

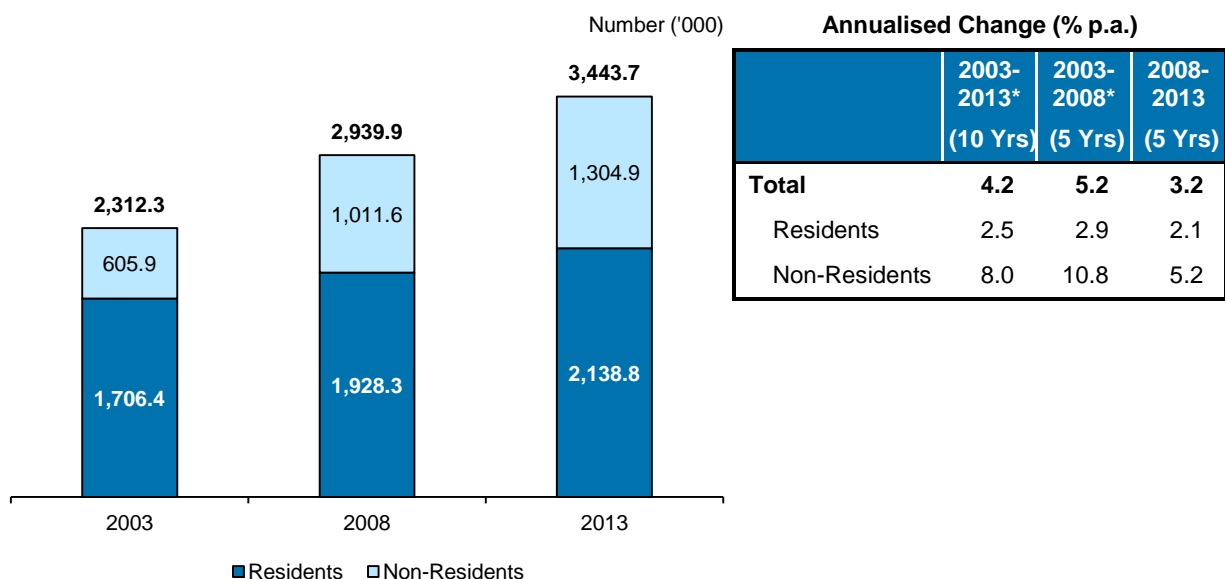
SURVEY FINDINGS

1 Labour Force

More females and older residents joined the labour force, raising participation rate to new high

1.1 There were 3.44 million persons in Singapore's labour force in June 2013, representing an increase of 4.2% p.a. over the decade. The labour force grew at a slower pace in the recent five years (2008 to 2013) compared with the earlier five years (2003 to 2008), driven by both residents and non-residents. Amid measures to moderate demand for foreign manpower in recent years, growth in the non-resident labour force at 5.2% p.a. from 2008 to 2013 was markedly lower than the 11% p.a. from 2003 to 2008. The resident labour force grew by 2.1% p.a. in the recent half-decade compared with 2.9% p.a. in the preceding half-decade, reflecting the tightening of the immigration framework in late 2009.

Chart 1: Labour Force, 2003, 2008 And 2013 (June)

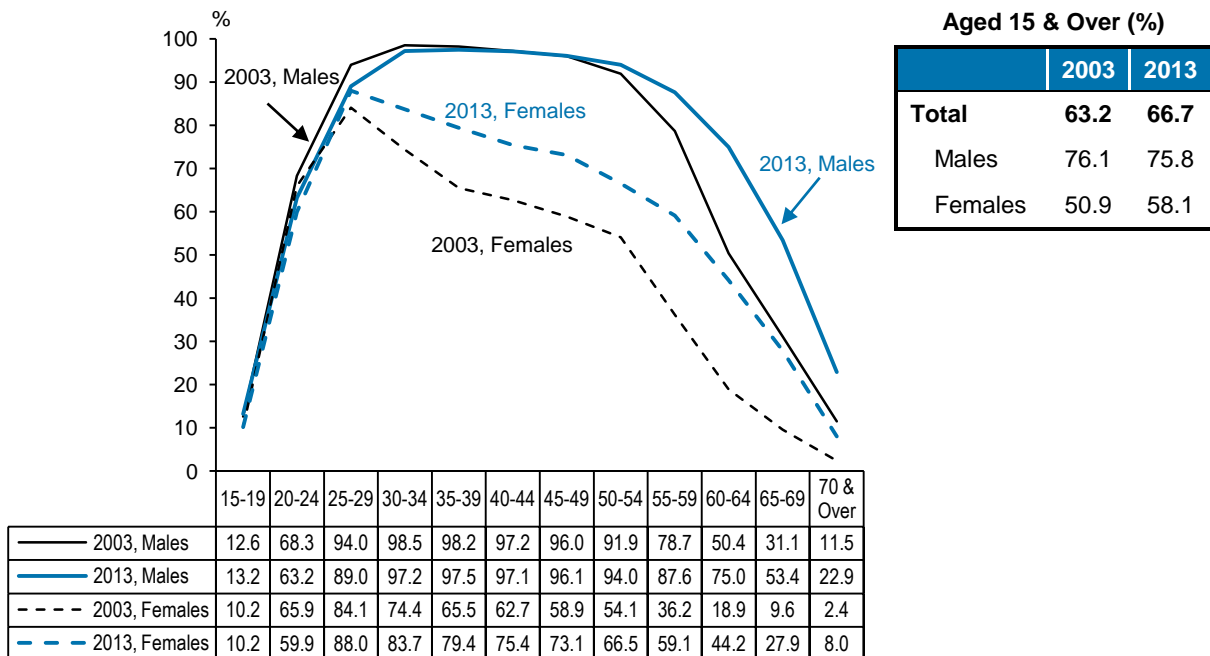


Note: * – The growth rates are adjusted for the change in the definition of resident population estimates by Singapore Department of Statistics (released in February 2008) to exclude residents who have been away from Singapore for a continuous period of 12 months or longer. The figures were computed based on two sub-periods, 2003 to 2007 (based on old definition) and 2007 to 2013/2008 (based on new definition).

Labour Force Participation

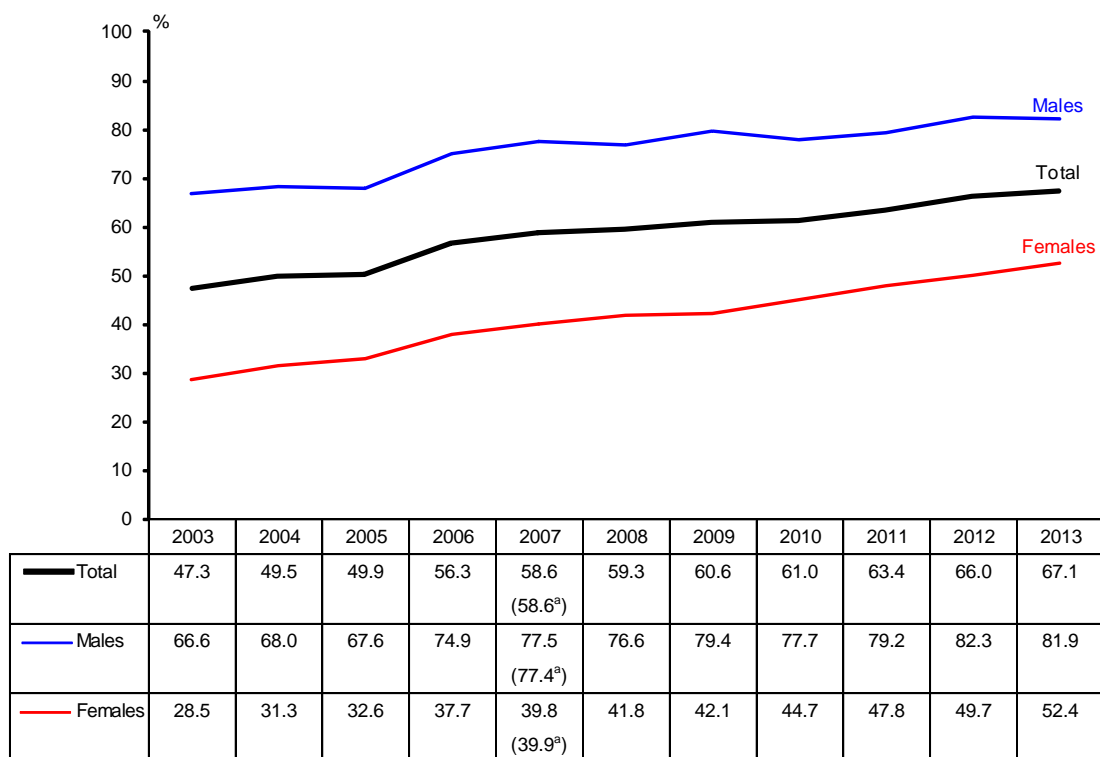
1.2 Amid a tight labour market, the labour force participation rate (LFPR) for residents rose for the second consecutive year to a new high, driven by women and older residents. 66.7% of the resident population aged 15 & over were working or actively seeking work in 2013, up from 63.2% a decade ago. The rate for females rose significantly from 50.9% in 2003 to 58.1% in 2013, as they benefitted from the rise in employment opportunities in the services sector. The improvement in educational profile of the resident population also had a strong upward impact on the female LFPR, as better-educated women were more likely to participate in the labour market. Relative to females, males had a higher LFPR at 75.8% in 2013, though it eased from 76.1% in 2003. As men were typically the main breadwinner in their families, their LFPR across the education groups was more similar. Hence, the improving educational profile had a smaller positive impact that was insufficient to counter the dampening impact of ageing on the male LFPR.

Chart 2: Age-Sex Specific Resident Labour Force Participation Rate, 2003 And 2013 (June)



1.3 Reflecting the better-educated profile of recent cohorts of older residents and tripartite efforts to raise their employability, the LFPR for residents aged 55 to 64 continued to rise to 67.1% in 2013 from 47.3% in 2003. The LFPR for those aged 65 to 69 also increased, with four in ten or 40.2% of them participating in the labour force in 2013 compared with just two in ten or 19.5% in 2003.

Chart 3: Labour Force Participation Rate Of Resident Population Aged 55 To 64 By Sex, 2003 To 2013 (June)



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

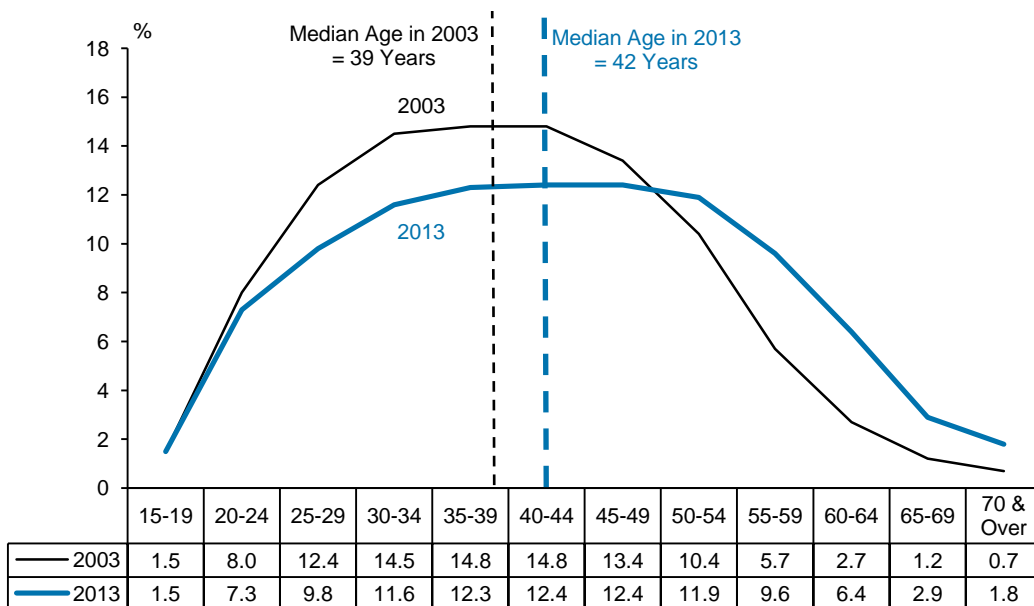
- Notes: (1) Data from GHS may not be strictly comparable with CLFS as there are differences in the survey period, namely March/April to August/September for GHS and May to July for CLFS.
- (2) ^a – To facilitate comparison with data for 2008 onwards, the 2007 data have been adjusted based on Singapore Department of Statistics' revised population estimates (released in February 2008) which exclude Singapore residents who have been away from Singapore for a continuous period of 12 months or longer.

Profile of the Labour Force

Age

1.4 With a higher proportion of older residents participating in the labour market, more post-war baby boomers crossing into older ages and longer life expectancy, the resident labour force continued to age. One in three (33%) residents in the labour force in 2013 were aged 50 & over, up from one in five (21%) in 2003. The median age of residents in the labour force was 42 years in 2013, higher than 39 years in 2003.

Chart 4: Distribution Of Resident Labour Force By Age, 2003 And 2013 (June)

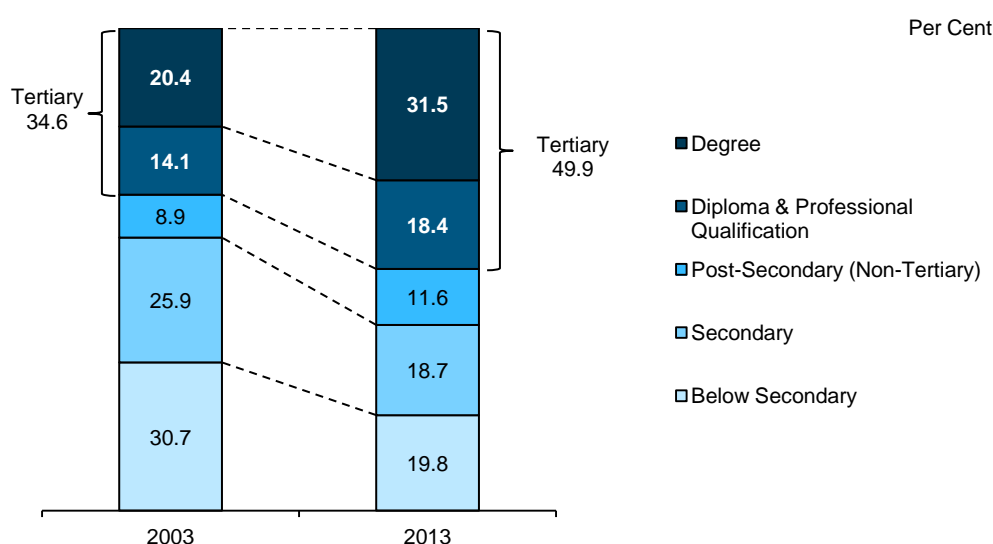


Note: Data for each year may not add up to 100% due to rounding.

Education

1.5 The educational profile of the resident labour force improved over the decade, as more residents pursue higher education. Slightly over three in ten residents (31.5%) in the labour force in 2013 were degree holders, up from two in ten (20.4%) in 2003. Including those with diploma & professional qualifications, the share of tertiary-educated (49.9%) in the resident labour force almost equalled the non-tertiary educated (50.1%).

Chart 5: Distribution Of Resident Labour Force By Highest Qualification Attained, 2003 And 2013 (June)

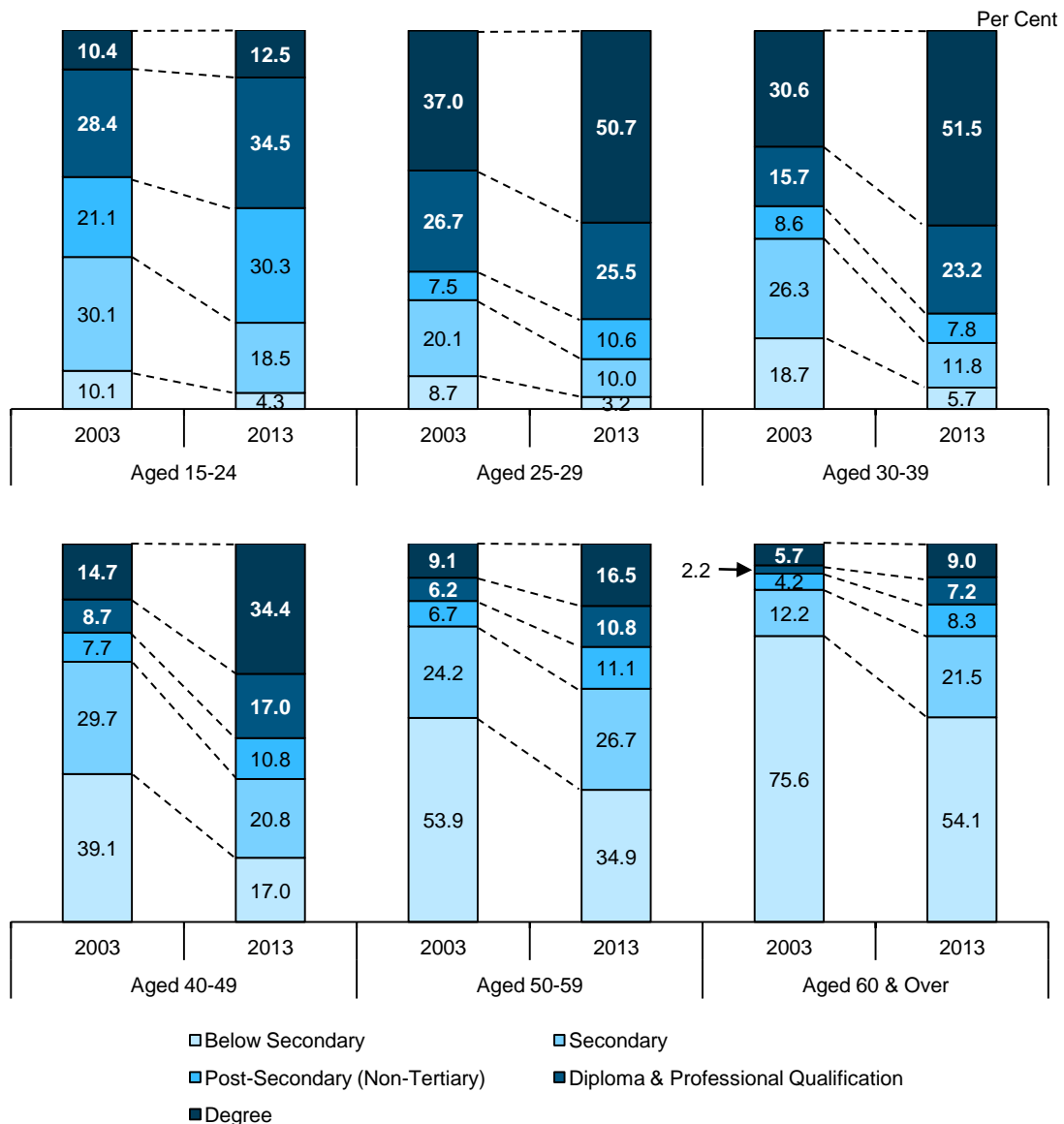


Note: Data for each year may not add up to 100% due to rounding.

1.6 With the improvement in educational profile across the age groups, degree holders now formed a slight majority of the resident labour force in the younger prime-working ages. 51% of the resident labour force aged 25 to 29 and in their 30s were degree holders, compared with 9.0 to 34% in older age groups.² At the other end, only a small minority of younger residents aged below 40 in the labour force had below-secondary qualifications (3.2 to 5.7%), substantially lower than in mature age groups (17 to 54%).

² 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, 2003 And 2013 (June)



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

1.7 Around four in ten (41%) degree holders in the resident labour force in 2013 obtained their degree overseas. A slightly lower proportion (37%) were from local autonomous universities³ or the Singapore Institute of Technology⁴, while the remaining one in five (21%) got their degrees from private education/training institutions⁵ in Singapore.

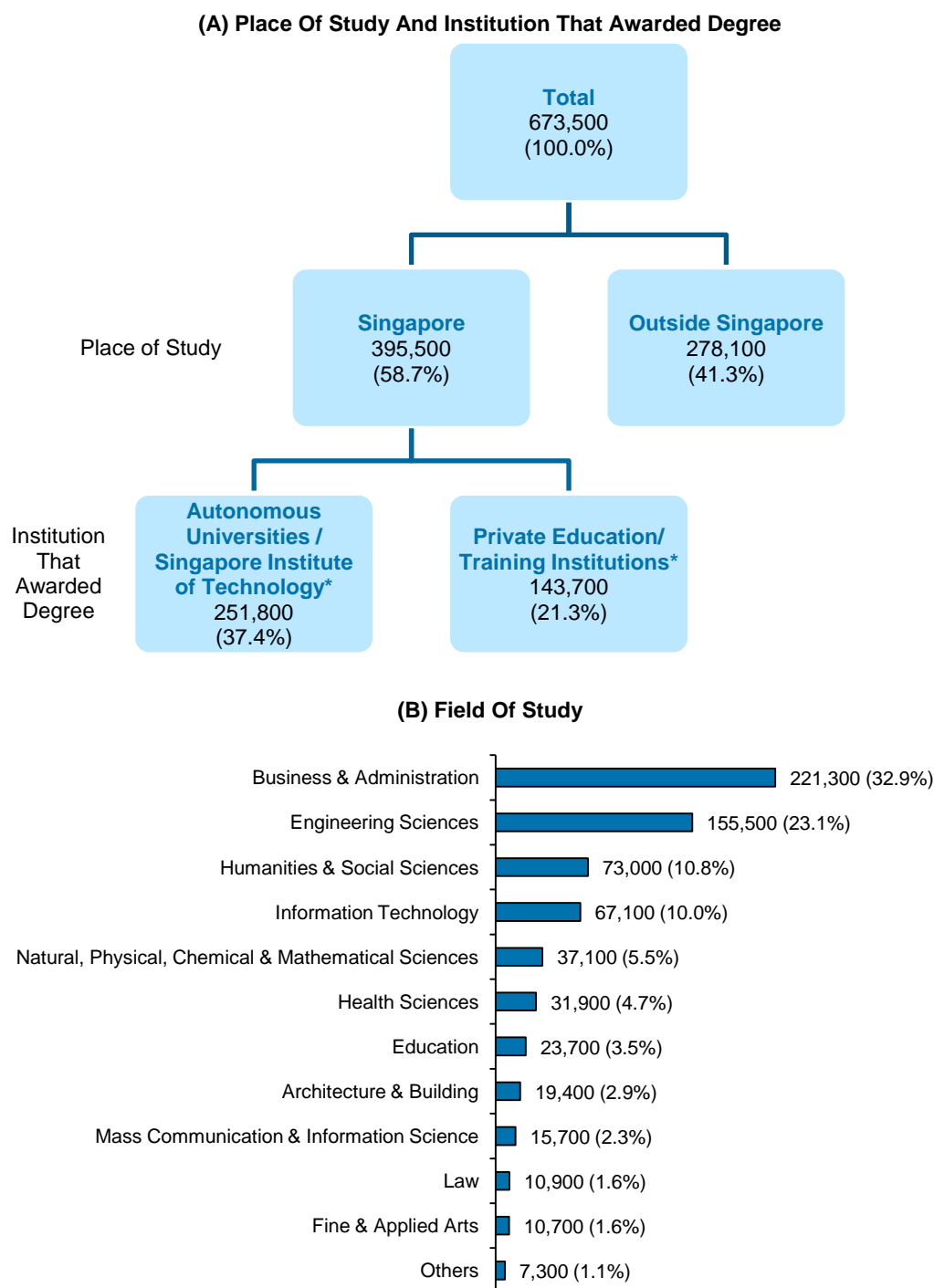
³ This refers to the National University of Singapore (including the former University of Singapore), Nanyang Technological University (including the former Nanyang University and Nanyang Technological Institute), National Institute of Education, Singapore Management University and Singapore University of Technology and Design.

⁴ Includes qualifications awarded by its overseas partner universities/institutions.

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

1.8 Business & Administration (33%) and Engineering Sciences (23%) were the most common fields of study, collectively making up a slight majority among degree holders in the resident labour force. They were followed by those with degrees in Humanities & Social Sciences (11%) and Information Technology (10%).

Chart 7: Profile Of Degree Holders In Resident Labour Force, June 2013

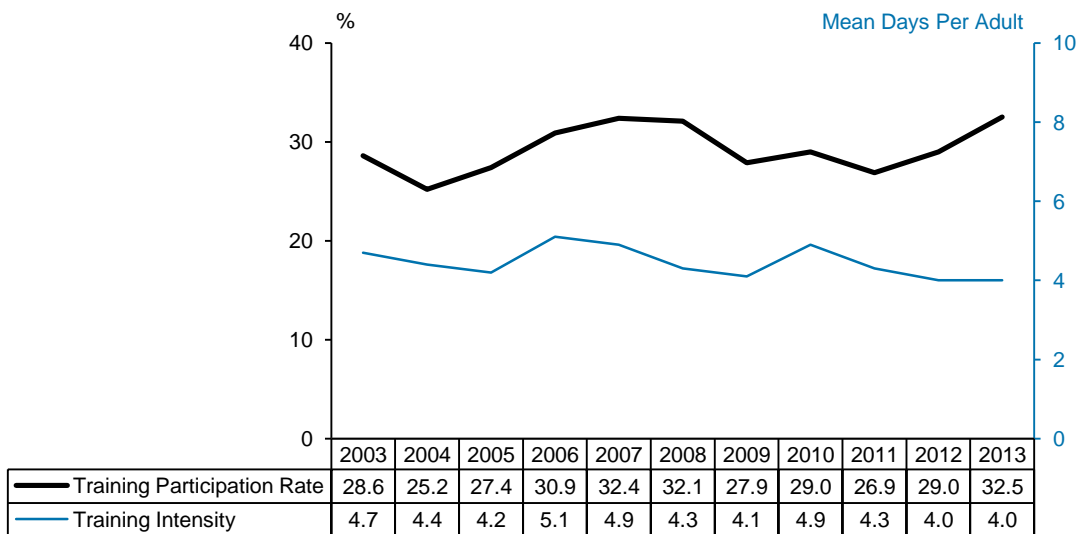


Notes: (1) * – Includes qualifications awarded by their overseas partner universities/institutions.
 (2) Data may not add up to the total due to rounding.

Training

1.9 Amid outreach efforts to raise public awareness on the importance of skills upgrading,⁶ overall training participation rose to an eleven-year high in 2013. One in three (33%) residents aged 15 to 64 in the labour force participated in some form of job-related structured training during the 12-month period ending June 2013, up for the second consecutive year from 2012 (29%) and 2011 (27%), and broadly matching the 2007 and 2008 participation rates before the onset of the recession in 2009. Meanwhile, the training intensity, derived by multiplying the average (mean) training days per trainee with the training participation rate, held steady over the year at 4.0 training days per adult in 2013, as the increase in participation rate offset the decline in average (mean) duration of training from 14 days to 12 days per trainee, amid the manpower shortage.

Chart 8: Training Indicators Of Resident Labour Force Aged 15 To 64, 2003 To 2013

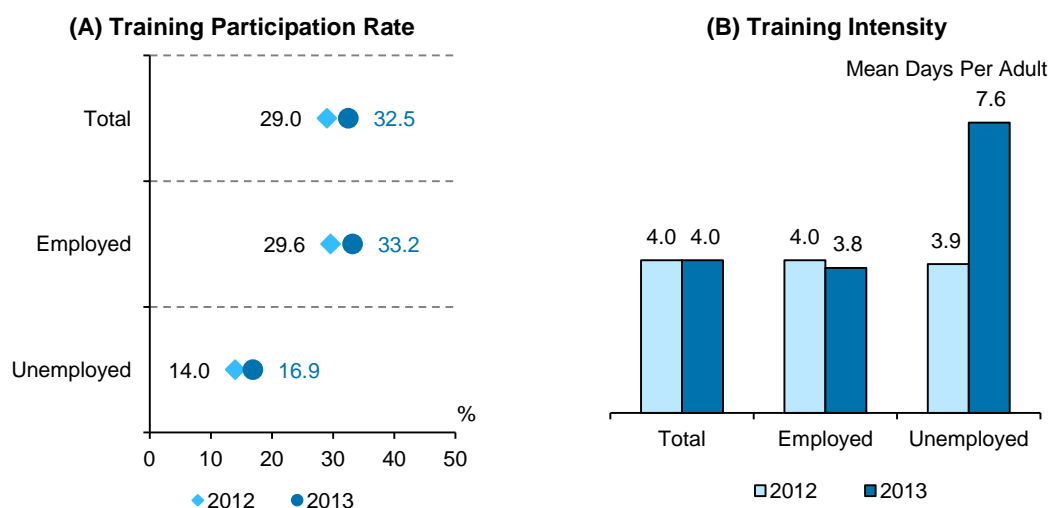


- Notes: (1) Training participation rate is defined as the proportion of residents aged 15 to 64 in the labour force who had engaged in some form of job-related structured training or education activities over the 12-month period ending June.
- (2) Training intensity is measured by the duration of training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

1.10 Training participation rose for both employed and unemployed residents in 2013, though participation among the unemployed (17%) continued to lag the employed (33%) who can benefit from training provided by employers. After accounting for the longer training duration of the unemployed, their training intensity increased from 3.9 days per adult in 2012 to 7.6 in 2013. Conversely, training intensity among the employed fell slightly from 4.0 to 3.8 days per adult, as they spent less time on training.

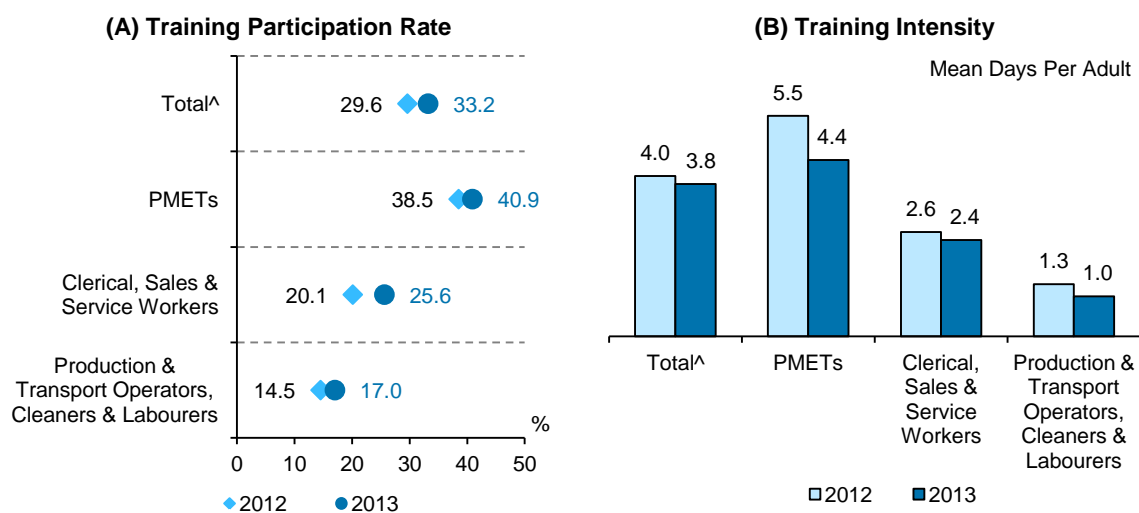
⁶ WDA launched the *Upgrade Singapore* campaign between 24 October 2012 and 31 March 2013 to communicate to Singaporeans how skills upgrading is important for them to remain relevant in their jobs.

**Chart 9: Training Indicators Of Resident Labour Force Aged 15 To 64
By Economic Activity Status, 2012 And 2013**



1.11 Training participation generally improved across the skill levels. Professionals, managers, executives & technicians (PMETs) (41%) continued to be more involved in training than clerical, sales & service workers (26%) and production & transport operators, cleaners & labourers (17%), even though increases this round were driven more by clerical, sales & service workers (5.5%-points) than production & transport operators, cleaners & labourers (2.5%-points) and PMETs (2.4%-points) in 2013. Training intensity remained highest among PMETs (4.4 days per adult). This was followed by clerical, sales & service workers (2.4 days per adult) and production & transport operators, cleaners & labourers (1.0 day per adult).

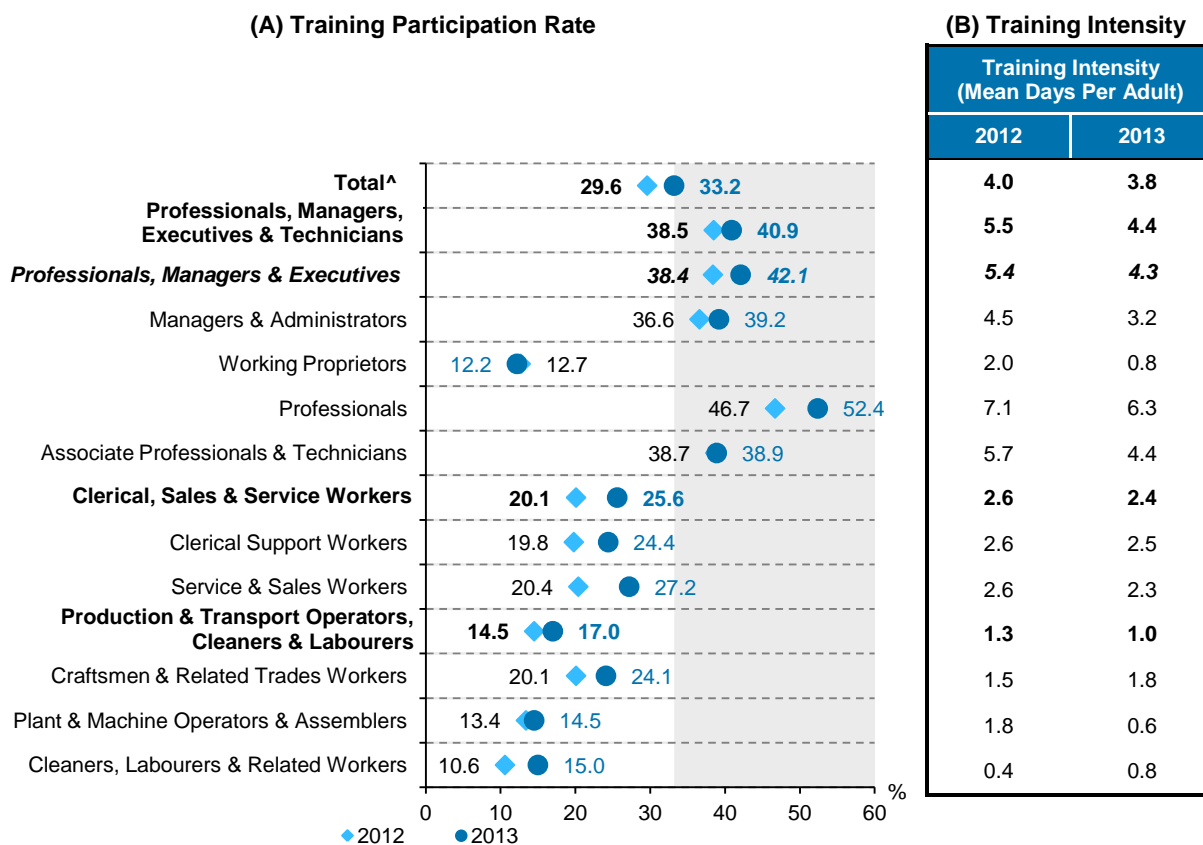
**Chart 10: Training Indicators Of Employed Residents Aged 15 To 64
By Broad Occupational Group, 2012 And 2013**



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

1.12 Reflecting the knowledge and skills required in their work, professionals (52%) continued to lead in training participation, followed by managers & administrators (39%) and associate professionals & technicians (39%). On the other hand, working proprietors (12%), plant & machine operators & assemblers (15%) and cleaners, labourers & related workers (15%) were among the least likely to be involved in training. Training intensity was generally higher for the higher-end occupations.

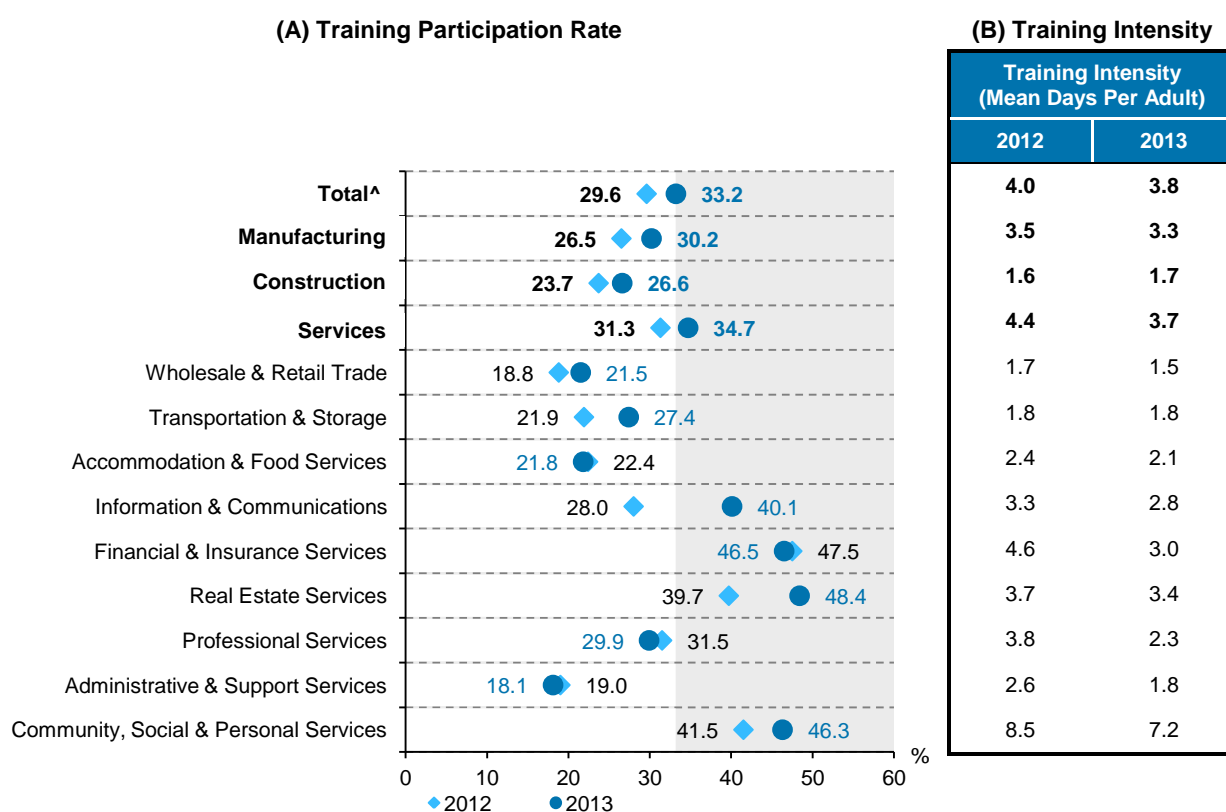
Chart 11: Training Indicators Of Employed Residents Aged 15 To 64 By Occupation, 2012 And 2013



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'.

1.13 Training participation was higher in services (35%) than manufacturing (30%) and construction (27%) sectors. Reflecting their higher concentration of PMETs, workers in real estate services (48%), financial & insurance services (46%), community, social & personal services (46%) and information & communications (40%) posted above-average training incidences, topping the list in training participation. Conversely, training was less prevalent in administrative & support services (18%), wholesale & retail trade (22%) and accommodation & food services (22%) which had higher reliance on lower skilled and/or seasonal workers. Similarly, training intensity was higher in industries with heavier concentration of PMETs.

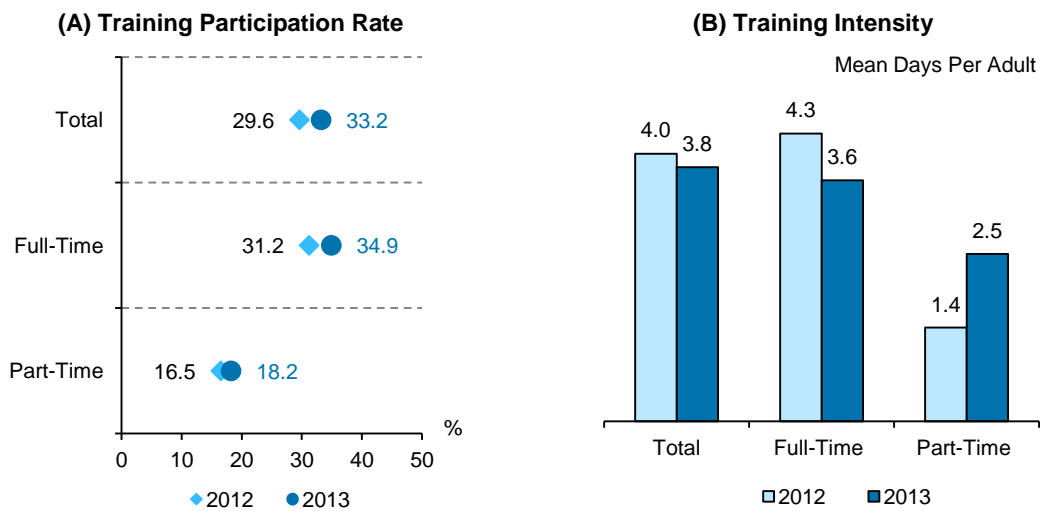
Chart 12: Training Indicators Of Employed Residents Aged 15 To 64 By Industry, 2012 And 2013



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

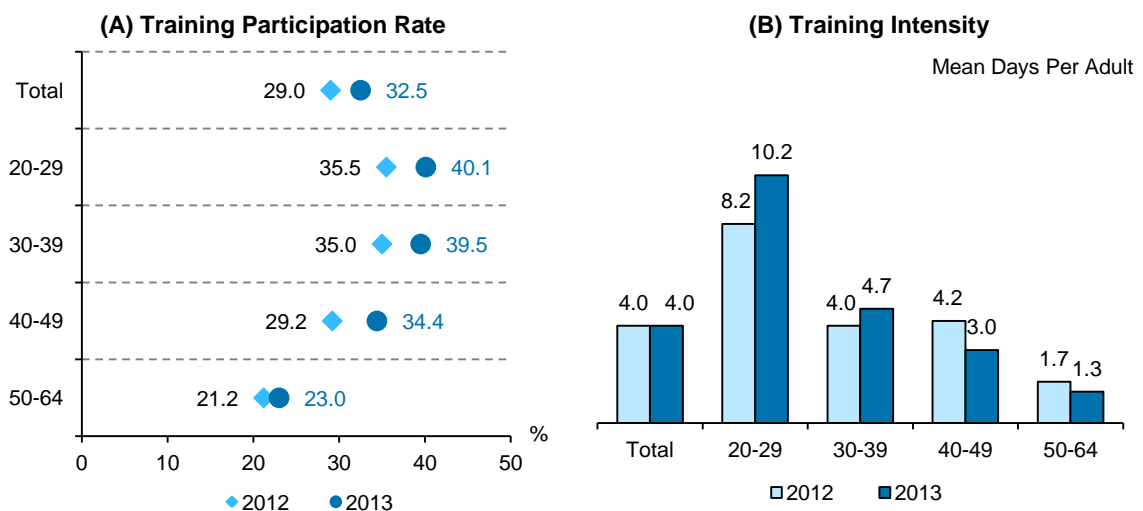
1.14 Training participation for both full-timers and part-timers rose over the year. Full-timers (35%) continued to lead part-timers (18%) in training participation. Similarly, the training intensity of full-timers (3.6 days per adult) exceeded that of part-timers (2.5 days per adult).

Chart 13: Training Indicators Of Employed Residents Aged 15 To 64 By Nature Of Employment, 2012 And 2013



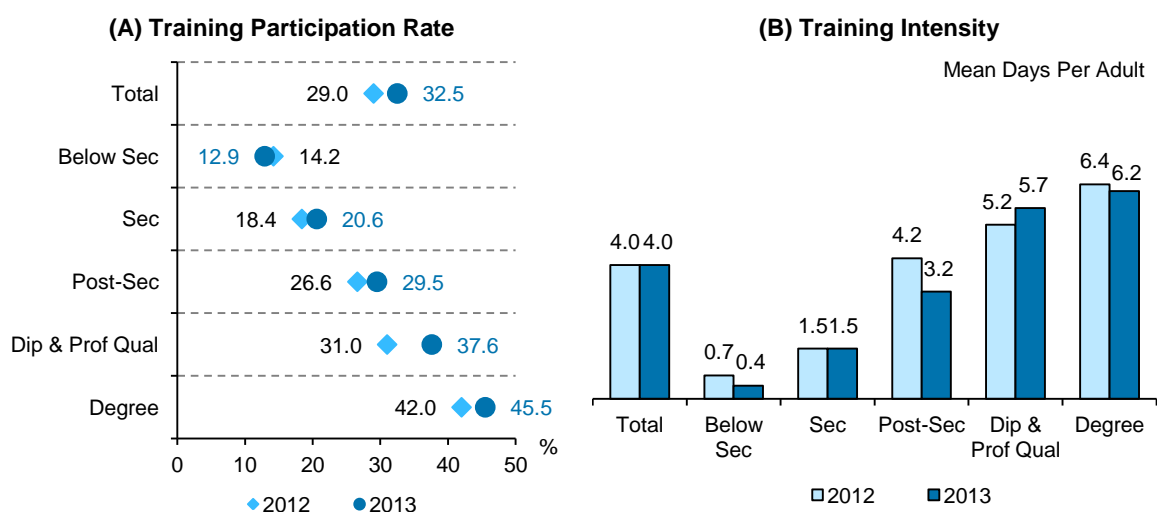
1.15 Residents in their 40s posted larger increase (5.2%-points) in training participation over the year than residents in the other age groups (1.8 to 4.6%-points). Notwithstanding, training participation remained skewed towards younger residents. On the whole, residents in their 20s had substantially higher training intensity than those in other age groups.

Chart 14: Training Indicators Of Resident Labour Force Aged 15 To 64 By Age, 2012 And 2013



1.16 The better educated remained more likely to participate in training than the less educated. Similarly, training intensity was higher among the better educated.

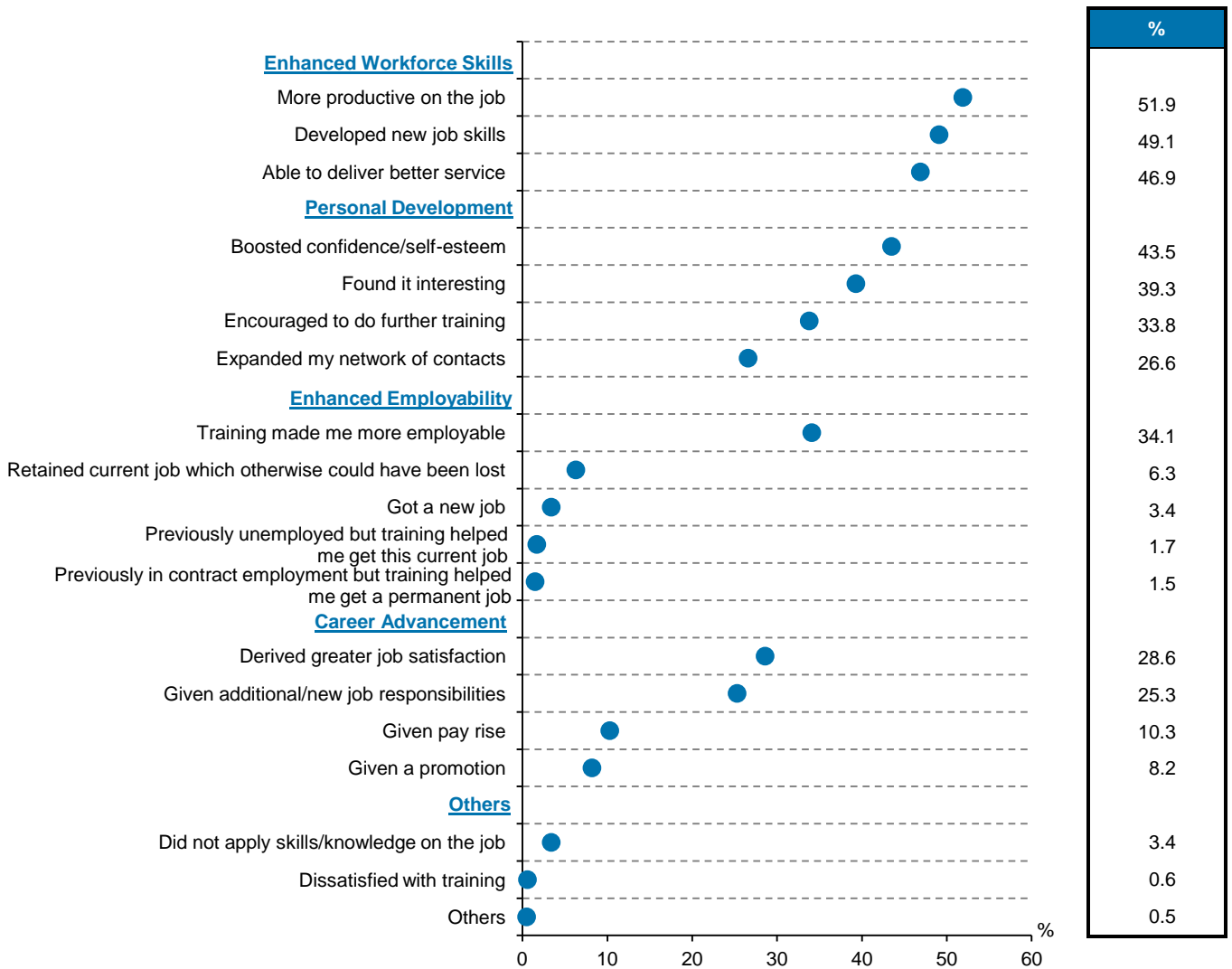
**Chart 15: Training Indicators Of Resident Labour Force Aged 15 To 64
By Highest Qualification Attained, 2012 And 2013**



1.17 Employed trainees generally reported positive outcomes from the training they received in the year ending June 2013, particularly those that pertain to enhanced workforce skills such as *more productive on the job* (52%), *developed new job skills* (49%) and *able to deliver better service* (47%). A notable proportion of trainees also reported benefits of training on personal development e.g. *boosted confidence/self-esteem* (43%), *found [the training] interesting* (39%) and *encouraged to do further training* (34%). Slightly over one in three trainees also indicated that *training made [them] more employable* (34%).

1.18 Close to three in ten (29%) reported that training gave them *greater job satisfaction* and one in four (25%) were *given additional/new job responsibilities*. A smaller proportion indicated receiving *pay rise* (10%) and *promotion* (8.2%) that was related to the training they undertook in the year, as the impact of training on pay and promotion may not be immediate. Only a small minority reported that they *did not apply the skills/knowledge on the job* (3.4%) or *were dissatisfied with training* (0.6%).

Chart 16: Training Outcomes Of Employed Residents Aged 15 To 64, 2013



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

2 Employment

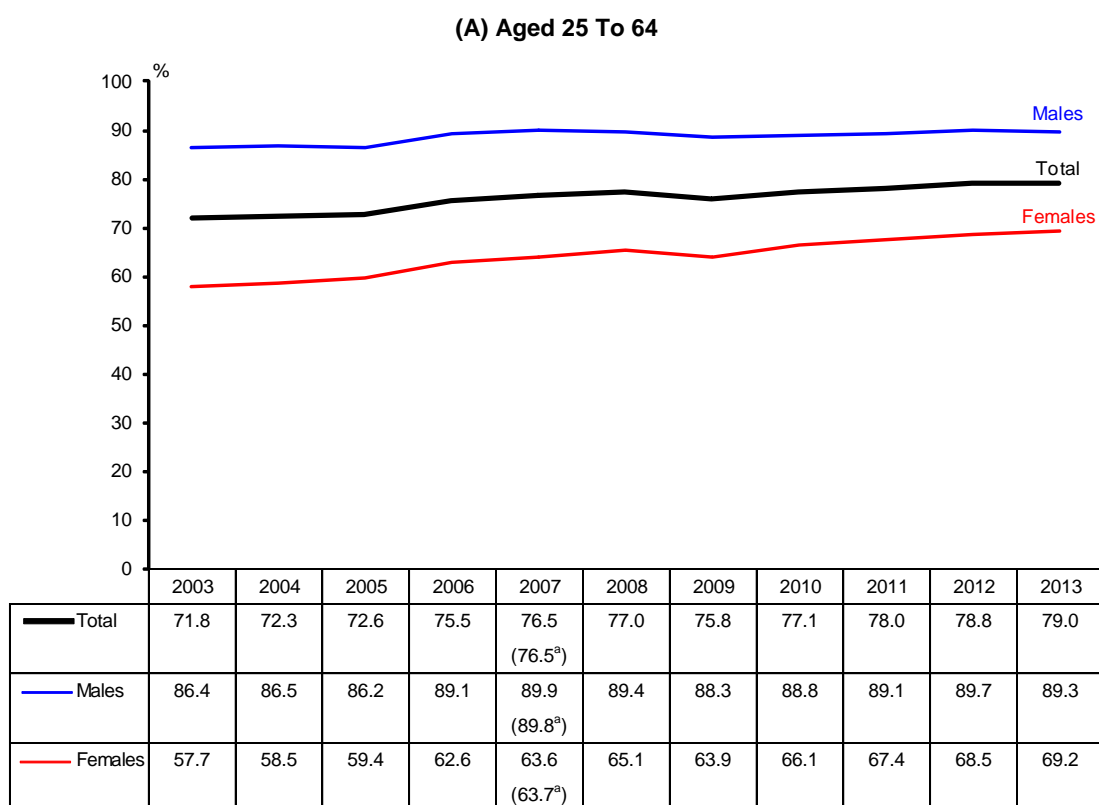
Employment rate rose to new high, accompanied by stronger real income growth

2.1 The proportion of residents aged 25 to 64 in employment rose to a new high of 79.0% in 2013 from 78.8% in 2012, driven by women. The prevailing employment rate was 7.2%-points higher than a decade ago. With lower employment rate, women saw larger gains over the decade of 11.5%-points than 2.9%-points for men.

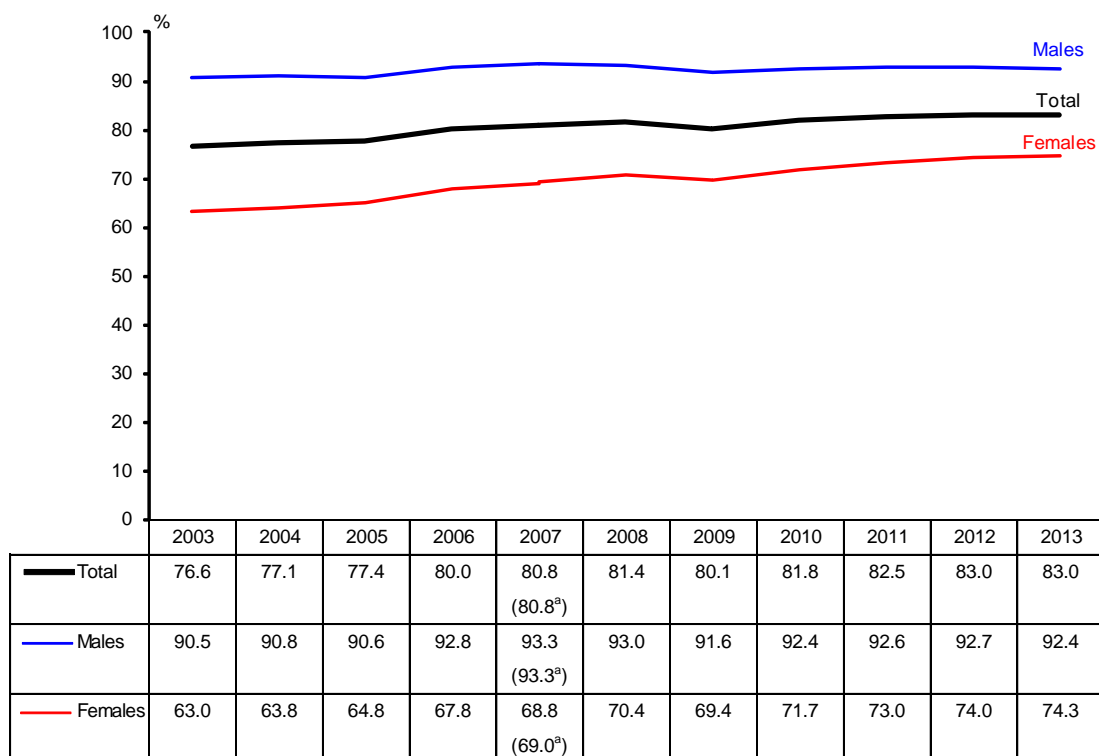
2.2 74.3% of women in the prime-working ages of 25 to 54 were working in 2013, up from 74.0% in 2012. Nevertheless, their employment rate remained lower than the 92.4% for prime-working aged men, though the gap has narrowed as the rate for males dipped from 92.7% in 2012, after increasing for three consecutive years.

2.3 The employment rate for older residents continued to rise to 65.0%, surpassing its previous high of 64.0% in 2012. The increase was driven by older women, whose employment rate continued its underlying uptrend to a record 50.9% in 2013 from 48.1% in 2012. The rate for older men eased slightly to 79.2% in 2013, after the rapid rise to 79.7% in 2012 from 76.4% in 2011.

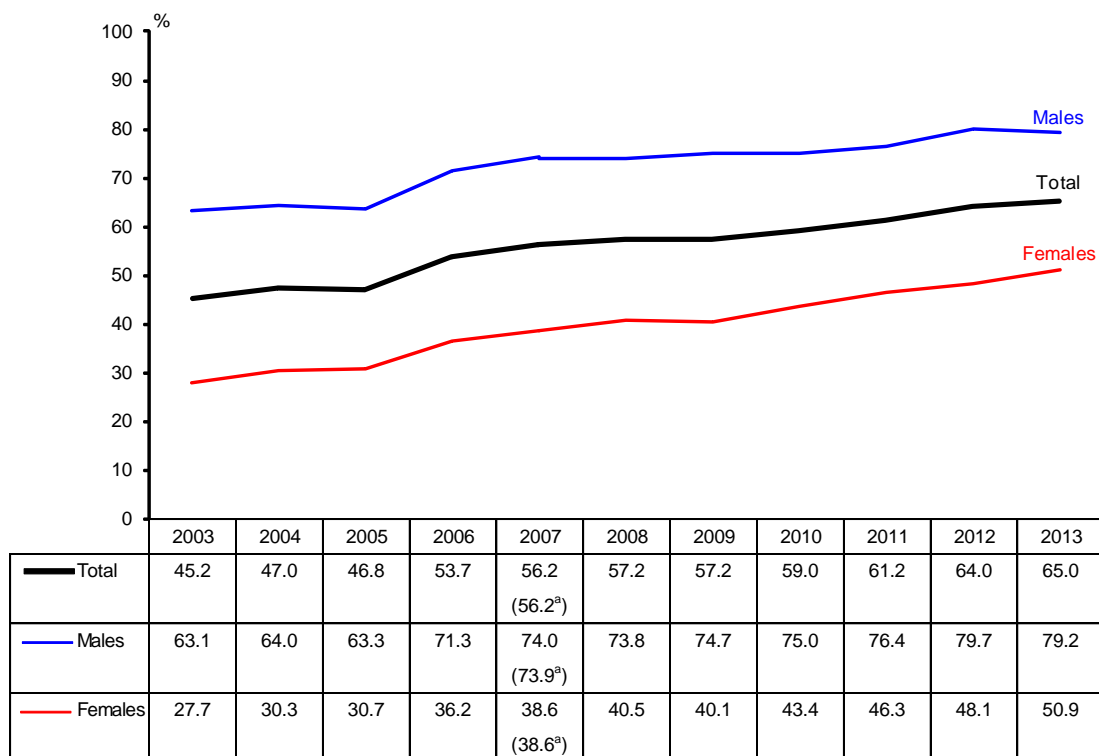
Chart 17: Resident Employment Rate By Selected Age Group And Sex, 2003 To 2013 (June)



(B) Aged 25 To 54



(C) Aged 55 To 64



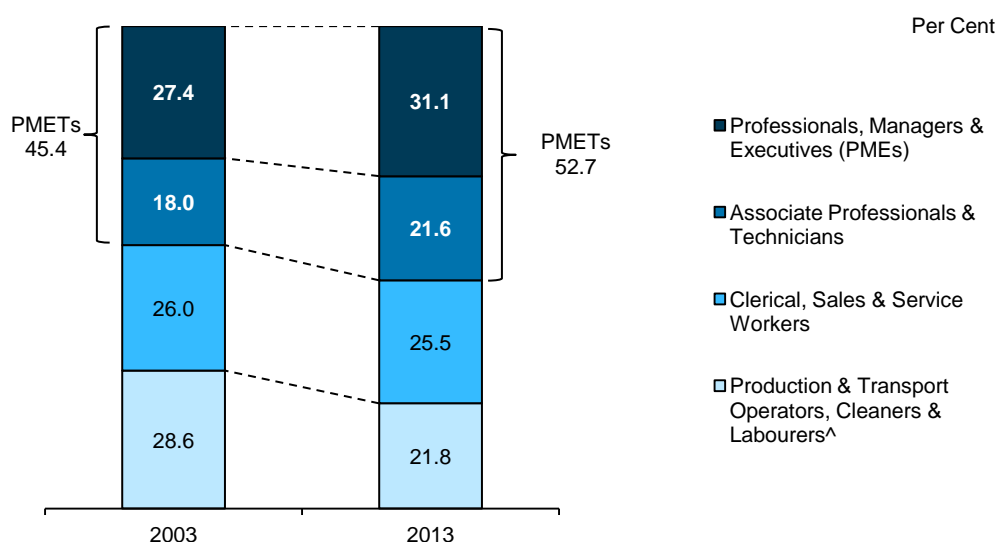
Source: Comprehensive Labour Force Survey (CLFS), except 2005 data which are from the General Household Survey (GHS) 2005.

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 – Adjusted figures for 2007. See note 2 for [Chart 3](#).

2.4 Amid the improvement in educational and skills profile of the workforce, the share of professionals, managers & executives (PMEs) in the resident workforce rose from 27% in 2003 to 31% in 2013. Including associate professionals & technicians, PMETs formed a slight majority or 53% of the resident workforce in 2013, up from 45% ten years earlier. Although employment growth among resident PMEs (4.1% p.a.) was higher than non-PMEs (2.2% p.a.) over the decade, growth for PMEs moderated from 6.0% p.a. in the first half of the decade to 2.2% p.a. in the second half as robust hiring in domestic-oriented sectors in recent years mainly benefitted mid- and lower-skilled workers. Meanwhile, resident employment growth for clerical, sales & service workers strengthened from 2.2% p.a. in the first half of the decade to 2.8% p.a. in the second half, boosted by the opening of the integrated resorts and shopping malls. Production & transport operators, cleaners & labourers experienced flat growth in resident employment over the decade, as the decrease in production & related workers offset the gains in cleaners, labourers & related workers.

Chart 18: Distribution Of Employed Residents By Broad Occupational Group, 2003 And 2013 (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.

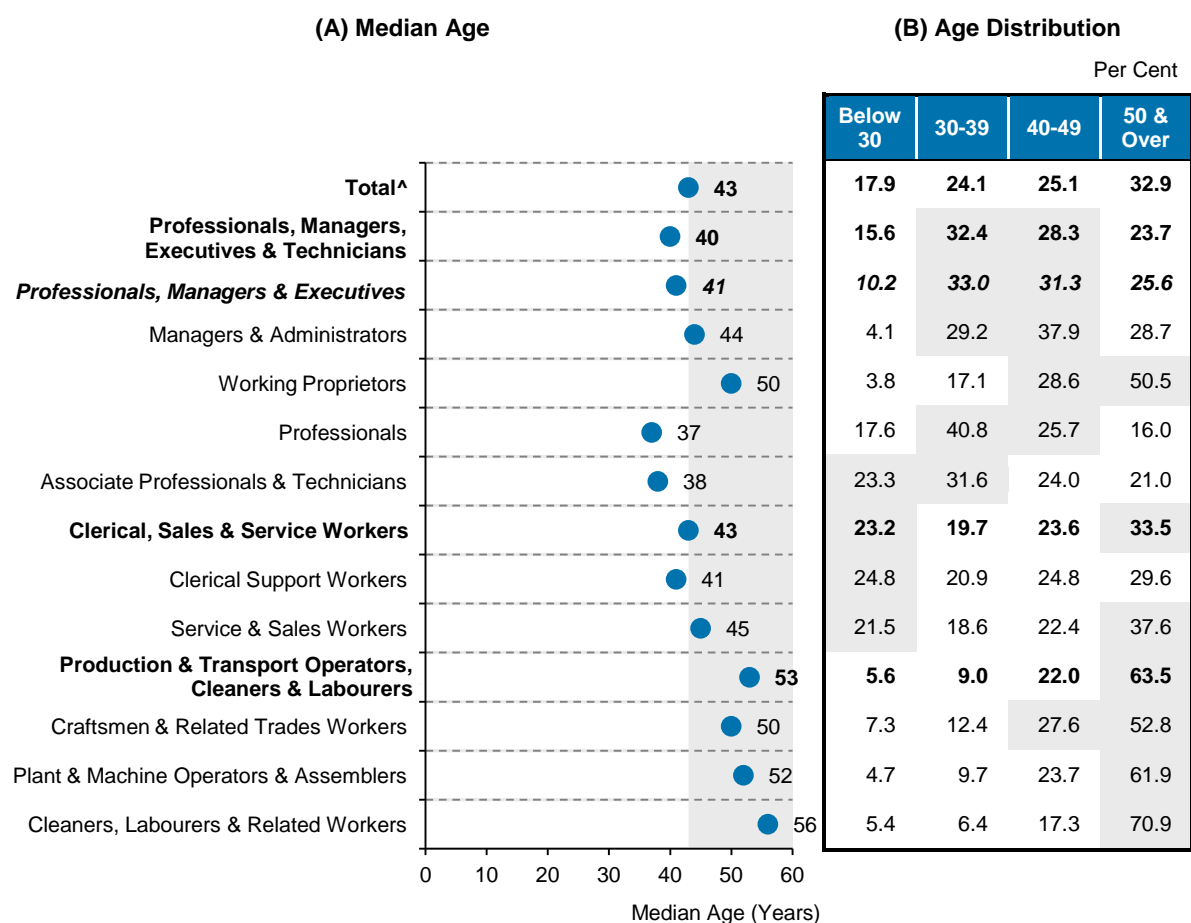
Table 1: Annualised Change In Employed Residents By Broad Occupational Group, 2003 To 2013 (June)

	% p.a.		
	2003-2013* (10 Years)	2003-2008* (5 Years)	2008-2013 (5 Years)
Total	2.7	3.3	2.1
Professionals, Managers & Executives (PMEs)	4.1	6.0	2.2
Non-PMEs	2.2	2.3	2.1
Associate Professionals & Technicians	4.7	5.7	3.6
Clerical, Sales & Service Workers	2.5	2.2	2.8
Production & Transport Operators, Cleaners & Labourers [^]	-0.1	-0.1	–

- Notes:
- (1) PMEs refer to 'Managers, Administrators & Working Proprietors' and 'Professionals'.
 - (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 3](#)). The figures were computed based on two sub-periods, 2003 to 2007 (based on old definition) and 2007 to 2013/2008 (based on new definition).
 - (4) '–': Nil or negligible.

2.5 Residents in lower-skilled jobs tended to be older, reflecting the weaker educational profile of older workers, as opportunities to pursue higher education were more limited in earlier years. Production & transport operators, cleaners & labourers had the highest incidence of older residents, with nearly two in three (63%) of them aged 50 & over in 2013. At the other end, only one in four (24%) PMETs were aged 50 & over. Considering more detailed occupational groups, professionals were the youngest and cleaners & labourers, the oldest, with median ages of 37 and 56 respectively.

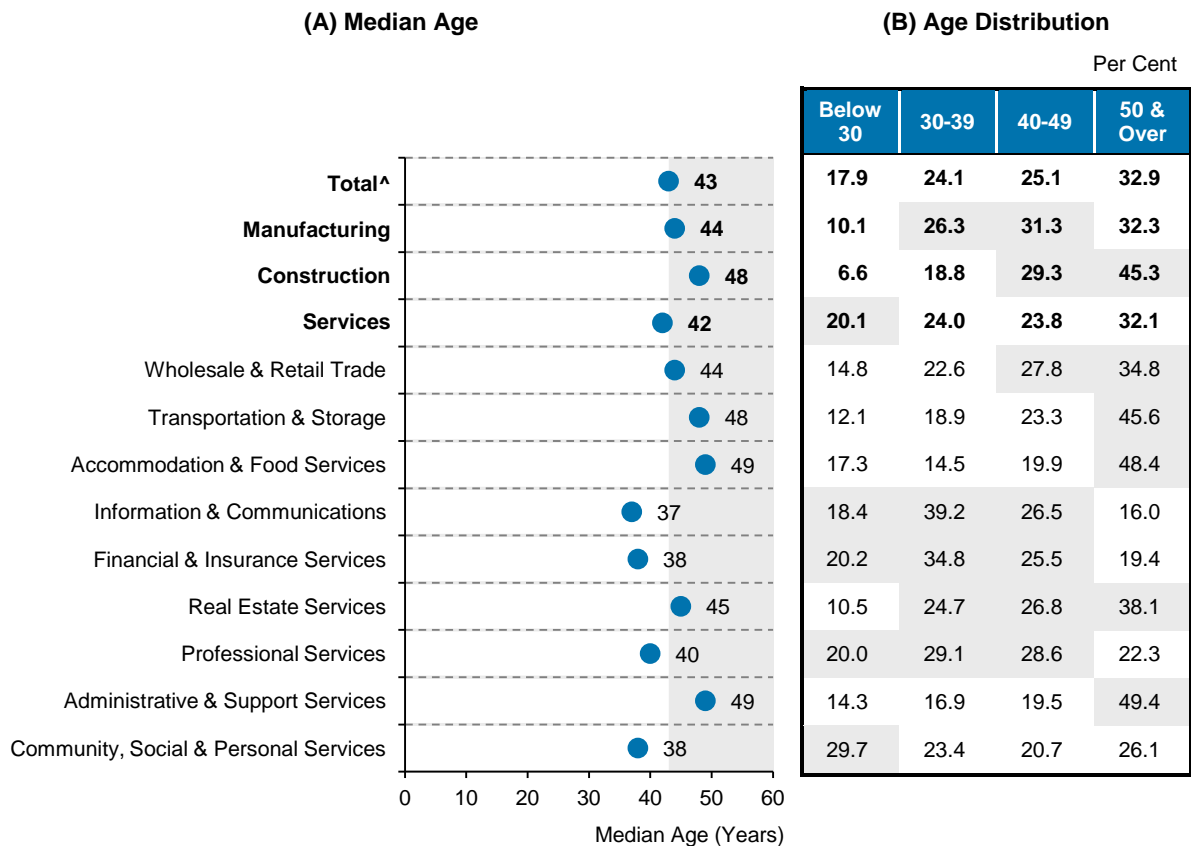
Chart 19: Employed Residents By Occupation And Age, June 2013



- 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.

2.6 Close to half of the employed residents in administrative & support services (49%), accommodation & food services (48%), transportation & storage (46%) and construction (45%) were aged 50 & over, reflecting the higher concentration of production & transport operators, cleaners & labourers in these industries. Older residents made up a much lower share of the resident workforce in information & communications (16%), financial & insurance services (19%) and professional services (22%), where the resident workforce was dominated by PMETs.

Chart 20: Employed Residents By Industry And Age, June 2013



- 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

2.7 Full-timers formed the bulk (90.0%) of the resident workforce. Only one in ten (10.0%) or 205,000 employed residents were part-timers. This was up slightly from 9.6% or 196,800 in 2012, after stabilising in the previous year.

2.8 Women, older workers and youths were more likely to work part-time. Close to seven in ten (69%) part-timers were in non-PMET jobs, such as food preparation & kitchen assistants, shop sales assistants, cleaners in offices & other establishments, general office clerks, private tutors and waiters.

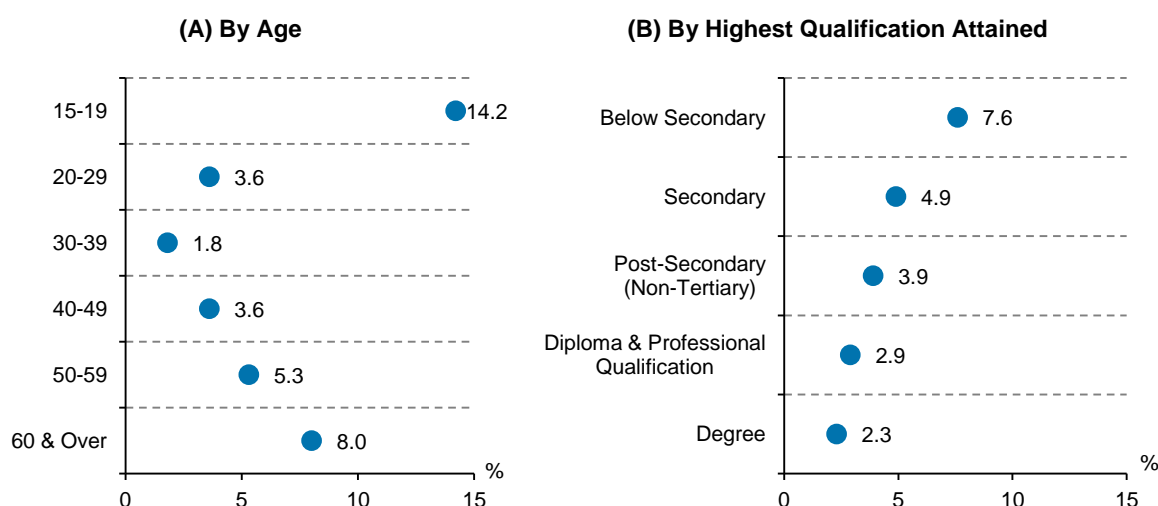
Chart 21: Part-Time Employed Residents By Sex, Age And Occupation, June 2013

Characteristics	Number	Distribution (%)	Incidence (%)
Total	205,000	100.0	10.0
Sex			
Males	73,300	35.8	6.4
Females	131,700	64.2	14.4
Age Group (Years)			
15 – 24	26,400	12.9	15.5
25 – 29	7,800	3.8	3.9
30 – 39	22,100	10.8	4.5
40 – 49	40,700	19.9	7.9
50 – 59	54,800	26.7	12.2
60 & Over	53,200	26.0	23.3
Occupation			
Professionals, Managers, Executives & Technicians	63,300	30.9	5.8
<i>Professionals, Managers & Executives</i>	26,800	13.1	4.2
Managers & Administrators	4,900	2.4	1.8
Working Proprietors	6,600	3.2	8.5
Professionals	15,300	7.5	5.3
Associate Professionals & Technicians	36,600	17.8	8.2
Clerical, Sales & Service Workers	75,800	37.0	14.5
Clerical Support Workers	25,300	12.4	9.5
Service & Sales Workers	50,400	24.6	19.7
Production & Transport Operators, Cleaners & Labourers	65,700	32.1	17.3
Craftsmen & Related Trades Workers	6,400	3.1	7.8
Plant & Machine Operators & Assemblers	12,400	6.1	8.4
Cleaners, Labourers & Related Workers	46,900	22.9	31.2
Others [^]	100	0.1	0.2

- 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.

2.9 Despite the increase in part-timers, fewer of them were underemployed. There were 85,400 part-timers who were willing and available to work additional hours (i.e. time-related underemployed) in 2013, representing 4.2% of all employed residents in 2013, down slightly from 88,100 or 4.3% in 2012. The time-related underemployment rate declined with educational attainment, ranging from 7.6% for the below-secondary group to 2.3% among degree holders. Residents aged 15 to 19 (14%) many of whom were in vacation jobs/internships and older workers aged 60 & over (8.0%) had substantially higher time-related underemployment rates, pulled up by their higher incidence of part-time employment.

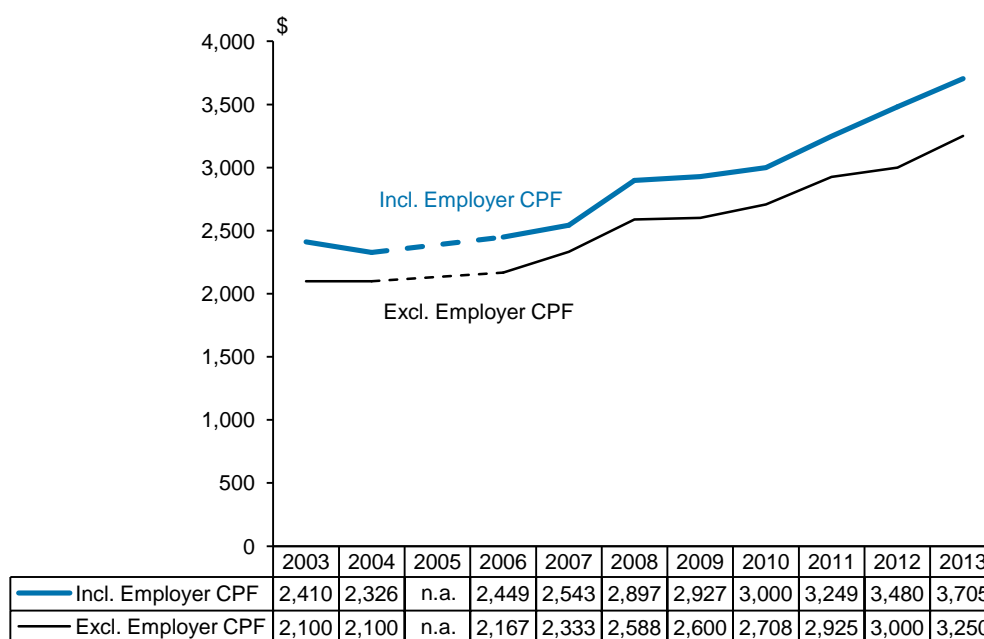
Chart 22: Time-Related Underemployment Rate Among Employed Residents, June 2013



Income

2.10 Real income growth strengthened, as nominal income gains remained high and inflation eased. The median monthly income from work of full-time employed residents (including employer CPF contributions) increased over the year by 6.5% to \$3,705 in June 2013, compared with gains of 7.1% in the preceding year. As inflation eased,⁷ the growth in real median income, deflated by Consumer Price Index (CPI) for all items, accelerated from 2.5% in 2012 to 4.0% in 2013. When adjusted using CPI less imputed rentals on owner-occupied accommodation, which relates more directly to the actual spending of households, real median income growth strengthened from 3.4% in 2012 to 4.5% in 2013.

Chart 23: Median Gross Monthly Income From Work Of Full-Time Employed Residents, 2003 To 2013 (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 3](#)) are the same as the original figures.

⁷ The Consumer Price Index for all items rose over the year by 2.4% in 2013, substantially lower than the increase of 4.6% in 2012.

2.11 Cumulatively, the median income (including employer CPF contributions) of full-time employed residents rose by 28% from \$2,897 in 2008 to \$3,705 in 2013, or 5.0% p.a. After adjusting for inflation using CPI for all items, real median income grew by 9.8% or 1.9% p.a. over the recent five years. This followed growth in real median income of 7.0% or 1.4% p.a. in the earlier five years, bringing the increase over the decade to 17% or 1.6% p.a.

2.12 Income growth at the 20th percentile broadly kept pace with that at the median in the recent five years. Income (including employer CPF contributions) at the 20th percentile of full-time employed residents rose by 27% from \$1,489 in 2008 to \$1,885⁸ in 2013, or 4.8% p.a.⁹ After adjusting for inflation, the increase was 8.7% or 1.7% p.a. This outweighed the real income losses of 0.6% or 0.1% p.a. from 2003 to 2008, resulting in growth of 8.0% or 0.8% p.a. over the decade.

Table 2: Change In Gross Monthly Income From Work (Including Employer CPF Contributions) Of Full-Time Employed Residents, 2003 To 2013 (June)

	Nominal Change					
	10 Years		5 Years		5 Years	
	2003-2013		2003-2008		2008-2013	
	Cumulative (%)	Annualised (% p.a.)	Cumulative (%)	Annualised (% p.a.)	Cumulative (%)	Annualised (% p.a.)
Median (50th Percentile)	53.7	4.4	20.2	3.7	27.9	5.0
20th Percentile	41.3	3.5	11.6	2.2	26.6	4.8
	Real Change*					
	10 Years		5 Years		5 Years	
	2003-2013		2003-2008		2008-2013	
	Cumulative (%)	Annualised (% p.a.)	Cumulative (%)	Annualised (% p.a.)	Cumulative (%)	Annualised (% p.a.)
Median (50th Percentile)	17.5	1.6	7.0	1.4	9.8	1.9
	(21.5)	(2.0)	(7.5)	(1.5)	(13.0)	(2.5)
20th Percentile	8.0	0.8	-0.6	-0.1	8.7	1.7
	(11.7)	(1.1)	(-0.2)	(-)	(11.9)	(2.3)

- 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).
(3) '-': Nil or negligible.

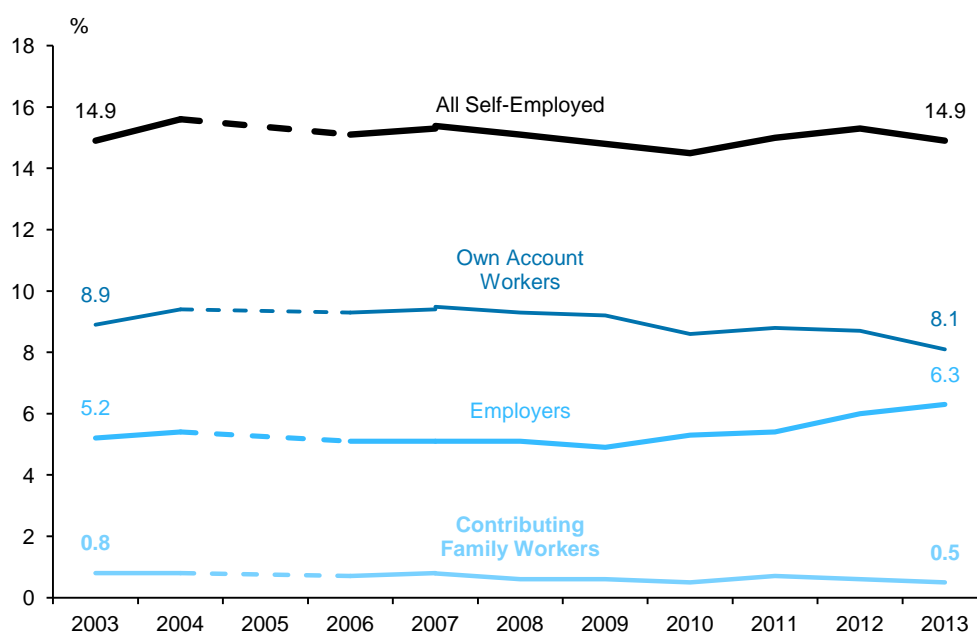
⁸ Excluding employer CPF contributions, the income of full-time employed residents at the 20th percentile was \$1,700 in June 2013.

⁹ 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.

Employment Status

2.13 Employees formed the large majority or 85.1% of employed residents in 2013, while the remaining 14.9% were self-employed. The share of self-employed in the resident workforce was broadly stable over the last decade, moving within a narrow band ranging from 14.5% to 15.6%. However, different trends were observed for the various categories of self-employed. The proportion of employers in the resident workforce rose from 5.2% in 2003 to 6.3% in 2013, reflecting the uptrend after the 2009 recession. In contrast, the share of own account workers (i.e. persons who operate their own business without employing any paid workers) trended downwards from 8.9% in 2003 to 8.1% in 2013. Contributing family workers, who made up a small minority, also fell over the decade from 0.8% to 0.5%. The self-employed commonly worked as working proprietors, taxi drivers, company directors, hawkers/stall holders, real estate agents, managing directors/chief executive officers, private tutors and insurance sales agents/brokers.

Chart 24: Proportion Of Self-Employed Among Employed Residents, 2003 To 2013 (June)



Note: See note 2 for [Chart 23](#).

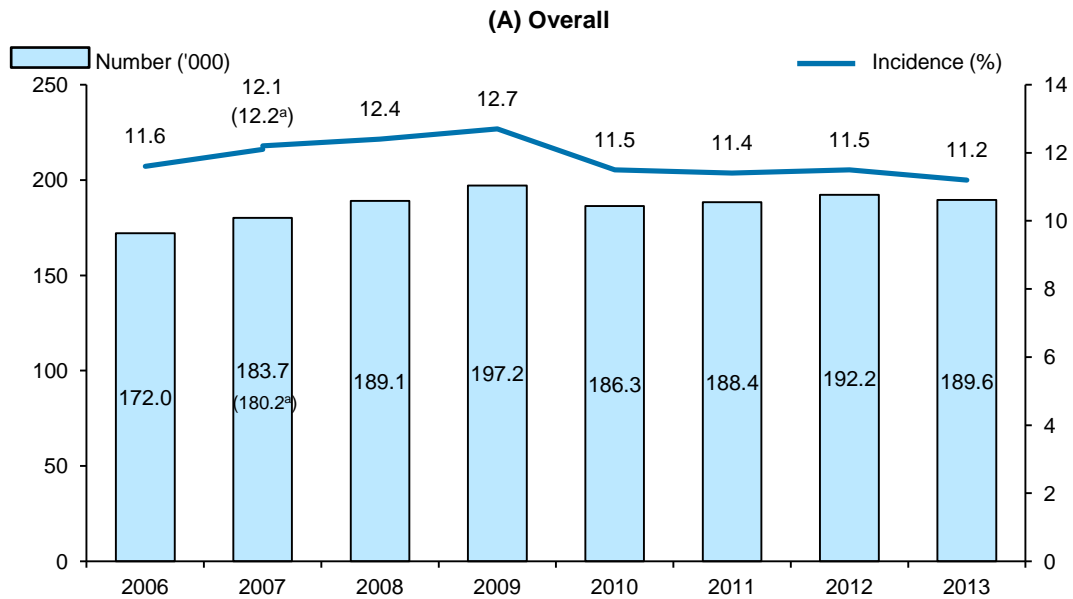
Term Contract Employment

2.14 The incidence of contract employment fell slightly. 189,600 or 11.2% of resident employees were on term contracts¹⁰ in 2013, down from 192,200 or 11.5% in 2012. The decrease stemmed from a fall in residents on longer-term contracts of at least a year from 83,900 or 5.0% in 2012 to 79,700 or 4.7% in 2013. The incidence of resident

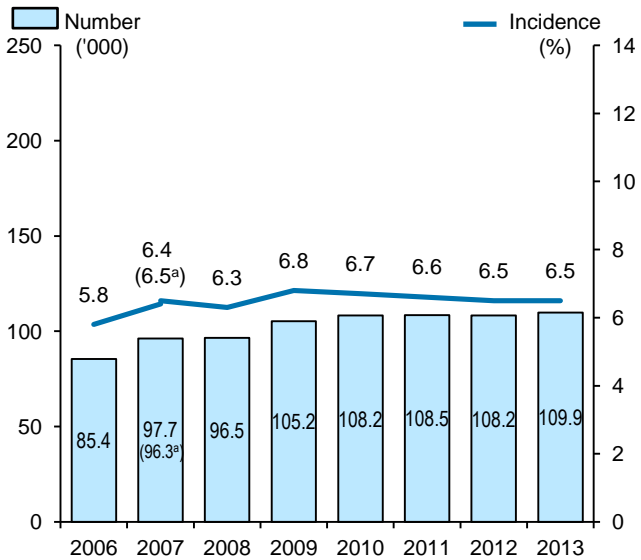
¹⁰ Employees on term contracts refer to those on fixed-term contract of employment that will terminate on the expiry of a specific term unless it is renewed, as well as those on casual/on-call employment (i.e. where persons are employed on ad hoc basis, as and when the company requires additional manpower). On the other hand, permanent employees refer to those employed for an unspecified duration, i.e. they are not on term contracts.

employees on short-term contracts of less than a year (including casual/on-call workers) was unchanged over the year at 6.5%, though its number rose slightly from 108,200 in 2012 to 109,900 in 2013.

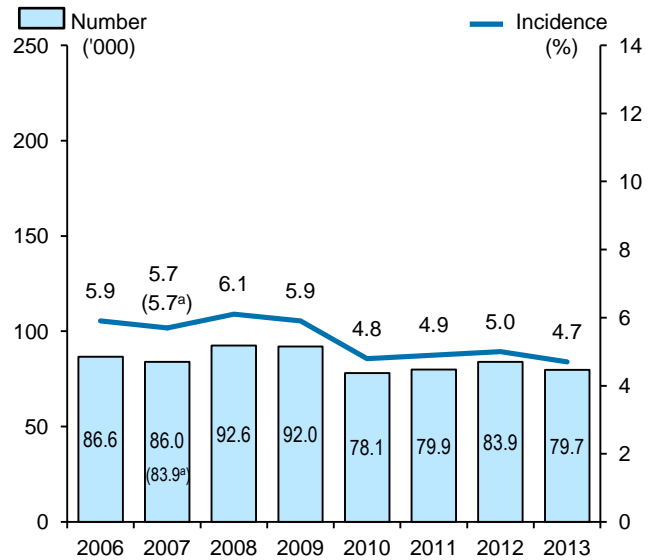
Chart 25: Resident Employees On Term Contracts¹⁰, 2006 To 2013 (June)



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



(C) Term Contract Of 1 Year Or More

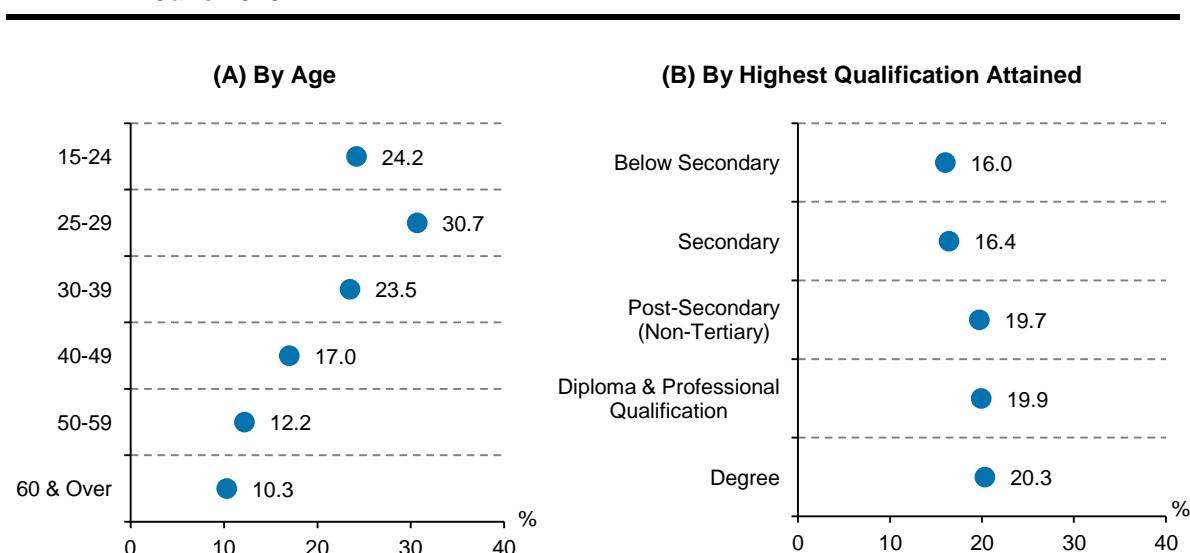


- Notes: (1) Data exclude full-time National Servicemen.
 (2) Incidence refers to employees on term contracts of the specific duration as a percentage of resident employees.
 (3) ^a – Adjusted figures for 2007. See note 2 for [Chart 3](#).
 (4) The sum of the number and incidence in (B) and (C) may not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

Job Change

2.15 Close to one in five or 19% of employed residents in 2013 had changed jobs in the last two years.¹¹ The extent of job change was higher among younger residents, as some of them are exploring different career options to find a job that best suits them. Three in ten (31%) employed residents aged 25 to 29 and one in four (24%) of those aged 15 to 24 in 2013 had changed jobs in the last two years, compared with just one in ten (10%) among older employed residents aged 60 & over. Reflecting the younger age profile of residents with post-secondary or higher qualifications,¹² a slightly higher proportion of them had changed jobs in the last two years than those with lower qualifications.

Chart 26: Proportion Of Employed Residents Who Had Changed Jobs In The Last 2 Years, June 2013



Note: Data exclude full-time National Servicemen.

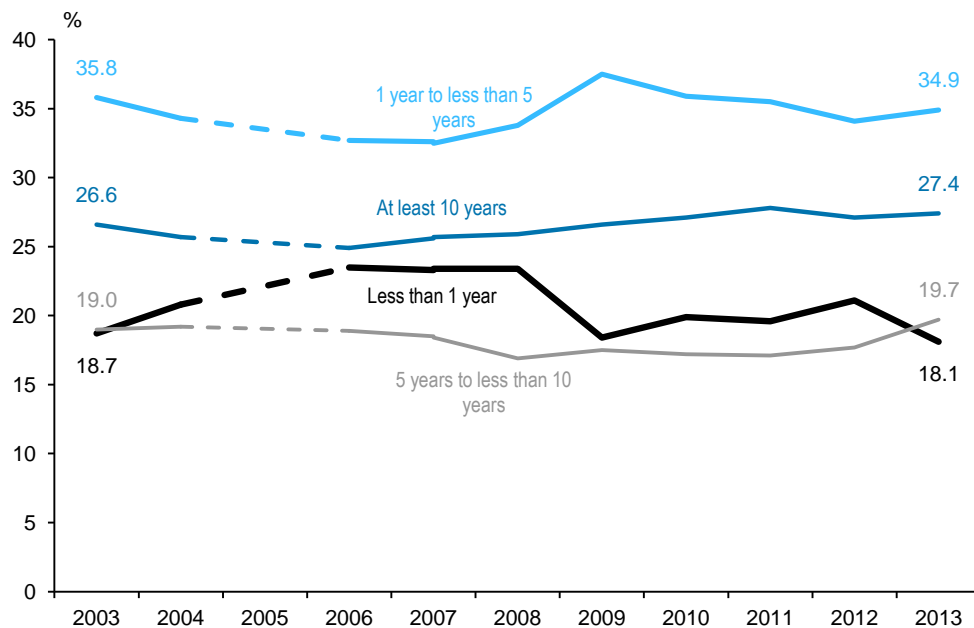
Years in Current Job

2.16 Amid population ageing and measures to improve the employability of older residents, the proportion of residents with long years of service with their employer increased in recent years. After falling to a low of 25% in 2006, the proportion of resident employees who had worked for at least ten years with their current employer trended upwards to 27% in 2013. The proportion of resident employees with five to less than ten years of service with their existing employer also increased in recent years. Correspondingly, the share of resident employees who had been with their current employer for less than five years broadly trended downwards in the last few years.

¹¹ For the 2013 survey, job change is defined as one that involves a change in employer. For the self-employed, it involves either a change in business or change from being an employee previously. This is different from the definition in earlier years, which also includes those who had changed jobs within the same company.

¹² Those aged below 30 made up 24% of employed residents (excluding full-time National Servicemen) in the post-secondary (non-tertiary) group, 25% of diploma & professional qualification and 18% of degree holders, compared with 12% for the secondary-educated and 2.8% for the below-secondary group.

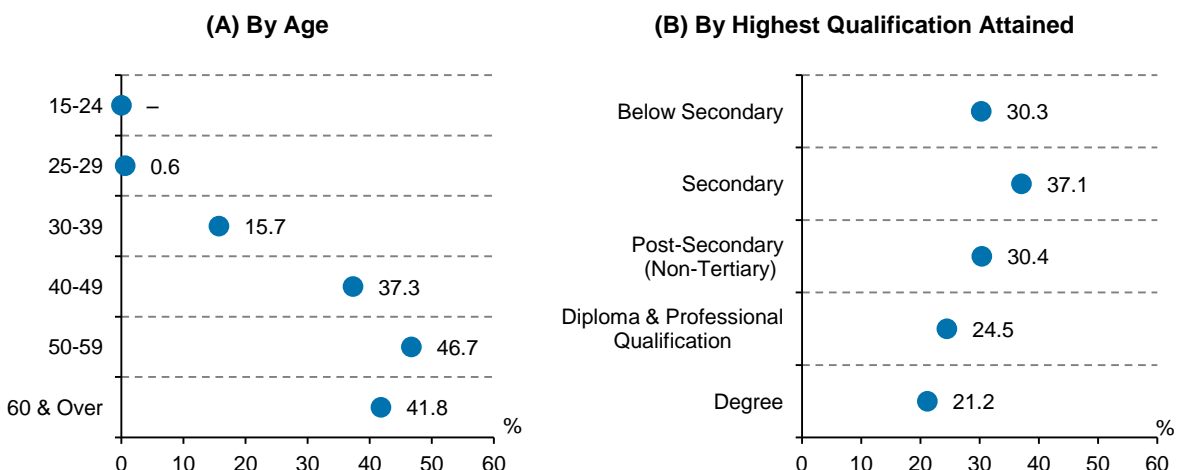
Chart 27: Distribution Of Resident Employees By Years In Current Job, 2003 To 2013 (June)



- 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.

2.17 Expectedly, the proportion of resident employees who had worked for at least a decade with their current employer generally rose with age, peaking at 47% for those in their 50s before easing to 42% for those aged 60 & over. Partly reflecting their younger age profile, a lower proportion of degree holders had been with their employer for ten years or longer than other education groups.

Chart 28: Proportion Of Resident Employees Who Had Worked For At Least 10 Years In Their Current Job, June 2013

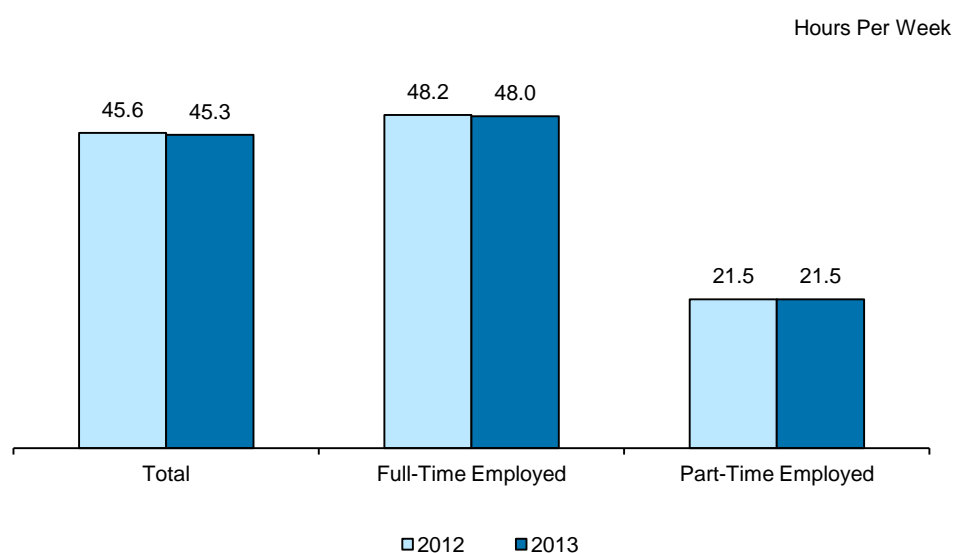


- Notes: (1) Data exclude full-time National Servicemen.
 (2) '-': Nil or negligible.

Usual Hours Worked

2.18 Employed residents in 2013 usually worked an average (mean) of 45.3 hours a week, slightly lower than the 45.6 hours a year ago. This stemmed from the rise in share of part-timers and the dip in average (mean) usual weekly hours worked of full-timers from 48.2 hours in 2012 to 48.0 hours in 2013. Part-timers usually worked an average of 21.5 hours a week in 2013, unchanged from a year ago.

Chart 29: Average (Mean) Usual Hours Worked Per Week Of Employed Residents, 2012 And 2013 (June)



Note: Data exclude full-time National Servicemen.

2.19 Reflecting the higher share of part-timers in their workforce, proportionately more youths and older residents usually worked less than 35 hours a week than those in the prime-working ages. Consequently, employed residents in the prime-working ages had longer average (mean) weekly usual hours worked than youths and older residents.

2.20 Reflecting their older age profile, the proportion of below-secondary educated residents who usually worked less than 35 hours a week was higher than in better-educated groups. Consequently, below-secondary educated residents had lower average (mean) usual hours worked than the norm, even though they had one of the highest proportion of employed residents with long usual working hours of over 48 hours a week. Considering full-timers only, those with below-secondary qualifications had the longest average (mean) usual hours worked among the education groups.

**Table 3: Usual Hours Worked Per Week Of Employed Residents
By Age And Highest Qualification Attained, June 2013**

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	2.0	8.1	27.8	11.3	21.4	29.4	45.3	48.0
Age Group (Years)								
15 – 24	7.5	14.2	29.0	10.6	22.2	16.6	39.9	45.9
25 – 29	0.5	3.3	30.3	12.2	25.2	28.5	46.2	47.1
30 – 39	0.9	3.6	30.0	10.8	23.8	31.0	46.4	47.6
40 – 49	1.2	6.6	27.7	11.5	21.1	31.9	46.2	48.3
50 – 59	2.3	9.8	25.7	12.0	19.4	30.8	45.6	48.9
60 & Over	4.2	18.8	25.1	10.3	17.0	24.7	42.3	48.6
Highest Qualification Attained								
Below Secondary	3.1	16.5	21.7	8.5	19.3	30.9	44.7	50.2
Secondary	2.6	9.0	26.5	12.5	21.3	28.2	45.2	48.4
Post-Secondary (Non-Tertiary)	2.1	8.3	27.9	13.8	21.7	26.2	45.1	47.8
Diploma & Professional Qualification	1.5	5.2	31.7	13.4	23.5	24.7	44.9	46.7
Degree	1.3	3.7	30.4	10.4	21.4	32.7	46.0	47.4

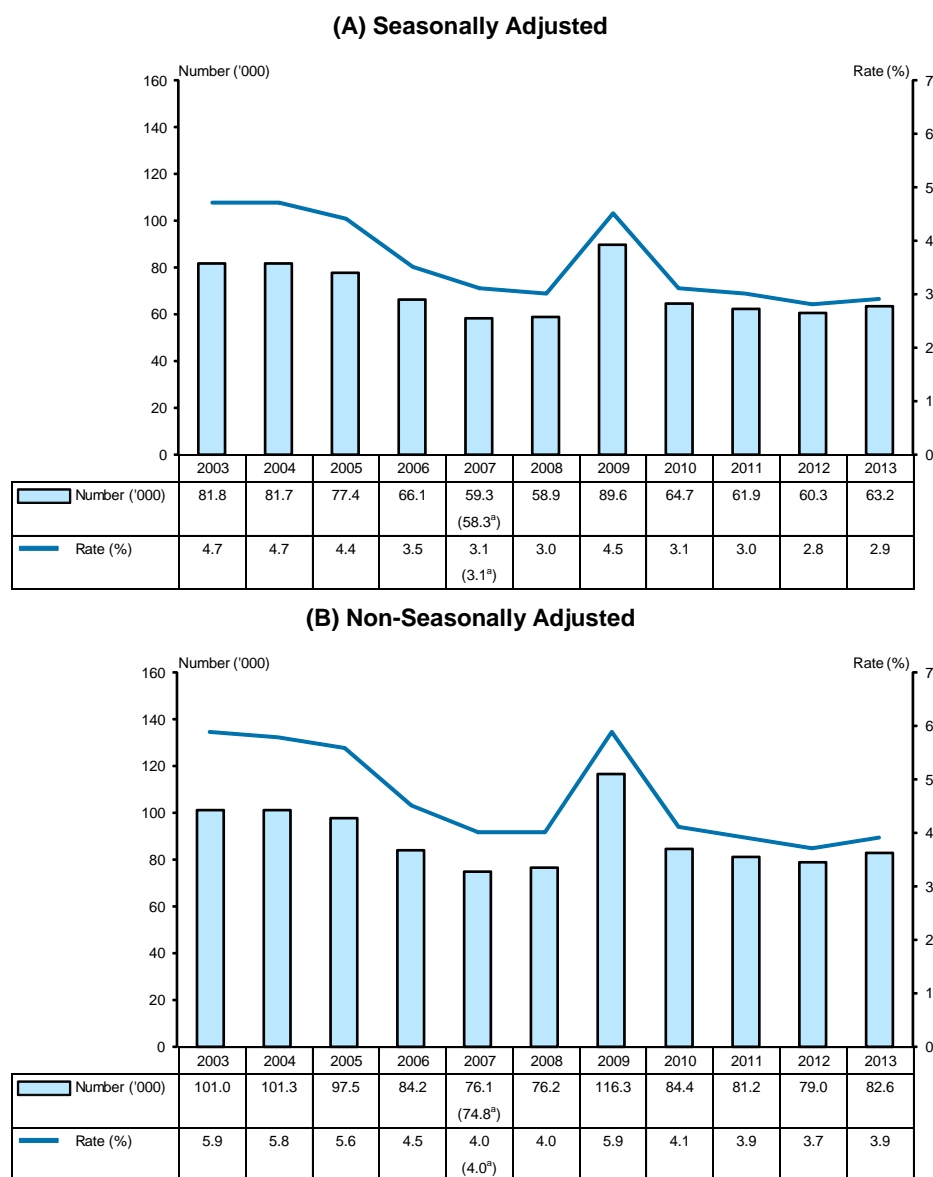
- Notes: (1) Data exclude full-time National Servicemen.
(2) Data on distribution by usual hours worked per week for each age/education group may not add up to 100% due to rounding.
(3) Shaded cells refer to groups with a higher proportion of residents in the respective usual hours worked categories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

3 Unemployment

Unemployment remained low

3.1 Unemployment remained low in June 2013. A seasonally adjusted 2.9% of residents in the labour force were unemployed in June 2013, compared with 2.8% a year ago.¹³ On a non-seasonally adjusted basis, there were 82,600 unemployed residents forming 3.9% of the resident labour force in June 2013.

Chart 30: Resident Unemployment Rate And Number, 2003 To 2013 (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 3.

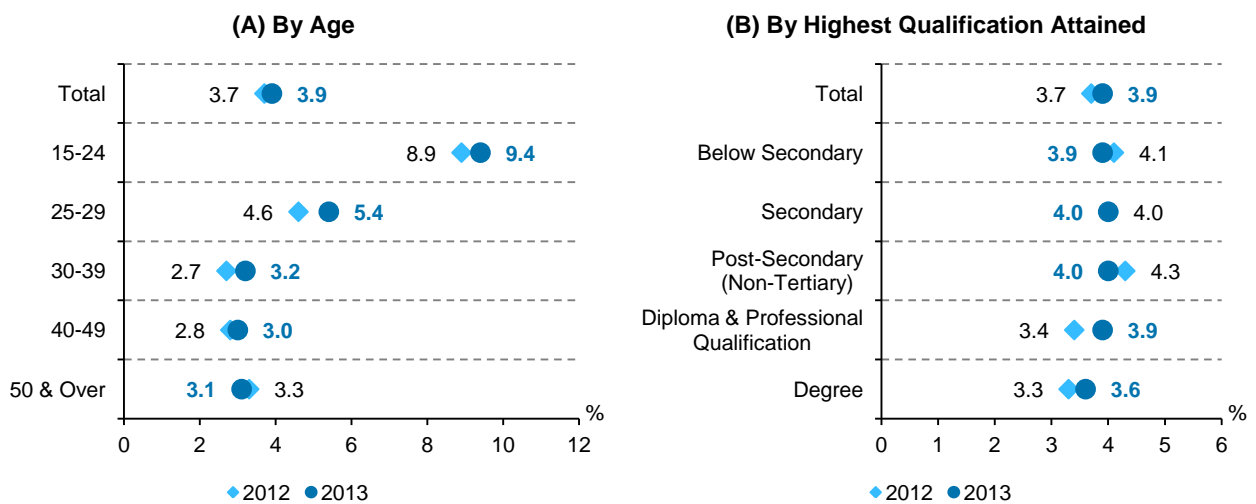
(2) The seasonally adjusted unemployment figures are subject to annual revisions when the latest set of seasonal factors is updated, taking into account observations for the latest available year. Users are advised to check our website, <http://stats.mom.gov.sg>, for the most up-to-date data.

¹³ Since then, the seasonally adjusted resident unemployment rate improved to 2.6% in September 2013.

Age and Education

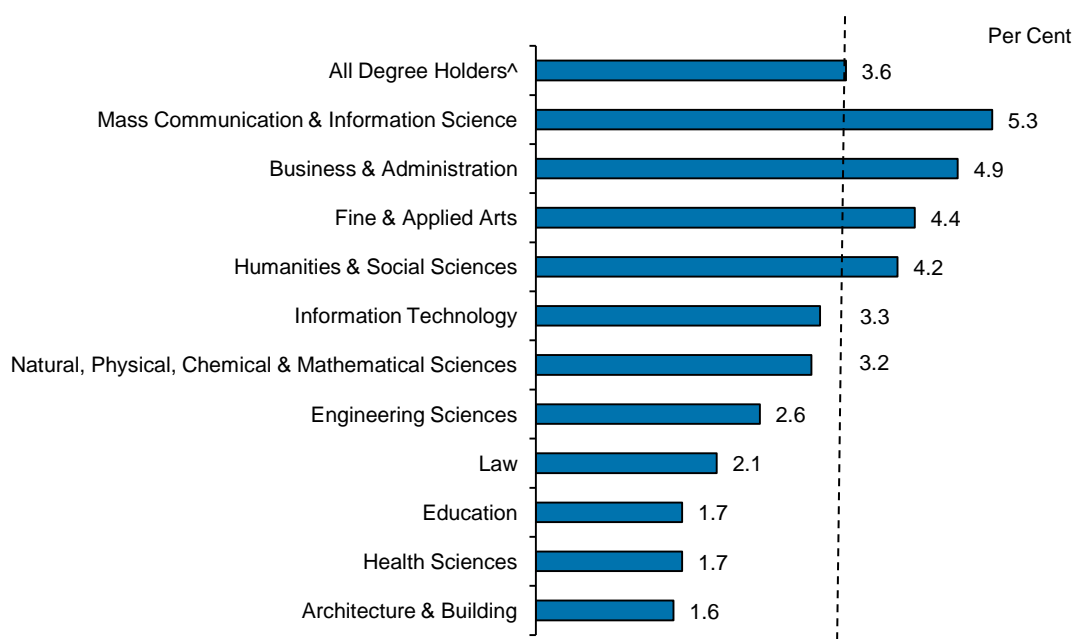
3.2 Unemployment edged up over the year for those in their 40s and younger, but improved for older residents aged 50 & over. By education, the unemployment rate rose over the year for residents with tertiary qualifications. On the other hand, the unemployment rates for those with non-tertiary qualifications either improved or were unchanged from a year ago.

Chart 31: Resident Unemployment Rate By Age And Highest Qualification Attained, 2012 And 2013 (June) (Non-Seasonally Adjusted)



3.3 Graduates holding professional degrees were less likely to be unemployed than general degree holders. Architecture & Building (1.6%), Health Sciences (1.7%), Education (1.7%), Law (2.1%) and Engineering Sciences (2.6%) had the lowest unemployment rate among degree holders, and were well below the average for all residents (3.9%). In contrast, graduates from Mass Communication & Information Science (5.3%), Business & Administration (4.9%), Fine & Applied Arts (4.4%) and Humanities & Social Sciences (4.2%) had above-average unemployment rates.

Chart 32: Resident Unemployment Rate Of Degree Holders By Field Of Study, June 2013 (Non-Seasonally Adjusted)



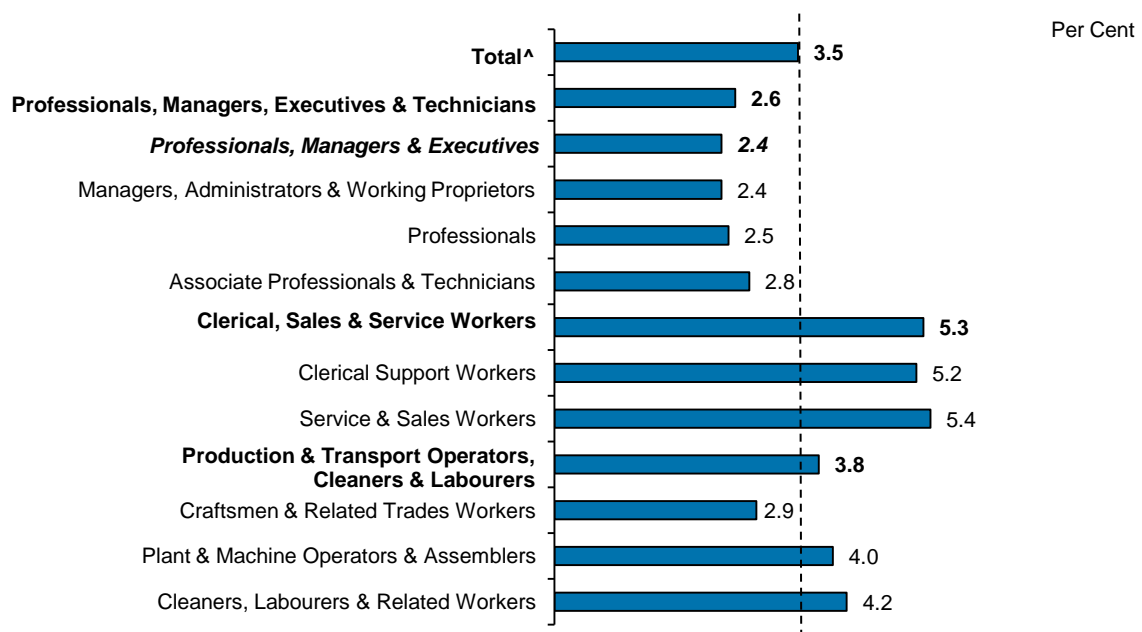
Note: [^] – Includes other small fields of study which are not separately reflected.

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 Clerical, sales & service workers (5.3%) had relatively high unemployment rate among the occupational groups, pulled up by their faster staff turnover.¹⁴ On the other hand, the unemployment rates for PMEs (2.4%) and associate professionals & technicians (2.8%) were substantially lower. While PMEs generally have lower unemployment rate than non-PMEs, their job search period is typically longer when they are out of work. The median duration of unemployment among those previously in PME jobs was 12 weeks in June 2013, compared with 8 weeks for those from non-PME jobs. This could reflect the longer time taken for PMEs to look for jobs that match their skill sets, qualifications and salary expectations, as well as competition from a growing supply of tertiary graduates.

Chart 33: Resident Unemployment Rate By Occupation, June 2013 (Non-Seasonally Adjusted)

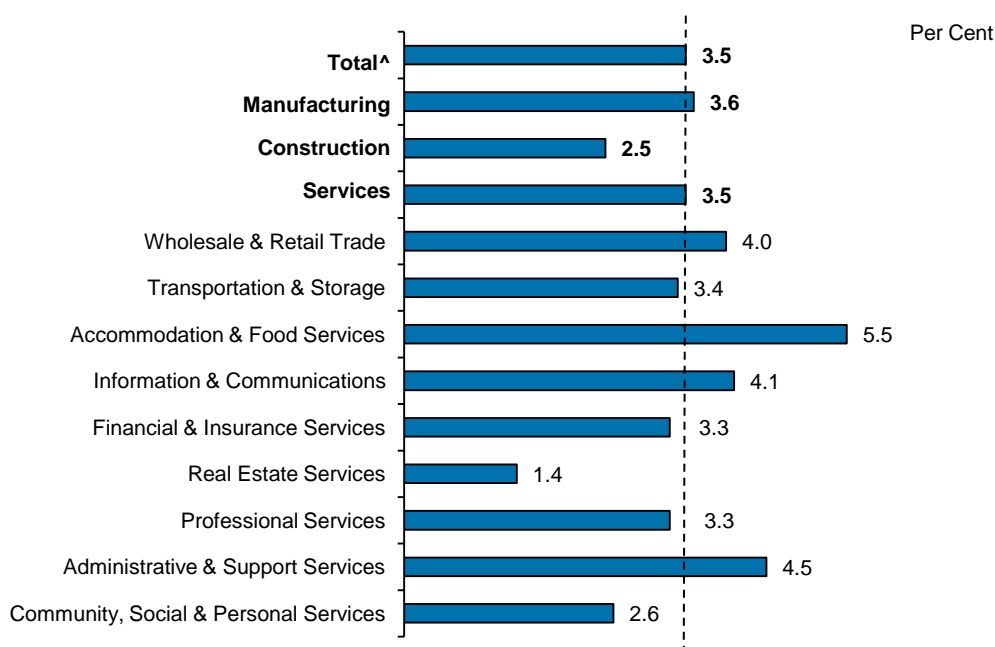


- Notes:
- (1) Data exclude unemployed residents without work experience.
 - (2) The unemployment rate by occupation is obtained by dividing the number of unemployed who previously worked in a given occupation by the sum of the number of workers employed in this occupation and the unemployed who previously 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 3.3% in the second quarter of 2013, higher than 2.4% for production & transport operators, cleaners & labourers and 1.4% for PMETs. Source: Labour Market Survey, MOM

3.6 Construction (2.5%) had lower unemployment rate than manufacturing (3.6%) and services (3.5%), amid strong growth in the construction sector boosted by increased housing and public infrastructure projects. The unemployment rate varied widely within the services sector, ranging from 1.4% in real estate services and 2.6% in community, social & personal services, to 4.5% in administrative & support services and 5.5% in accommodation & food services. The high unemployment rates in the latter two industries reflect their faster labour turnover¹⁵ and relatively lower-skilled workforce profile.

Chart 34: Resident Unemployment Rate By Industry, June 2013 (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.

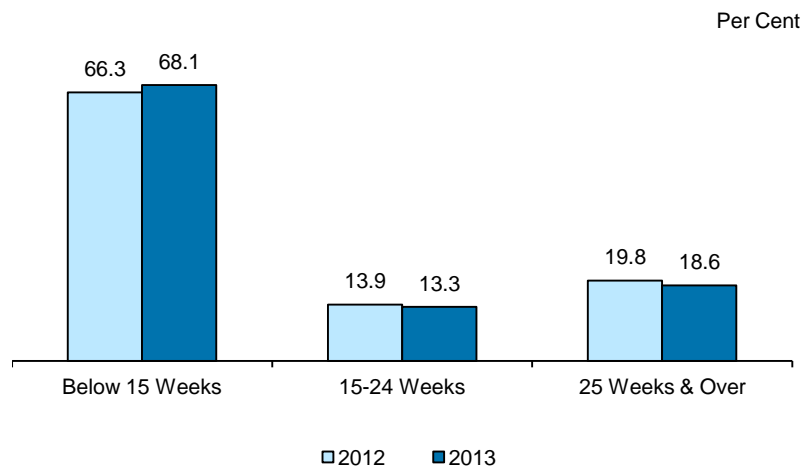
Duration of Unemployment

3.7 Amid the slight increase in unemployment in the first half of 2013, the proportion of resident job seekers with shorter unemployment durations was slightly higher than a year ago. Those who had been seeking work for less than 15 weeks made up 68% of unemployed residents in June 2013, compared with 66% in June 2012. On the other hand, the share of those who had been unemployed for 15 to 24 weeks and at least 25 weeks (i.e. long-term unemployed) dipped over the year. The 15,400 long-term

¹⁵ The average monthly resignation rate in the second quarter of 2013 in accommodation & food services (4.5%) and administrative & support services (3.8%) were amongst the highest, substantially above the overall rate (2.2%). Source: Labour Market Survey, MOM

unemployed residents made up 0.7% of the resident labour force in June 2013, broadly unchanged from 15,700 or 0.7% in June 2012.

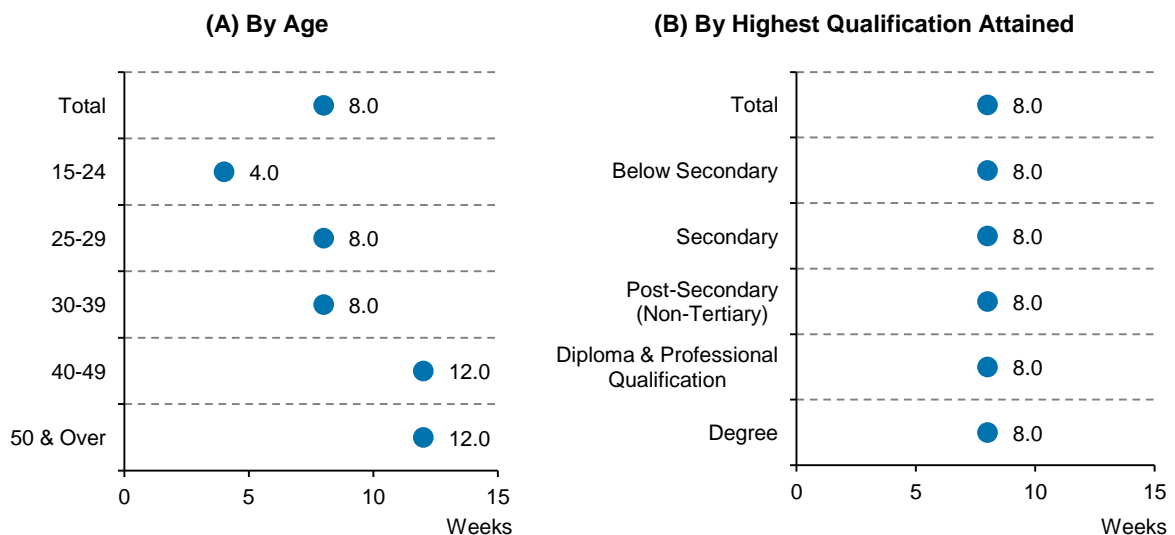
Chart 35: Distribution Of Unemployed Residents By Duration Of Unemployment, 2012 And 2013 (June)



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

3.8 Once out of work, mature residents typically stayed unemployed longer. The median duration of unemployment was 12 weeks for unemployed residents in their 40s and older, compared with 4 weeks for youths aged 15 to 24. The latter suggests that unemployment among youths was largely frictional. The median duration of unemployment was the same across the education groups in June 2013, at 8 weeks for each group.

Chart 36: Median Duration Of Unemployment Among Unemployed Residents, June 2013



Modes of Job Search

3.9 The use of the internet (53%) was the most popular mode of job search among unemployed residents in June 2013, followed by answering advertisements or writing to firms (48%) and asking friends or relatives (47%). The proportion of job seekers who adopted other job search methods, such as going for walk-in interviews (14%) or registering with private employment agency, executive search firm and/or head-hunter (13%) were considerably lower.

3.10 Better-educated job seekers were more likely to have used the internet to look for jobs than the less-educated who were more likely to ask their friends or relatives for help in their job search. The proportion of job seekers from lower-educated groups who went for walk-in interviews was also higher than that for the better-educated, possibly reflecting differences in the types of jobs sought.

Table 4: Proportion Of Unemployed Residents By Highest Qualification Attained And Action Taken To Look For Jobs, June 2013

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	53.0	14.7	41.7	57.0	69.4	74.3
Answered advertisements/wrote to firms	47.9	47.4	47.2	46.2	47.8	49.6
Asked friends or relatives	46.8	67.5	51.5	38.7	40.3	37.0
Went for walk-in interviews	14.0	19.0	19.0	17.1	11.8	7.5
Registered with private employment agency, executive search firm and/or head-hunter	13.4	0.8	6.0	11.2	17.1	25.4
Registered for jobs at job fairs	7.8	2.4	8.8	8.1	7.4	10.9
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)	6.9	8.2	10.7	11.0	4.5	3.4
Contacted referrals from previous employers	5.6	3.3	4.9	3.7	4.9	8.7
Made preparations to start own business	3.3	1.9	2.3	2.7	3.5	5.0
Others	0.3	0.3	0.3	–	–	0.8

- 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 Economically Inactive

One in three working-age residents were outside the labour force; less-educated formed majority

4.1 One in three (33.3%) or 1.07 million residents aged 15 & over were not in the labour force in June 2013. A large majority or three in four of them were lower-educated with secondary (25%) or lower qualifications (49%). This partly reflects the higher concentration of older residents aged 60 & over (39%) and youths aged 15 to 24 (31%) among those outside the labour force, as older residents had weaker educational profile and most youths were still schooling. Less than one in ten or 8.6% of residents outside the labour force were degree holders, reflecting the greater employability and higher opportunity cost of not working among the better-educated.

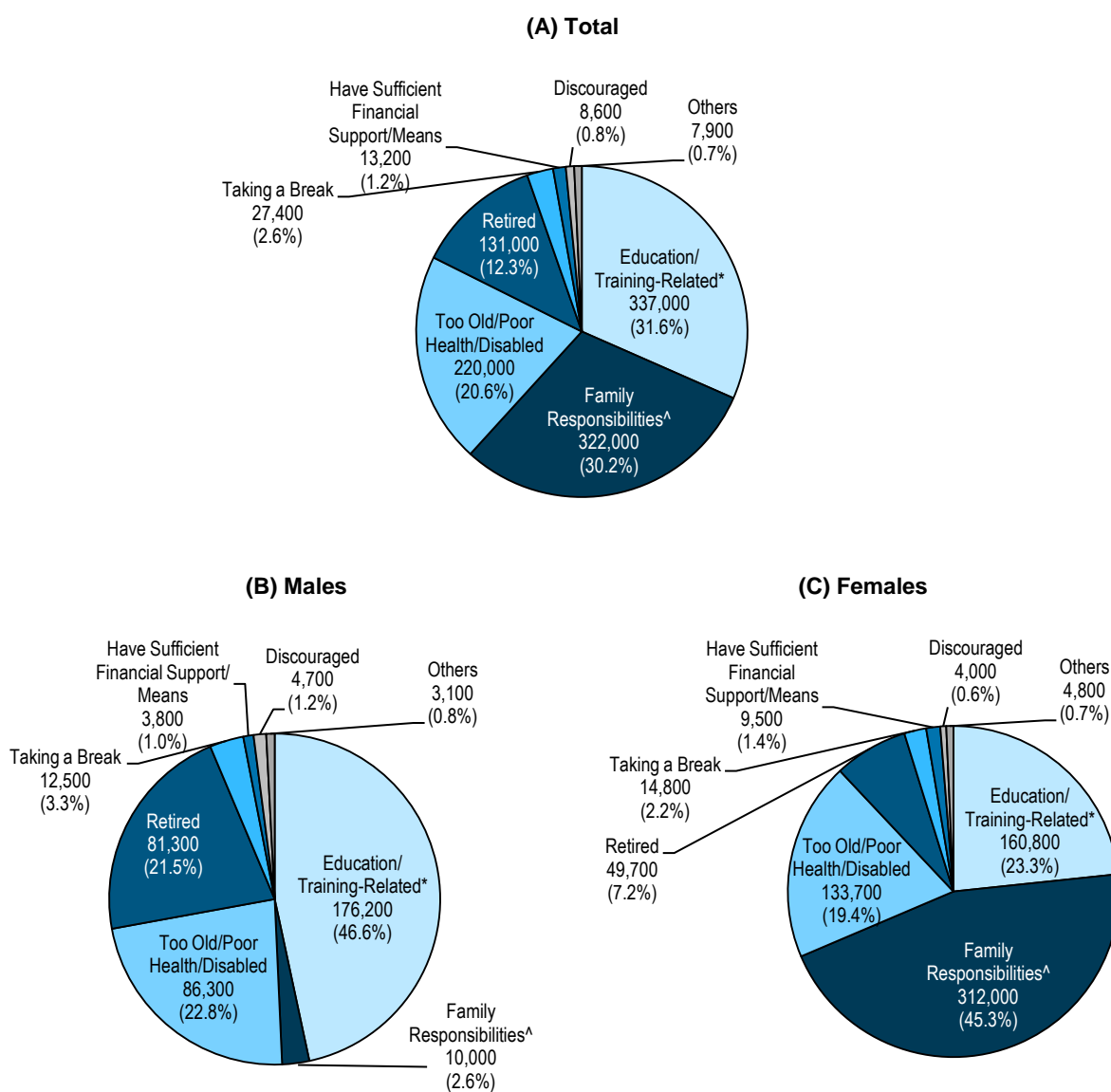
Table 5: Profile Of Economically Inactive Residents, June 2013

Characteristics	Total			Males			Females		
	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)
Total	1,067,100	100.0	33.3	377,800	100.0	24.2	689,300	100.0	41.9
Age Group (Years)									
15 – 24	332,300	31.1	63.8	169,500	44.9	62.3	162,800	23.6	65.5
25 – 29	27,200	2.6	11.5	12,600	3.3	11.0	14,600	2.1	12.0
30 – 39	63,100	5.9	11.0	7,100	1.9	2.6	56,000	8.1	18.5
40 – 49	93,400	8.8	14.9	10,400	2.8	3.4	83,000	12.0	25.7
50 – 59	138,900	13.0	23.2	26,700	7.1	9.0	112,200	16.3	36.9
60 & Over	412,200	38.6	63.5	151,400	40.1	49.9	260,700	37.8	75.5
Highest Qualification Attained									
Below Secondary	521,600	48.9	55.2	170,600	45.2	40.7	350,900	50.9	66.8
Secondary	270,000	25.3	40.3	105,200	27.9	34.0	164,800	23.9	45.7
Post-Secondary (Non-Tertiary)	101,300	9.5	29.0	43,300	11.5	21.9	58,000	8.4	38.2
Diploma & Professional Qualification	83,000	7.8	17.4	33,200	8.8	13.5	49,700	7.2	21.6
Degree	91,300	8.6	11.9	25,400	6.7	6.6	65,900	9.6	17.4

- Notes: (1) Data on number and distribution may not add up to the total due to rounding.
 (2) Incidence refers to economically inactive residents as a percentage of the resident population in the respective groups.

4.2 Two out of three or 65% of residents outside the labour force in June 2013 were females. Close to half or 45% of these women were neither working nor looking for a job mainly because of family responsibilities (housework, childcare or care-giving to families/relatives). Given that youths and older residents also made up a sizeable share of women outside the labour force, other common reasons cited by women for not participating in the labour market were related to education/training (23%) or old age, poor health or disability (19%). The corresponding proportion of males outside the labour force reporting these reasons (47% and 23% respectively) and retirement (22%) were higher, as males outside the labour force were predominantly youths and older persons while the females were more spread out across the ages.

Chart 37: Economically Inactive Residents By Main Reason For Not Working Or Not Looking For A Job, June 2013



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 While males outside the labour force were largely clustered at the two ends of the age spectrum, there were 46,100 men aged 55 to 64 and 39,600 men aged 25 to 54 who did not participate in the labour force in June 2013. Males aged 55 to 64 mostly reported retirement (43%) and poor health, disability or old age (37%) as their main reason for not working or looking for a job. The common reasons given by the prime-working age men were poor health or disability (31%), related to education/training (29%) and taking a break (18%). In contrast, majority of the females in both the prime-working (81%) and older (64%) age groups who were outside the labour force cited family responsibilities as their main reason for not working or seeking employment.

**Table 6: Main Reason For Not Working Or Not Looking For A Job
By Selected Age Group And Sex, June 2013**

(A) Aged 25 To 54

	Total	Males	Females
Number of Economically Inactive Residents	247,500	39,600	207,900
Main Reason for Not Working or Not Looking for a Job (%)	100.0	100.0	100.0
Family Responsibilities	69.5	9.2	81.0
<i>Housework</i>	36.9	1.1	43.7
<i>Childcare</i>	21.9	1.5	25.8
<i>Care-Giving to Families/Relatives</i>	10.7	6.6	11.5
Poor Health/Disabled	10.7	30.7	6.9
Education/Training-Related*	7.1	29.1	3.0
Taking a Break	6.5	17.6	4.4
Have Sufficient Financial Support/Means	1.9	2.8	1.7
Retired	1.4	3.8	0.9
Discouraged	1.3	3.8	0.8
Others	1.6	2.9	1.4

(B) Aged 55 To 64

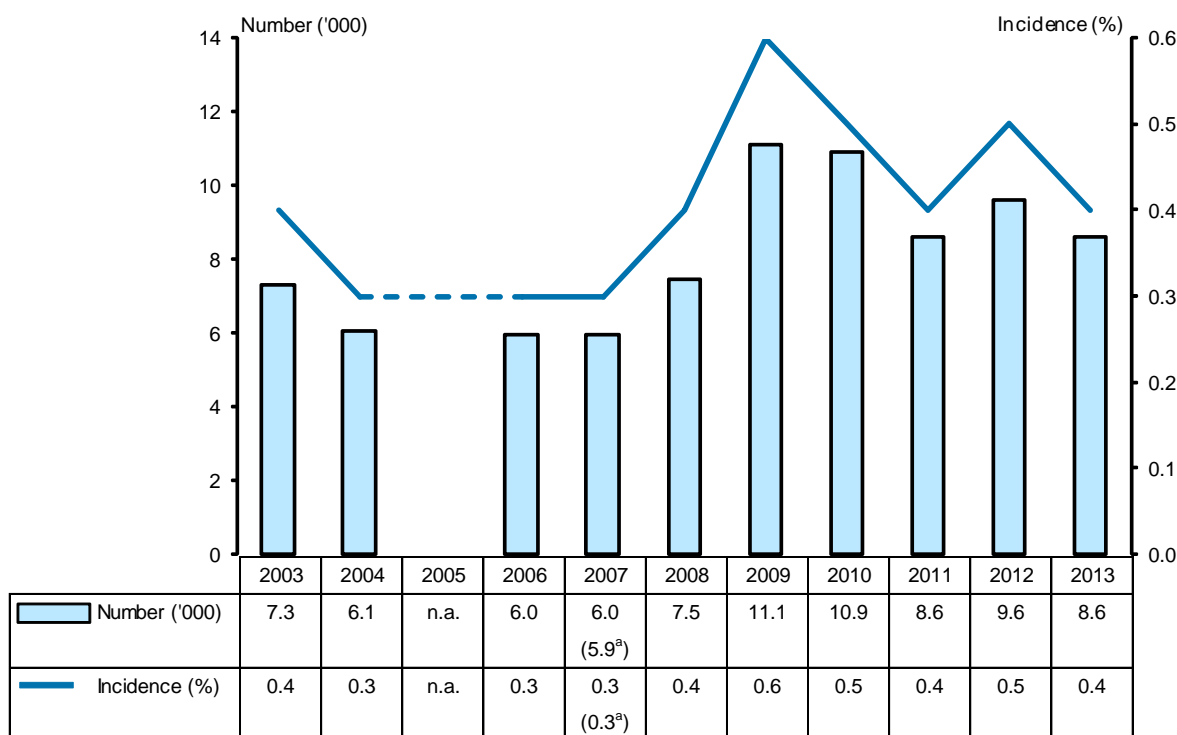
	Total	Males	Females
Number of Economically Inactive Residents	167,600	46,100	121,500
Main Reason for Not Working or Not Looking for a Job (%)	100.0	100.0	100.0
Family Responsibilities	48.6	6.7	64.5
<i>Housework</i>	34.0	0.9	46.5
<i>Care-Giving to Families/Relatives</i>	9.6	5.2	11.3
<i>Childcare</i>	5.0	0.6	6.7
Poor Health/Disabled/Too Old	22.8	36.7	17.5
Retired	21.0	42.8	12.7
Taking a Break	2.6	5.4	1.6
Have Sufficient Financial Support/Means	2.2	2.3	2.2
Discouraged	1.6	3.9	0.8
Others	1.1	2.2	0.7

- 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) Data may not add up to the total due to rounding.

Discouraged Workers

4.4 The number of residents discouraged from seeking work decreased from 9,600 or 0.5% of the resident labour force (inclusive of discouraged workers) in 2012 to 8,600 or 0.4% in 2013. This was lower than the peak of 11,100 or 0.6% during the 2009 recession.

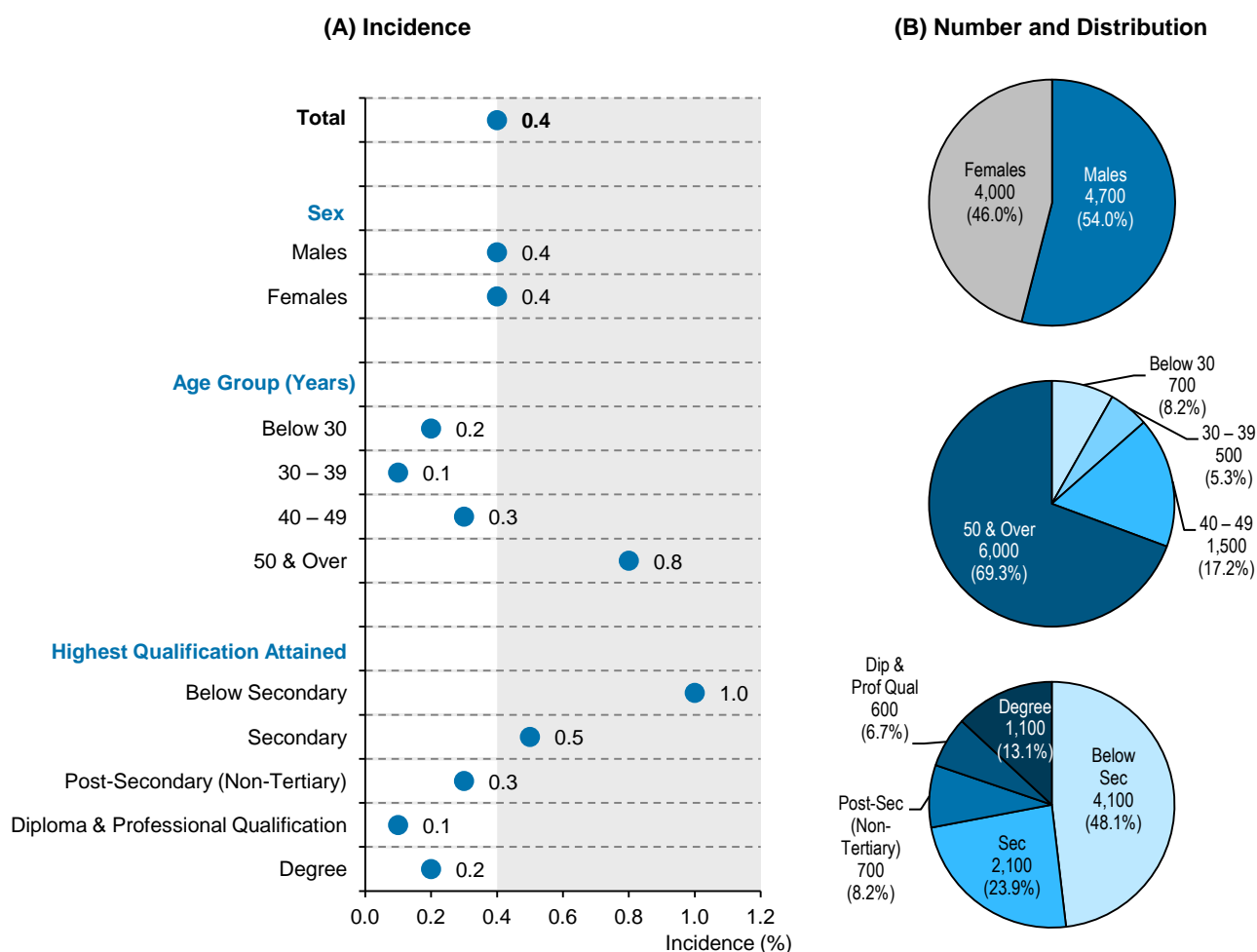
Chart 38: Residents Discouraged From Seeking Work, 2003 To 2013 (June)



- 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 3](#).

4.5 Close to half or 48% of residents discouraged from seeking work were below-secondary educated, reflecting their higher incidence of being discouraged (1.0%) than those with better qualifications (0.1 to 0.5%). Similarly, the incidence of discouragement among older residents aged 50 & over (0.8%) was more than among younger age groups (0.1 to 0.3%). Consequently, seven in ten or 69% of discouraged workers were aged 50 & over.

Chart 39: Profile Of Residents Discouraged From Seeking Work, June 2013



- 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

4.6 One in seven (15%) or 155,700 residents outside the labour force in 2013 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 educational attainment, ranging from 6.7% for those with below-secondary qualifications to 35% for degree holders. Nevertheless, as the lower-educated formed the large majority of those outside the labour force, close to half or 49% of the potential entrants had secondary or lower qualifications.

4.7 Mirroring the profile of those outside the labour force, one in three (35%) potential entrants in 2013 were males while the other two (65%) were females. Other than youths aged 15 to 24 (36%), many of the female potential entrants were in their 40s (19%) or 30s (18%) reflecting the intention of some homemakers to enter or re-enter the workforce when their children are older.

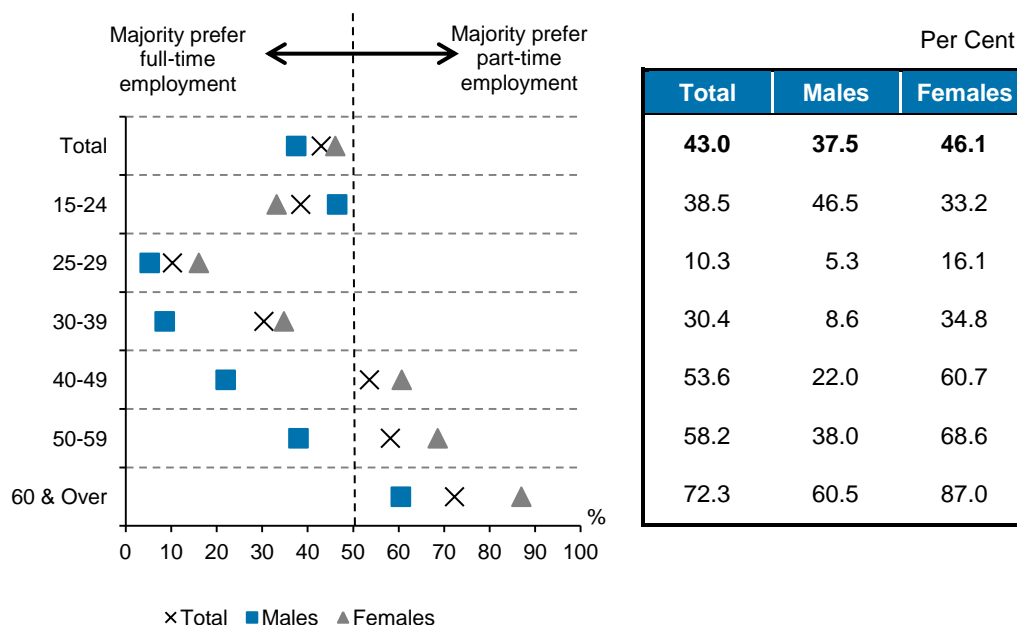
Table 7: Profile Of Resident Potential Entrants Into The Labour Force, June 2013

Characteristics	Total			Males			Females		
	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)
Total	155,700	100.0	14.6	55,000	100.0	14.5	100,800	100.0	14.6
Age Group (Years)									
15 – 24	60,500	38.9	18.2	24,000	43.6	14.2	36,500	36.2	22.4
25 – 29	14,000	9.0	51.5	7,500	13.7	59.7	6,500	6.4	44.3
30 – 39	21,700	13.9	34.3	3,600	6.6	51.0	18,000	17.9	32.2
40 – 49	23,700	15.2	25.4	4,400	8.0	42.0	19,400	19.2	23.3
50 – 59	20,700	13.3	14.9	7,000	12.8	26.4	13,700	13.5	12.2
60 & Over	15,100	9.7	3.7	8,400	15.3	5.5	6,700	6.7	2.6
Highest Qualification Attained									
Below Secondary	35,100	22.5	6.7	13,500	24.6	7.9	21,600	21.4	6.2
Secondary	41,700	26.8	15.4	14,900	27.1	14.1	26,800	26.6	16.2
Post-Secondary (Non-Tertiary)	22,800	14.6	22.5	9,400	17.2	21.8	13,300	13.2	23.0
Diploma & Professional Qualification	24,500	15.7	29.5	8,800	16.1	26.6	15,600	15.5	31.4
Degree	31,700	20.4	34.8	8,300	15.1	32.6	23,400	23.3	35.6
Work Experience									
With Work Experience	112,200	72.0	17.2	36,900	67.1	15.7	75,300	74.7	18.0
Without Work Experience	43,600	28.0	10.5	18,100	32.9	12.7	25,500	25.3	9.4
Preference for Full-Time/Part-Time Employment									
Full-Time	88,700	57.0	n.a.	34,400	62.5	n.a.	54,400	53.9	n.a.
Part-Time	67,000	43.0	n.a.	20,600	37.5	n.a.	46,400	46.1	n.a.

- Notes: (1) Potential entrants refer to economically inactive persons who intended to look for a job within the next two years.
(2) Incidence refers to potential entrants as a percentage of economically inactive residents.
(3) n.a. – Not applicable.
(4) Data on number and distribution may not add up to the total due to rounding.

4.8 A slight majority (57% or 88,700) of the potential entrants preferred to work full-time, while the rest (43% or 67,000) preferred part-time work. Expectedly, most of the potential entrants in the younger prime-working ages preferred full-time employment. In contrast, the majority of mature female potential entrants aged 40 & over (68%) and older males aged 60 & over (61%) preferred to work part-time.

Chart 40: Proportion Of Resident Potential Entrants Who Preferred To Work Part-Time By Age Group And Sex, June 2013



Note: Potential entrants refer to economically inactive persons who intended to look for a job within the next two years.

5 Concluding Remarks

5.1 Amid the tight labour market, the labour force participation rate rose to a new high in 2013, driven by women and older residents. A record proportion of residents aged 25 to 64 were in employment. Real income growth strengthened, as nominal income gains remained high and inflation eased.