SURVEY FINDINGS

1 Labour Force

Labour force grew faster

1.1 Singapore's labour force grew faster in 2012, driven by increases in foreign manpower and more residents participating in the labour force. The total labour force rose over the year by 3.9% to 3.36 million in June 2012, up from the growth of 3.2% in 2011 and on par with the average growth of 3.9% p.a. over the decade. Boosted by strong growth in construction, the non-resident labour force rose by 7.4% in 2012, higher than the increase of 6.3% in 2011[3] but lower than the double-digit gains averaging 19% p.a. from 2006 to 2008. The resident labour force also grew faster at 1.9% in 2012 from 1.6% in 2011. Nevertheless, this was substantially below the average increase of 2.6% p.a. from 2002 to 2012, reflecting the slower growth in resident population in recent years.

Table 1: Labour Force, 2002, 2007, 2010 To 2012 (June)

Residential Status	Number					Change (% p.a.)				
	2002	2007	2010	2011	2012	2002-2012*	2002-2007*	2007-2012*	2010-2011	2011-2012
Total	**2,320,600**	**2,750,500 (2,710,300[a])**	**3,135,900**	**3,237,100**	**3,361,800**	**3.9**	**3.5**	**4.4**	**3.2**	**3.9**
Residents	1,667,900	1,918,100 (1,878,000[a])	2,047,300	2,080,100	2,119,600	2.6	2.8	2.5	1.6	1.9
Non-Residents	652,700	832,400	1,088,600	1,157,000	1,242,200	6.6	5.0	8.3	6.3	7.4

Notes: (1) Numbers are rounded to the nearest hundred. Hence, they may not add up due to rounding.
(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.
(3) * – The growth rates are adjusted for the change in the definition of resident population estimates (see note 2). The growth rates for 2002 to 2007 were computed based on the old definition of population estimates (using original labour force estimates for 2007) while those for 2007 to 2012 were computed based on the new definition (using adjusted labour force estimates for 2007). The growth rates for 2002 to 2012 were computed based on these two sub-periods.

[3] Excluding construction and foreign domestic workers, the increase in foreign employment from June 2011 to June 2012 was 47,600 or 7.1%, lower than 56,700 or 9.2% from June 2010 to June 2011.

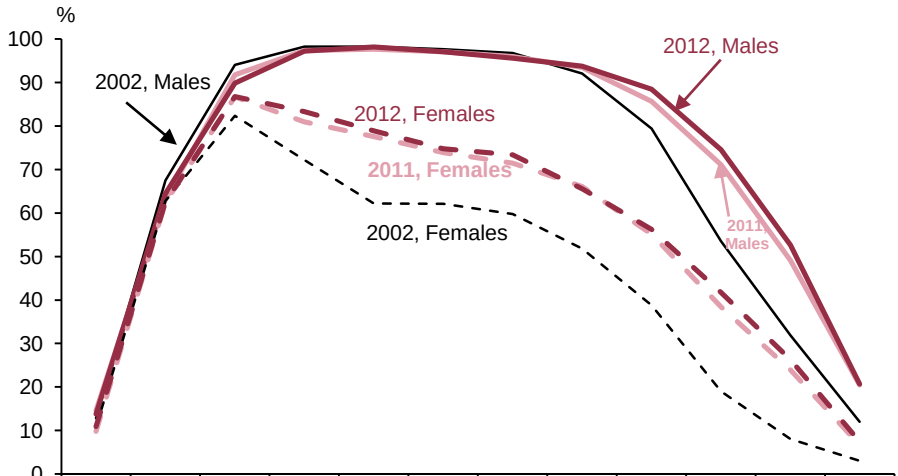
Labour Force Participation

1.2 The faster growth in resident labour force in 2012 stemmed from the increase in resident labour force participation rate (LFPR). A record[4] 66.6% of the resident population aged 15 & over participated in the labour force in 2012, up from 66.1% in 2011. This was supported by continued gains in LFPR among older residents and women in the prime-working ages.

1.3 Around two in three or 66.0% of older residents aged 55 to 64 were either working or actively seeking work in 2012, up from 63.4% in 2011 and 48.0% in 2002. The increase in LFPR for older residents reflects tripartite efforts to enhance the employability of older persons in recent years and the improvement in their educational profile. The latter has a positive impact on the LFPR, as the better educated were generally more likely to participate in the labour force than the less educated, especially among women.

1.4 With a better educational profile, the LFPR for females in the prime-working ages of 25 to 54 years trended upwards, from 65.2% in 2002 to 75.7% in 2011 and further to 76.6% in 2012. The increase in participation rate of prime-working age women and older residents over the decade outweighed the dampening impact of population ageing on the overall LFPR for residents aged 15 & over, which rose by 3.0%-points over the decade from 63.6% in 2002.

Chart 1: Age-Sex Specific Resident Labour Force Participation Rate, 2002, 2011 And 2012 (June)



	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over
2002, Males	12.8	67.5	94.1	98.3	98.3	97.7	96.8	92.1	79.4	53.5	31.9	12.0
2011, Males	14.6	63.2	91.8	97.4	97.7	97.1	96.0	93.5	85.7	71.1	49.1	20.5
2012, Males	13.8	64.5	89.9	97.2	98.2	97.1	95.6	93.8	88.5	74.6	52.6	20.7
2002, Females	10.8	62.8	82.4	72.2	62.2	62.1	59.8	51.8	38.8	19.0	8.0	3.0
2011, Females	9.8	62.5	86.7	81.0	77.6	73.9	71.5	66.1	55.1	38.4	23.9	6.6
2012, Females	10.9	62.6	86.8	83.3	78.9	74.8	73.4	65.6	56.2	41.7	26.3	7.4

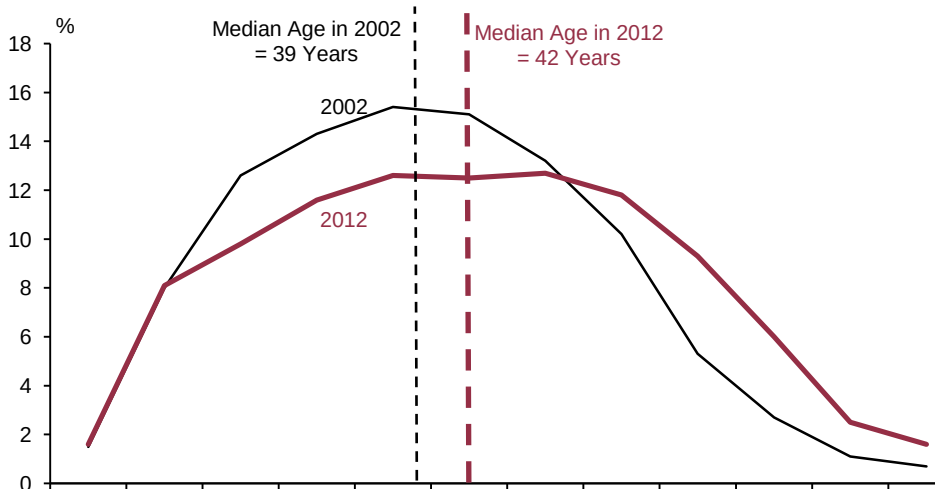
[4] Since the start of the data series in 1991.

Profile of the Labour Force

Age

1.5 The resident labour force continued to age, as more post-war baby boomers moved into older age groups and a higher proportion of older residents were participating in the labour force than before. Slightly over three in ten (31%) residents in the labour force in 2012 were aged 50 & over, up from two in ten (20%) in 2002. In contrast, the proportion of resident labour force in the younger ages of 25 to 39 years decreased from 42% in 2002 to 34% in 2012, and those in their 40s from 28% to 25%. Consequently, the median age of residents in the labour force increased over the decade from 39 to 42 years.

Chart 2: Distribution Of Resident Labour Force By Age, 2002 And 2012 (June)



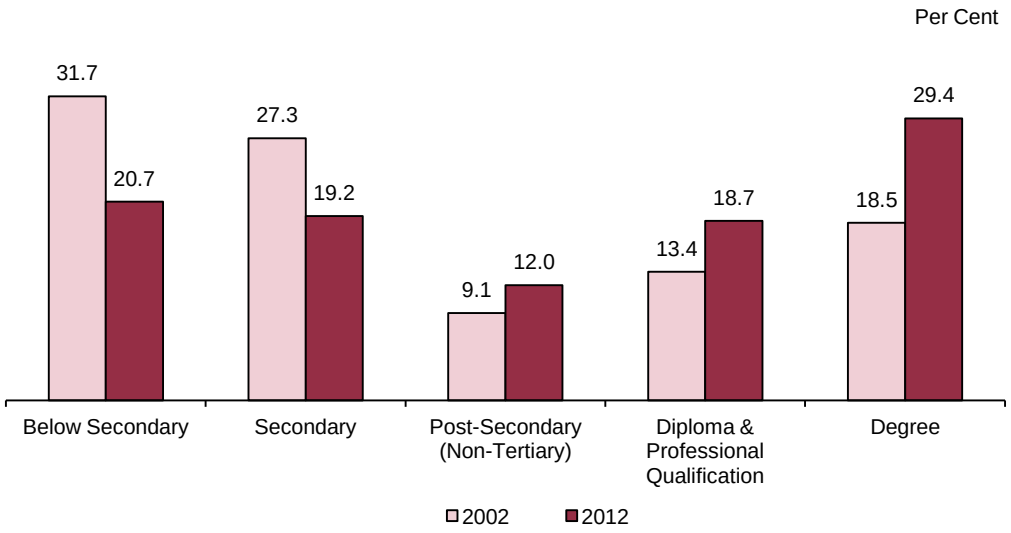
	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over
2002	1.5	8.0	12.6	14.3	15.4	15.1	13.2	10.2	5.3	2.7	1.1	0.7
2012	1.6	8.1	9.8	11.6	12.6	12.5	12.7	11.8	9.3	6.0	2.5	1.6

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

Education

1.6 The educational profile of residents in the labour force continued to improve, as younger cohorts entering the labour force were typically better educated, given the increased opportunities to pursue higher education. Degree holders formed 29% of the resident labour force in 2012, up from 19% in 2002. Including those with diploma & professional qualifications, the tertiary educated made up close to one in two or 48% of the resident labour force in 2012 compared with nearly one in three or 32% ten years ago.

Chart 3: Distribution Of Resident Labour Force By Highest Qualification Attained, 2002 And 2012 (June)

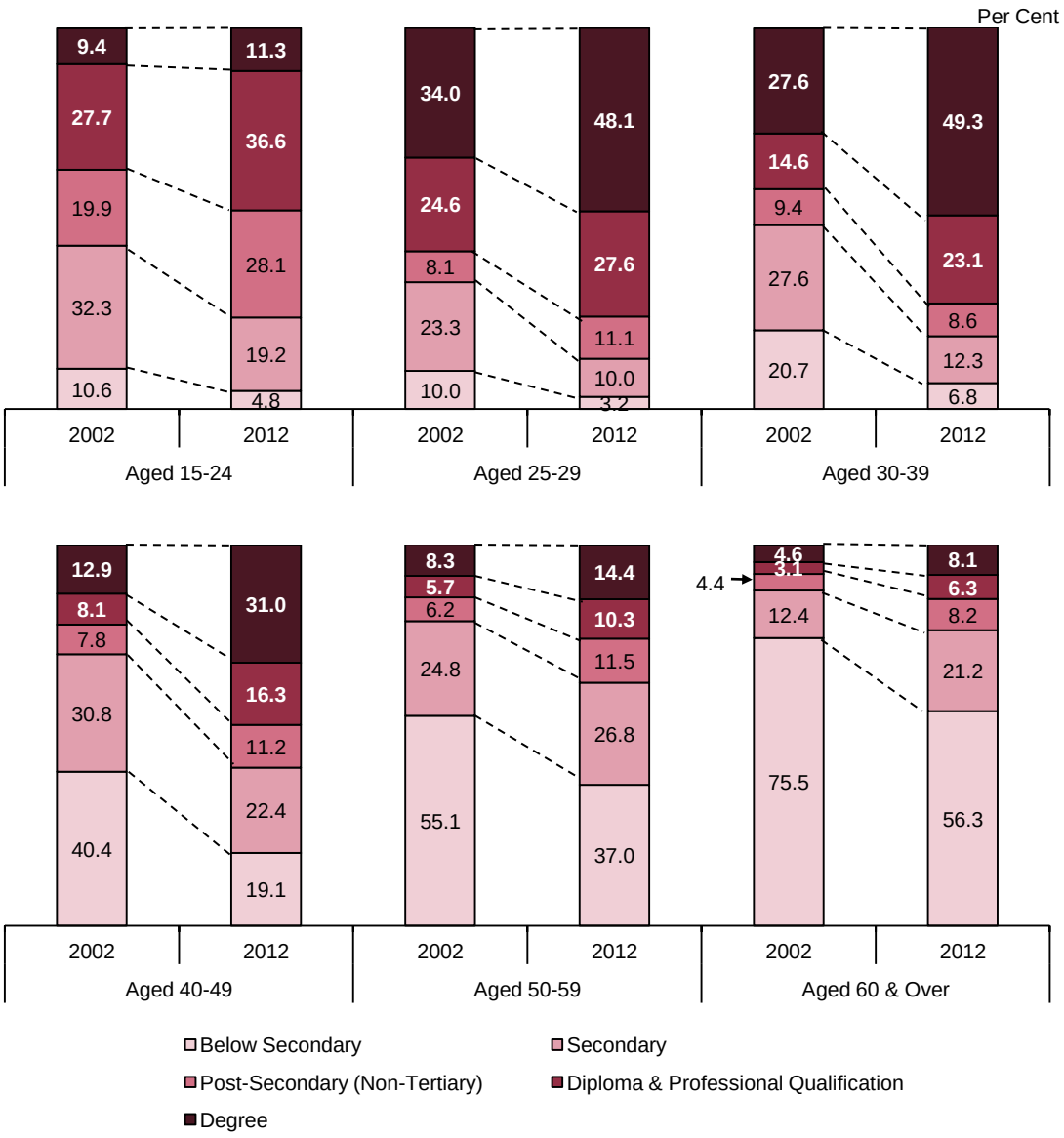


Note: Data for each year may not add up to 100% due to rounding.

1.7 The educational profile in all age groups improved from a decade ago. Younger residents in the labour force had a better educated profile than older residents,[5] with degree holders making up close to half of the resident labour force aged 25 to 29 (48%) and 30 to 39 (49%) in 2012. The proportion of degree holders was substantially lower among mature residents in the labour force, at 31% for those in their 40s, 14% for those in their 50s and 8.1% for those aged 60 & over. The below-secondary educated formed the largest group among economically active residents aged 50 to 59 (37%) and 60 & over (56%) in 2012, though these were significantly lower than a decade ago (55% and 75% respectively).

[5] The exception was for youths aged 15 to 24, where many would still be pursuing higher education and have not fully transited into the labour market.

Chart 4: Distribution Of Resident Labour Force By Highest Qualification Attained And Age, 2002 And 2012 (June)



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

1.8 One in three (33%) degree holders in the resident labour force in 2012 obtained their highest qualification in Business & Administration. Other common fields of study were Engineering Sciences (23%), Humanities & Social Sciences (10%) and Information Technology (9.8%). Graduates in Business & Administration made up a larger share of economically active degree holders in the younger age groups than those older. In contrast, there was a smaller share of Engineering Sciences graduates among economically active degree holders aged below 30 than those older.

Table 2: Distribution Of Economically Active Resident Degree Holders By Field Of Study And Age, June 2012

Per Cent

Field of Study	Total	Below 30	30-39	40-49	50 & Over
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Business & Administration	33.2	36.0	33.2	33.1	29.7
Engineering Sciences	22.9	18.1	24.4	24.0	23.5
Humanities & Social Sciences	10.1	11.3	8.1	9.8	14.8
Information Technology	9.8	7.0	12.8	10.0	4.6
Natural, Physical, Chemical & Mathematical Sciences	5.7	7.1	4.8	5.3	7.2
Health Sciences	5.1	6.3	4.5	4.5	6.3
Education	3.2	2.3	3.1	3.5	4.1
Architecture & Building	2.8	2.6	2.5	3.2	3.1
Mass Communication & Information Science	2.3	4.4	2.3	1.3	1.2
Law	1.9	1.4	1.6	2.3	2.7
Fine & Applied Arts	1.7	2.4	1.5	1.6	1.3
Others	1.3	1.1	1.3	1.4	1.5

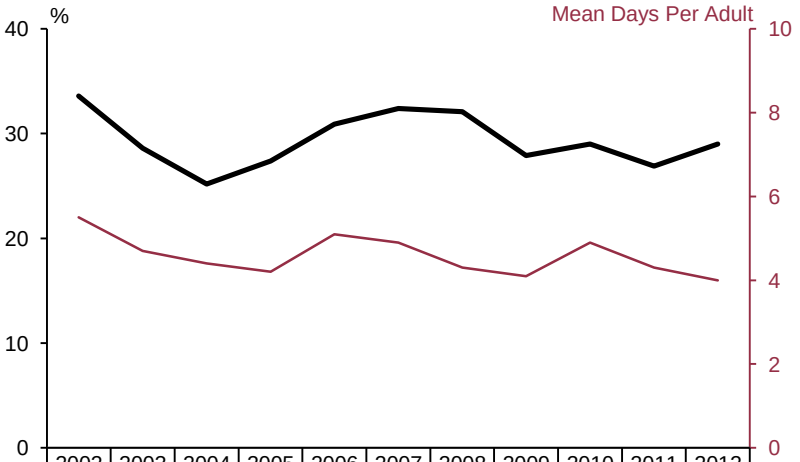
Note: Data may not add up to the total due to rounding.

Training

1.9 As more professionals, managers & executives (PMEs) participated in training,[6] the overall training participation rate increased in 2012, reversing the decline in 2011. Close to three in ten (29%) 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 2012, higher than the 27% registered in the preceding year, though still lower than the high of one-third experienced in 2007 and 2008. Amid a bigger pool of trainees, the average (mean) duration of training was shorter at 14 days per trainee in 2012 compared with 16 days in 2011. Consequently, the training intensity, derived by multiplying the average (mean) training days per trainee with the training participation rate, declined from 4.3 to 4.0 training days per adult in 2012.

[6] In March 2012, government launched CaliberLink, a one-stop service centre that combines training assistance with career advisory services for professionals, managers & executives. This followed the launch of the Skills Training for Excellence Programme (STEP) in March 2011 to help professionals, managers, executives & technicians update their skills, knowledge and expertise so that they can remain competitive and employable.

Chart 5: Training Indicators Of Economically Active Residents Aged 15 To 64, 2002 To 2012



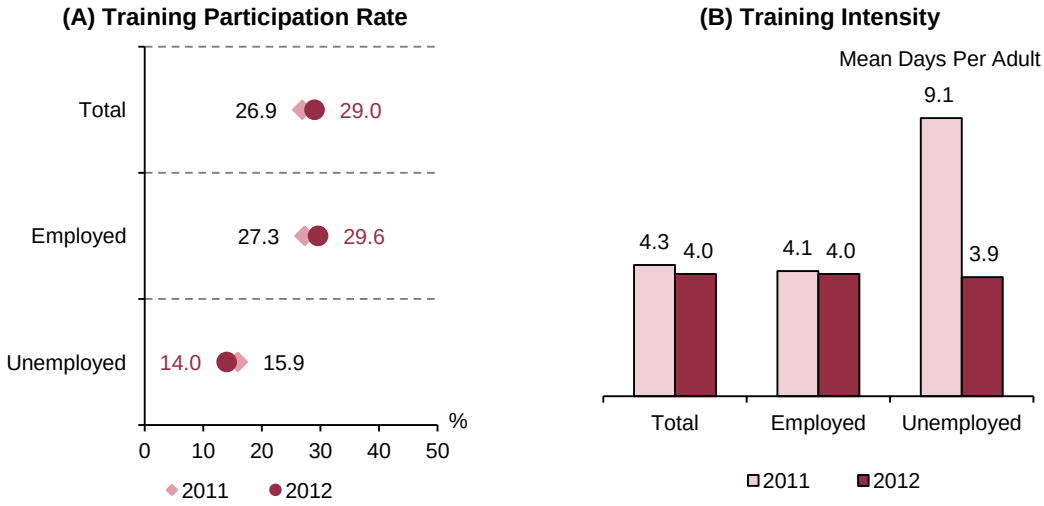
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Training Participation Rate	33.6	28.6	25.2	27.4	30.9	32.4	32.1	27.9	29.0	26.9	29.0
Training Intensity	5.5	4.7	4.4	4.2	5.1	4.9	4.3	4.1	4.9	4.3	4.0

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.

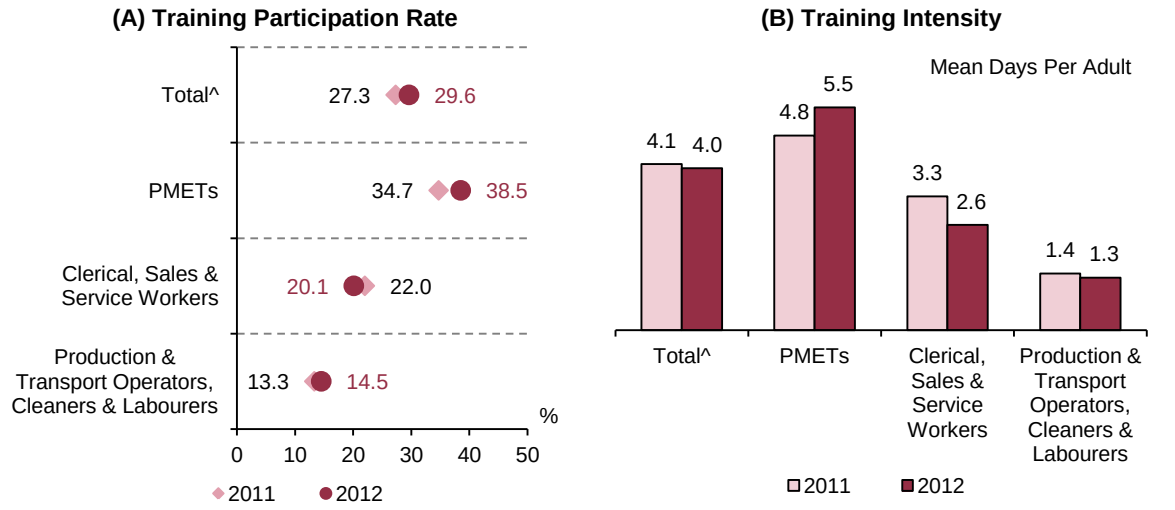
1.10 The rise in overall training participation reflected the increase among the employed from 27% in 2011 to 30% in 2012. The training participation rate declined for the small pool of unemployed from 16% to 14%. Coupled with the decline in their average training duration, the training intensity for the unemployed fell from 9.1 days per adult in 2011 to 3.9 days per adult in 2012. Comparatively, the training intensity for the employed was more stable at 4.0 days compared with 4.1 days in 2011.

Chart 6: Training Indicators Of Economically Active Residents Aged 15 To 64 By Economic Activity Status, 2011 And 2012



1.11 With greater training opportunities that came with the launch of the CaliberLink and the Skills Training for Excellence Programme (STEP), professionals, managers, executives & technicians (PMETs) experienced an increase in training participation rate by 3.8%-points over the year. Among non-PMETs, the training participation rate declined by 1.9%-points for clerical, sales & service workers while it increased by 1.2%-points for production & transport operators, cleaners & labourers. PMETs also registered a higher training intensity (5.5 days per adult) than a year ago (4.8 days per adult). The training participation and intensity remained higher among PMETs (39% and 5.5 days per adult) than clerical, sales & service workers (20% or 2.6 days per adult) and production & transport operators, cleaners & labourers (15% and 1.3 days per adult) in 2012.

Chart 7: Training Indicators Of Employed Residents Aged 15 To 64 By Broad Occupational Group, 2011 And 2012

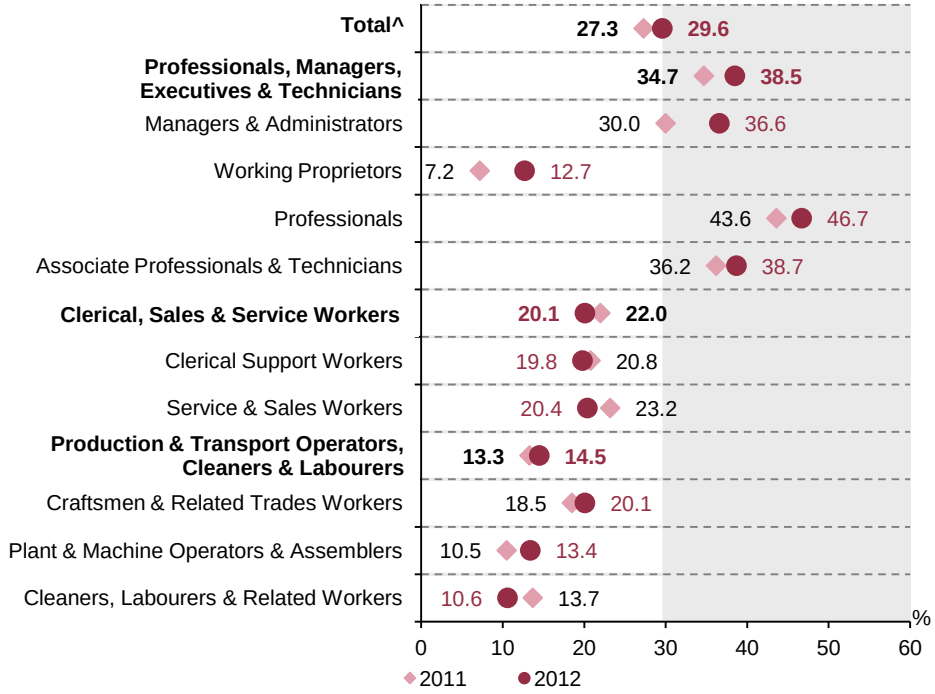


Note: ^ – Includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation which are not separately reflected.

1.12 Among the higher-skilled occupations, professionals (47%) took the lead in training participation, followed by associate professionals & technicians (39%) and managers & administrators (37%). On the other hand, cleaners, labourers & related workers (11%), working proprietors (13%) and plant & machine operators & assemblers (13%) were among the least likely to participate in training. Training intensity was similarly higher for the higher-end occupations.

Chart 8: Training Indicators Of Employed Residents Aged 15 To 64 By Occupation, 2011 And 2012

(A) Training Participation Rate



(B) Training Intensity

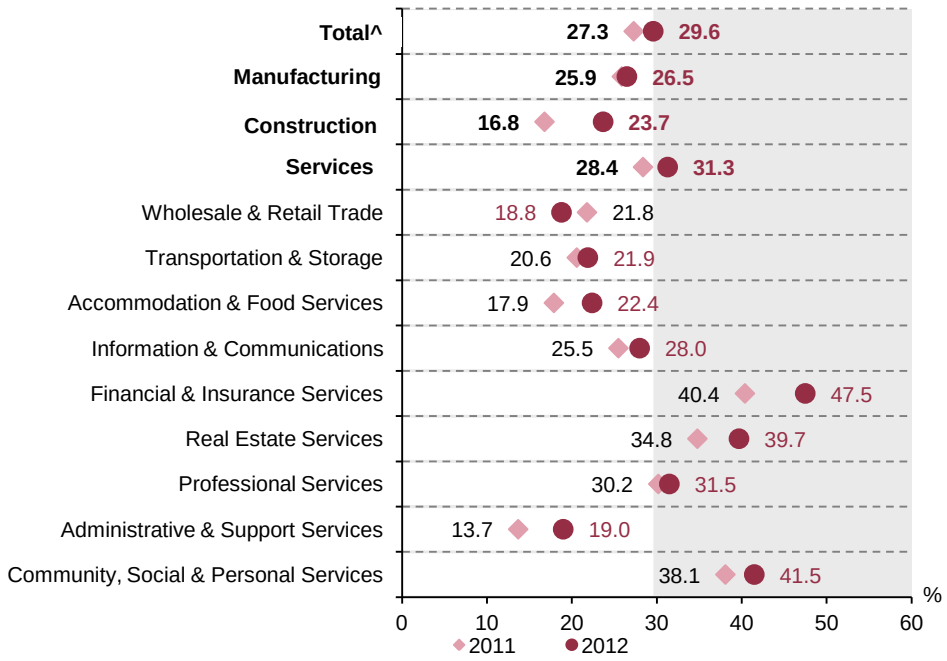
Training Intensity (Mean Days Per Adult)	
2011	2012
4.1	**4.0**
4.8	**5.5**
2.3	4.5
0.4	2.0
8.0	7.1
5.2	5.7
3.3	**2.6**
3.9	2.6
2.7	2.6
1.4	**1.3**
3.9	1.5
0.6	1.8
0.7	0.4

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

1.13 Training was more prevalent among residents employed in services (31%) than those in manufacturing (27%) and construction (24%). Within services, those working in financial & insurance (47%), community, social & personal (42%), real estate (40%) and professional services (31%) posted above-average training incidences, reflecting the higher concentration of PMETs in these industries. At the other end, industries which relied more on lower-skilled or seasonal workers were less involved in training. These included wholesale & retail trade (19%) and administrative & support services (19%).

Chart 9: Training Indicators Of Employed Residents Aged 15 To 64 By Industry, 2011 And 2012

(A) Training Participation Rate



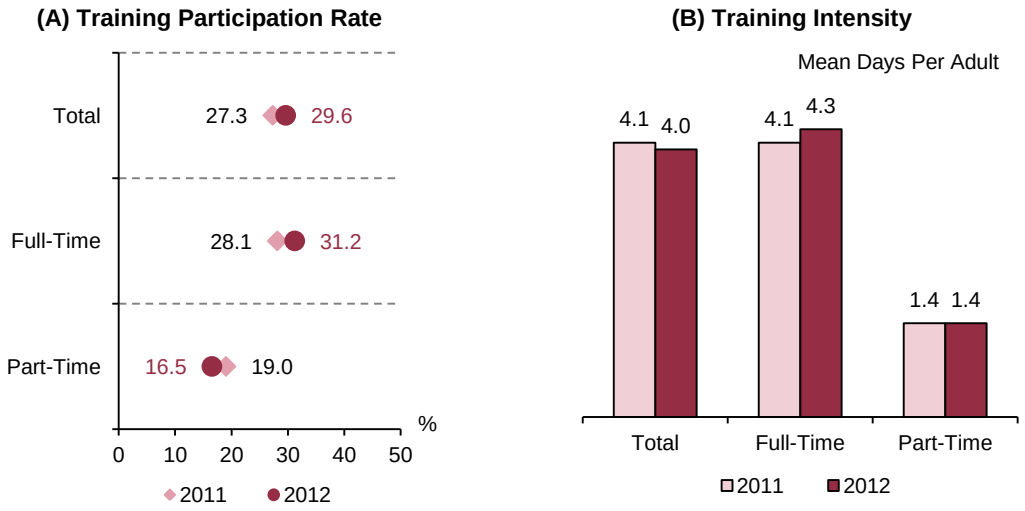
(B) Training Intensity

Training Intensity (Mean Days Per Adult)	
2011	2012
4.1	**4.0**
3.4	**3.5**
2.8	**1.6**
4.1	**4.4**
3.2	1.7
1.4	1.8
0.7	2.4
5.6	3.3
7.3	4.6
3.8	3.7
4.4	3.8
0.8	2.6
6.3	8.5

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

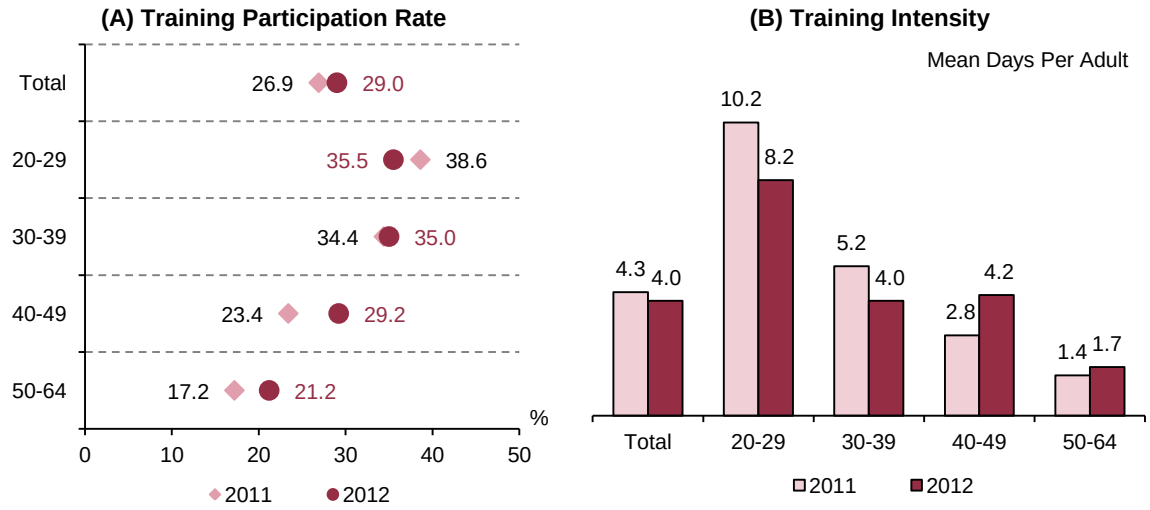
1.14 Reflecting their greater labour market attachment, full-timers (31%) were more likely to participate in training than part-timers (17%). Compared with a year ago, the training participation rate rose for full-timers but declined for part-timers.

Chart 10: Training Indicators Of Employed Residents Aged 15 To 64 By Nature Of Employment, 2011 And 2012



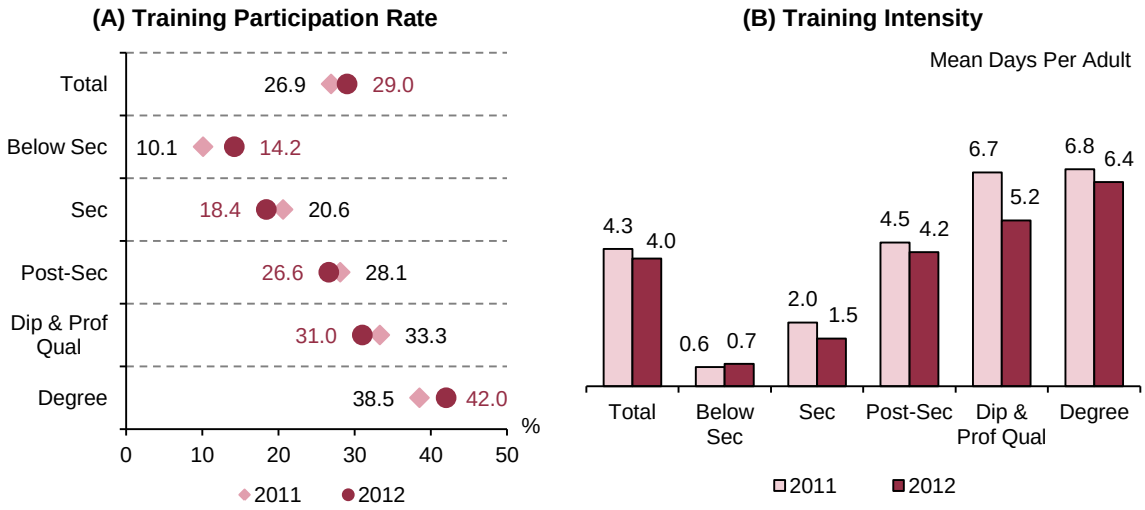
1.15 More mature and older residents participated in training than in the preceding year. Nevertheless, their training participation rates still lagged the younger residents. Slightly over one in three or 35% of residents in their 20s underwent training, higher than one in five or 21% of those aged 50 to 64. The training intensity ranged correspondingly from 8.2 days to 1.7 days per adult.

Chart 11: Training Indicators Of Economically Active Residents Aged 15 To 64 By Age, 2011 And 2012



1.16 Training remained strongly correlated with education. Slightly more than four in ten (42%) degree holders participated in training, compared with only 14% for those with below secondary education. Similarly, training intensity increased with education, ranging from 0.7 day per adult for the below-secondary educated to 6.4 days for degree holders.

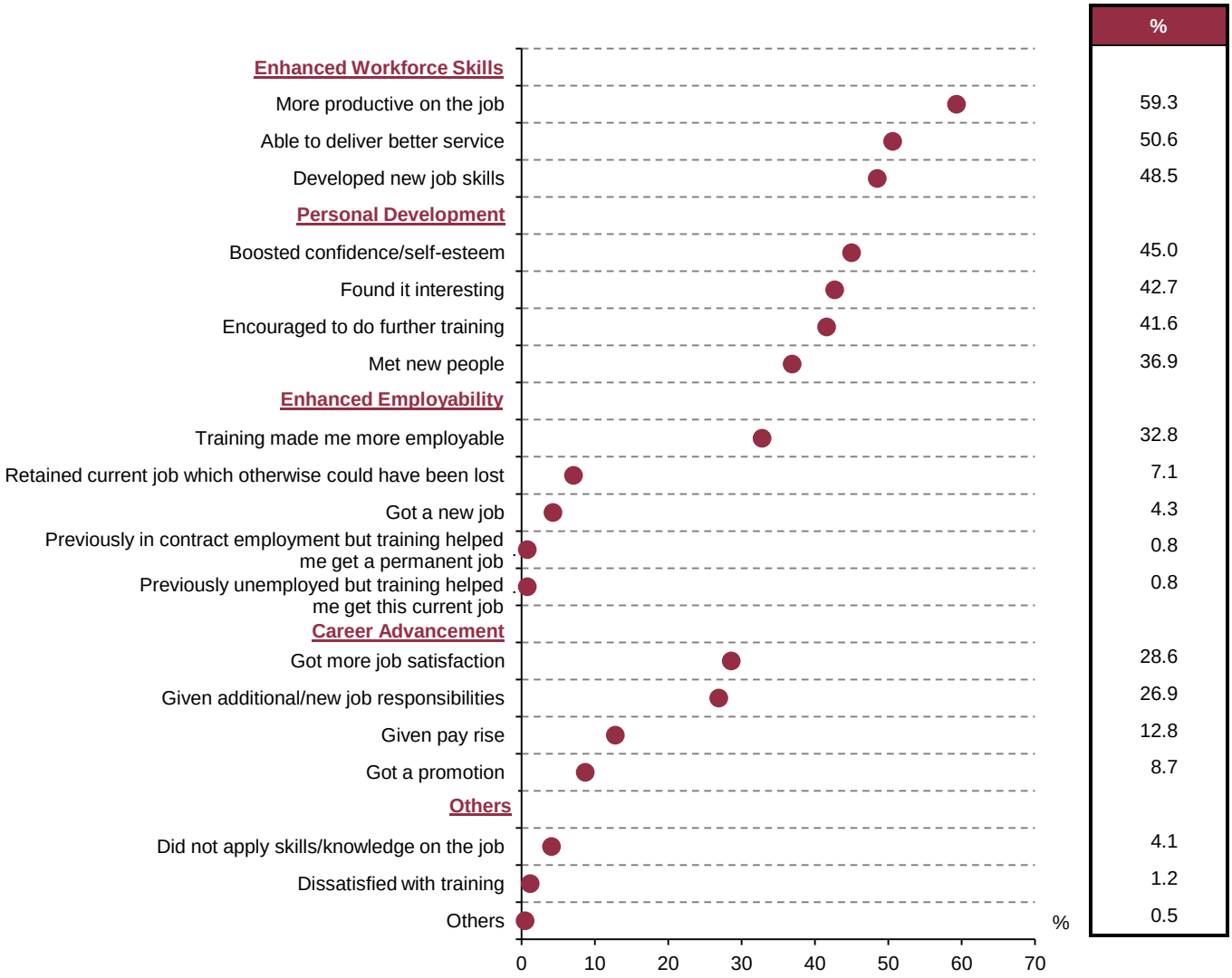
Chart 12: Training Indicators Of Economically Active Residents Aged 15 To 64 By Highest Qualification Attained, 2011 And 2012



1.17 Employed trainees generally reported positive outcomes from the training that they had undertaken in the year ending June 2012, with enhanced workforce skills and productivity being the most common benefits cited. Specifically, they were more productive on the job (59%), able to deliver better service (51%) and developed new job skills (48%). A significant proportion also felt that training had enhanced their personal development in terms of boosting their confidence/self-esteem (45%). In addition, they found the training interesting (43%) and were encouraged to do further training (42%). One-third (33%) of trainees also felt that training made them more employable.

1.18 A smaller proportion of trainees indicated that training helped in their career advancement. Close to three in ten felt that the training gave them more job satisfaction (29%) and additional/new job responsibilities (27%). Considering that the impact of training on pay and promotion may not be immediate, only 13% reported receiving a pay rise and 8.7% a promotion that was related to the training that they undertook in the year. Only a small minority reported that they did not apply the skills/knowledge on the job (4.1%) or were dissatisfied with training (1.2%).

Chart 13: Training Outcomes Of Employed Residents Aged 15 To 64, 2012



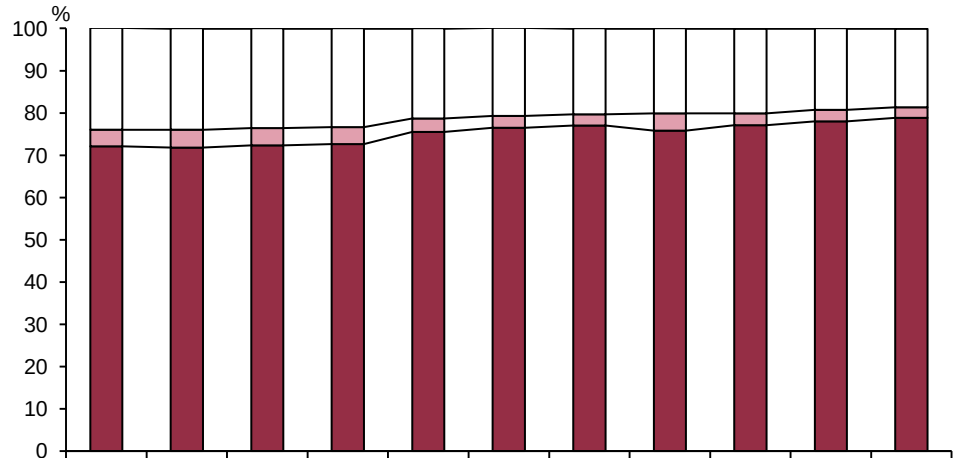
Notes: (1) Figures are based on employed trainees aged 15 to 64.
(2) Respondents can indicate more than one training outcome.

2 Employment

Employment rate reached another new high, but income growth moderated

2.1 With the rise in LFPR and continued high employment creation, the employment rate rose to another new high[4]. 78.8% of the resident population aged 25 to 64 were employed in 2012, up from 78.0% in 2011.

Chart 14: Distribution Of Resident Population Aged 25 To 64 By Economic Activity Status, 2002 To 2012 (June) (Non-Seasonally Adjusted)



	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Economically Inactive	24.1	24.0	23.6	23.4	21.3	20.8	20.3	20.1	20.0	19.3	18.6
Unemployed	3.9	4.2	4.1	4.0	3.2	2.8	2.7	4.1	2.8	2.7	2.5
Employed	72.1	71.8	72.3	72.6	75.5	76.5	77.0	75.8	77.1	78.0	78.8

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

(3) For data in this chart, adjusted figures for 2007 (see note 2 for Table 1) are the same as the original figures.

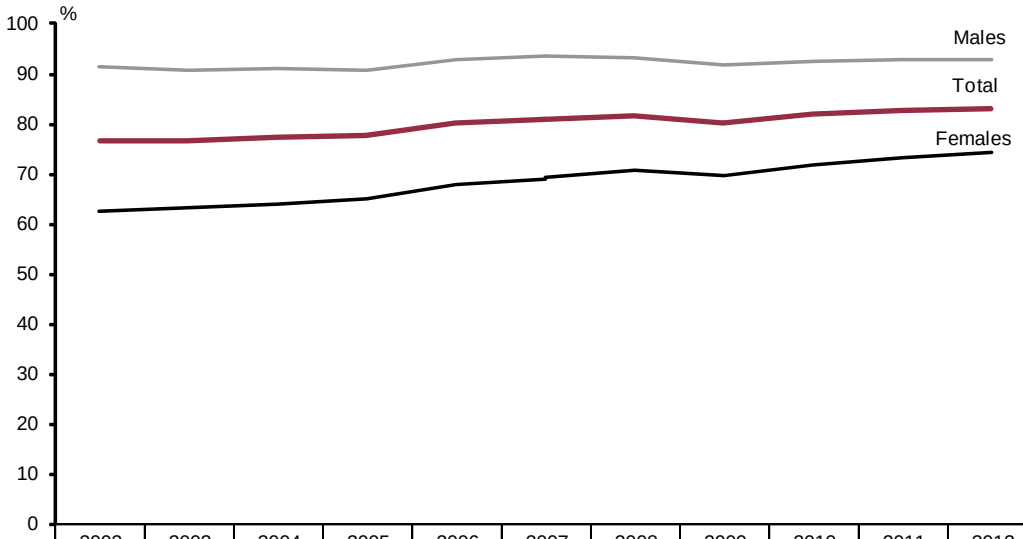
(4) Data for each year may not add up to 100% due to rounding.

2.2 The employment rate for older residents increased at a faster pace, amid the tight labour market and measures to improve the employability of older residents, including the implementation of the re-employment legislation and the enhanced Special Employment Credit[7] in early 2012. 64.0% of residents aged 55 to 64 were employed in 2012, higher than 61.2% in 2011. Both the employment rates for older males (from 76.4% to 79.7%) and females (from 46.3% to 48.1%) rose to new highs[4].

2.3 Females in the prime-working ages of 25 to 54 also experienced an increase in employment rate, from 73.0% in 2011 to a record[4] 74.0% in 2012. Although this remained lower than the employment rate of 92.7% for prime-working age men, the gap continued to narrow as the latter only increased marginally from 92.6% in 2011.

Chart 15: Resident Employment Rate By Selected Age Group And Sex, 2002 To 2012 (June) (Non-Seasonally Adjusted)

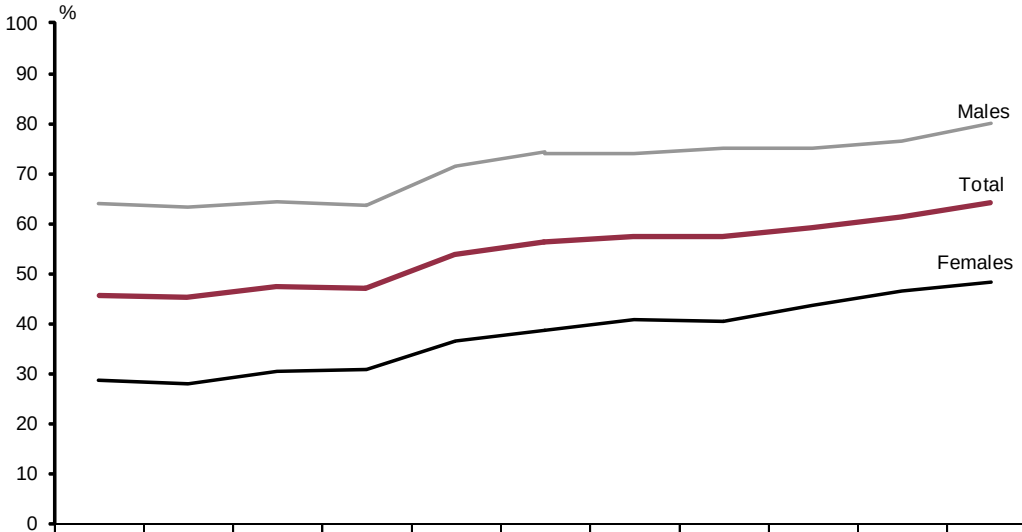
(A) Aged 25 To 54



	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Total	76.5	76.6	77.1	77.4	80.0	80.8 ([a]80.8)	81.4	80.1	81.8	82.5	83.0
Males	91.2	90.5	90.8	90.6	92.8	93.3 ([a]93.3)	93.0	91.6	92.4	92.6	92.7
Females	62.2	63.0	63.8	64.8	67.8	68.8 ([a]69.0)	70.4	69.4	71.7	73.0	74.0

[7] The Special Employment Credit (SEC) was introduced in Budget 2011 as a one-off initiative to support employers and raise the employability of older low-wage Singaporeans. It was enhanced in 2012, such that employers will receive an SEC of 8% of the employee's monthly wages for each Singaporean employee aged above 50 who earns up to $3,000 a month, and a lower payout for employees with a monthly wage of between $3,000 and $4,000. The enhanced SEC will last for five years from 2012 to 2016.

(B) Aged 55 To 64



	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Total	45.5	45.2	47.0	46.8	53.7	56.2 (56.2[a])	57.2	57.2	59.0	61.2	64.0
Males	63.7	63.1	64.0	63.3	71.3	74.0 (73.9[a])	73.8	74.7	75.0	76.4	79.7
Females	28.4	27.7	30.3	30.7	36.2	38.6 (38.6[a])	40.5	40.1	43.4	46.3	48.1

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

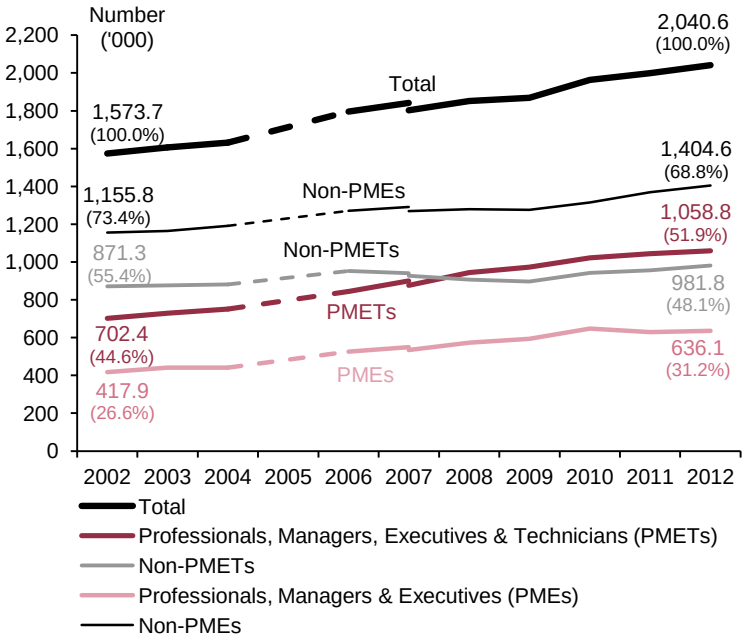
Notes: (1) See note 1 for Chart 14.

(2) [a] – Adjusted figures for 2007. See note 2 for Table 1.

2.4 Both PMETs and non-PMETs experienced employment gains over the year. Driven by the strong increase in clerical, sales & service workers (7.0%) which outweighed the decrease in production & related workers (-1.8%), resident non-PMET employment increased by 2.7% in 2012, faster than the growth of 1.5% for PMETs. Consequently, the PMET share of resident employment dipped from 52.2% in 2011 to 51.9% in 2012. This was still higher than the 44.6% in 2002 as PMETs experienced faster employment growth (4.5% p.a.) than non-PMETs (1.4% p.a.) over the decade. Similar trends were observed for PMEs, whose share of resident employment rose from 26.6% in 2002 to 31.5% in 2011 before dipping to 31.2% in 2012.

Chart 16: Employed Residents By Occupation, 2002 To 2012 (June)

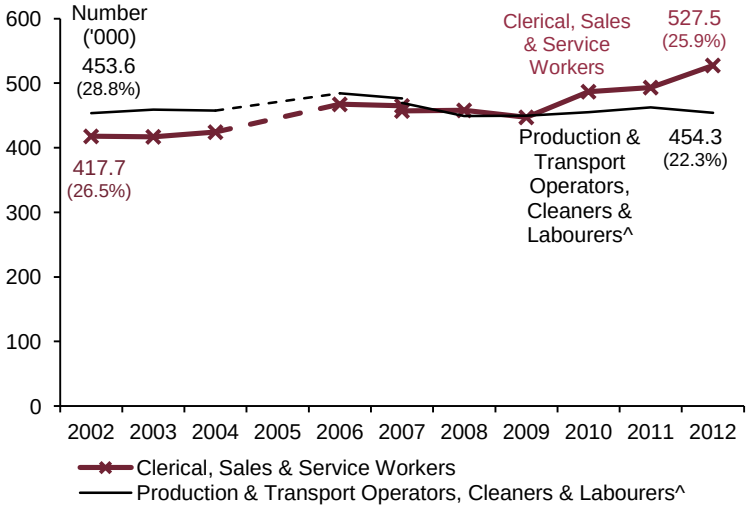
(A) Overall



Annualised Change (% p.a.)

	2002-2012*	2002-2007*	2007-2012*	2011-2012
Total	**2.9**	**3.2**	**2.5**	**2.1**
PMETs	4.5	5.1	3.9	1.5
Non-PMETs	1.4	1.6	1.2	2.7
PMEs	4.6	5.7	3.6	1.1
Non-PMEs	2.1	2.2	2.0	2.6

(B) Non-PMETs



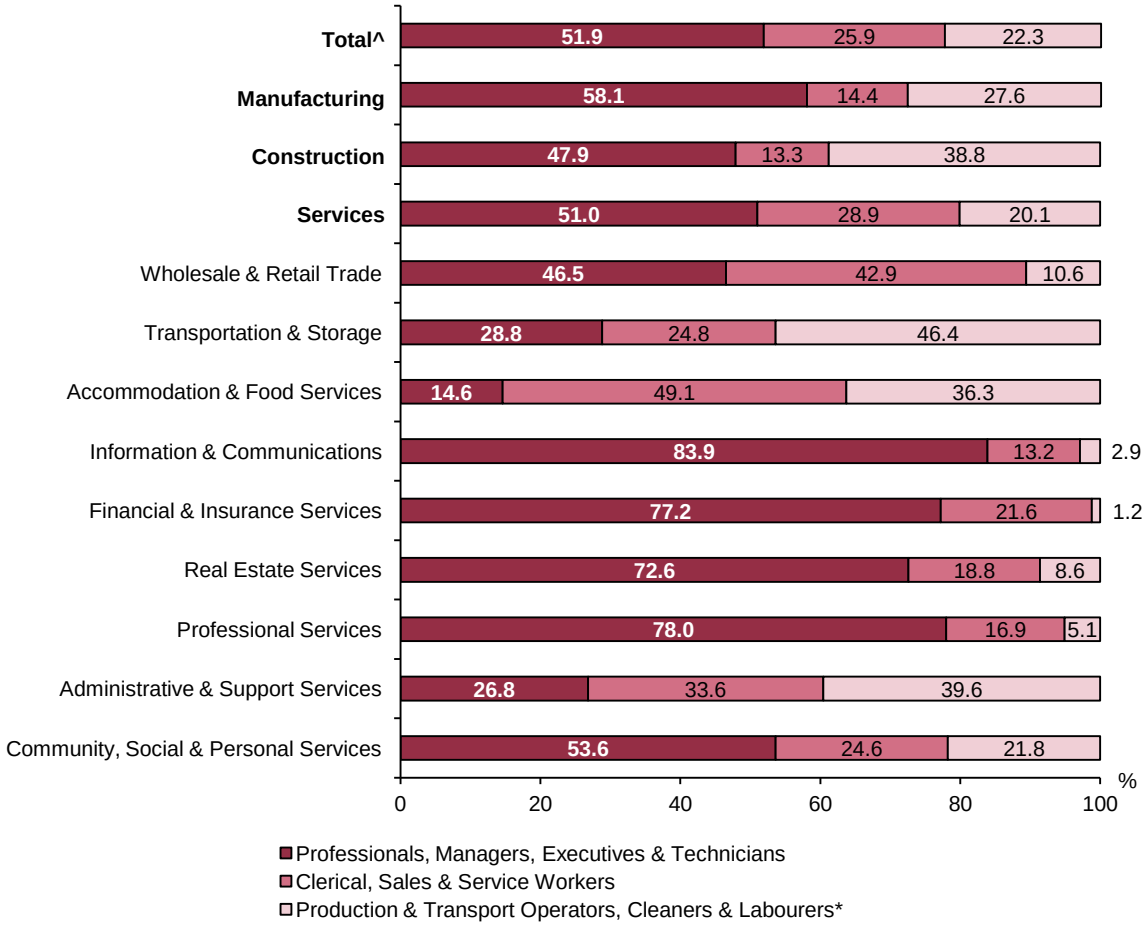
Annualised Change (% p.a.)

	2002-2012*	2002-2007*	2007-2012*	2011-2012
Clerical, Sales & Service Workers	2.5	2.2	2.9	7.0
Production & Transport Operators, Cleaners & Labourers^	0.2	1.0	-0.7	-1.8

Notes:
(1) Figures in brackets refer to the share of employed residents in the respective occupational groups.
(2) ^ – Includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation.
(3) Data on number and share may not add up to the total due to rounding.
(4) 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.
(5) * – See note 3 for Table 1.
(6) Data were coded based on the Singapore Standard Occupational Classification (SSOC) 2010 for data from 2010 onwards, SSOC 2005 for 2006 to 2009 data and SSOC 2000 for 2002 to 2004 data.

2.5 A large majority of employed residents in information & communications (84%), professional services (78%) and financial & insurance services (77%) in 2012 were PMETs. In contrast, PMETs made up just 15% of the resident workforce in accommodation & food services, weighed down by the low proportion in food & beverage segment (11%) as accommodation services had higher proportion (34%). Nearly half (49%) of the employed residents in accommodation & food services were clerical, sales & service workers, many of whom were hawkers/stall holders, waiters, chefs and cooks. Administrative & support services (27%) and transportation & storage (29%) also had low proportion of PMETs in their resident workforce, with production & transport operators, cleaners & labourers making up the largest occupational group in these two industries (40% and 46% respectively).

Chart 17: Occupational Distribution Of Employed Residents By Industry, June 2012



Notes: (1) ^ – Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management which are not separately reflected.

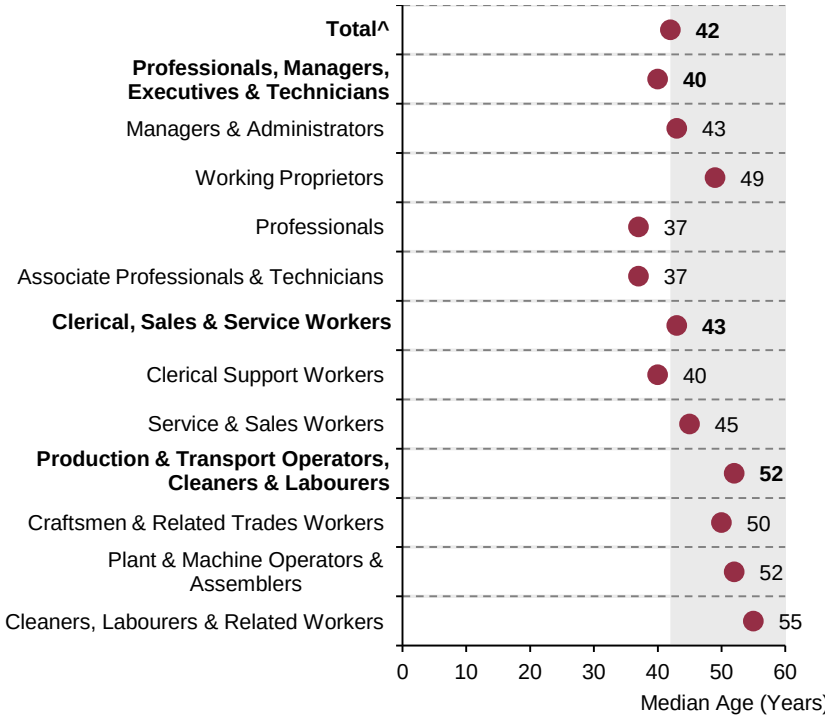
(2) * – Includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation.

(3) Occupational distribution data for each industry may not add up to 100% due to rounding.

2.6 Residents employed in lower-skilled jobs tended to be older, reflecting their weaker educational profile relative to those younger. Six in ten (61%) residents working as production & transport operators, cleaners & labourers in 2012 were aged 50 & over, compared with around three in ten (32%) among clerical, sales & service workers and two in ten (22%) for PMETs. The proportion of older workers was the highest among cleaners, labourers & related workers, where close to seven in ten (68%) employed residents were aged 50 & over. As a result, the median age of residents in this occupational group was 55 years, much higher than 42 years in the entire resident workforce.

Chart 18: Employed Residents By Occupation And Age, June 2012

(A) Median Age



(B) Age Distribution

Per Cent

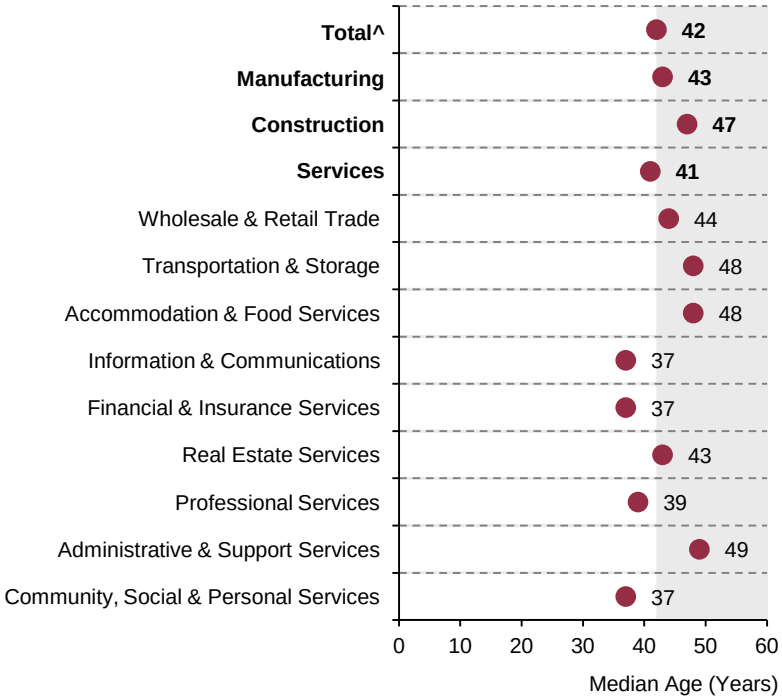
	Below 30	30-39	40-49	50 & Over
Total^	**18.8**	**24.4**	**25.5**	**31.3**
Professionals, Managers, Executives & Technicians	**16.9**	**33.0**	**28.1**	**22.1**
Managers & Administrators	4.9	30.2	36.6	28.2
Working Proprietors	3.7	17.0	29.6	49.7
Professionals	19.5	40.9	25.5	14.1
Associate Professionals & Technicians	25.0	32.0	24.0	18.9
Clerical, Sales & Service Workers	**23.4**	**20.1**	**24.5**	**32.0**
Clerical Support Workers	25.5	22.2	24.9	27.5
Service & Sales Workers	21.4	18.0	24.2	36.4
Production & Transport Operators, Cleaners & Labourers	**6.0**	**9.8**	**23.4**	**60.7**
Craftsmen & Related Trades Workers	7.2	13.7	27.5	51.5
Plant & Machine Operators & Assemblers	5.0	10.2	25.7	59.1
Cleaners, Labourers & Related Workers	6.4	7.0	18.4	68.2

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

2.7 Nearly half of the employed residents in administrative & support services (49%), accommodation & food services (46%) and transportation & storage (44%) in 2012 were aged 50 & over, reflecting the higher reliance of non-PMETs in these industries. In contrast, only one in six residents in information & communications (16%) and financial & insurance services (16%) and one in five of those in professional services (21%) were aged 50 & over.

Chart 19: Employed Residents By Industry And Age, June 2012

(A) Median Age



(B) Age Distribution

Per Cent

	Below 30	30-39	40-49	50 & Over
Total^	**18.8**	**24.4**	**25.5**	**31.3**
Manufacturing	**10.7**	**27.2**	**30.7**	**31.4**
Construction	**9.1**	**18.3**	**31.7**	**40.9**
Services	**21.0**	**24.3**	**24.1**	**30.5**
Wholesale & Retail Trade	14.4	23.7	27.5	34.4
Transportation & Storage	12.6	17.8	25.3	44.2
Accommodation & Food Services	16.4	14.0	23.5	46.1
Information & Communications	20.7	39.1	24.7	15.5
Financial & Insurance Services	23.4	35.0	25.5	16.1
Real Estate Services	14.1	26.0	26.1	33.8
Professional Services	21.7	31.3	26.1	21.0
Administrative & Support Services	12.7	18.3	20.5	48.5
Community, Social & Personal Services	31.7	23.2	21.1	24.0

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

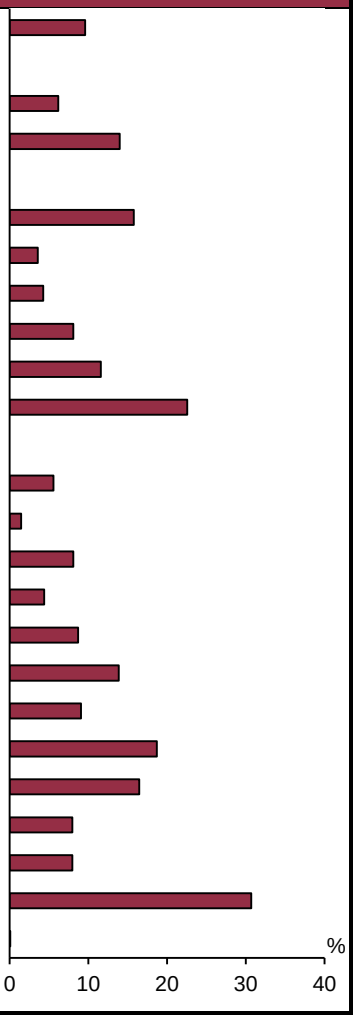
Type of Employment

2.8 The large majority (90%) or 1,843,800 employed residents were working full-time in 2012, while the remaining 9.6% or 196,800 were working part-time. Part-time employment stabilised in 2012, following an uptrend in recent years from 8.4% or 156,200 in 2009 to 9.7% or 194,700 in 2011.

2.9 Part-time employment was more common among females, youths and older residents. Nearly half of the part-timers were in cleaning, labouring & related (e.g. food preparation & kitchen assistants, cleaners in offices & other establishments) or service & sales jobs (e.g. shop sales assistants, waiters).

Chart 20: Part-Time Employed Residents By Sex, Age And Occupation, June 2012

Characteristics	Number	Distri-bution (%)	Incidence (%)
Total	**196,800**	**100.0**	**9.6**
Sex			
Males	70,500	35.8	6.2
Females	126,300	64.2	14.0
Age Group (Years)			
15 – 24	29,500	15.0	15.8
25 – 29	7,200	3.6	3.6
30 – 39	21,300	10.8	4.3
40 – 49	41,900	21.3	8.1
50 – 59	50,300	25.6	11.6
60 & Over	46,700	23.7	22.6
Occupation			
Professionals, Managers, Executives & Technicians	59,500	30.2	5.6
Managers & Administrators	4,300	2.2	1.5
Working Proprietors	5,600	2.9	8.1
Professionals	12,600	6.4	4.4
Associate Professionals & Technicians	37,000	18.8	8.7
Clerical, Sales & Service Workers	73,400	37.3	13.9
Clerical Support Workers	23,800	12.1	9.1
Service & Sales Workers	49,600	25.2	18.7
Production & Transport Operators, Cleaners & Labourers	63,800	32.4	16.5
Craftsmen & Related Trades Workers	7,200	3.7	8.0
Plant & Machine Operators & Assemblers	12,000	6.1	8.0
Cleaners, Labourers & Related Workers	44,600	22.6	30.7
Others*	100	–	0.1

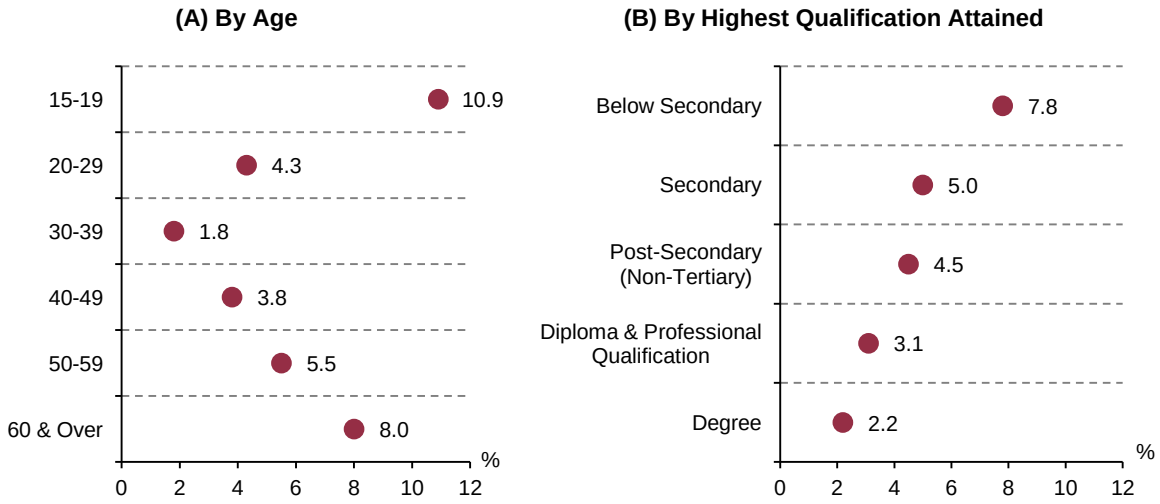


Notes: (1) * – Includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation.
(2) Incidence refers to the number of part-time employed residents as a percentage of employed residents in the respective groups.
(3) Data on number and distribution may not add up to the total due to rounding.
(4) '–': Nil or negligible.

2.10 The "voluntary"[8] part-time employed continued to rise over the year from 103,500 or 5.2% of employed residents to 108,700 or 5.3%. However, this was offset by a decrease in the number of part-timers who were willing and available to work additional hours (i.e. time-related underemployed) from 91,200 in 2011 to 88,100 in 2012. Coupled with an increase in resident employment, the time-related underemployment rate declined from 4.6% of all employed residents in 2011 to 4.3% in 2012.[9]

2.11 The time-related underemployment rate declined with educational attainment, ranging from 7.8% for those with below-secondary qualifications to 2.2% for degree holders. Residents aged 15 to 19 (11%) and 60 & over (8.0%) had higher underemployment rates than other age groups, pulled up by the greater prevalence of part-time employment among youths and older residents.

Chart 21: Time-Related Underemployment Rate Among Employed Residents, June 2012



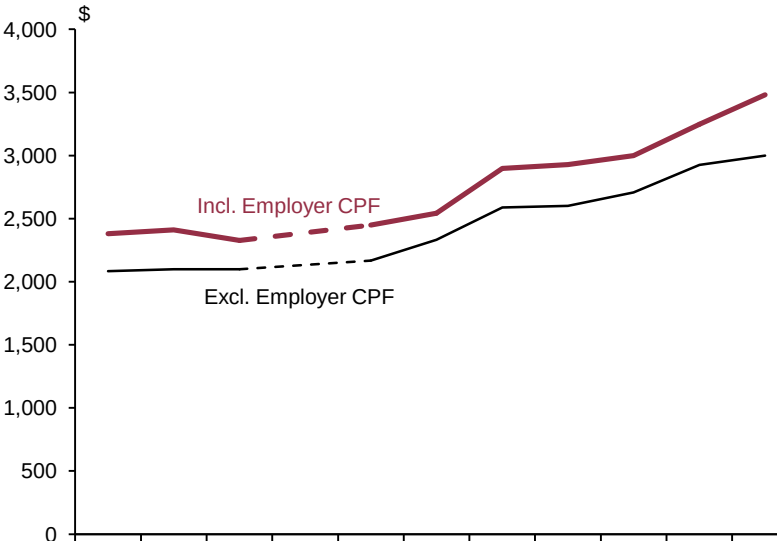
[8] Refers to part-timers who are (a) unwilling to work additional hours or (b) willing to work additional hours but unavailable for additional work.

[9] The share of time-related underemployed residents among part-timers also decreased from 47% in 2011 to 45% in 2012.

Income

2.12 Income growth moderated in 2012, amid the weaker economic conditions.[10] The median monthly income from work (including employer CPF contributions) of full-time employed residents rose over the year by 7.1% to $3,480 in 2012, down from the growth of 8.3% in 2011. Accounting for inflation using the Consumer Price Index (CPI) for all items,[11] the real median income growth moderated to 2.5% in 2012 from 2.9% in 2011. The CPI for all items includes imputed rentals on owner-occupied accommodation, which do not involve actual expenditures. When adjusted using CPI excluding the imputed rentals, the growth in real median income (including employer CPF contributions) was 3.4% in 2012, compared with 3.9% in 2011.

Chart 22: Median Gross Monthly Income From Work Of Full-Time Employed Residents, 2002 To 2012 (June)



	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Incl. Employer CPF	2,380	2,410	2,326	n.a.	2,449	2,543	2,897	2,927	3,000	3,249	3,480
Excl. Employer CPF	2,083	2,100	2,100	n.a.	2,167	2,333	2,588	2,600	2,708	2,925	3,000

Notes: (1) Data exclude full-time National Servicemen.
(2) n.a. – Not available. See note 4 for Chart 16.
(3) For data in this chart, adjusted figures for 2007 (see note 2 for Table 1) are the same as the original figures.

[10] Real GDP grew over the year by 1.5% and 2.3% in the first and second quarters of 2012 respectively, moderating from the annual growth of 4.9% in 2011 and 14.8% in 2010.
[11] The Consumer Price Index for all items rose over the year by 4.6% in 2012, down from the increase of 5.2% in 2011.

2.13 Cumulatively, the median income (including employer CPF contributions) of full-time employed residents rose by 37% over the last five years from $2,543 in 2007 to $3,480 in 2012 or 6.5% p.a. The increase after adjusting for inflation was 13% or 2.4% p.a. This accounted for most of the real median income growth of 14% or 1.3% p.a. over the decade, as the increase in the earlier five-year period from 2002 to 2007 was broadly flat at 1.0% or 0.2% p.a.

2.14 Income (including employer CPF contributions) at the 20th percentile of full-time employed residents rose by 28% from $1,356 in 2007 to $1,740 in 2012, or 5.1% p.a.[12] The increase after adjusting for inflation was 5.7% or 1.1% p.a. Offset by real income losses from 2002 to 2007, the real income growth at the 20th percentile over the decade was flat.

Table 3: Change In Gross Monthly Income From Work (Including Employer CPF Contributions) Of Full-Time Employed Residents, 2002 To 2012 (June)

	Nominal Change					
	10 Years		5 Years			
	2002-2012		2002-2007		2007-2012	
	Cumulative (%)	Annualised (% p.a.)	Cumulative (%)	Annualised (% p.a.)	Cumulative (%)	Annualised (% p.a.)
Median (50th Percentile)	46.2	3.9	6.8	1.3	36.8	6.5
20th Percentile	29.3	2.6	0.7	0.1	28.3	5.1
	Real Change*					
	10 Years		5 Years			
	2002-2012		2002-2007		2007-2012	
	Cumulative (%)	Annualised (% p.a.)	Cumulative (%)	Annualised (% p.a.)	Cumulative (%)	Annualised (% p.a.)
Median (50th Percentile)	13.9	1.3	1.0	0.2	12.8	2.4
	(17.0)	(1.6)	(0.1)	(–)	(16.8)	(3.2)
20th Percentile	0.7	0.1	-4.8	-1.0	5.7	1.1
	(3.4)	(0.3)	(-5.6)	(-1.1)	(9.6)	(1.8)

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

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

Employment Status

2.15 The large majority or 85% of employed residents in 2012 were employees, while the remaining 15% were self-employed. The latter largely comprised own account workers (i.e. persons who operate their own business without employing any paid workers) and employers, who made up 8.7% (176,600) and 6.0% (123,300) of employed residents respectively in 2012. The remaining self-employed residents were contributing family workers, who made up just 0.6% (12,800) of the resident workforce.

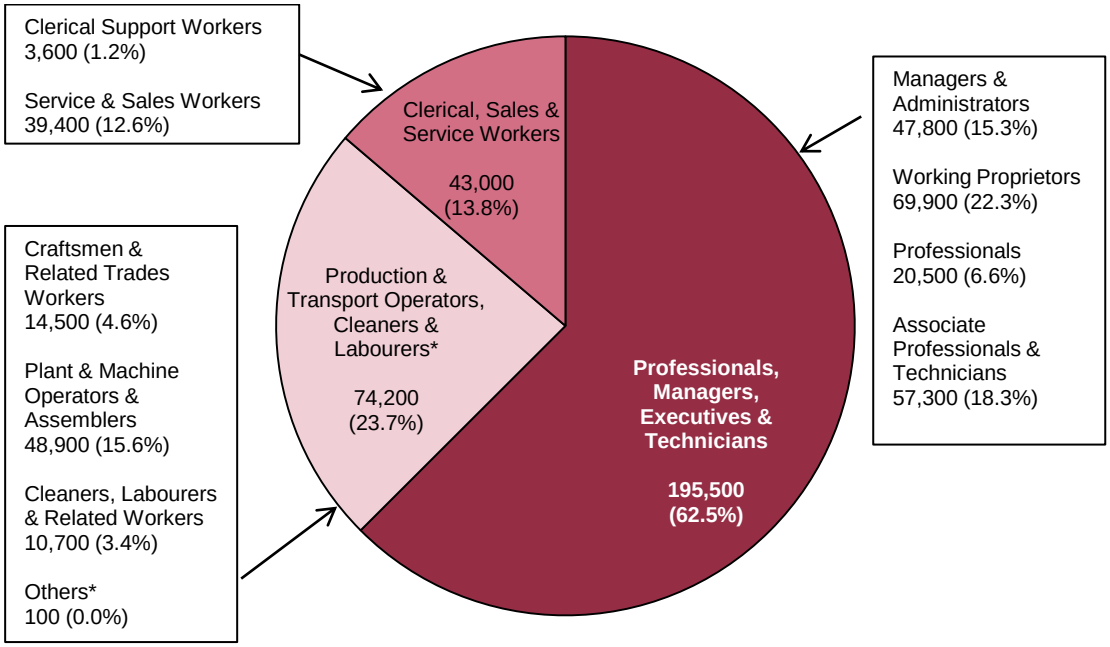
Table 4: Employed Residents By Employment Status, 2002, 2011 And 2012 (June)

Employment Status	2002		2011		2012		Annualised Change (% p.a.)	
	Number	Distri-bution (%)	Number	Distri-bution (%)	Number	Distri-bution (%)	2002-2012*	2011-2012
Total	**1,573,700**	**100.0**	**1,998,900**	**100.0**	**2,040,600**	**100.0**	**2.9**	**2.1**
Employees	1,335,400	84.9	1,699,100	85.0	1,727,900	84.7	2.8	1.7
Self-Employed	238,300	15.1	299,800	15.0	312,700	15.3	2.9	4.3

Notes: (1) Data on number and distribution may not add up to the total due to rounding.
(2) * – See note 3 for Table 1.

2.16 Slightly over one in five (22%) self-employed residents were working proprietors. They were followed by associate professionals & technicians (e.g. real estate agents, private tutors, insurance representatives) (18%), plant & machine operators & assemblers (mostly taxi drivers) (16%), managers & administrators (mostly managing directors, chief executives & general managers) (15%) and service & sales workers (e.g. hawkers/stall holders, shop sales assistants) (13%).

Chart 23: Self-Employed Residents By Occupation, June 2012



Notes: (1) * – Includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation.
(2) Data may not add up to the total due to rounding.

Term Contract Employment

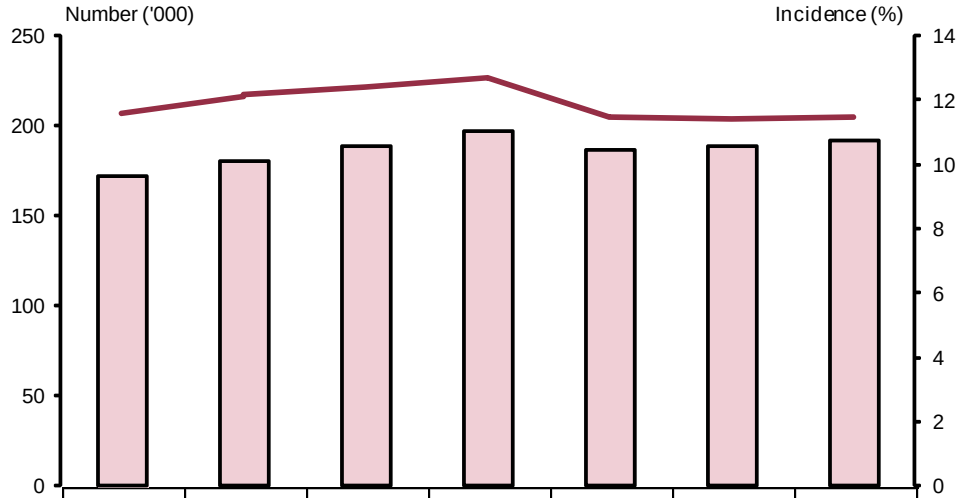
2.17 The pool of contract workers increased slightly, amid more cautious business sentiments. 192,200 or 11.5% of resident employees were on term contracts[13] in 2012, up slightly from 188,400 or 11.4% in 2011. Nevertheless, the incidence of term contract employment remained lower than the peak of 12.7% during the 2009 recession.

2.18 The number of residents on longer-term contracts of at least a year increased from 79,900 or 4.9% of resident employees in 2011 to 83,900 or 5.0% in 2012, though this remained lower than the peak of 92,600 or 6.1% in 2008. On the other hand, there was a slight decline in number and share of employees on short-term contracts of less than a year (including those on casual/on-call employment) from 108,500 or 6.6% in 2011 to 108,200 or 6.5% in 2012.

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

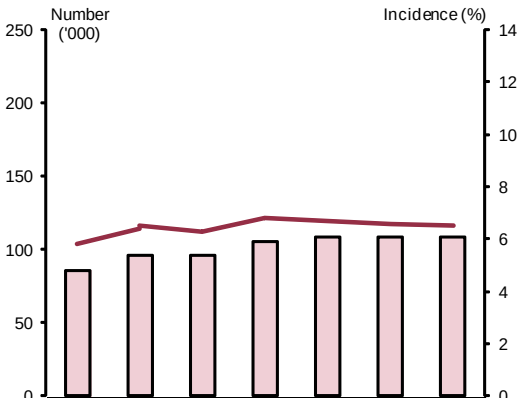
Chart 24: Resident Employees On Term Contracts[13], 2006 To 2012 (June)

(A) Overall



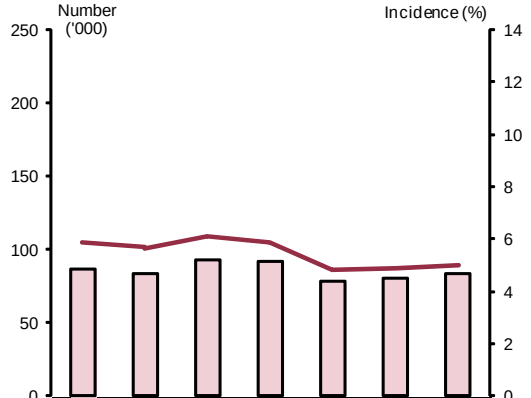
	2006	2007	2008	2009	2010	2011	2012
Number ('000)	172.0	183.7 (180.2[a])	189.1	197.2	186.3	188.4	192.2
Incidence (%)	11.6	12.1 (12.2[a])	12.4	12.7	11.5	11.4	11.5

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



	2006	2007	2008	2009	2010	2011	2012
Number ('000)	85.4	97.7 (96.3[a])	96.5	105.2	108.2	108.5	108.2
Incidence (%)	5.8	6.4 (6.5[a])	6.3	6.8	6.7	6.6	6.5

(C) Term Contract Of 1 Year Or More



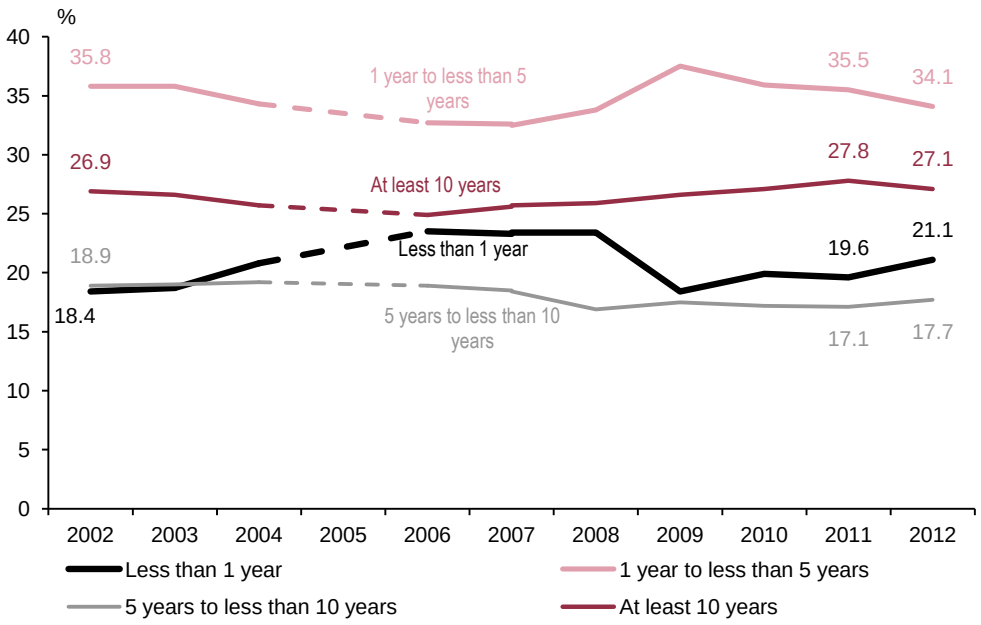
	2006	2007	2008	2009	2010	2011	2012
Number ('000)	86.6	86.0 (83.9[a])	92.6	92.0	78.1	79.9	83.9
Incidence (%)	5.9	5.7 (5.7[a])	6.1	5.9	4.8	4.9	5.0

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 Table 1.
(4) The sum of the number and incidence in (B) and (C) may not add up to the total in (A) due to rounding.

Years in Current Job

2.19 Amid a tight labour market and the increase in labour force participation, the proportion of resident employees who had worked for less than a year in their current job rose from 20% in 2011 to 21% in 2012. Nevertheless, this was still lower than the peak of 23% in 2006. At the other end, the share of resident employees who had worked for their current employer for at least ten years slipped from 28% to 27% over the year, though this was still higher than in earlier years.

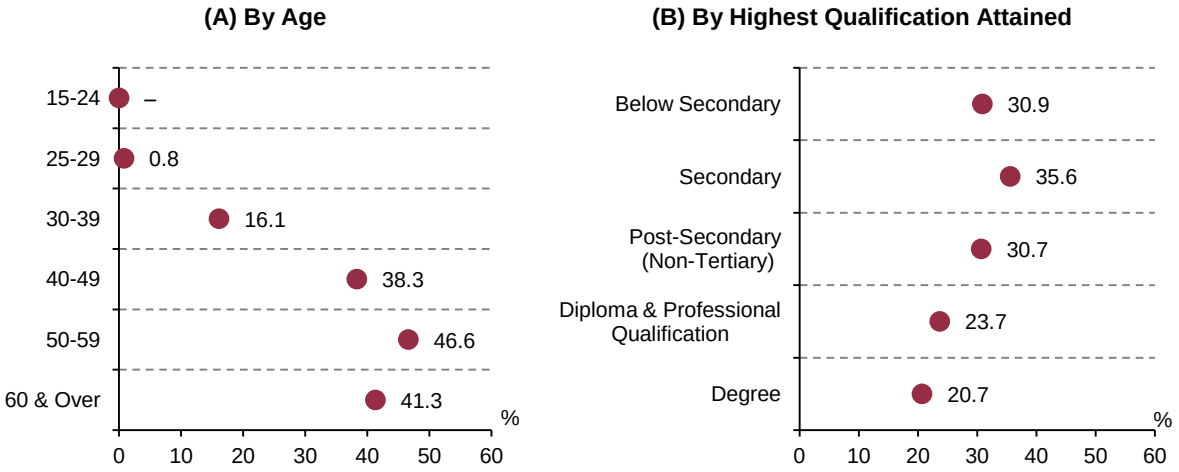
Chart 25: Distribution Of Resident Employees By Years In Current Job, 2002 To 2012 (June)



Notes: (1) Data exclude full-time National Servicemen.
(2) See note 4 for Chart 16.
(3) Data for each year may not add up to 100% due to rounding.

2.20 The proportion of resident employees who had been in their current job for at least a decade generally rose with age, reaching a high of 47% for those in their 50s before falling to 41% for those aged 60 & over. Across the education groups, degree holders had the lowest proportion of employees who had worked in their current job for ten years or longer, reflecting their younger age profile than those lower educated.

Chart 26: Proportion Of Resident Employees Who Had Worked For At Least 10 Years In Their Current Job, June 2012

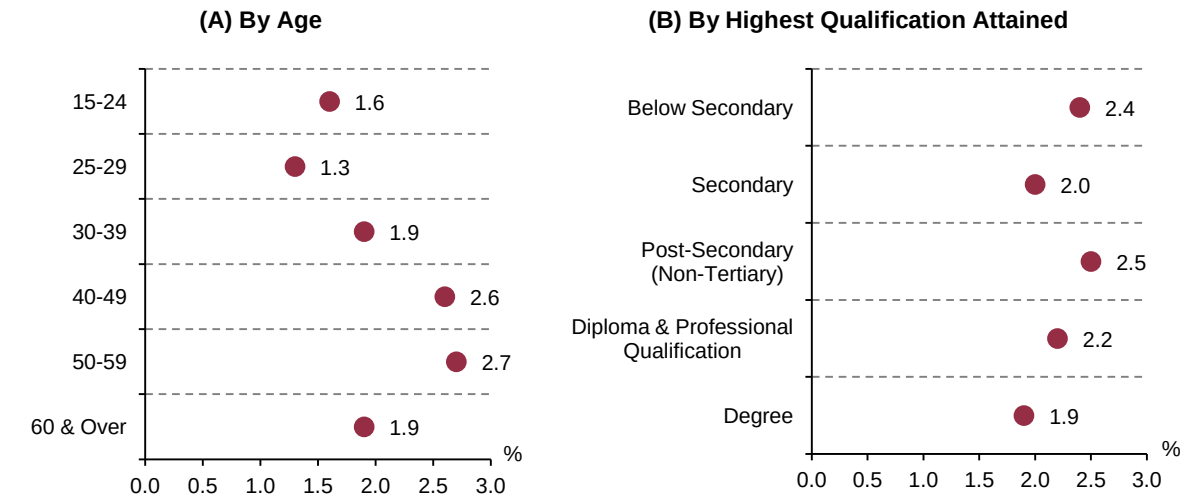


Notes: (1) Data exclude full-time National Servicemen.
(2) '–': Nil or negligible.

Multiple Job Holders

2.21 Only a small minority or 2.2% (43,200) of employed residents held two or more jobs in 2012, though this increased from 1.8% in 2010 and 1.4% in 2002.[14] Multiple job-holding was more prevalent among employed residents in their 40s (2.6%) and 50s (2.7%).

Chart 27: Proportion Of Employed Residents Holding Multiple Jobs, June 2012



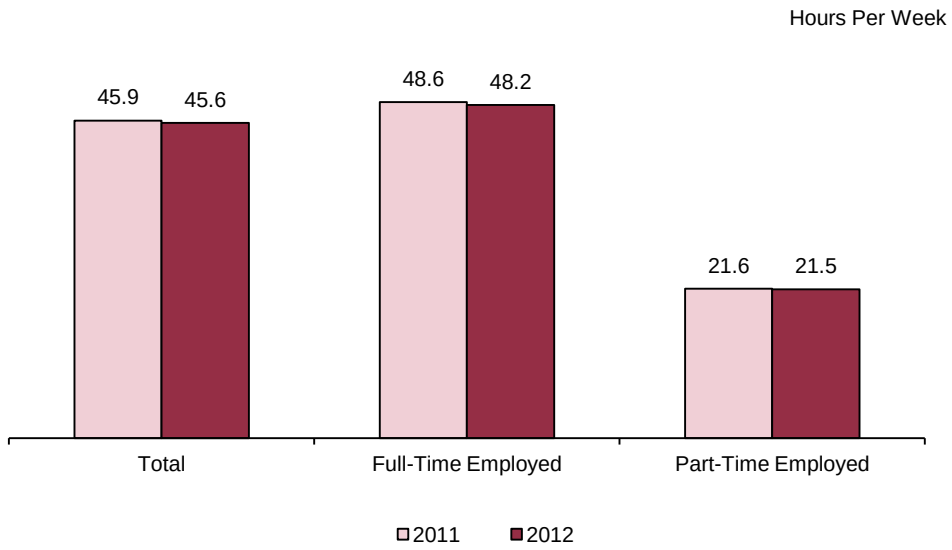
Note: Data exclude full-time National Servicemen.

[14] Data on multiple job holders are collected once in every two years.

Usual Hours Worked

2.22 The usual weekly hours worked among employed residents averaged (mean) 45.6 hours in 2012. Among full-timers, the average (mean) weekly usual hours worked was 48.2 hours, more than double the 21.5 hours for part-timers. Compared with a year ago, both full-time and part-time employed residents experienced a slight dip in usual hours worked.

Chart 28: Average (Mean) Usual Hours Worked Per Week Of Employed Residents, 2011 And 2012 (June)



Note: Data exclude full-time National Servicemen.

2.23 Of every ten employed residents in 2012, six had usual weekly hours ranging from 35 to 48 hours. Another three typically worked long hours exceeding 48 hours a week, while the remaining one or 9.8% usually worked less than 35 hours a week.

2.24 Workers in their 40s and 50s were more likely to work long hours. Around one in three (34% and 32% respectively) usually clocked more than 48 hours per week. Their average (mean) usual hours worked for full-timers at 48.8 and 49.4 hours respectively were also higher than the norm of 48.2 hours per week. Proportionately more residents at the two ends of the education spectrum namely degree holders (33%) and residents with below-secondary qualifications (32%) had usual hours exceeding 48 hours a week than those in the other education groups. In terms of average (mean) usual hours for full-timers, the below-secondary educated residents worked the longest at 50.4 hours per week while the degree holders had below-average hours worked at 47.5 hours per week.

Table 5: Usual Hours Worked Per Week Of Employed Residents By Age And Highest Qualification Attained, June 2012

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	**1.9**	**7.9**	**28.0**	**11.6**	**20.5**	**30.1**	**45.6**	**48.2**
Age Group (Years)								
15 – 24	6.4	15.2	29.3	10.5	20.6	17.9	40.2	46.0
25 – 29	0.7	2.9	32.0	12.0	24.9	27.5	46.3	47.2
30 – 39	0.8	3.5	31.3	11.1	22.6	30.8	46.4	47.4
40 – 49	1.4	6.6	26.5	11.9	19.8	33.8	46.6	48.8
50 – 59	1.9	9.5	25.0	12.7	18.9	32.0	46.3	49.4
60 & Over	4.0	18.4	25.6	10.1	16.5	25.4	42.5	48.7
Highest Qualification Attained								
Below Secondary	2.7	15.3	21.3	8.7	19.7	32.4	45.4	50.4
Secondary	2.2	9.5	26.6	13.5	20.0	28.2	45.3	48.6
Post-Secondary (Non-Tertiary)	2.2	7.8	27.9	13.9	20.5	27.8	45.6	48.4
Diploma & Professional Qualification	1.6	5.1	31.9	14.3	21.9	25.2	45.0	46.8
Degree	1.2	3.4	31.3	10.0	20.7	33.4	46.2	47.5

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

3 Unemployment

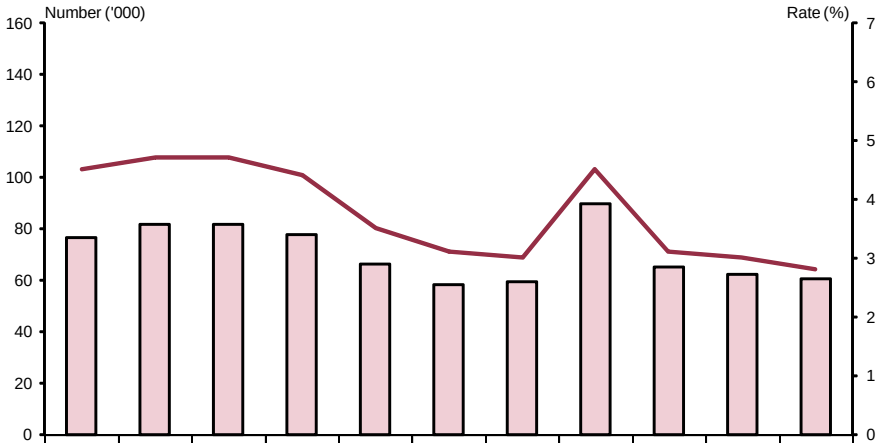
Unemployment improved further

3.1 With employment creation remaining high, the resident unemployment rate and number improved from a seasonally adjusted 3.0% or 62,000 in June 2011 to 2.8% or 60,200 in June 2012.[15] Similarly, the non-seasonally adjusted resident unemployment rate and number decreased over the year from 3.9% or 81,200 to 3.7% or 79,000.

[15] The seasonally adjusted resident unemployment rate was unchanged at 2.8% in September 2012.

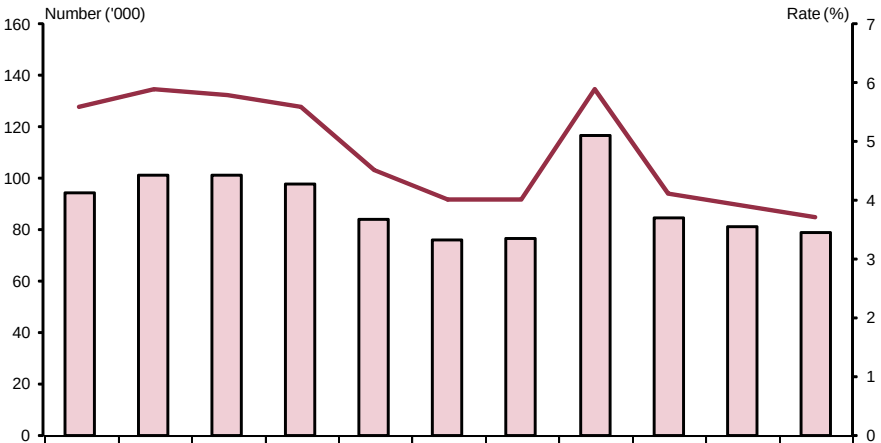
Chart 29: Resident Unemployment Rate And Number, 2002 To 2012 (June)

(A) Seasonally Adjusted



	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Number ('000)	76.4	81.8	81.7	77.4	66.1	59.3 (58.3[a])	59.1	89.5	64.8	62.0	60.2
Rate (%)	4.5	4.7	4.7	4.4	3.5	3.1 (3.1[a])	3.0	4.5	3.1	3.0	2.8

(B) Non-Seasonally Adjusted



	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Number ('000)	94.2	101.0	101.3	97.5	84.2	76.1 (74.8[a])	76.2	116.3	84.4	81.2	79.0
Rate (%)	5.6	5.9	5.8	5.6	4.5	4.0 (4.0[a])	4.0	5.9	4.1	3.9	3.7

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

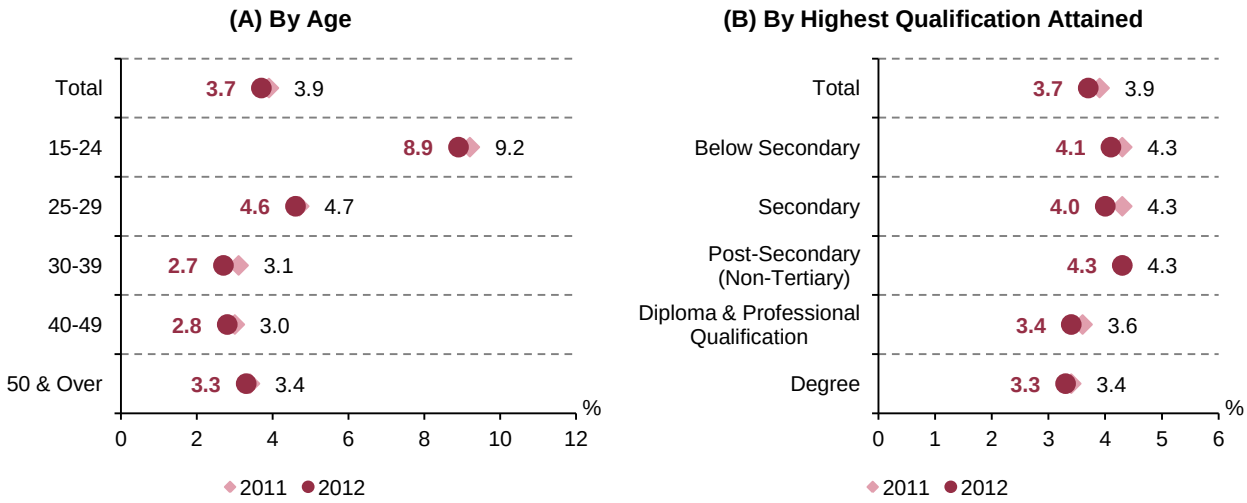
Notes: (1) [a] – Adjusted figures for 2007. See note 2 for Table 1.

(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, www.mom.gov.sg/statistics-publications, for the most up-to-date data.

Age and Education

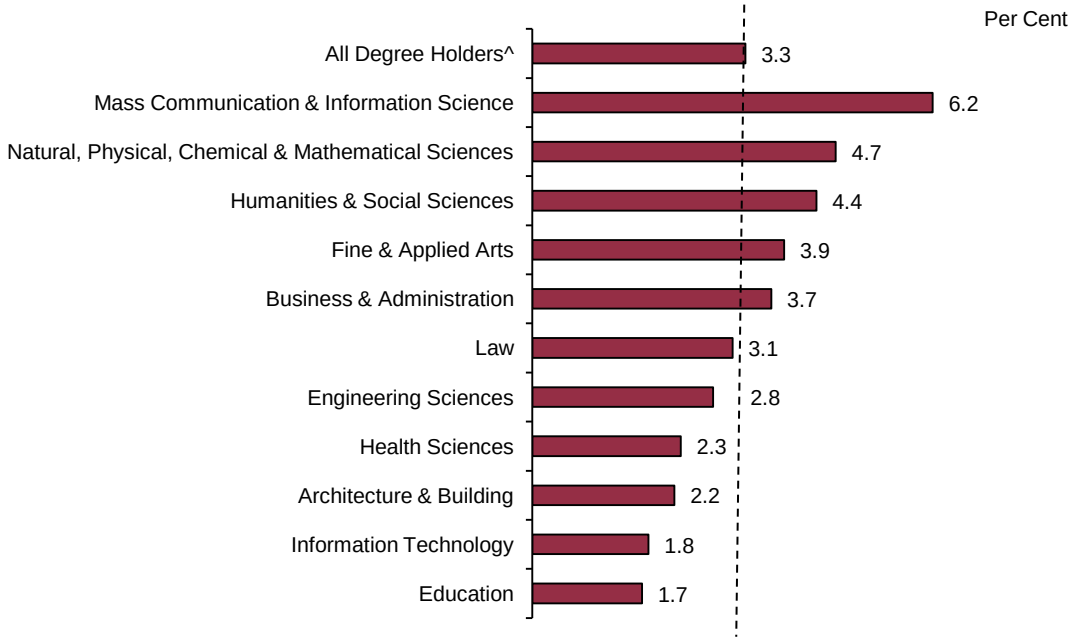
3.2 The unemployment rate for all age groups improved over the year. Similarly, the unemployment rate declined across most of the education groups. Like in earlier years, tertiary-educated residents had lower unemployment than the less-educated groups. 3.3% of degree holders and 3.4% of diploma & professional qualification holders in the resident labour force were unemployed in June 2012, compared with 4.0 to 4.3% among those with lower qualifications.

Chart 30: Resident Unemployment Rate By Age And Highest Qualification Attained, 2011 And 2012 (June) (Non-Seasonally Adjusted)



3.3 Degree holders in many disciplines, including Education (1.7%), Information Technology (1.8%), Architecture & Building (2.2%), Health Sciences (2.3%), Engineering Sciences (2.8%) and Law (3.1%) had unemployment rates that were below the resident average (3.7%) in June 2012. In contrast, graduates in Mass Communication & Information Science (6.2%), Natural, Physical, Chemical & Mathematical Sciences (4.7%) and Humanities & Social Sciences (4.4%) had higher incidence of unemployment.

Chart 31: Resident Unemployment Rate Of Degree Holders By Field Of Study, June 2012 (Non-Seasonally Adjusted)



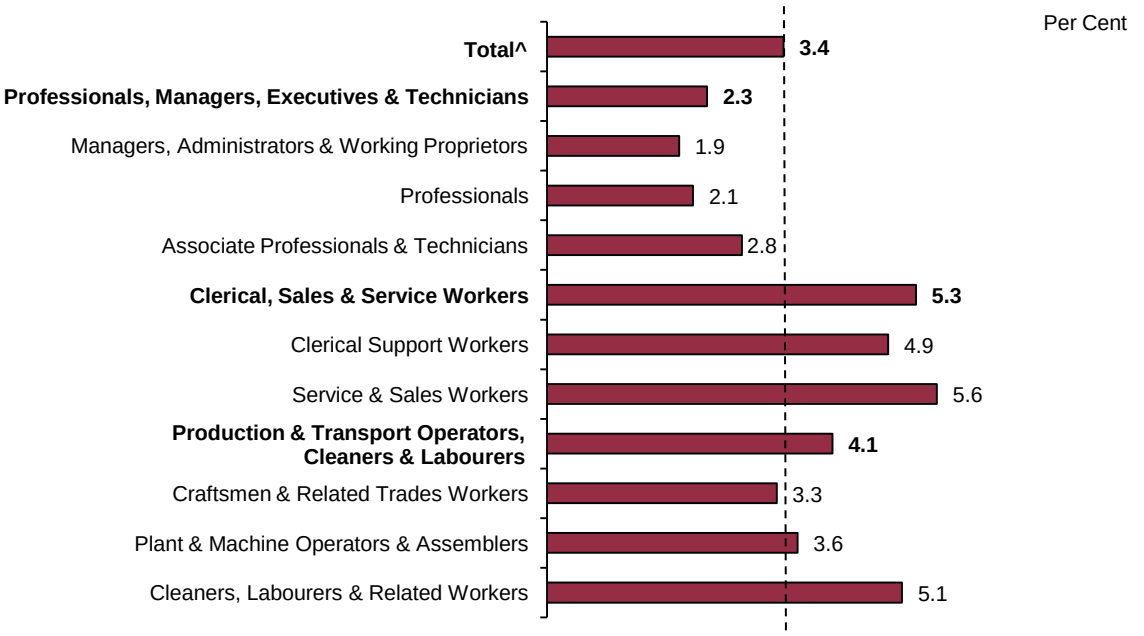
Note: ^ – Includes other small fields of study which are not separately reflected.

Previous Occupation and Industry

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

3.5 Reflecting the greater employability of higher-skilled workers, PMETs had lower unemployment rate than non-PMETs. This was particularly so for managers, administrators & working proprietors (1.9%) and professionals (2.1%), whose unemployment rates were the lowest among the major occupational groups. At the other end, the unemployment rate was higher among service & sales workers (5.6%), cleaners, labourers & related workers (5.1%) and clerical support workers (4.9%), partly reflecting their faster staff turnover.

Chart 32: Resident Unemployment Rate By Occupation, June 2012 (Non-Seasonally Adjusted)



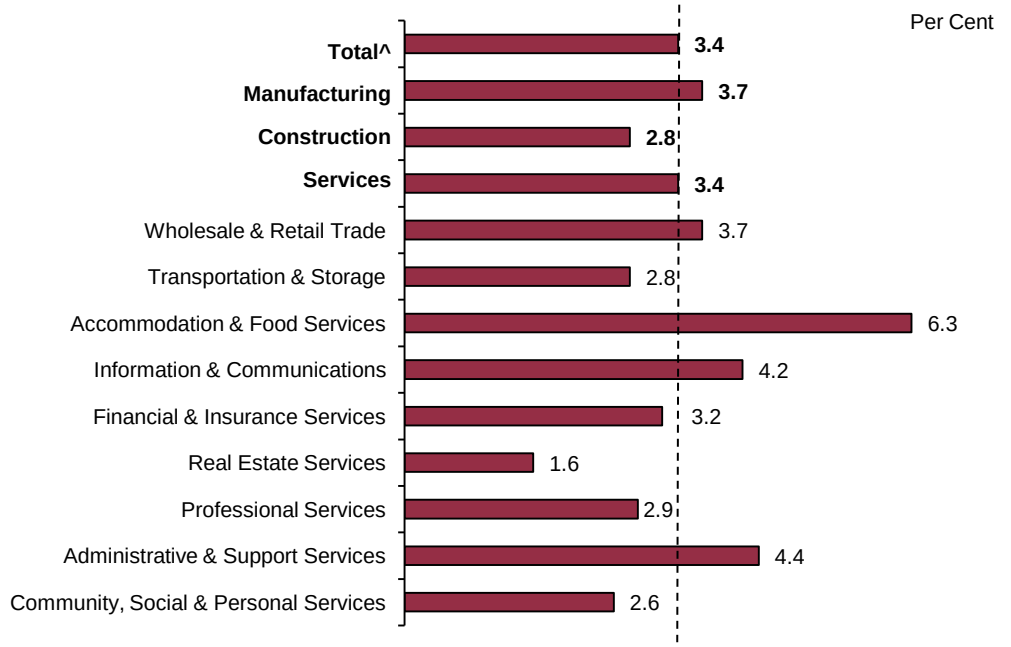
Notes: (1) The unemployment rate by occupation is obtained by dividing the number of unemployed who previously worked in a given occupation by the sum of the number of workers employed in this occupation and the unemployed who previously worked in the occupation.

(2) Data exclude unemployed residents without work experience.

(3) ^ – Includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation which are not separately reflected.

3.6 Manufacturing (3.7%) continued to have higher unemployment rate than the other two major sectors namely construction (2.8%) and services (3.4%) in June 2012. Within the services sector, the unemployment rates varied widely from 1.6% in real estate services to 6.3% in accommodation & food services.

Chart 33: Resident Unemployment Rate By Industry, June 2012 (Non-Seasonally Adjusted)

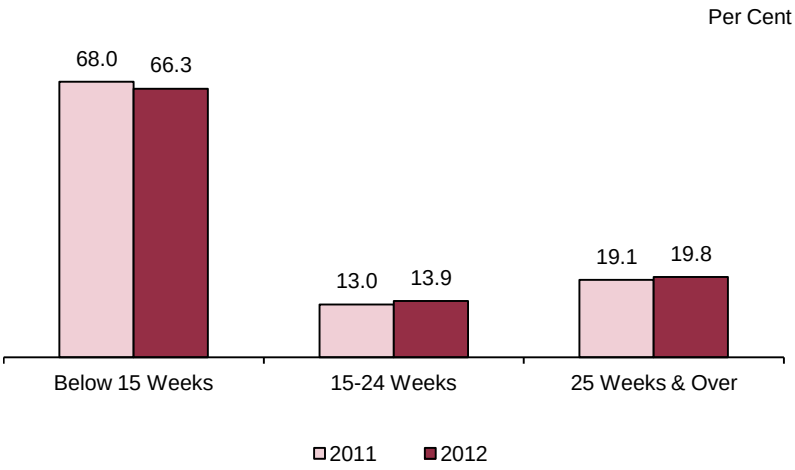


Notes: (1) The unemployment rate by industry is obtained by dividing the number of unemployed who previously worked in a given industry by the sum of the number of workers employed in this industry and the unemployed who previously worked in the industry.
(2) Data exclude unemployed residents without work experience.
(3) ^ – Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management which are not separately reflected.

Duration of Unemployment

3.7 As the pool of unemployed became smaller, there was a slight increase in proportion of resident job seekers with longer unemployment durations. The proportion of unemployed residents who had been looking for work for at least 25 weeks edged up from 19% in June 2011 to 20% in June 2012. This balanced the decrease in unemployment rate over the year, resulting in the long-term unemployment rate being unchanged at 0.7%. The share of resident job seekers with unemployment duration of 15 to 24 weeks also rose from 13% to 14%. In contrast, the share of unemployed residents who had been looking for work for less than 15 weeks slipped from 68% to 66%. Notwithstanding these changes, the median duration of unemployment among resident job seekers was unchanged over the year at 8 weeks in June 2012.

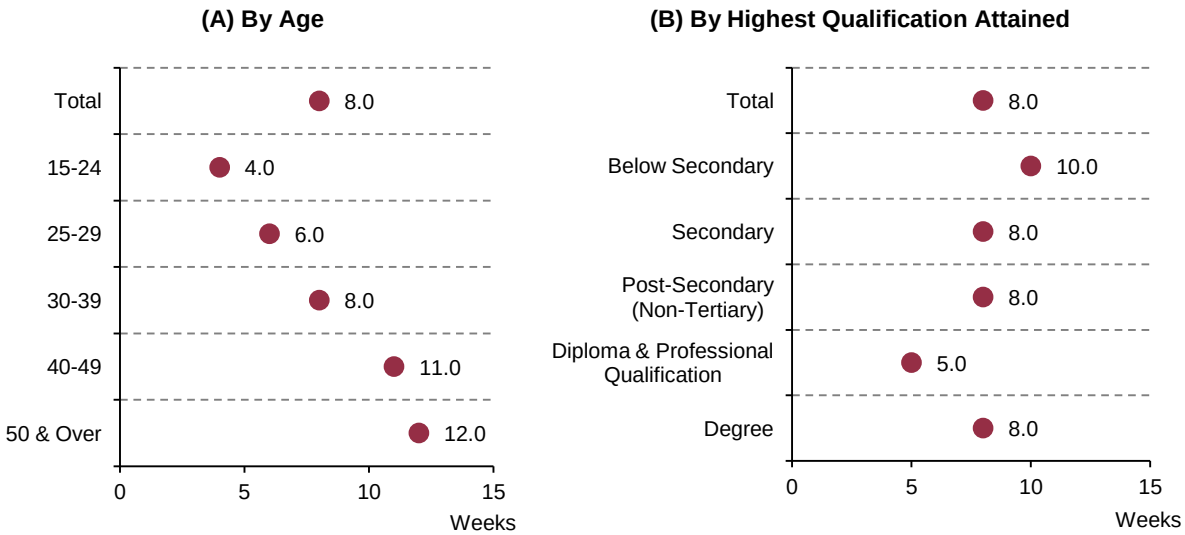
Chart 34: Distribution Of Unemployed Residents By Duration Of Unemployment, 2011 And 2012 (June)



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

3.8 Once out of work, mature residents tend to experience longer unemployment spells. The median duration of unemployment was 12 weeks for resident job seekers aged 50 & over and 11 weeks for those in their 40s, compared with 4 weeks for youths aged 15 to 24 and 6 weeks for those aged 25 to 29. Less educated residents with below-secondary qualifications had longer median duration of unemployment (10 weeks) than those better educated (5 to 8 weeks).

Chart 35: Median Duration Of Unemployment Among Unemployed Residents, June 2012



Modes of Job Search

3.9 Answering advertisements or writing to firms (56%), using the internet (53%) and asking friends or relatives (52%) were the top three most common modes of job search. The proportion of unemployed residents who had registered with an employment service or agency (19%) or registered for jobs at job fairs (9.7%) was considerably lower.

3.10 Less educated job seekers were more likely to have asked their friends or relatives for help in their job search than better educated job seekers. On the other hand, a far lower proportion of unemployed residents in the below-secondary group looked for work using the internet, registered with employment service or agency, or registered for jobs at job fairs than those better educated.

Table 6: Proportion Of Unemployed Residents By Highest Qualification Attained And Action Taken To Look For Jobs, June 2012

Per Cent

Highest Qualification Attained	Answered adver-tisements/ wrote to firms	Used the internet to search for jobs	Asked friends or relatives	Registered with employ-ment service or agency	Registered for jobs at job fairs	Made prepara-tions to start own business	Others
Total	**55.7**	**53.1**	**51.7**	**18.9**	**9.7**	**3.4**	**0.7**
Below Secondary	56.8	14.6	66.9	11.9	4.5	1.6	1.2
Secondary	58.1	40.9	54.4	15.0	9.1	2.1	–
Post-Secondary (Non-Tertiary)	52.9	55.6	54.0	24.7	12.8	1.9	1.2
Diploma & Professional Qualification	51.1	76.0	43.5	20.3	9.3	2.6	0.3
Degree	57.3	80.1	40.5	23.9	13.3	7.3	0.7

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

Fewer economically inactive residents, amid rising labour force participation

4.1 Around one in three (33.4%) or 1.06 million residents aged 15 & over were neither working nor looking for a job (i.e. economically inactive) in June 2012, down from 33.9% or 1.07 million a year ago. Nearly two in three or 65% of the economically inactive residents were women, as the incidence of economic inactivity among females (42.3%) was close to double that for males (24.0%). Reflecting their greater employability and higher opportunity cost of not working, better educated residents had lower economic inactivity rate than the less educated. Consequently, three in four of the economically inactive residents had secondary (25%) or lower qualifications (50%).

4.2 The majority of the economically inactive residents were from the two ends of the age spectrum, where the incidence of economic inactivity was higher. Around four in ten (38%) economically inactive residents in June 2012 were aged 60 & over, while another three in ten (32%) were youths aged 15 to 24. The proportion of those aged 60 & over (39%) and youths (46%) among economically inactive males was even higher, as the vast majority of prime-working age men participated in the labour market reflecting their traditional role as the main breadwinner within the household.

Table 7: Profile Of Economically Inactive Residents, June 2012

Characteristics	Total			Males			Females		
	Number	Distri-bution (%)	Incidence (%)	Number	Distri-bution (%)	Incidence (%)	Number	Distri-bution (%)	Incidence (%)
Total	**1,063,400**	**100.0**	**33.4**	**372,400**	**100.0**	**24.0**	**691,000**	**100.0**	**42.3**
Age Group (Years)									
15 – 24	338,000	31.8	62.2	171,500	46.1	60.9	166,500	24.1	63.6
25 – 29	27,400	2.6	11.7	11,700	3.1	10.1	15,700	2.3	13.2
30 – 39	64,100	6.0	11.1	6,200	1.7	2.3	58,000	8.4	19.0
40 – 49	95,300	9.0	15.1	11,300	3.0	3.7	84,000	12.2	25.9
50 – 59	139,300	13.1	23.8	25,200	6.8	8.7	114,000	16.5	38.8
60 & Over	399,300	37.6	65.1	146,600	39.4	51.4	252,800	36.6	77.0
Highest Qualification Attained									
Below Secondary	529,100	49.8	54.7	173,900	46.7	40.2	355,200	51.4	66.4
Secondary	266,600	25.1	39.5	99,000	26.6	32.1	167,700	24.3	45.8
Post-Secondary (Non-Tertiary)	103,400	9.7	28.9	44,800	12.0	22.3	58,600	8.5	37.5
Diploma & Professional Qualification	78,200	7.4	16.5	31,200	8.4	12.6	47,000	6.8	20.6
Degree	86,100	8.1	12.2	23,600	6.3	6.5	62,500	9.0	18.0

Note: Data on number and distribution may not add up to the total due to rounding.

4.3 Reflecting their high concentration at the two ends of the age spectrum, most of the economically inactive males were outside the labour force mainly because they were schooling/attending courses/undergoing training (44%), retired (26%) or due to old age, poor health or disability (19%). In contrast, the top reason for economic inactivity among females was family responsibilities (housework, childcare or care-giving to families/relatives) (43%), though there was also a sizeable proportion who were schooling/attending courses/undergoing training (23%) or outside the labour force because of old age, poor health or disability (19%).

Table 8: Economically Inactive Residents By Main Reason For Economic Inactivity, June 2012

Main Reason for Economic Inactivity	Total		Males		Females	
	Number	Distribution (%)	Number	Distribution (%)	Number	Distribution (%)
Total	**1,063,400**	**100.0**	**372,400**	**100.0**	**691,000**	**100.0**
Schooling/Attending Courses/Training	325,700	30.6	165,700	44.5	160,000	23.2
Family Responsibilities*	306,100	28.8	6,800	1.8	299,200	43.3
Too Old/Poor Health/Disabled	202,100	19.0	69,400	18.6	132,800	19.2
Retired	163,800	15.4	96,200	25.8	67,600	9.8
Taking a Break	30,600	2.9	14,600	3.9	16,000	2.3
Awaiting NS Call-Up/Examination Results	11,200	1.1	9,800	2.6	1,400	0.2
Discouraged	9,600	0.9	5,500	1.5	4,100	0.6
Others	14,400	1.4	4,500	1.2	9,800	1.4

Notes: (1) * – Includes housework, childcare and care-giving to families/relatives.
(2) Data may not add up to the total due to rounding.

4.4 While the large majority of economically inactive males were from the two ends of the age spectrum, there were nevertheless 43,700 men aged 55 to 64 and 38,700 men in the prime-working ages of 25 to 54 in June 2012, compared with 49,200 and 37,000 respectively a year ago. Around one in two (51%) economically inactive males aged 55 to 64 were outside the labour force mainly because they were retired, while another one in three (32%) cited poor health, disability or old age as their main reason for inactivity. Among the prime-working age men outside the labour force, the common reasons cited were poor health/disability[16] (28%), schooling/attending courses/ training (25%) and taking a break (21%).

4.5 With the continued increase in female labour force participation, the number of economically inactive women in the prime-working ages of 25 to 54 decreased from 221,000 in 2011 to 212,300 in 2012. Eight in ten (82%) of them cited family responsibilities as their main reason for being outside the labour force. Similarly, the number of older economically inactive females aged 55 to 64 decreased from 125,400 to 123,500 over the year. Among them, six in ten (62%) were neither working nor looking for work because of family responsibilities. Other reasons cited by economically inactive women in this age group include poor health, old age or disability (18%) and retired (16%).

[16] Includes a small number who cited old age as the main reason for economic inactivity.

Table 9: Main Reason For Economic Inactivity By Selected Age Group And Sex, June 2012

(A) Aged 25 To 54

	Total	Males	Females
Number of Economically Inactive Residents	**250,900**	**38,700**	**212,300**
Main Reason for Economic Inactivity (%)	100.0	100.0	100.0
Family Responsibilities	70.8	8.9	82.0
Housework	*42.1*	*1.4*	*49.5*
Childcare	*21.5*	*2.3*	*25.1*
Care-Giving to Families/Relatives	*7.2*	*5.2*	*7.5*
Poor Health/Disabled*	10.2	27.6	7.1
Taking a Break	6.8	21.4	4.1
Schooling/Attending Courses/Training	5.7	24.6	2.3
Discouraged	2.0	7.0	1.1
Retired	1.7	4.3	1.2
Others	2.8	6.2	2.2

(B) Aged 55 To 64

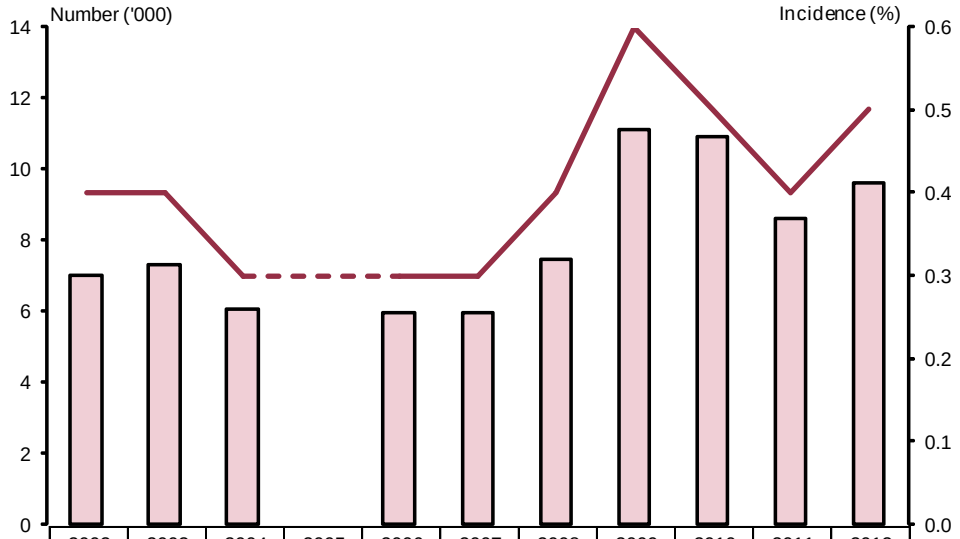
	Total	Males	Females
Number of Economically Inactive Residents	**167,100**	**43,700**	**123,500**
Main Reason for Economic Inactivity (%)	100.0	100.0	100.0
Family Responsibilities	46.7	4.5	61.6
Housework	*35.5*	*0.2*	*48.0*
Care-Giving to Families/Relatives	*6.6*	*3.8*	*7.6*
Childcare	*4.6*	*0.5*	*6.1*
Retired	25.1	51.0	15.9
Poor Health/Too Old/Disabled	21.4	32.3	17.6
Taking a Break	2.6	5.1	1.7
Discouraged	1.6	3.8	0.8
Others	2.6	3.4	2.3

Notes: (1) * – Includes a small number who cited old age as the main reason for economic inactivity.
(2) Data may not add up to the total due to rounding.

Discouraged Workers

4.6 The pool of resident discouraged workers was small, though it increased after two consecutive years of decline. Some 9,600 or 0.5% of the resident labour force (inclusive of discouraged workers) were discouraged from seeking work in 2012, up from 8,600 or 0.4% in 2011, but remained lower than the peak of 11,100 or 0.6% during the 2009 recession.

Chart 36: Residents Discouraged From Seeking Work, 2002 To 2012 (June)



	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Number ('000)	7.0	7.3	6.1	n.a.	6.0	6.0 (5.9[a])	7.5	11.1	10.9	8.6	9.6
Incidence (%)	0.4	0.4	0.3	n.a.	0.3	0.3 (0.3[a])	0.4	0.6	0.5	0.4	0.5

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 4 for Chart 16.

(4) [a] – Adjusted figures for 2007. See note 2 for Table 1.

4.7 Less educated residents with below secondary (1.0%) and secondary (0.6%) qualifications had higher incidence of being discouraged than those with post-secondary or higher qualifications (0.2 to 0.3%). As a result, the majority or seven in ten (70%) discouraged residents in 2012 had at most secondary qualifications. Reflecting their above-average incidence of being discouraged (0.8%), older residents aged 50 & over made up the slight majority (56%) of the residents discouraged from seeking work in 2012.

Table 10: Profile Of Residents Discouraged From Seeking Work, June 2012

Characteristics	Number	Distribution (%)	Incidence (%)
Total	**9,600**	**100.0**	**0.5**
Sex			
Males	5,500	57.2	0.5
Females	4,100	42.8	0.4
Age Group (Years)			
Below 30	1,500	15.5	0.4
30 – 39	700	7.5	0.1
40 – 49	2,100	21.4	0.4
50 & Over	5,300	55.6	0.8
Highest Qualification Attained			
Below Secondary	4,300	45.2	1.0
Secondary	2,400	25.0	0.6
Post-Secondary (Non-Tertiary)	800	8.3	0.3
Diploma & Professional Qualification	900	9.0	0.2
Degree	1,200	12.5	0.2

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.

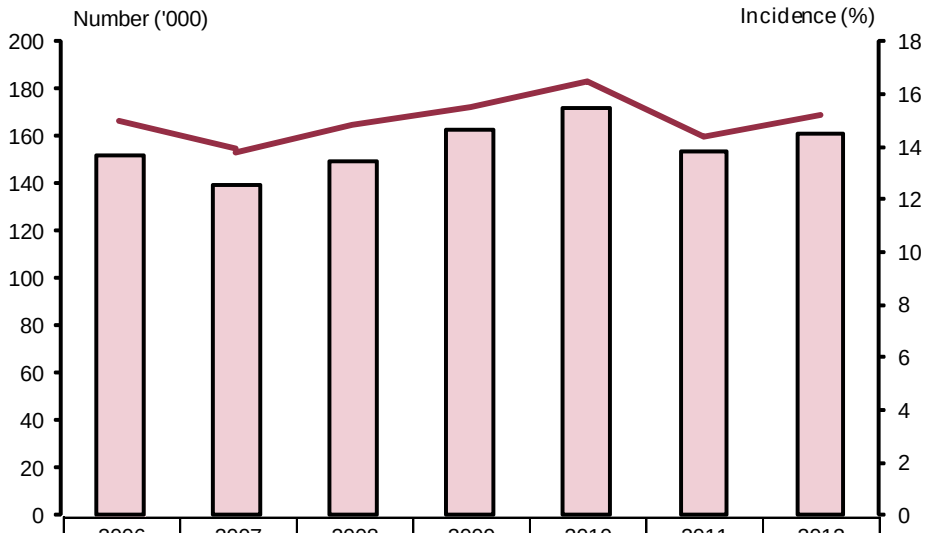
(2) Incidence refers to discouraged workers as a percentage of the resident labour force (inclusive of discouraged workers).

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

Potential Entrants

4.8 The number and incidence of potential entrants into the labour force increased over the year. Some 161,300 or 15.2% of economically inactive residents in 2012 intended to look for a job within the next two years, up from 153,600 or 14.4% in 2011, but still below the high of 171,900 or 16.5% in 2010.

Chart 37: Resident Potential Entrants Into The Labour Force, 2006 To 2012 (June)



	2006	2007	2008	2009	2010	2011	2012
Number ('000)	152.1	142.6 (139.5[a])	149.3	162.4	171.9	153.6	161.3
Incidence (%)	15.0	13.9 (13.8[a])	14.8	15.5	16.5	14.4	15.2

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) Comparable data series on potential entrants started from 2006.
(4) [a] – Adjusted figures for 2007. See note 2 for Table 1.

4.9 Females made up around two in three or 64% of the potential entrants in 2012, similar to their share of 65% among all economically inactive residents. Even though the incidence of potential entrants rose with educational attainment, the less educated with secondary or lower qualifications still formed slightly over half or 51% of resident potential entrants in 2012 given their high concentration (75%) among the economically inactive. Of every four potential entrants into the labour force in 2012, three (76%) had previous work experience while one (24%) had never worked before.

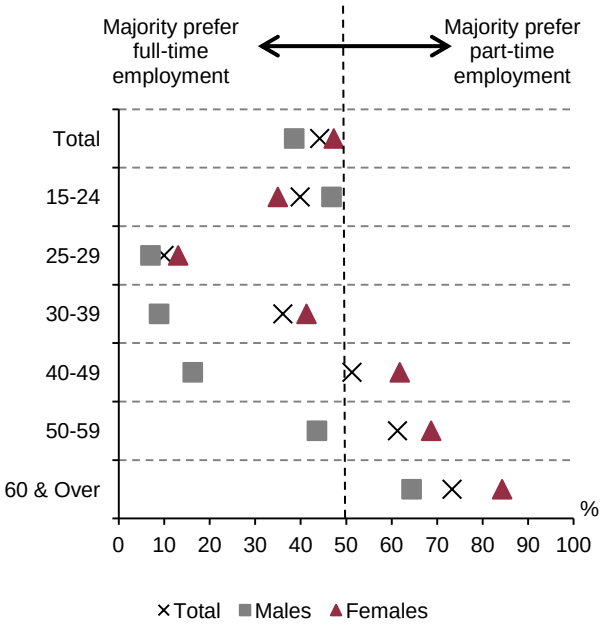
Table 11: Profile Of Resident Potential Entrants Into The Labour Force, June 2012

Characteristics	Total			Males			Females		
	Number	Distri-bution (%)	Incidence (%)	Number	Distri-bution (%)	Incidence (%)	Number	Distri-bution (%)	Incidence (%)
Total	**161,300**	**100.0**	**15.2**	**57,400**	**100.0**	**15.4**	**103,900**	**100.0**	**15.0**
Age Group (Years)									
15 – 24	64,000	39.7	18.9	26,400	46.0	15.4	37,600	36.2	22.6
25 – 29	14,600	9.0	53.1	7,400	12.9	63.3	7,100	6.9	45.4
30 – 39	23,500	14.5	36.6	3,800	6.5	60.9	19,700	19.0	34.0
40 – 49	23,400	14.5	24.6	5,400	9.4	48.1	18,000	17.3	21.4
50 – 59	20,700	12.8	14.9	6,000	10.5	24.0	14,700	14.1	12.9
60 & Over	15,200	9.4	3.8	8,400	14.6	5.7	6,800	6.5	2.7
Highest Qualification Attained									
Below Secondary	37,700	23.4	7.1	15,300	26.7	8.8	22,400	21.6	6.3
Secondary	44,800	27.8	16.8	15,000	26.2	15.2	29,700	28.6	17.7
Post-Secondary (Non-Tertiary)	24,800	15.4	24.0	10,900	19.0	24.3	13,900	13.4	23.7
Diploma & Professional Qualification	23,400	14.5	30.0	8,500	14.8	27.2	14,900	14.4	31.8
Degree	30,600	19.0	35.6	7,700	13.4	32.5	23,000	22.1	36.7
Work Experience									
With Work Experience	122,300	75.8	18.2	41,200	71.8	17.5	81,200	78.1	18.6
Without Work Experience	39,000	24.2	9.9	16,200	28.2	11.8	22,800	21.9	8.9
Preference for Full-Time/ Part-Time Employment									
Full-Time	90,100	55.8	n.a.	35,300	61.4	n.a.	54,800	52.7	n.a.
Part-Time	71,300	44.2	n.a.	22,100	38.6	n.a.	49,100	47.3	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.

4.10 A slight majority (56% or 90,100) of the potential entrants preferred to work full-time, while the rest (44% or 71,300) preferred part-time employment. Generally, more female potential entrants (47%) preferred part-time employment than males (39%). Unlike the younger potential entrants who mostly preferred full-time employment, the majority of mature female potential entrants aged 40 & over (68%) and older males aged 60 & over (64%) preferred to work part-time.

Chart 38: Proportion Of Resident Potential Entrants Who Preferred To Work Part-Time By Age Group And Sex, June 2012



Per Cent

Total	Males	Females
44.2	38.6	47.3
39.9	46.8	35.0
10.0	7.0	13.1
36.1	8.9	41.3
51.3	16.3	61.8
61.3	43.6	68.7
73.3	64.4	84.3

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 The resident employment rate reached a new high, reflecting the high employment creation and the rise in labour force participation among women and older residents. However, income growth has moderated, amid the weaker economic conditions.