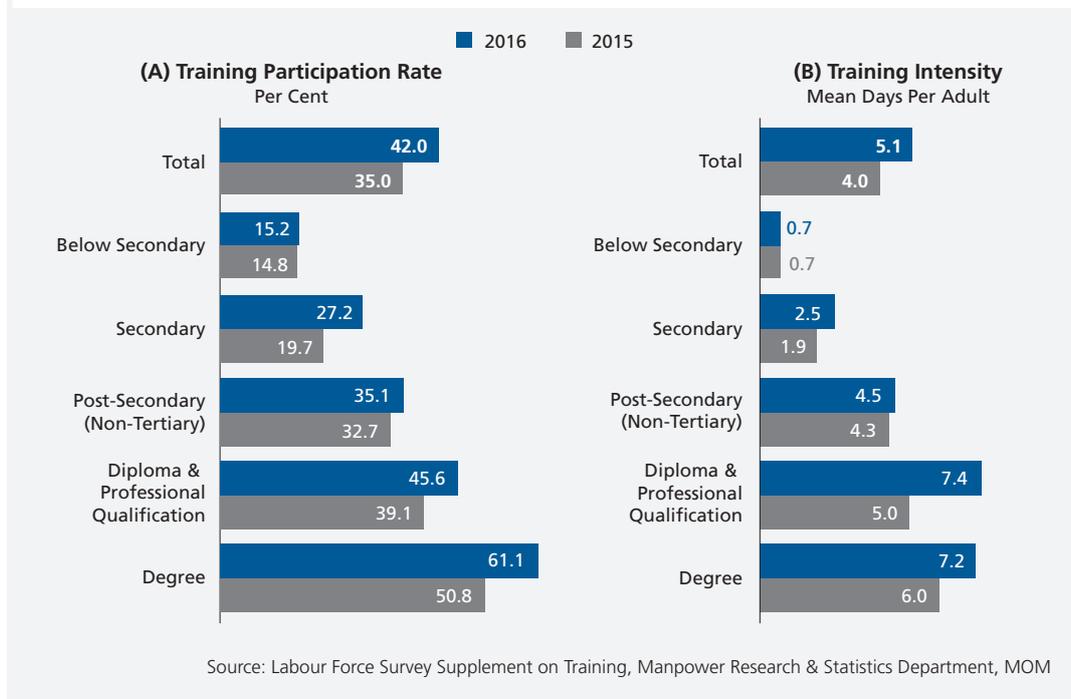
2.8 Training participation continued to decline with age. Younger residents aged 20 to 29 continued to have the highest training participation rate and posted the largest increase over the year, given that the returns on training are generally higher for them. The most common type of training for this age group was structured on-the-job training from supervisors or co-workers, whereas those in other age groups were more likely to attend conferences, seminars or workshops. Younger residents also tend to have higher training intensity, given their higher participation and longer training duration.

Chart 15 Training indicators of resident labour force aged 15 to 64 by age



2.9 Training participation rose across all qualification levels in 2016. Besides registering the largest increase, degree holders (61%) also continued to lead in training participation. They also tend to go for more days of training, resulting in a higher training intensity than a year ago.

Chart 16 Training indicators of resident labour force aged 15 to 64 by highest qualification attained



2.10 Employed trainees generally experienced positive outcomes from the training taken up in the year ending June 2016. These favourable outcomes pertain to enhanced work-related skills such as *developed new skills* (62%), *being more productive on the job* (58%) and *able to deliver better service* (55%). About one in two employed trainees also cited benefits on personal development e.g. *boosted their confidence/self-esteem* (52%) and *found it interesting* (52%), and that training made them *more employable* (49%).

2.11 The proportion of trainees who received a *pay rise* (14%) or got a *promotion* (9.2%) was lower, as training impact on promotion and pay may not be immediate. Only a small minority reported that they *did not apply the skills/knowledge on the job* (2.6%) or were *dissatisfied with training* (0.4%).

Chart 17

Training outcomes of employed residents aged 15 to 64, 2016

Per Cent



Enhanced Work-Related Skills



Personal Development



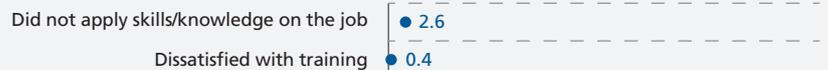
Enhanced Employability



Career Advancement



Others



Source: Labour Force Survey Supplement on Training, Manpower Research & Statistics Department, MOM

Notes: (1) Figures are based on employed trainees aged 15 to 64.

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

3. Employment

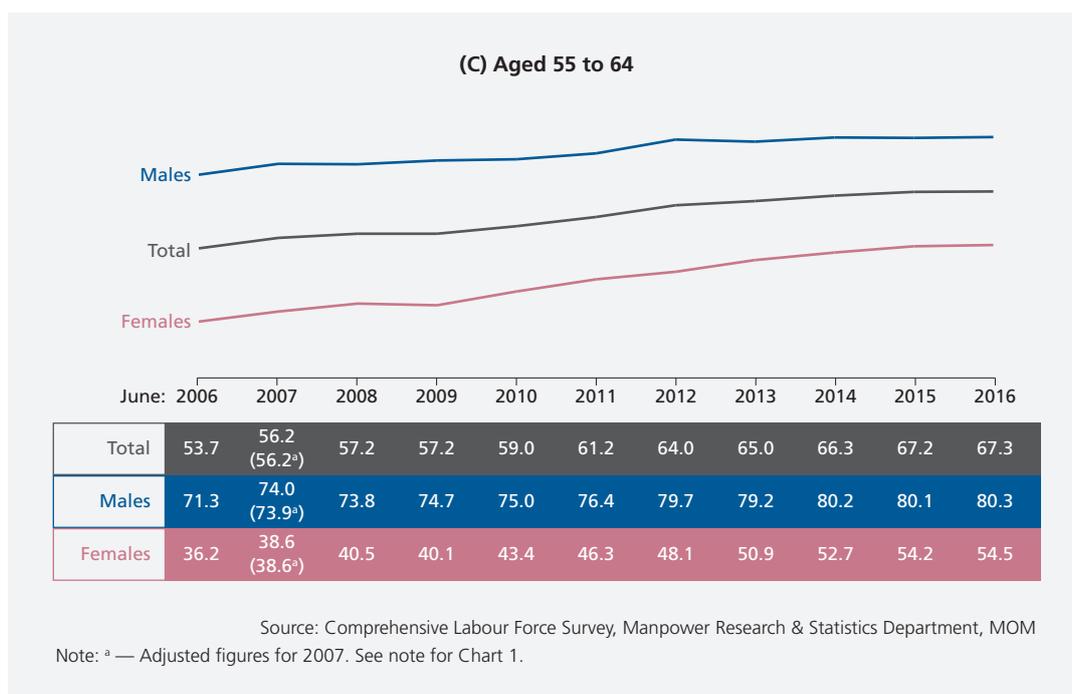
Employment rate similar to a year ago

- 3.1 The employment rate for residents aged 25 to 64 in 2016 (80.3%) stayed similar to 2015 (80.5%), as the continued increase in female employment rate offset the decline for males. The rate for males trended down from 89.7% in 2012 to 89.0% in 2016. In particular, the employment rate for prime working-age men aged 25 to 54 decreased significantly from 92.9% in 2015 to 91.9% in 2016, the lowest since 2009. The employment rate for older men aged 55 to 64 stayed flat at around 80% since 2012. The employment rate for females aged 25 to 54 and 55 to 64 continued to rise, but at a slower pace.

Chart 18 Resident employment rate by selected age groups and sex

Per Cent





Rising share of residents in PMET jobs

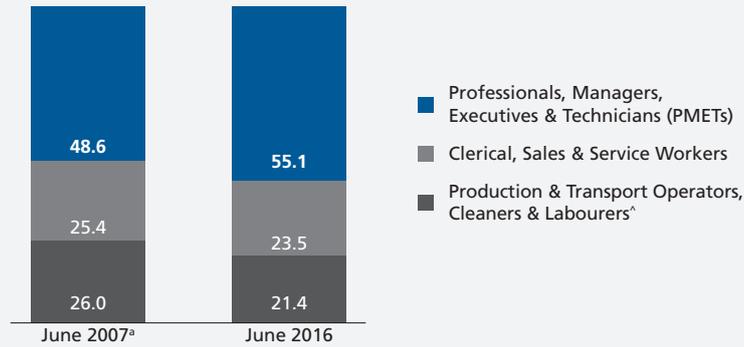
- 3.2 The share of PMETs among employed residents rose from 49% in 2007¹⁰ to 55% in 2016. Even though PMET employment growth for residents was slower at 2.6% p.a. from 2011 to 2016 compared with 4.6% p.a. from 2007 to 2011, it was still faster than the increase for clerical, sales & service workers (0.9% p.a.) and production & transport operators, cleaners & labourers (0.1% p.a.) in the recent five years. Resident employment growth for clerical, sales & service workers from 2011 to 2016 was also slower than that from 2007 to 2011 (1.5% p.a.). Meanwhile, the flat growth for production & transport operators, cleaners & labourers was a reversal from the slight decline from 2007 to 2011 (-0.4% p.a.).

¹⁰ The comparison was done for June 2007 and June 2016 instead of June 2006 and June 2016, as the level of occupational detail collected in 2006 did not support mapping to the latest version of the Singapore Standard Occupational Classification (SSOC).

Chart 19

Occupational distribution of employed residents

Per Cent



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

Notes: (1) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2015. Data before year 2015 which were coded based on earlier versions of the SSOC were mapped to SSOC 2015 as far as possible to facilitate data comparability. The comparison was done for June 2007 and June 2016 instead of June 2006 and June 2016, as the level of occupational detail collected in 2006 did not support mapping to the latest version of the SSOC.

- (2) [^] — Includes Agricultural & Fishery Workers and Workers Not Elsewhere Classified.
- (3) ^a — Adjusted figures for 2007. See note for Chart 1.
- (4) Data for each year may not add up to 100% due to rounding.

Chart 20

Annualised change in employed residents by broad occupational group

Per Cent Per Annum (% p.a.)



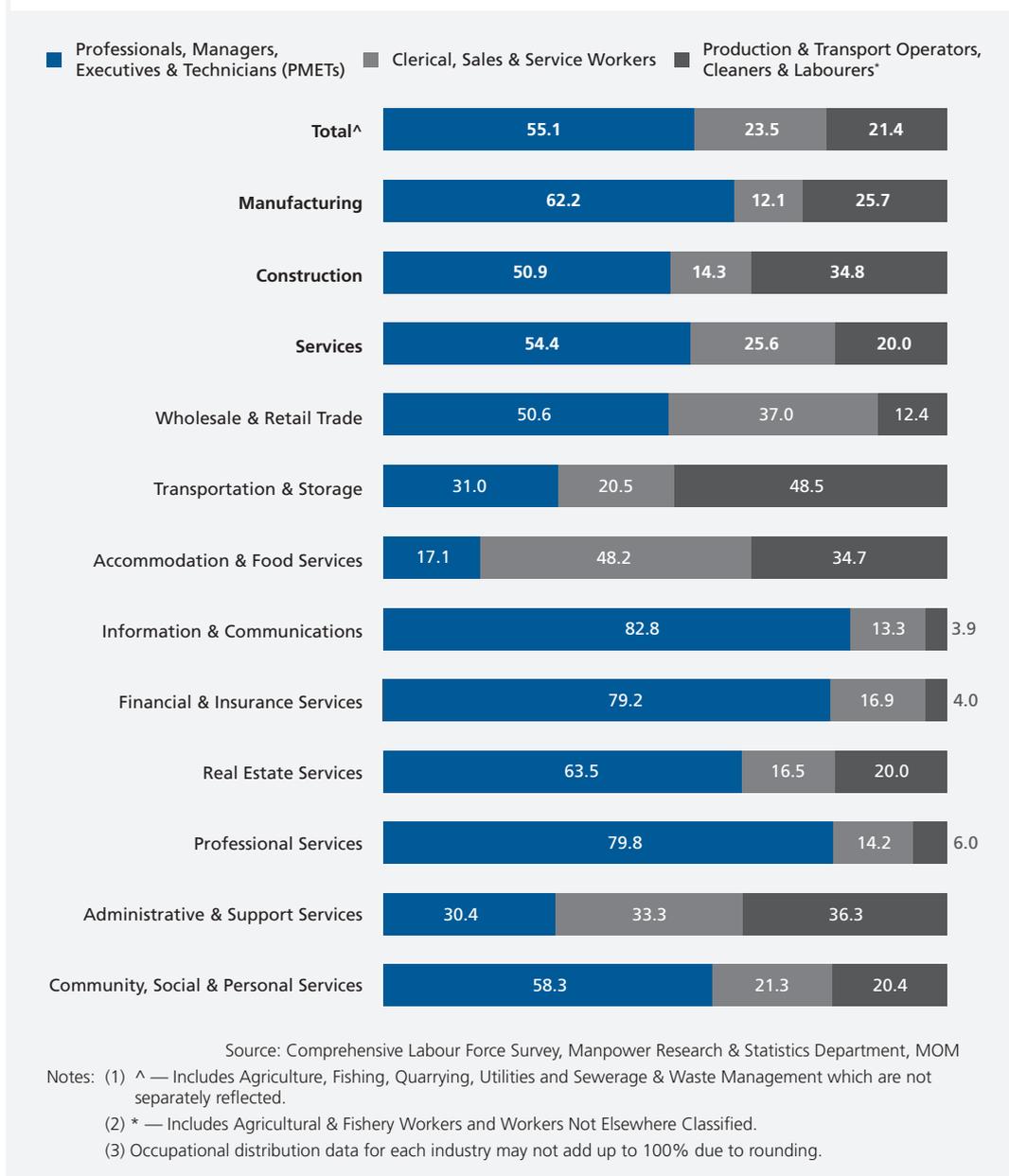
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes: (1) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2015. Data before year 2015 which were coded based on earlier versions of the SSOC were mapped to SSOC 2015 as far as possible to facilitate data comparability.

- (2) [^] — Includes Agricultural & Fishery Workers and Workers Not Elsewhere Classified.
- (3) ^{*} — Growth rates are computed using adjusted figures for 2007 (see note for Chart 1). The earlier period used in the comparison was for June 2007 to June 2011 instead of June 2006 to June 2011, as the level of occupational detail collected in 2006 did not support mapping to the latest version of the SSOC.

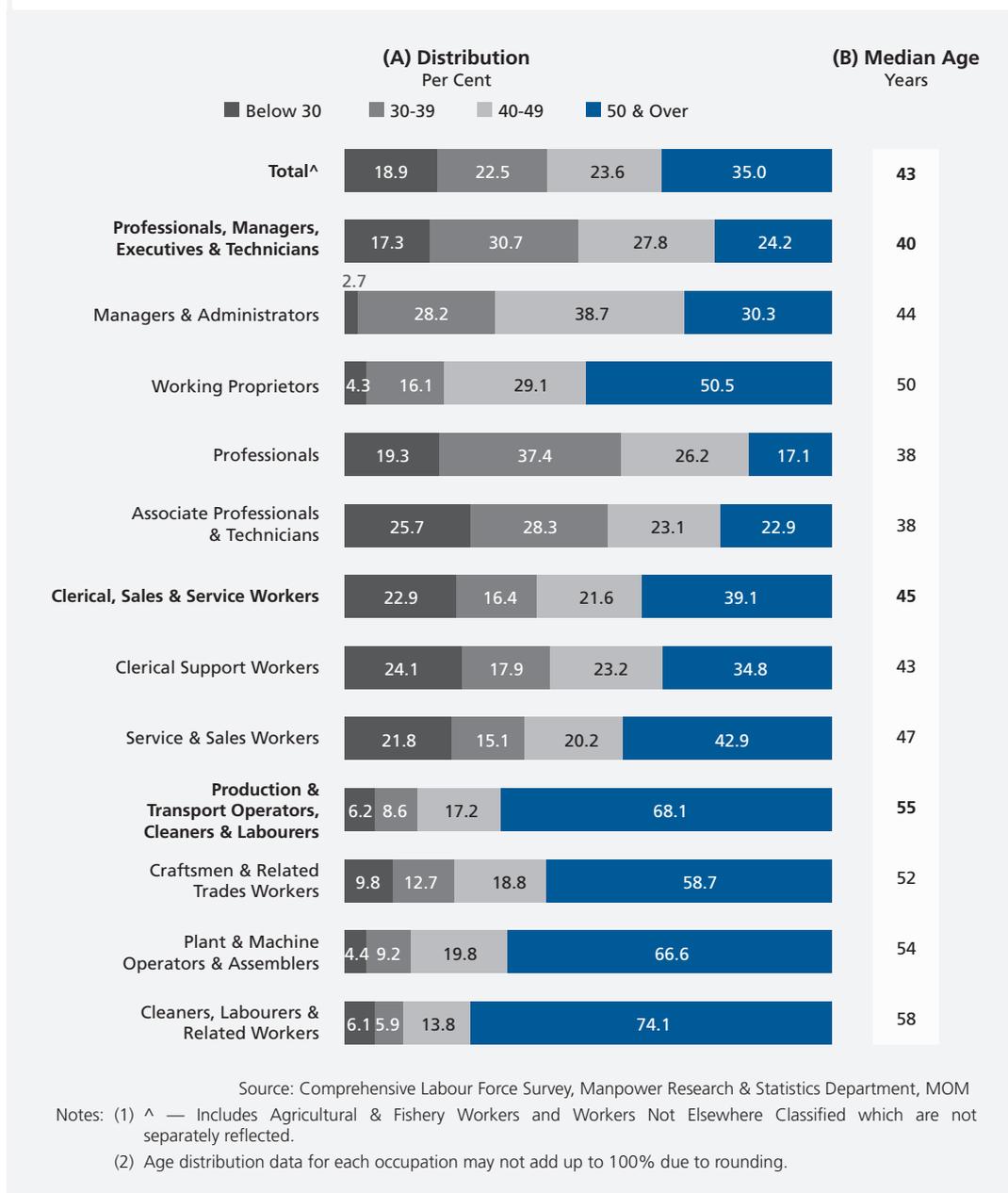
3.3 PMETs formed the majority of employed residents in most industries, with information & communications (83%), professional services (80%) and financial & insurance services (79%) having the highest concentration. The exceptions were accommodation & food services (17%), administrative & support services (30%) and transportation & storage (31%). Workers in these three industries mostly worked in non-PMET jobs, such as hawkers/stall holders/assistants, waiters and cooks in accommodation & food services, security guards and cleaners in administrative & support services, and taxi/bus drivers in transportation & storage.

Chart 21 Occupational distribution of employed residents by industry, June 2016
Per Cent



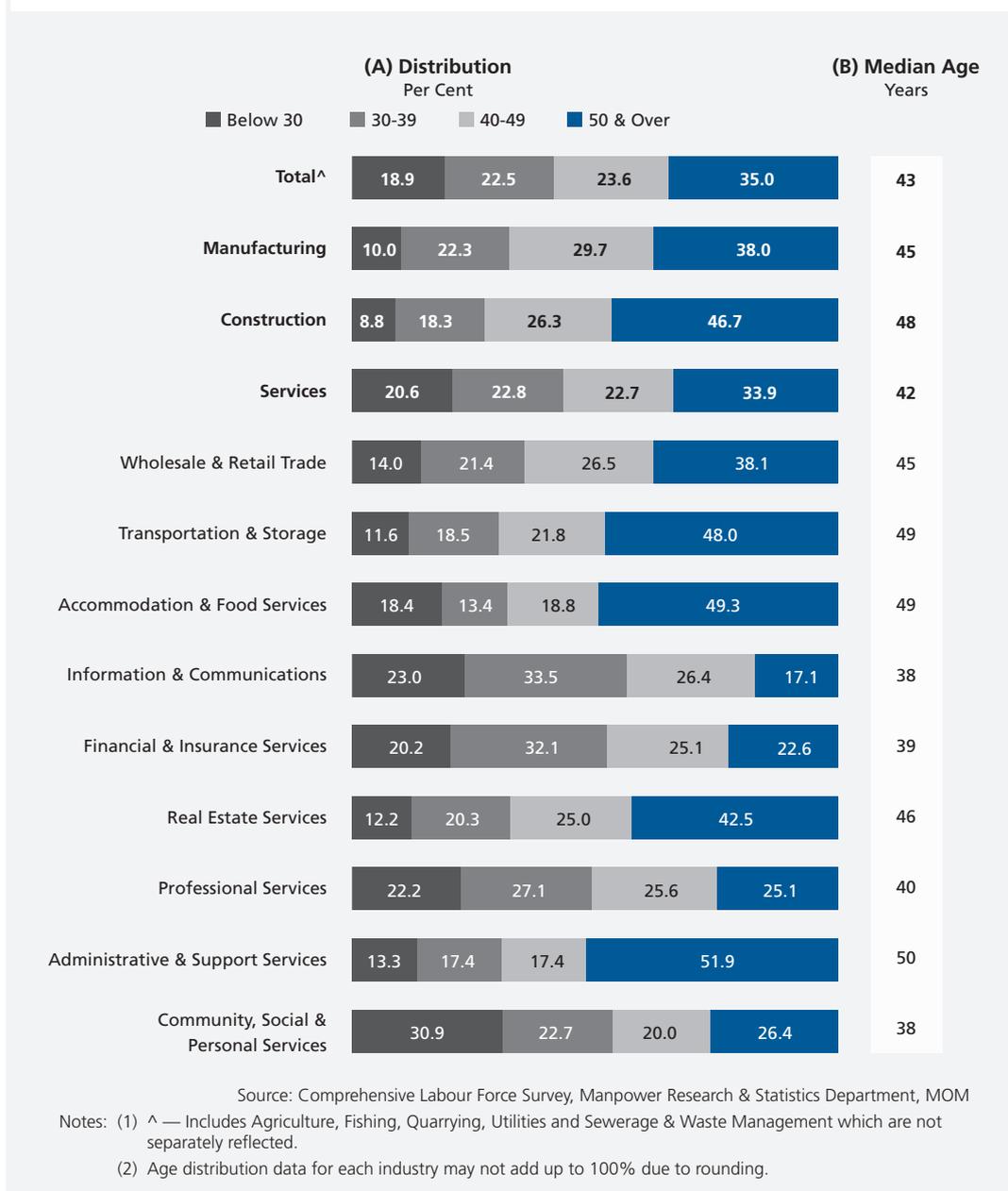
3.4 The concentration of older workers was substantially higher among production & transport operators, cleaners & labourers, where 68% of employed residents were aged 50 & over compared with 39% for clerical, sales & service workers and 24% for PMETs. The extent of ageing was also fastest for production & transport operators, cleaners & labourers, where the share of those aged 50 & over rose by 21%-points from 47% in 2007, compared with increases of 14%-points for clerical, sales & service workers and 6.6%-points for PMETs. With increased opportunities to pursue higher education over the years, only a small proportion of younger workers were lower-educated and take on lower-skilled jobs. This resulted in a rapidly ageing profile of workers in such occupations.

Chart 22 Age profile of employed residents by occupation, June 2016



3.5 Industries with the highest concentration of production & transport operators, cleaners & labourers had the oldest age profile, with around half of the employed residents in administrative & support services (52%), accommodation & food services (49%), transportation & storage (48%) and construction (47%) aged 50 & over in 2016.

Chart 23 Age profile of employed residents by industry, June 2016



PART-TIME EMPLOYMENT AND TIME-RELATED UNDEREMPLOYMENT

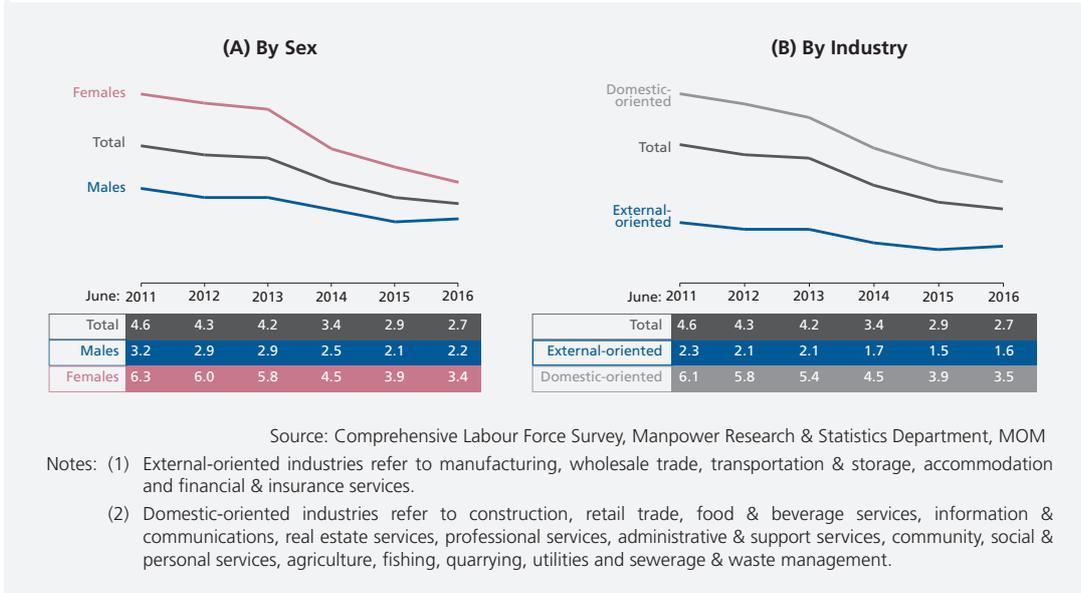
Time-related underemployment continued to decline but at a slower pace

3.6 The time-related underemployment rate, that is the proportion of employed residents working part-time but willing and available to work additional hours, continued to decline but at a slower pace to 2.7% in 2016. The decline over the year in 2016 was due to the fall among females (from 3.9% to 3.4%), as the rate for males rose (from 2.1% to 2.2%). The time-related underemployment rate increased in external-oriented industries (from 1.5% to 1.6%).

Chart 24

Resident time-related underemployment rate

Per Cent



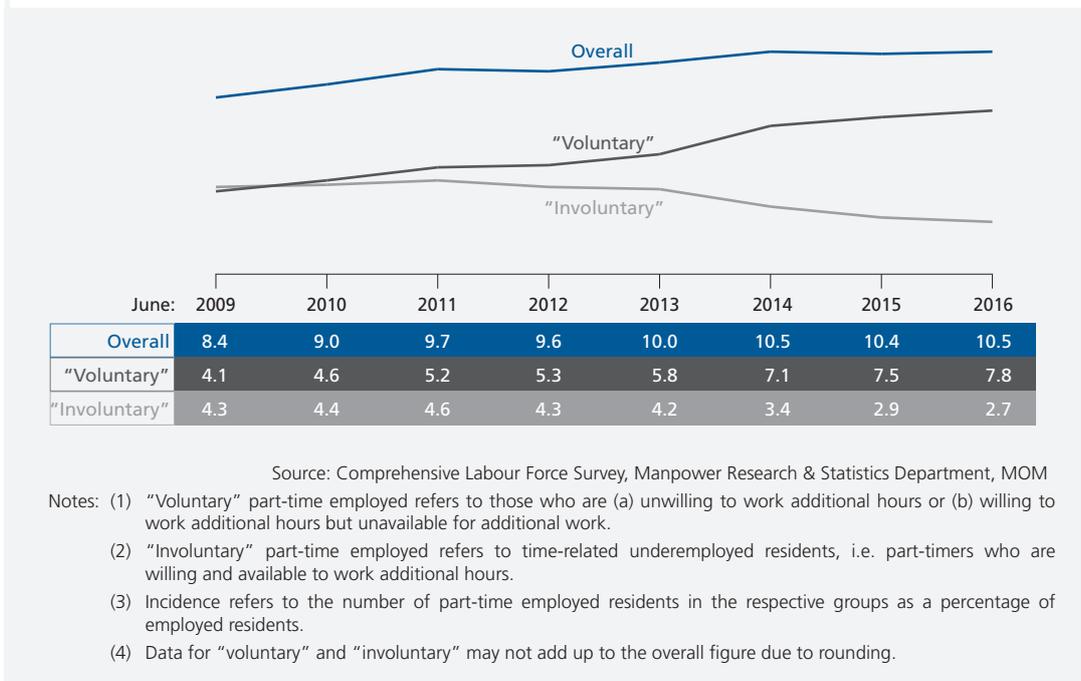
Part-time employment stayed similar in last three years

3.7 While time-related underemployment or “involuntary” part-time fell, the proportion of “voluntary”¹¹ part-timers among employed residents continued to rise from 7.5% in 2015 to 7.8% in 2016. As a result, the share of part-timers among employed residents broadly stabilised in the last three years at 10.5% in 2016, following a general uptrend from 8.4% in 2009.¹²

Chart 25

Incidence of part-time employment among employed residents

Per Cent



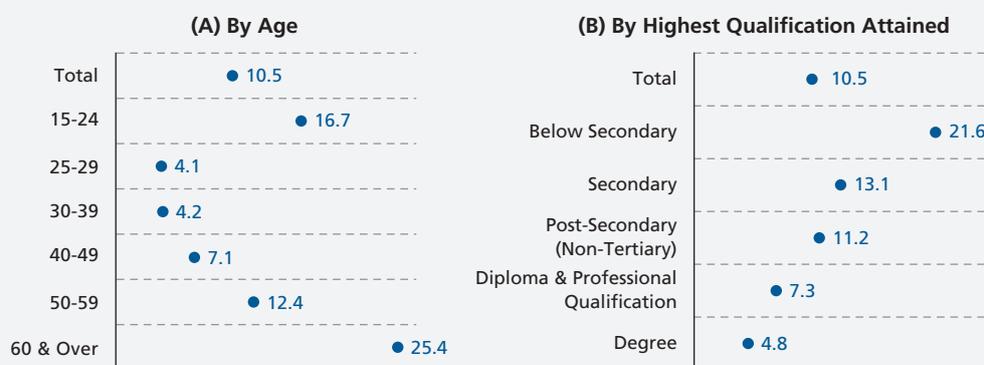
¹¹ Refers to part-timers who are (a) unwilling to work additional hours or (b) willing to work additional hours but unavailable for additional work.

¹² The definition of part-time employment was changed to those whose normal hours of work is less than 35 hours a week from 2009 onwards, to align with its revised definition in the Employment Act.

- 3.8 Part-time employment was more prevalent among older workers, youths, and less-educated workers. Common jobs that part-timers take up include food preparation & kitchen assistants, shop sales assistants, clerks, office cleaners and waiters.

Chart 26 Incidence of part-time employment among employed residents, June 2016

Per Cent



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

Note: Incidence refers to the number of part-time employed residents as a percentage of employed residents in the respective groups.

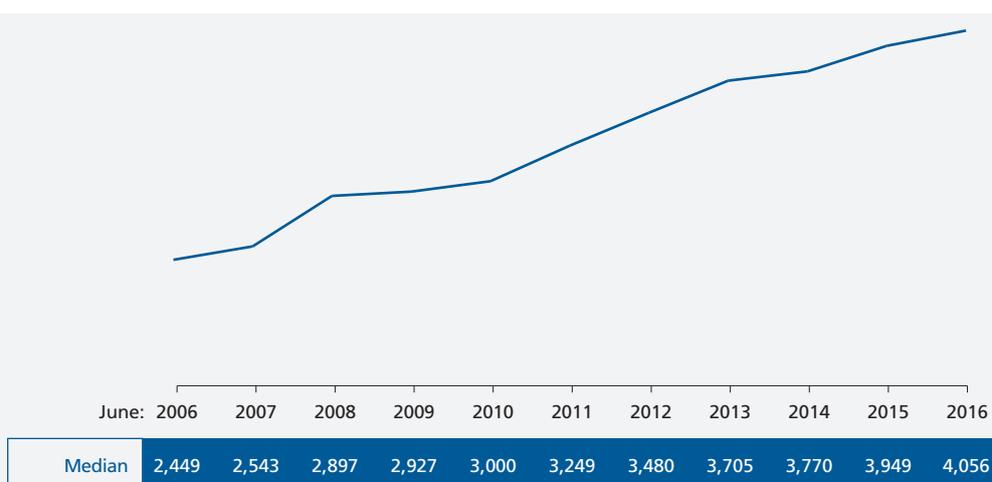
INCOME

Real median income growth moderated in 2016

- 3.9 Median income grew at a slower pace amid the weaker economic environment. Year-on-year, the nominal median monthly income (including employer CPF contributions) of full-time employed residents rose by 2.7% to \$4,056 in 2016, or 3.3% in real terms (after adjusting for negative inflation¹³). This moderated from the increase of 4.7% (nominal) and 5.3% (real) in 2015.¹⁴

Chart 27 Median gross monthly income from work (including employer CPF contributions) of full-time employed residents

Dollars



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

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

(2) For data in this chart, adjusted figure for 2007 (see note for Chart 1) is the same as the original figure.

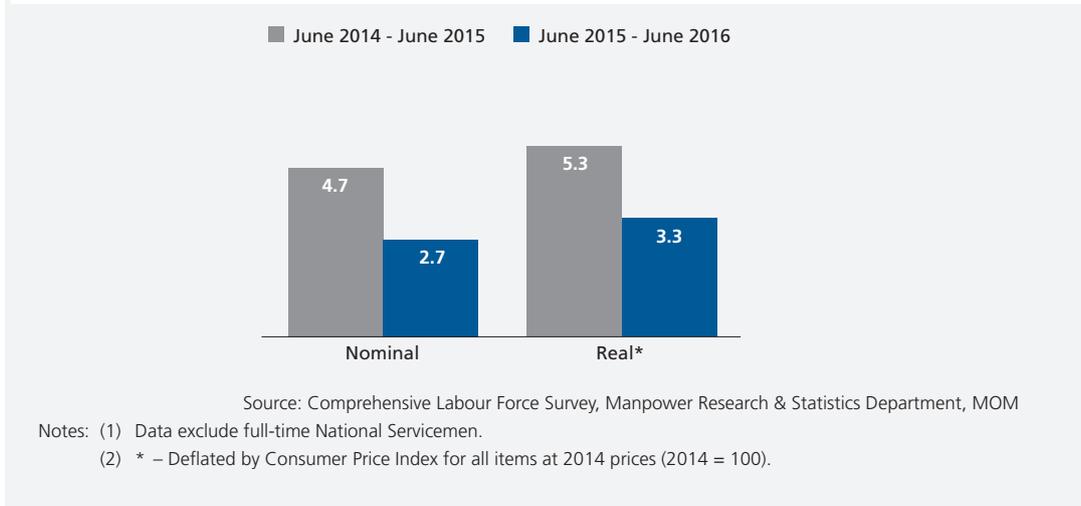
¹³ The Consumer Price Index (CPI) for all items fell by 0.5% in 2016. Source: Singapore Department of Statistics

¹⁴ Real income growth adjusted using CPI less imputed rentals on owner-occupied accommodation, which relates more directly to the actual spending of households, was 2.5% in 2016, lower than the 4.6% growth in 2015.

Chart 28

Year-on-year change in median gross monthly income from work (including employer CPF contributions) of full-time employed residents

Per Cent

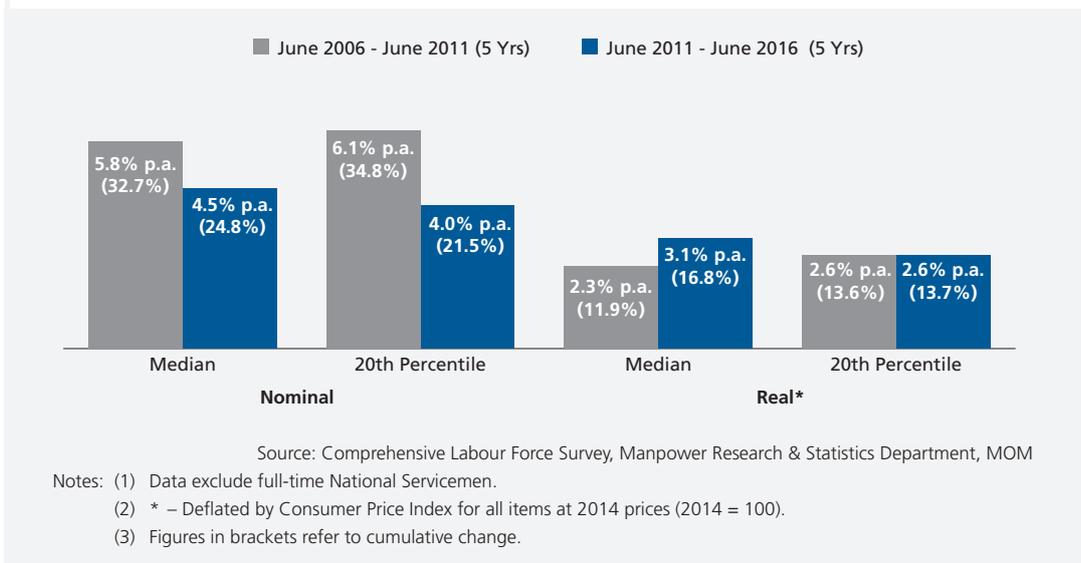


Sustained rise in income at the median and 20th percentile over the last five years

3.10 Over the recent five years from 2011 to 2016, there was sustained median income growth of 25% or 4.5% p.a. in nominal terms from \$3,249 to \$4,056, and 17% or 3.1% p.a. in real terms. Income at the 20th percentile of full-time employed residents also continued to grow in the last five years, by 22% or 4.0% p.a. in nominal terms, and 14% or 2.6% p.a. in real terms.¹⁵ This raised their income from \$1,733 in 2011 to \$2,106¹⁶ in 2016.

Chart 29

Annualised change in gross monthly income from work (including employer CPF contributions) of full-time employed residents



¹⁵ 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.

¹⁶ Excluding employer CPF contributions, the income of full-time employed residents at the 20th percentile was \$1,950 in June 2016.

EMPLOYMENT STATUS

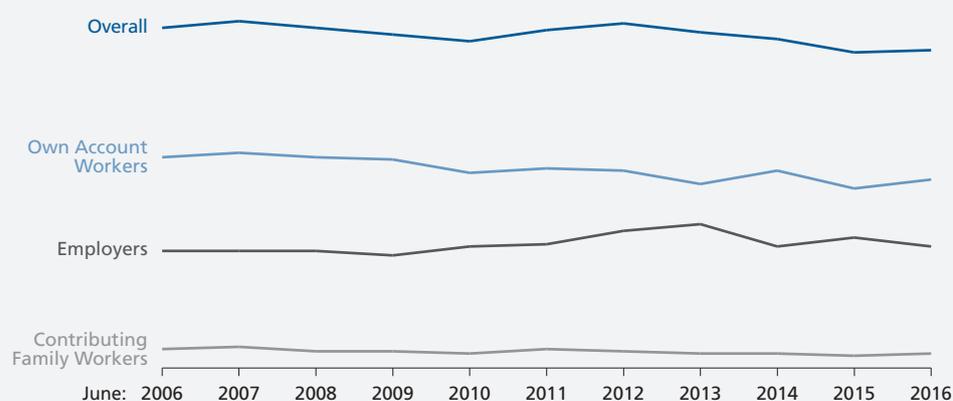
Self-employed share of employed residents stabilised, after three years of decline

- 3.11 Of every seven employed residents in 2016, six (86%) were employees and one (14%) was self-employed. The share of self-employed among employed residents stabilised in 2016, after three successive years of decline and a general downtrend over the decade. The self-employed commonly worked as working proprietors, taxi drivers, hawkers/stall holders, real estate agents, insurance sales agents/brokers, company directors, managing directors/chief executive officers and private tutors.
- 3.12 The share of own account workers (i.e. persons who operate their own business or trade without employing any paid workers) trended down from 9.3% in 2006 to 8.3% in 2016, though in the recent year it edged up from 7.9% in 2015. While the share of employers (5.3%) generally fell since 2013, it was still slightly higher than in 2006 (5.1%) reflecting the uptrend from 2009 to 2013.

Chart 30

Proportion of self-employed among employed residents

Per Cent



Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM
 Note: Data for "own account workers", "employers" and "contributing family workers" may not add up to the overall figure due to rounding.

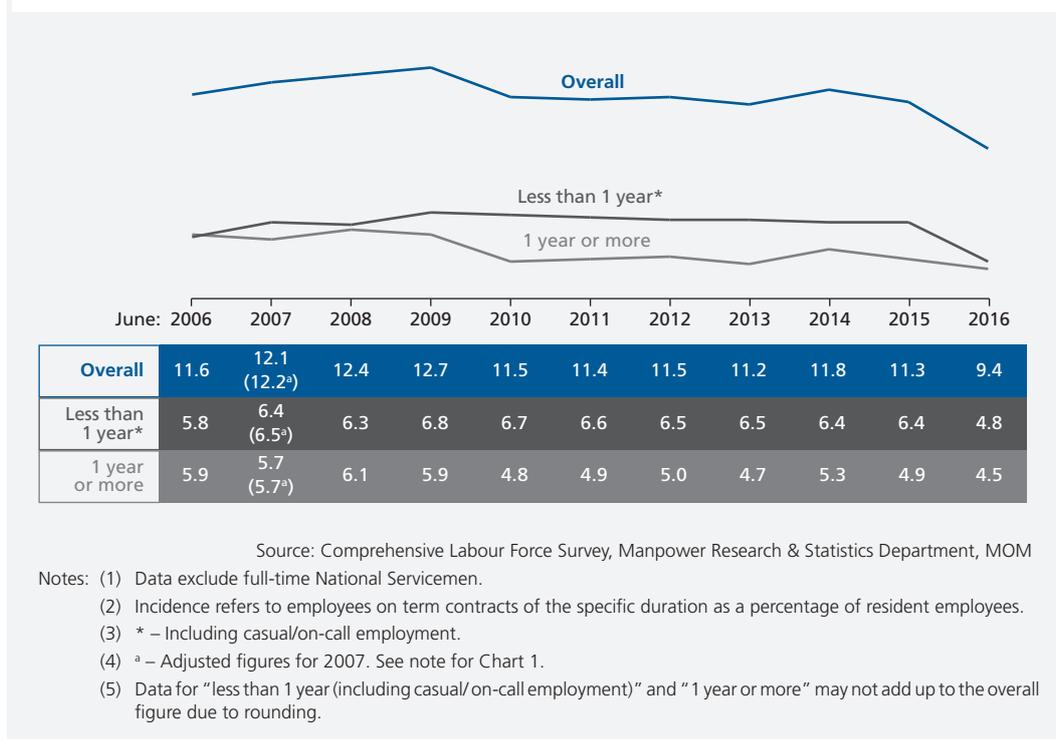
TERM CONTRACT EMPLOYMENT

Contract employment continued to fall

- 3.13 Less than one in ten (9.4%) resident employees were on term contracts¹⁷ in 2016, down from 11.3% in 2015 and was at its lowest since the series started in 2006. The decline was largely driven by a fall in residents on short-term contracts of less than a year from 6.4% in 2015 to 4.8% in 2016. This reflects the fall in casual/on-call employment, as industries such as retail trade and accommodation & food services which had higher reliance on short-term workers cut back on manpower amid less optimistic business conditions. The proportion of resident employees on longer-term contracts of at least a year also fell, albeit less so from 4.9% in 2015 to 4.5% in 2016.

Chart 31 Incidence of resident employees on term contract¹⁷

Per Cent



YEARS IN CURRENT JOB

Fewer employees who had worked for less than a year with current employer amid softer economic conditions

- 3.14 Amid softer economic conditions and employment rate stabilising, the proportion of resident employees who had worked for less than a year with their current employer decreased over the year to 18% in 2016. This has also trended downwards from 23% a decade ago. The share of employees with length of service ranging from five to less than ten years has broadly trended upwards after reaching a low in 2008, while those who had worked for at least ten years in their current job stabilised in the recent half-decade after trending up from 2006 to 2011.

¹⁷ 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 32

Distribution of resident employees by years in current job

Per Cent



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

- Notes: (1) Data exclude full-time National Servicemen.
 (2) ^a – Adjusted figures for 2007. See note for Chart 1.
 (3) Data for each year may not add up to 100% due to rounding.

3.15 The proportion of resident employees aged 60 & over who had worked with their employer for at least a decade continued its uptrend to 44% in 2016 from 42% in 2015 and 36% in 2006. This occurred amid measures to enhance the employability of older workers and the implementation of re-employment legislation. On the other hand, the proportion of resident employees in their 30s to 50s with at least ten years of service with their employer trended downwards in recent years, reflecting a shift away from lifetime employment with a single employer.

Chart 33

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

Per Cent



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

- Notes: (1) Data exclude full-time National Servicemen.
 (2) ^a – Adjusted figures for 2007. See note for Chart 1.
 (3) The proportion of youths aged 15-24 who had worked for at least 10 years in their current job was nil or negligible, and hence not plotted in the chart.

MULTIPLE JOB HOLDERS

Multiple job holders continued to rise, though they remained a small minority

3.16 The proportion of employed residents holding more than one job continued to rise to 2.7% in 2016 from 2.5% in 2014 and 1.3% in 2008, though they remained a small minority. Multiple job-holding was more common among workers in their 40s and 50s (both 3.0%). The prevalence of multiple job-holding continued to increase for workers in their 40s and younger, but stabilised for those in their 50s and fell for employed residents aged 60 & over.

Chart 34 Proportion of employed residents holding multiple jobs
Per Cent

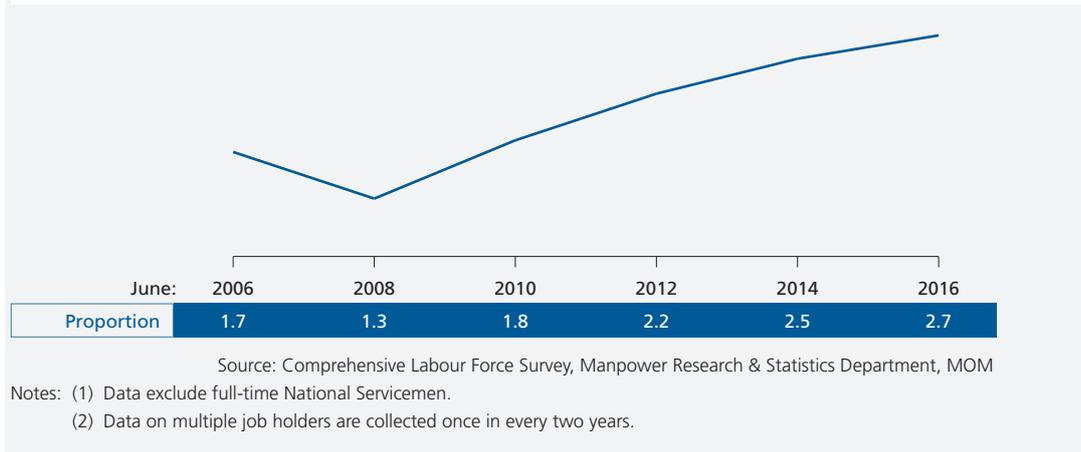
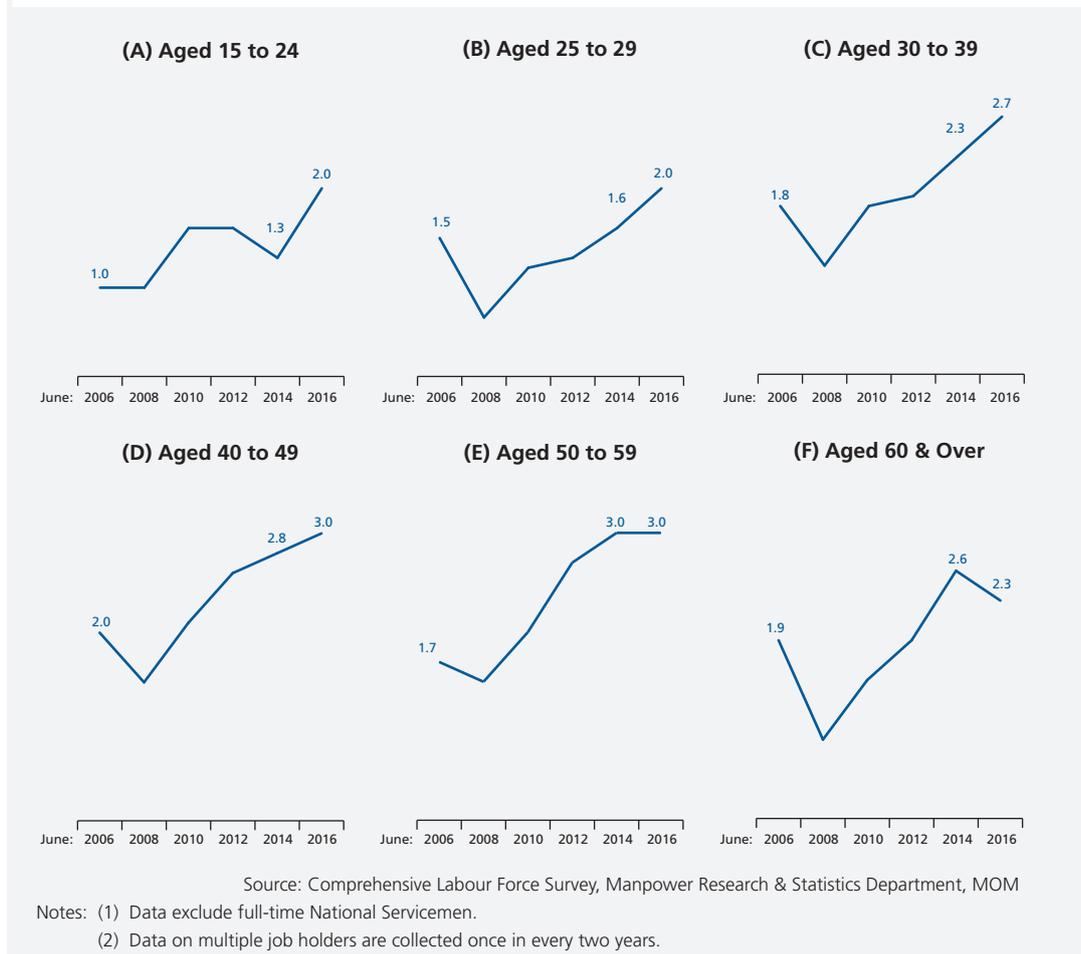


Chart 35 Proportion of employed residents holding multiple jobs by age
Per Cent



USUAL HOURS WORKED

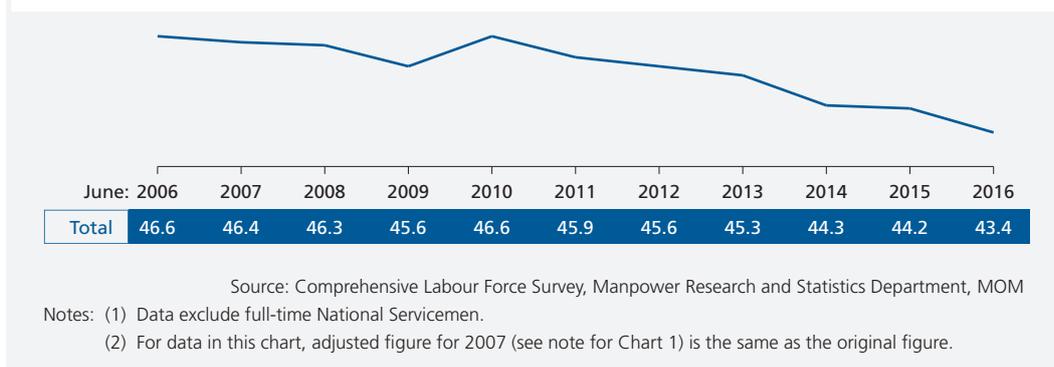
Average usual weekly working hours continued to trend downwards

- 3.17 The usual working hours among employed residents continued its downtrend, decreasing to an average (mean) of 43.4 hours per week in 2016 from 44.2 hours in 2015 and the peak of 46.6 hours in 2010. Over the year, the average (mean) usual hours worked decreased for full-timers (from 47.0 to 46.1 hours), but edged up for part-timers (from 21.1 to 21.3 hours).

Chart 36

Average (mean) usual hours worked per week of employed residents

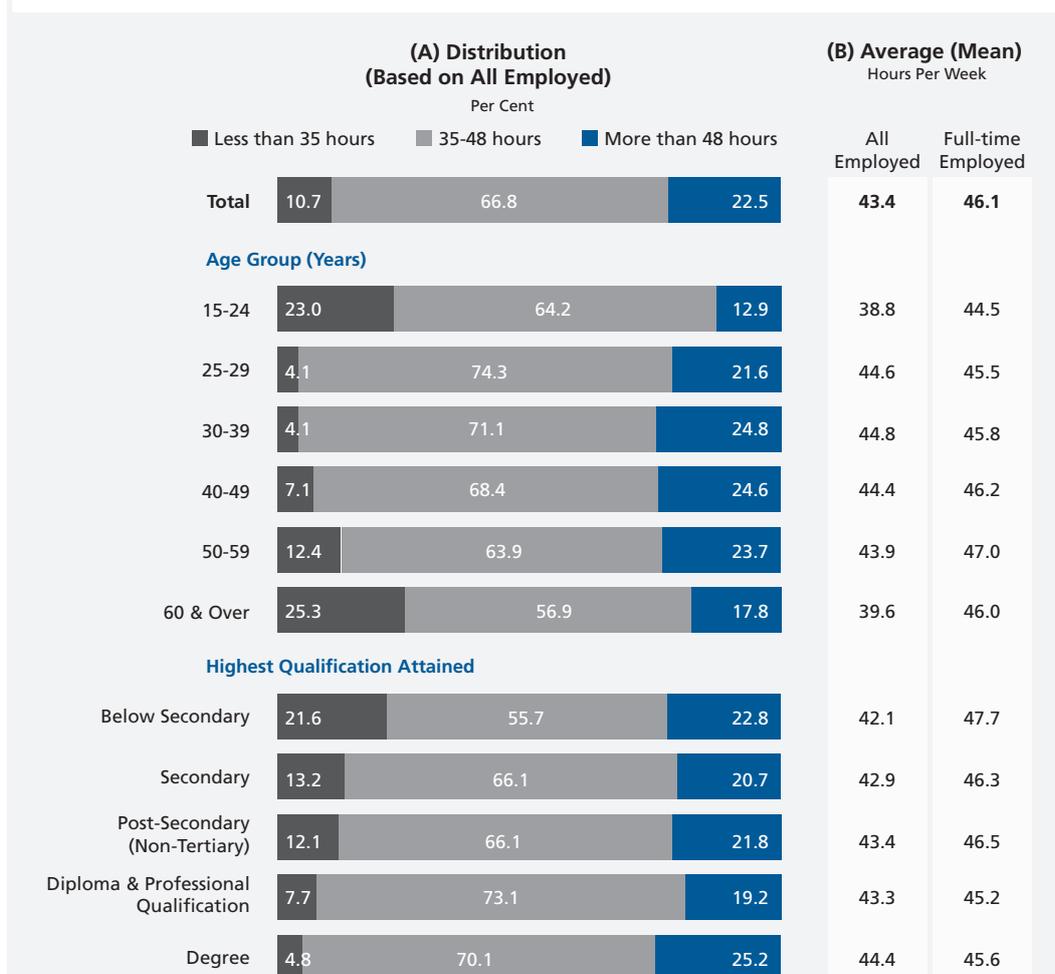
Hours Per Week



- 3.18 Employed residents in their 30s had the highest proportion of individuals with long usual working hours exceeding 48 hours a week (25%), and the lowest proportion of those usually working less than 35 hours (4.1%). Consequently, they had the highest average (mean) usual hours worked (44.8 hours) among the age groups. Considering full-timers only, those in their 50s had higher average (mean) usual hours worked (47.0 hours) than other age groups.
- 3.19 Partly reflecting their older age profile, employed residents with below-secondary qualifications had the highest prevalence of those usually working less than 35 hours a week. This pulled down their average (mean) usual hours worked (42.1 hours) relative to better-educated groups (42.9 to 44.4 hours). Considering full-timers only, the below-secondary group had the highest average usual hours worked (47.7 hours) among the education groups.

Chart 37

Usual hours worked per week of employed residents, June 2016



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

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

(2) Usual hours worked distribution data for each age/education group may not add up to 100% due to rounding.

4. Unemployment

Unemployment rose amid softer economic conditions

4.1 Amid softer economic conditions and fewer job openings, the seasonally adjusted resident unemployment rate rose from 2.8% in June 2015 to 3.0% in June 2016, after staying in the range of 2.6% to 2.9% in the past five years.¹⁸ On a non-seasonally adjusted basis,¹⁹ the unemployment rate also rose from 3.8% to 4.1% over the same period.

Chart 38 Resident unemployment rate and number

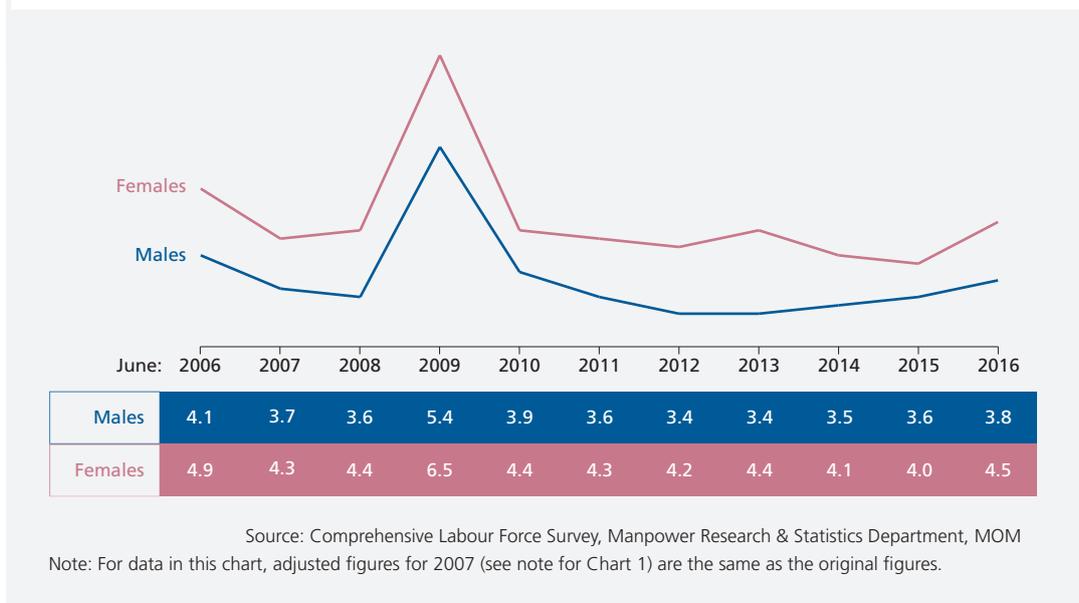


¹⁸ Refers to the range of values for seasonally adjusted resident unemployment rate based on the quarterly series from 2011 to 2015.

¹⁹ Data for the remaining sections on unemployment are non-seasonally adjusted.

4.2 Both male and female unemployment rate rose over the year in 2016, amid weaker economic conditions. This was unlike in the last few years, when the decline for females offset the increase for males. From 2012 to 2015, the unemployment rate for male residents crept up from 3.4% in 2012 to 3.6% in 2015, as more found it harder to secure employment. Over the same period, female unemployment rate generally trended downwards from 4.2% to 4.0%, continuing the improvement from the high of 6.5% in 2009.

Chart 39 Resident unemployment rate by sex
Per Cent



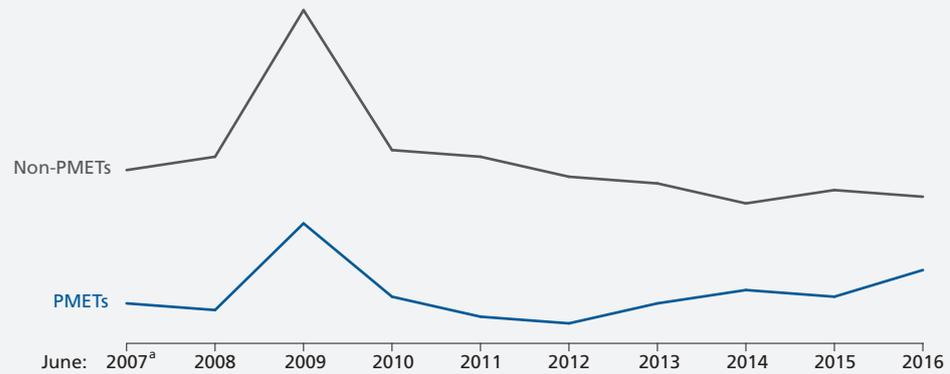
4.3 The unemployment rate for PMETs rose to 3.1% in 2016, resuming its uptrend from 2012. While PMETs remained less prone to unemployment than non-PMETs, the gap has narrowed in recent years. Among non-PMETs, the unemployment rate was higher for clerical, sales & service workers (5.3%) than production & transport operators, cleaners & labourers (3.5%), reflecting their faster staff turnover.²⁰

²⁰ The average monthly resignation rate was 2.9% for clerical, sales & service workers in the second quarter of 2016, higher than 2.3% for production & transport operators, cleaners & labourers. Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Chart 40

Resident unemployment rate by broad occupational group

Per Cent



PMETs	2.6	2.5	3.8	2.7	2.4	2.3	2.6	2.8	2.7	3.1
Non-PMETs	4.6	4.8	7.0	4.9	4.8	4.5	4.4	4.1	4.3	4.2

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

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) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2015. Data before year 2015 which were coded based on earlier versions of the SSOC were mapped to SSOC 2015 as far as possible to facilitate data comparability. The series starts from 2007 instead of 2006, as the level of occupational detail collected in 2006 did not support mapping to the latest version of the SSOC.

(4) ^a — Adjusted figures for 2007. See note for Chart 1.

Chart 41

Resident unemployment rate by occupation, June 2016

Per Cent



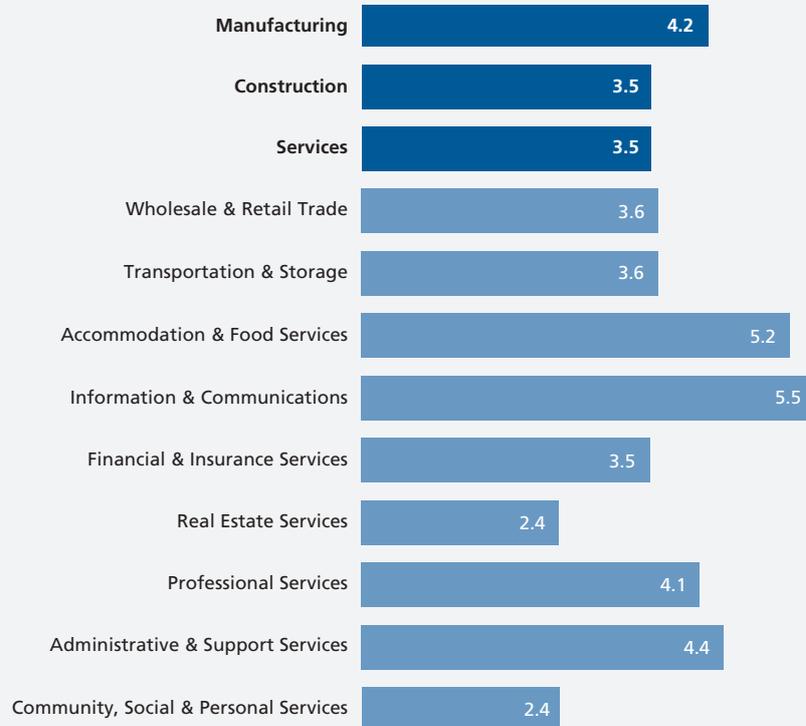
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: See notes 1 and 2 for Chart 40.

4.4 Affected by its lacklustre performance, manufacturing (4.2%) had higher unemployment rate than construction (3.5%) and services (3.5%). Within services, unemployment rate was higher in information & communications (5.5%), accommodation & food services (5.2%) and administrative & support services (4.4%), with the latter two pulled up by their faster labour turnover.²¹

Chart 42 Resident unemployment rate by industry, June 2016

Per Cent



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

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.

MAIN REASON FOR LEAVING LAST JOB

More unemployed were laid-off from their last job

4.5 Reflecting the increase in layoffs,²² there were markedly more unemployed residents²³ who left their last job mainly due to redundancy in 2016 (15%) than in 2015 (9.1%). A higher proportion of job seekers in their 40s (22%) and aged 50 & over (20%) left their last job mainly due to redundancy. Reflecting the higher share of PMETs among those laid-off, proportionately more unemployed degree holders left their last job mainly due to redundancy (20%) than diploma & professional qualification holders (15%) and those with non-tertiary qualifications (10-12%).

²¹ Accommodation & food services (3.9%) and administrative & support services (3.8%) had among the highest average monthly resignation rate in the second quarter of 2016, substantially above the overall rate (2.0%). Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

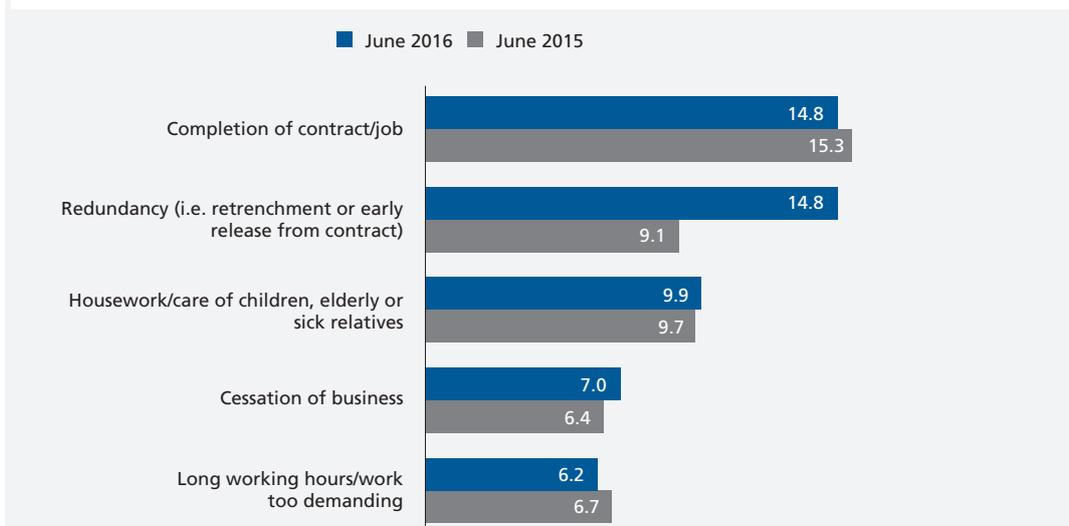
²² The number of workers made redundant ranged from 4,710 to 5,370 per quarter from the fourth quarter of 2015 to the second quarter of 2016, up from earlier quarters where the number was generally below 3,500 per quarter. Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

²³ Excluding unemployed residents without work experience.

Chart 43

Leading main reasons for leaving last job among unemployed residents

Per Cent



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

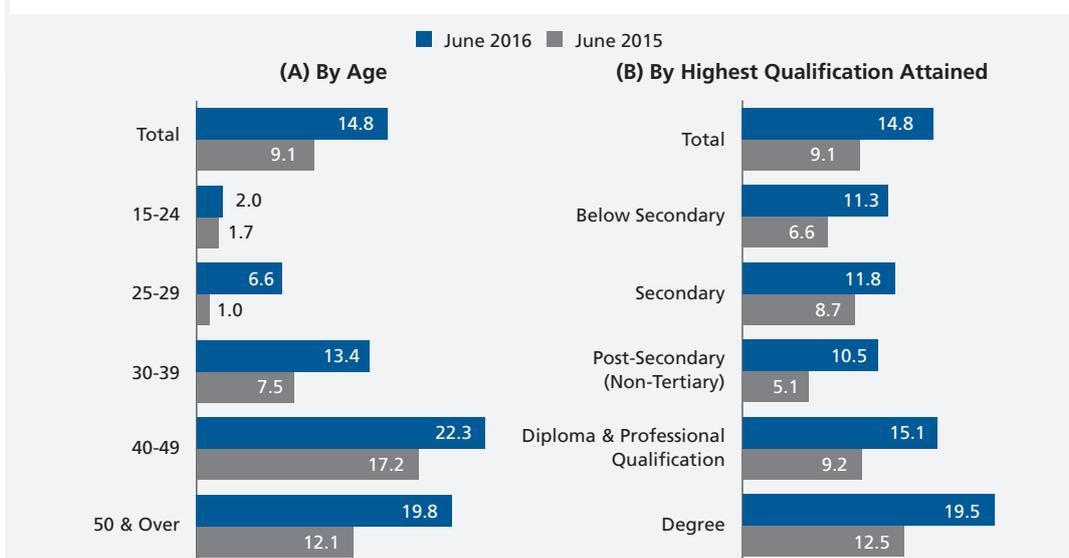
Notes: (1) Data exclude unemployed residents without work experience.

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

Chart 44

Incidence of unemployed residents who left their last job due to redundancy

Per Cent



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

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

(2) Incidence refers to unemployed residents who left their last job mainly due to redundancy as a percentage of unemployed residents with work experience in the respective groups.

DURATION OF UNEMPLOYMENT

More job seekers had been unemployed longer

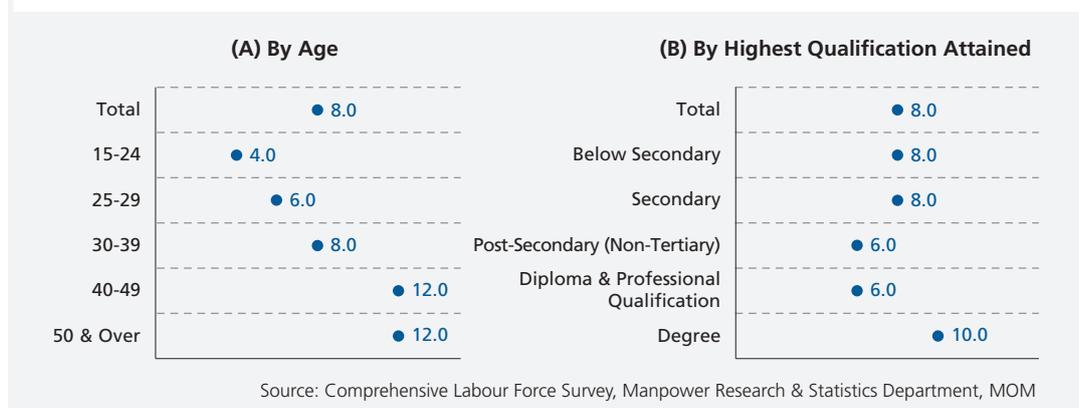
- 4.6 As labour market conditions softened, more job seekers had been unemployed for longer periods. The proportion of unemployed residents who had been looking for work for at least 25 weeks (i.e. long-term unemployed) rose from 18% in 2015 to 20% in 2016. This raised the resident long-term unemployment rate from 0.7% to 0.8%, reaching its highest since 2010.²⁴ While the proportion of unemployed residents with unemployment duration of less than 10 weeks fell from 59% in 2015 to 55% in 2016, they remained the majority among resident job seekers.

Chart 45 Distribution of unemployed residents by duration of unemployment
Per Cent



- 4.7 Overall, the median duration of unemployment among resident job seekers was 8 weeks in June 2016. Residents in their 40s and aged 50 & over were unemployed longer on average (median) (12 weeks) than younger residents. Degree holders had relatively longer median duration of unemployment among the education groups (10 weeks), following a notable increase in their unemployment and long-term unemployment rate.²⁵

Chart 46 Median duration of unemployment among unemployed residents, June 2016
Weeks



²⁴ Data were earlier released in the Labour Market Report Second Quarter 2016.

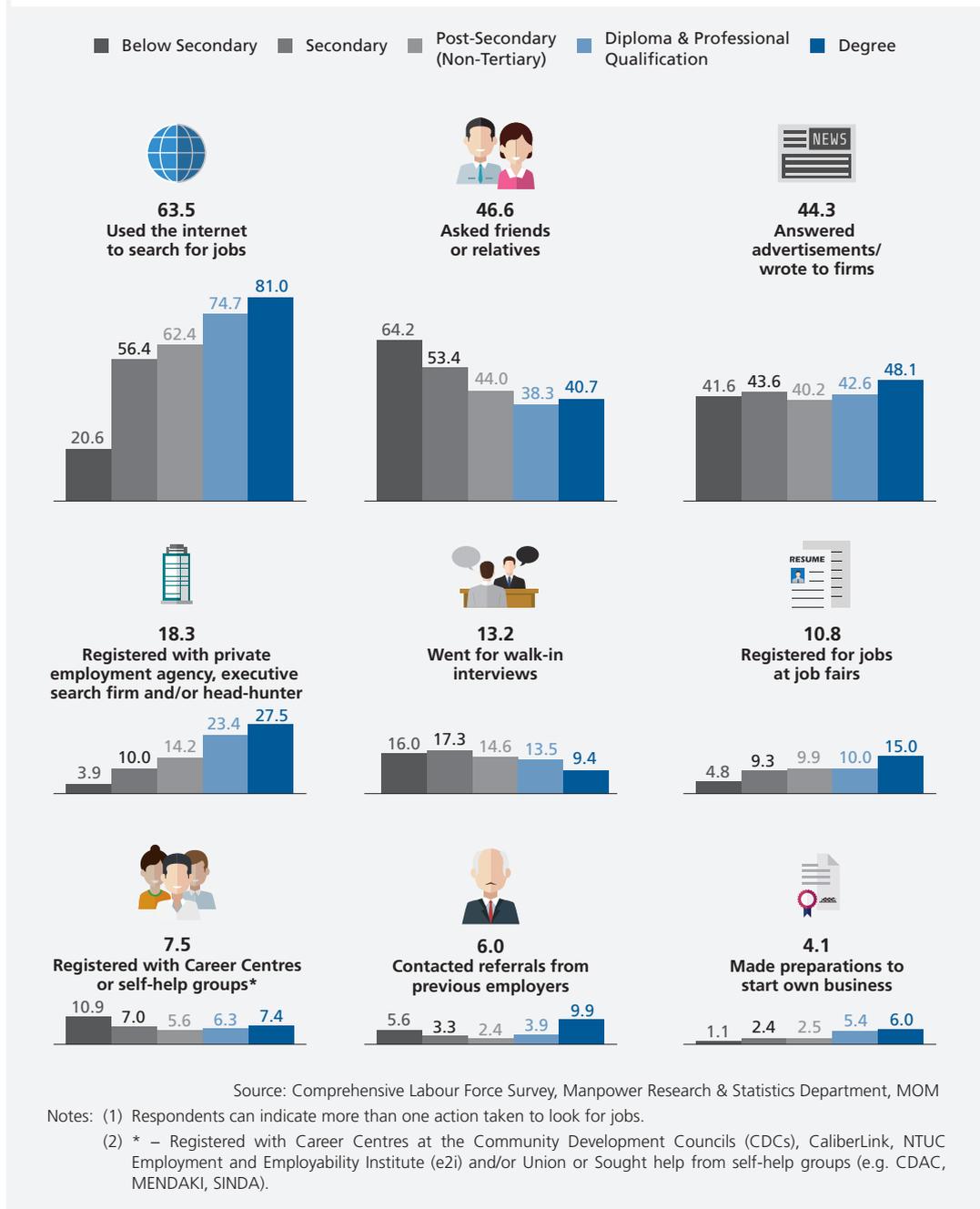
²⁵ Over the year, the unemployment rate for degree holders rose from 3.5% in June 2015 to 4.3% in June 2016, while their long-term unemployment rate rose from 0.8% to 1.1%.

MODES OF JOB SEARCH

4.8 Unemployed residents most commonly used the internet as a mode of job search in June 2016 (64%), especially among the better-educated job seekers. This was followed by those who asked friends or relatives (47%), which was the most common job search method among the below-secondary group, and responding to advertisements/writing to firms (44%). Other job search methods such as registering with private employment agency, executive search firm and/or head-hunter (18%), going for walk-in interviews (13%) and registering for jobs at job fairs (11%) were considerably less common.

Chart 47 Modes of job search among unemployed residents by highest qualification attained, June 2016

Per Cent



5. Persons Outside the Labour Force

Older residents formed the largest and increasing share among those outside the labour force

- 5.1 32.0% or 1.06 million residents aged 15 & over were outside the labour force in 2016. While this was higher than the 31.7% or 1.03 million a year ago, it remained lower than the incidence (33.0-33.9%) and number (around 1.07 million) from 2011 to 2014.
- 5.2 Older residents aged 60 & over formed the largest and increasing share among residents outside the labour force, from 37% in 2011 and 42% in 2015 to 44% in 2016 amid an ageing population and more workers retire. Youths also formed a sizeable share (29%) among residents outside the labour force, as many of them were still schooling. The large majority (72%) of residents outside the labour force held secondary (25%) or lower (47%) qualifications, reflecting the high concentration of those in older age groups.

Table 1 Profile of residents outside the labour force, June 2016

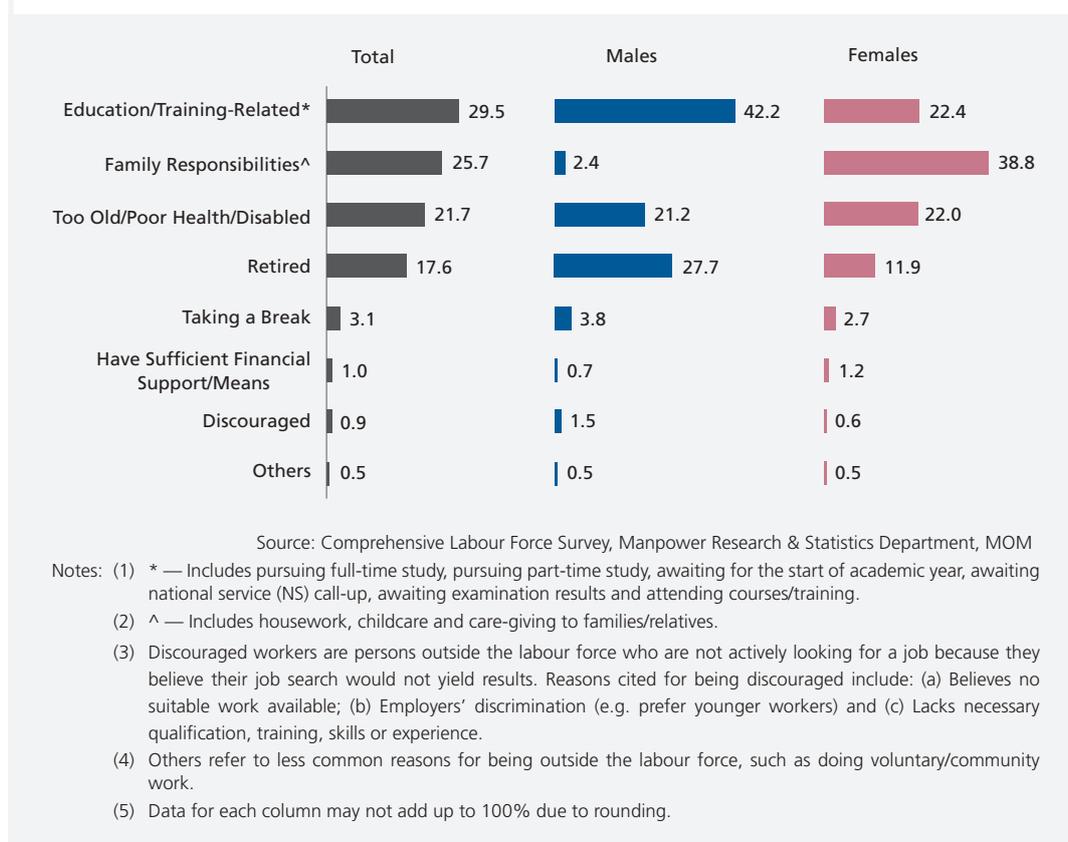
Characteristics	Total			Males			Females		
	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)
Total	1,060,800	100.0	32.0	383,000	100.0	23.8	677,900	100.0	39.6
Age Group (Years)									
15 - 24	308,600	29.1	60.6	155,100	40.5	59.0	153,400	22.6	62.3
25 - 29	25,700	2.4	9.7	13,200	3.4	10.0	12,600	1.9	9.4
30 - 39	54,400	5.1	9.7	6,800	1.8	2.6	47,600	7.0	16.2
40 - 49	77,000	7.3	12.7	9,400	2.5	3.3	67,500	10.0	21.3
50 - 59	132,300	12.5	21.3	28,000	7.3	9.1	104,300	15.4	33.2
60 & Over	462,800	43.6	61.0	170,500	44.5	48.3	292,400	43.1	72.0
Highest Qualification Attained									
Below Secondary	498,000	46.9	54.8	163,700	42.7	41.4	334,400	49.3	65.1
Secondary	267,900	25.3	40.9	101,600	26.5	34.0	166,400	24.5	46.8
Post-Secondary (Non-Tertiary)	108,900	10.3	29.5	47,900	12.5	22.8	60,900	9.0	38.3
Diploma & Professional Qualification	91,800	8.7	17.3	39,900	10.4	14.3	52,000	7.7	20.6
Degree	94,200	8.9	11.0	29,900	7.8	7.0	64,300	9.5	14.9

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

5.3 Women formed the majority (64% or 0.68 million) of residents outside the labour force, many of whom cited family responsibilities (housework, childcare, care-giving to families/relatives) (39%) as the main reason for not participating in the labour force. On the other hand, males tend to stay outside the labour force due to education/training-related reasons (42%). Old age, poor health or disability was also a common reason cited (males: 21%, females: 22%) as most of those outside the labour force were older residents. A larger proportion of males (28%) indicated retirement as the main reason for not participating in the labour force than 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 48 Residents outside the labour force by main reason for not working and not looking for a job, June 2016

Per Cent



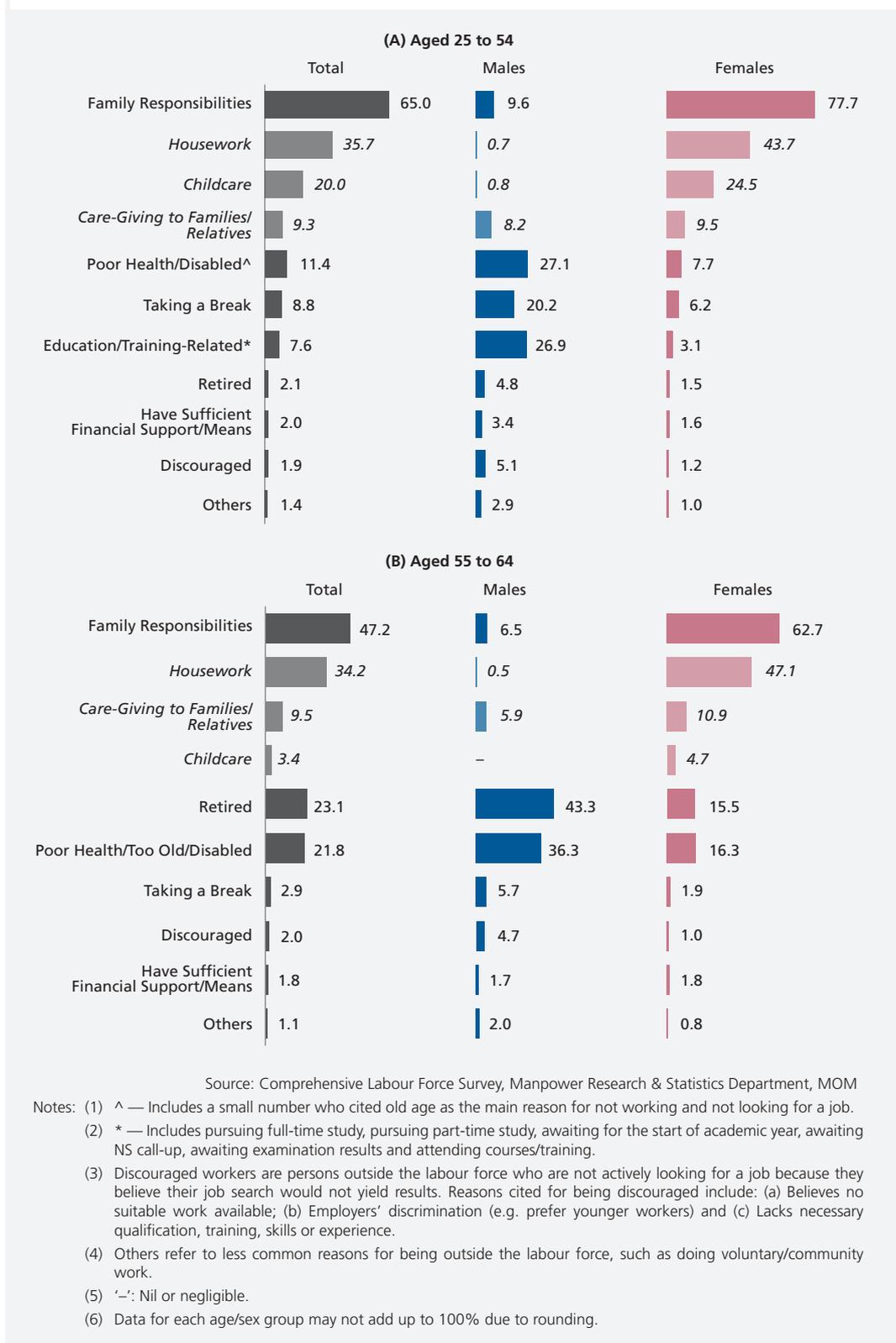
5.4 The large majority or 78% of prime working-age women aged 25 to 54 who were outside the labour force were not working and not looking for work because of family responsibilities, namely housework (44%), childcare (24%) or care-giving to families/relatives (9.5%). Those taking care of family responsibilities also formed the majority (63%) among older women aged 55 to 64 who were outside the labour force.

5.5 The small group of prime working-age men who did not participate in the labour market in 2016 mostly indicated poor health/disability (27%), education/training (27%) and taking a break (20%) as their main reason for not working or looking for work. Among older men aged 55 to 64, the predominant reasons were retired (43%) and poor health, disability or old age (36%).

Chart 49

Main reason for not working and not looking for a job by selected age groups and sex, June 2016

Per Cent



DISCOURAGED WORKERS

Incidence of discouraged workers stayed low

- 5.6 The number of discouraged workers rose from 8,700 in 2015 to 9,900 in 2016, but lower than the 11,100 during the 2009 recession. Their share in the resident labour force (inclusive of discouraged workers) stayed low at 0.4% in 2016, unchanged since 2013.

Chart 50 Residents discouraged from seeking work



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

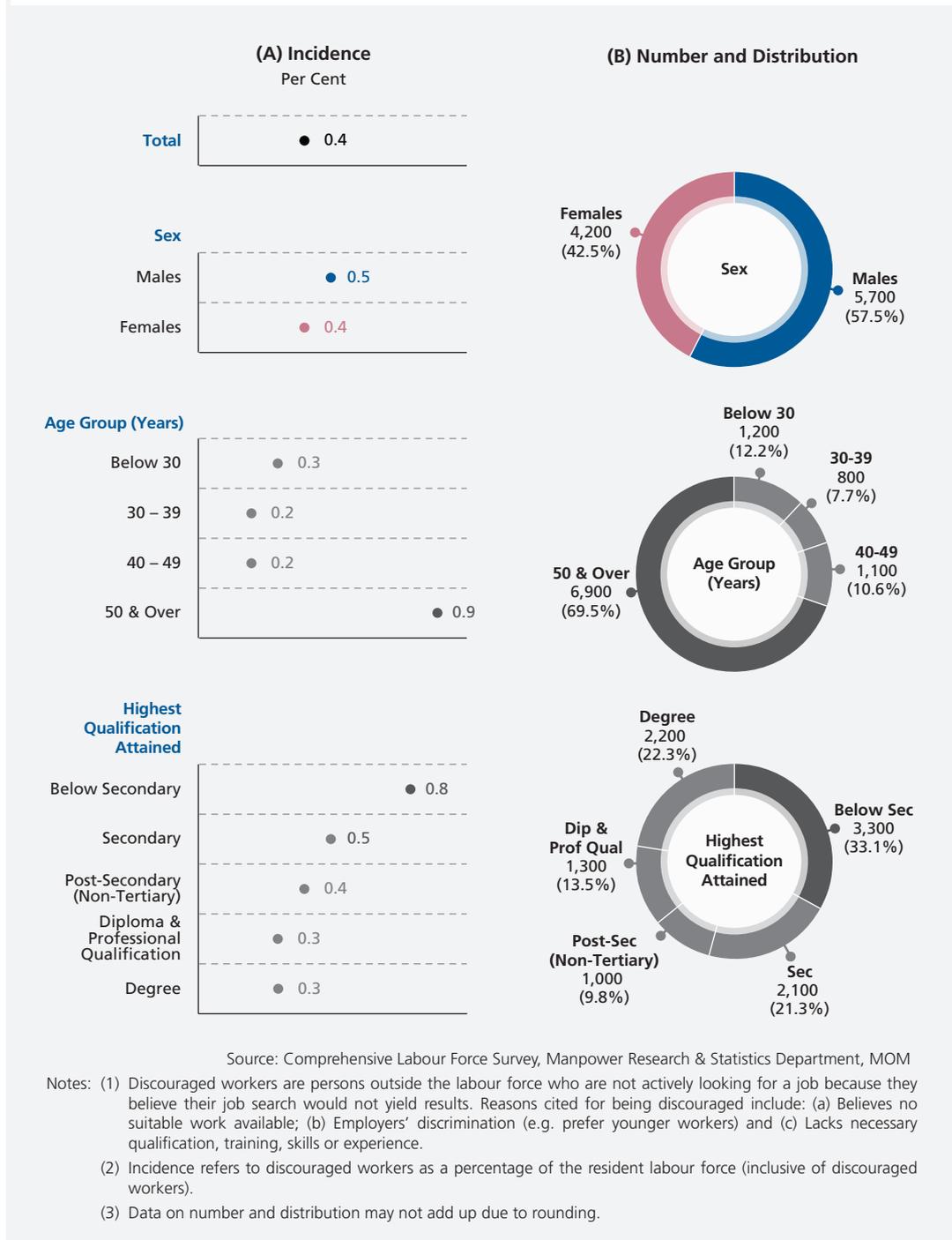
Notes: (1) Discouraged workers are persons outside the labour force who are not actively looking for a job because they believe their job search would not yield results. Reasons cited for being discouraged include: (a) Believes no suitable work available; (b) Employers' discrimination (e.g. prefer younger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

(2) Incidence refers to discouraged workers as a percentage of the resident labour force (inclusive of discouraged workers).

(3) ^a — Adjusted figures for 2007. See note for Chart 1.

5.7 Older residents aged 50 & over (69%) as well as those with below secondary (33%) qualifications formed the largest groups among those discouraged, reflecting their higher incidence of being discouraged from seeking work (0.9% and 0.8% respectively).

Chart 51 Profile of residents discouraged from seeking work, June 2016



POTENTIAL ENTRANTS

- 5.8 14% or 144,900 residents outside the labour force in 2016 indicated their intention to look for job within the next two years, i.e. they were potential entrants. This was fewer than 16% or 161,500 potential entrants in 2015,²⁶ mainly reflecting the decrease among youths and prime working-age women. Six out of every ten (62%) potential entrants were females.
- 5.9 The incidence of potential entrants generally rose with education. By age, the incidence of potential entrants was highest among residents aged 25 to 29 (51%). Nonetheless, due to their larger share among residents outside the labour force, youths aged 15 to 24 (38%) and residents with secondary or lower qualifications (46%) formed the largest groups among the potential entrants.

Table 2 Profile of resident potential entrants into the labour force, June 2016

Characteristics	Total			Males			Females		
	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)
Total	144,900	100.0	13.7	55,700	100.0	14.6	89,200	100.0	13.2
Age Group (Years)									
15 - 24	54,600	37.7	17.7	22,900	41.0	14.7	31,700	35.6	20.7
25 - 29	13,000	9.0	50.5	7,500	13.5	57.0	5,500	6.2	43.8
30 - 39	19,700	13.6	36.1	3,800	6.9	56.5	15,800	17.7	33.2
40 - 49	17,900	12.3	23.2	3,900	6.9	40.9	14,000	15.7	20.7
50 - 59	20,500	14.2	15.5	7,800	13.9	27.7	12,700	14.3	12.2
60 & Over	19,300	13.3	4.2	9,900	17.8	5.8	9,400	10.5	3.2
Highest Qualification Attained									
Below Secondary	30,200	20.9	6.1	13,400	24.1	8.2	16,800	18.8	5.0
Secondary	36,100	24.9	13.5	13,200	23.7	13.0	22,900	25.6	13.7
Post-Secondary (Non-Tertiary)	23,000	15.8	21.1	10,000	18.0	20.9	13,000	14.5	21.3
Diploma & Professional Qualification	24,700	17.0	26.9	10,000	18.0	25.1	14,700	16.5	28.3
Degree	31,000	21.4	32.9	9,100	16.3	30.3	21,900	24.6	34.1
Work Experience									
With Work Experience	105,500	72.8	16.1	38,300	68.7	15.4	67,300	75.4	16.5
Without Work Experience	39,400	27.2	9.8	17,400	31.3	13.0	22,000	24.6	8.2
Preference for Full-Time / Part-Time Employment									
Full-Time	86,600	59.8	n.a.	36,900	66.2	n.a.	49,800	55.8	n.a.
Part-Time	58,300	40.2	n.a.	18,900	33.8	n.a.	39,500	44.2	n.a.

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

Notes: (1) Potential entrants refer to persons outside the labour force who intended to look for a job within the next two years.

(2) Incidence refers to potential entrants as a percentage of residents outside the labour force.

(3) n.a. — Not applicable.

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

²⁶ The number of potential entrants in 2016 was the lowest since 2007.

5.10 Every four in ten (40% or 58,300) potential entrants preferred to work part-time. Preference for part-time employment was higher among female potential entrants aged 40 & over and older males aged 60 & over. Most of the potential entrants in the younger prime working-ages, especially males, prefer full-time employment.

Chart 52 Proportion of resident potential entrants who preferred to work part-time by age group and sex, June 2016

Per Cent

