

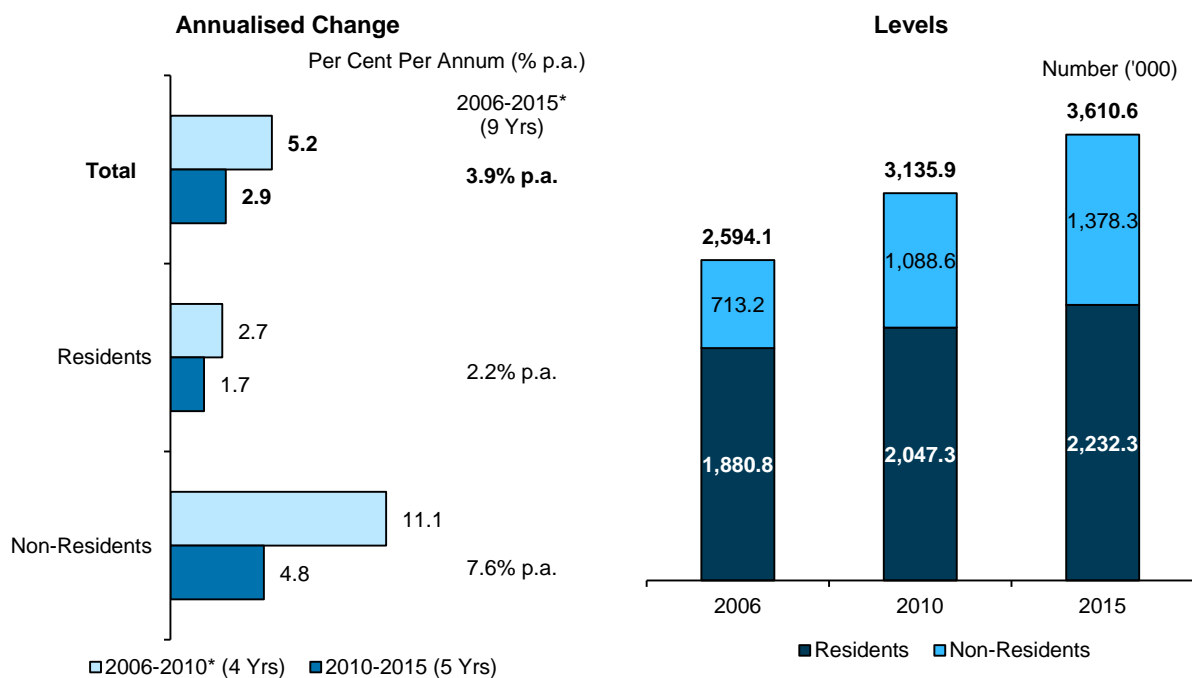
SURVEY FINDINGS

1 Labour Force

Slower labour force growth in recent five years, amid tighter immigration framework and foreign manpower measures

1.1 Singapore's total labour force totalled 3.61 million persons in June 2015⁴, comprising 2.23 million residents and 1.38 million non-residents. Total labour force growth moderated from 2006⁵-2010 (5.2% per annum (p.a.)) to 2010-2015 (2.9% p.a.). This took place amid the tightening of the immigration framework and foreign manpower measures. The resident labour force growth moderated from 2006-2010 (2.7% p.a.) to 2010-2015 (1.7% p.a.), while that for non-residents slowed from 11% p.a. to 4.8% p.a.

Chart 1: Labour Force, 2006, 2010 and 2015 (June)



- Notes: (1) * – The growth rates are adjusted for the change in the definition of resident population estimates by Singapore Department of Statistics (DOS) (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, 2006 to 2007 (based on old definition) and 2007 to 2010/2015 (based on new definition).
 (2) Levels may not add up to the total due to rounding.

⁴ Unless otherwise stated, data in this report are for June of the respective years.

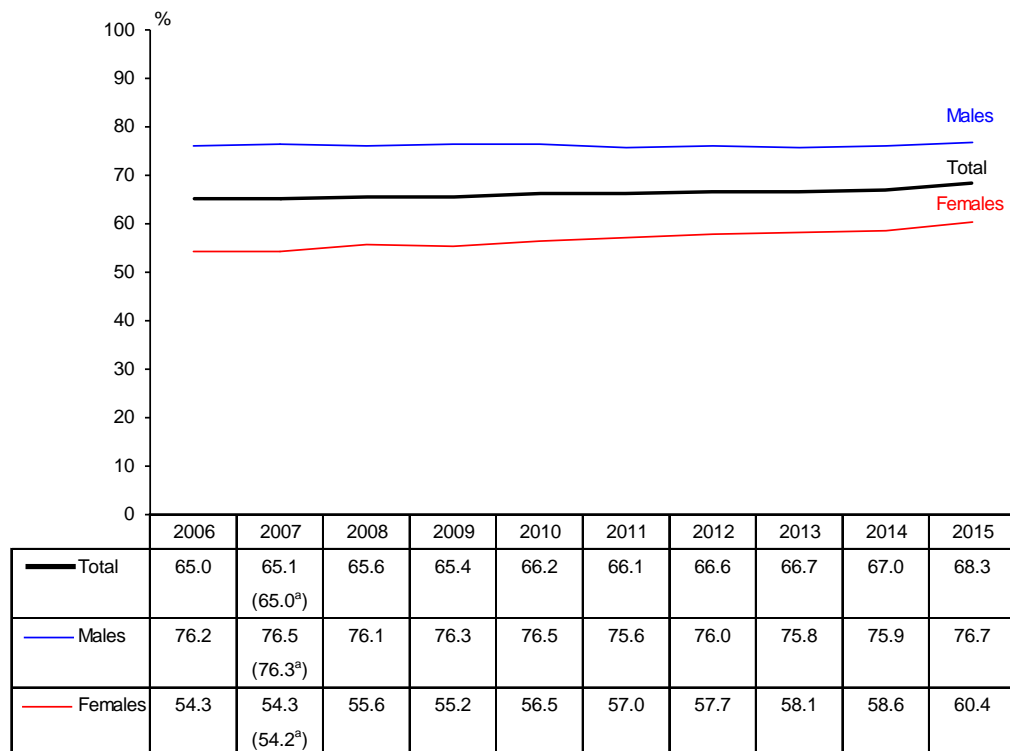
⁵ In this report, 2006 data was used instead of 2005 for comparison over the decade, as the Comprehensive Labour Force Survey was not conducted in 2005 due to the conduct of the General Household Survey by Department of Statistics.

Labour Force Participation

Sustained increase in labour force participation

1.2 The resident labour force participation rate (LFPR) rose for the fourth consecutive year to 68.3% in 2015, with generally broad-based gains observed across sex and age groups. Women and older residents continued to post increases in their LFPR, continuing a trend observed over the past years. The female LFPR trended upwards from 54.3% in 2006 to 60.4% in 2015, as more entered or stayed on in the labour market amid greater availability of flexible work arrangements for better work-life integration. Reflecting continued tripartite efforts to enhance the employability of older workers,⁶ the LFPR rose significantly from 56.3% in 2006 to 69.5% in 2015 for older residents aged 55 to 64, and from 25.3% to 42.2% for those aged 65 to 69. Most of the increase came in 2006 to 2012, with continued but moderated gains from 2012 to 2015.

Chart 2: Resident Labour Force Participation Rate by Sex, 2006 to 2015 (June)



Note: ^a – June 2007 data have been adjusted based on latest revised population estimates from DOS to facilitate comparison with June 2008 onwards.

⁶ This includes the implementation of re-employment legislation where employers must offer re-employment to eligible employees who turn 62 up to the age of 65, the Special Employment Credit (SEC) to support employers in hiring older Singaporean workers, and more recently the Tripartite Advisory on re-employment of employees from age 65 to 67 issued in September 2014.

Chart 3: Age-Sex Specific Resident Labour Force Participation Rate, 2006 and 2015 (June)

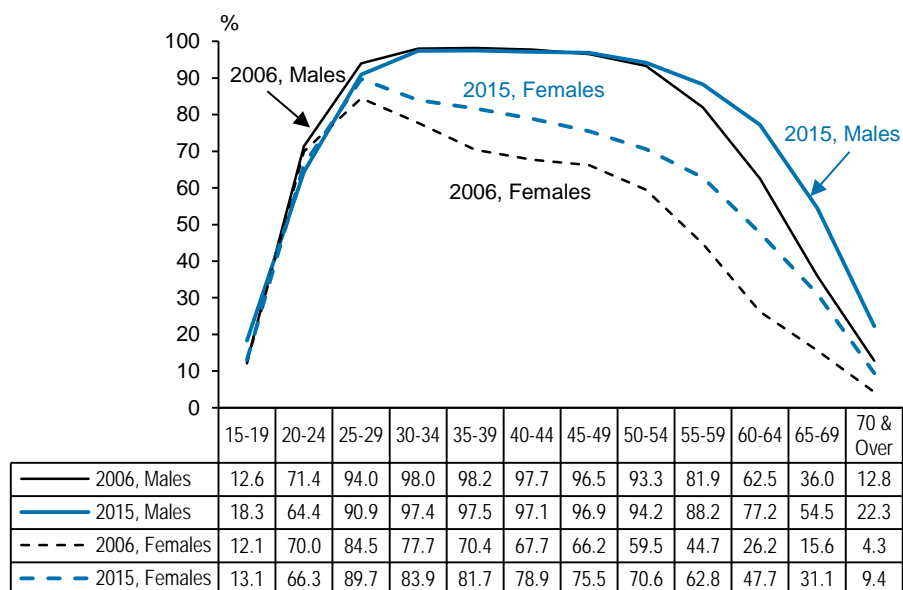
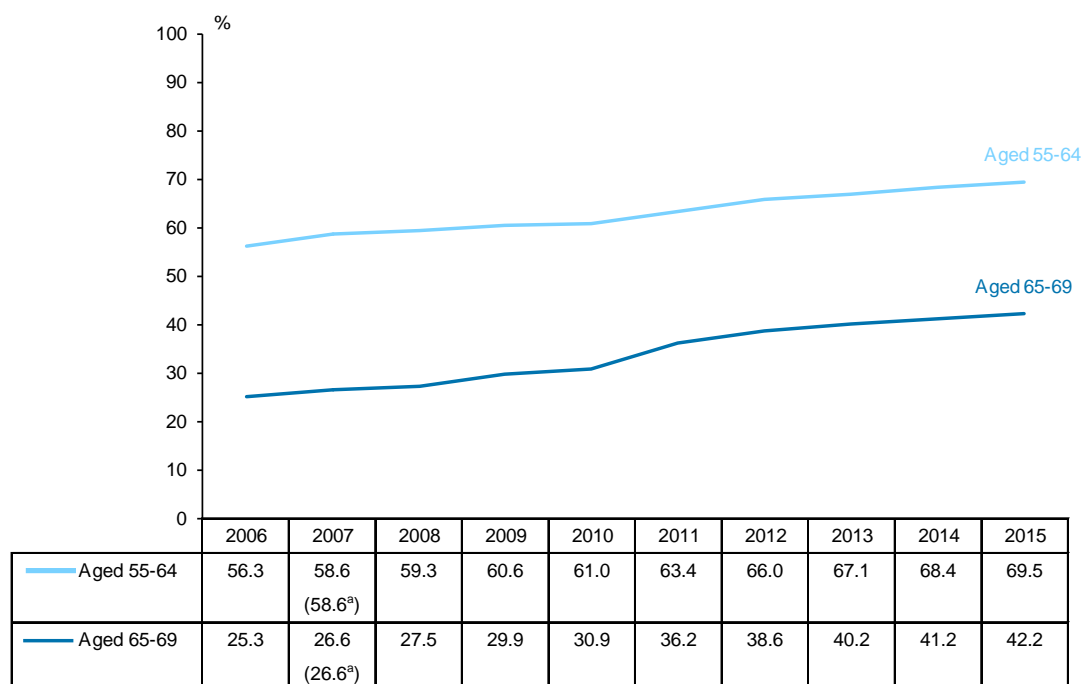


Chart 4: Labour Force Participation Rate of Resident Population Aged 55 to 64 and 65 to 69, 2006 to 2015 (June)



Note: ^a – Adjusted figures for 2007. See note for [Chart 2](#).

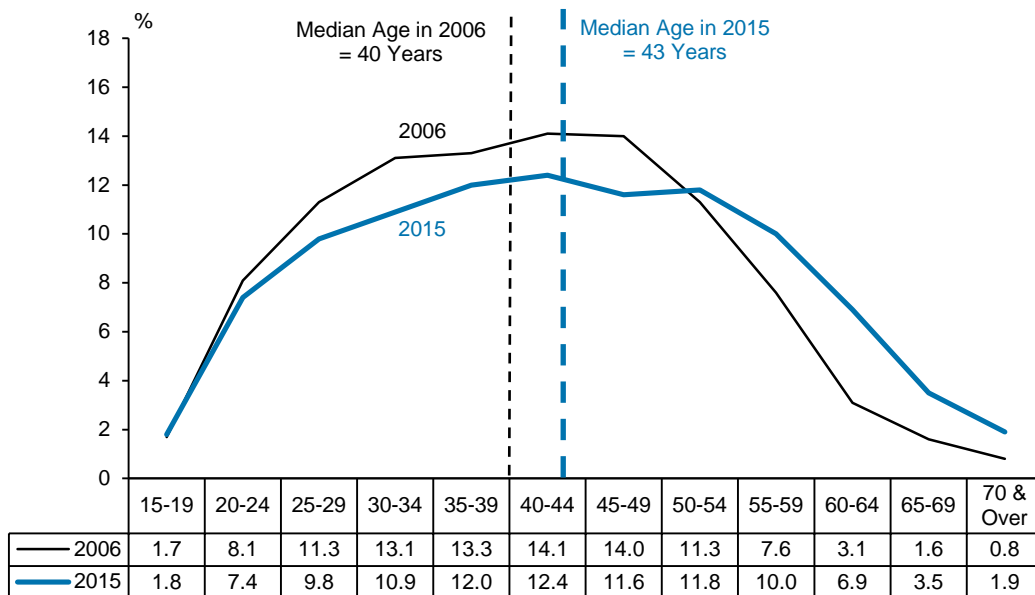
Profile of the Labour Force

Age

Share of older residents in the labour force rose

1.3 More older residents were in the labour force amid sustained increases in their labour force participation rate and an ageing population. Around one in three (34%) residents in the labour force in 2015 were aged 50 & over, up from around one in four (24%) in 2006. This included a growing share (12%) who were in their 60s and above, compared with only 5.5% in 2006, as the earlier cohorts of post-war baby boomers progressively crossed the 60-year mark. The median age of residents in the labour force rose to 43 years in 2015 from 40 years in 2006.

Chart 5: Distribution of Resident Labour Force by Age, 2006 and 2015 (June)



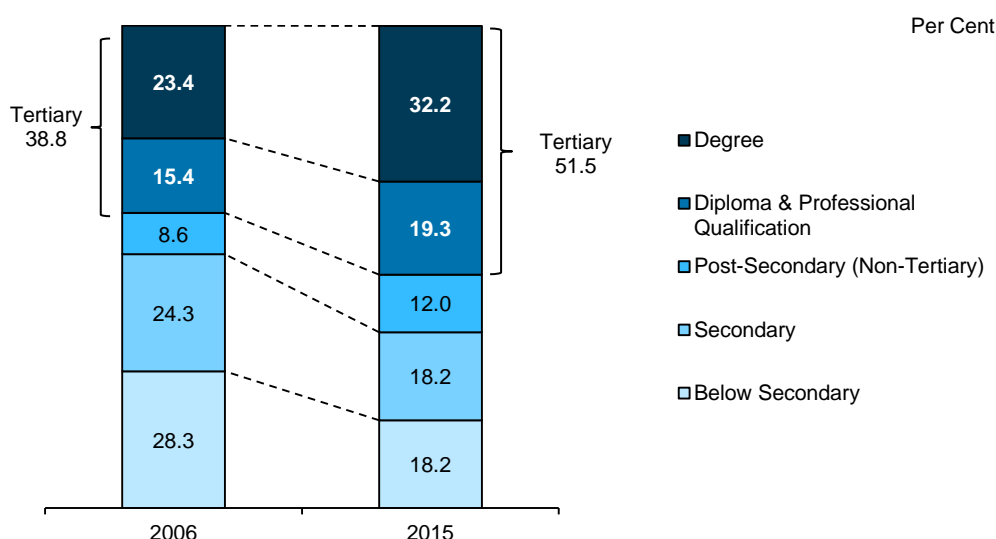
Note: Data for each year may not add up to 100% due to rounding.

Education

Slight majority of resident labour force were tertiary-educated

1.4 The education profile of the resident labour force continued to improve, as younger cohorts joining the labour force tend to be better-educated. Slightly more than half (52%) of the resident labour force in 2015 were tertiary-educated, up from 39% in 2006. Most of the increase was from degree holders, whose share in the labour force rose from 23% to 32% over this period.

Chart 6: Distribution of Resident Labour Force by Highest Qualification Attained, 2006 and 2015 (June)

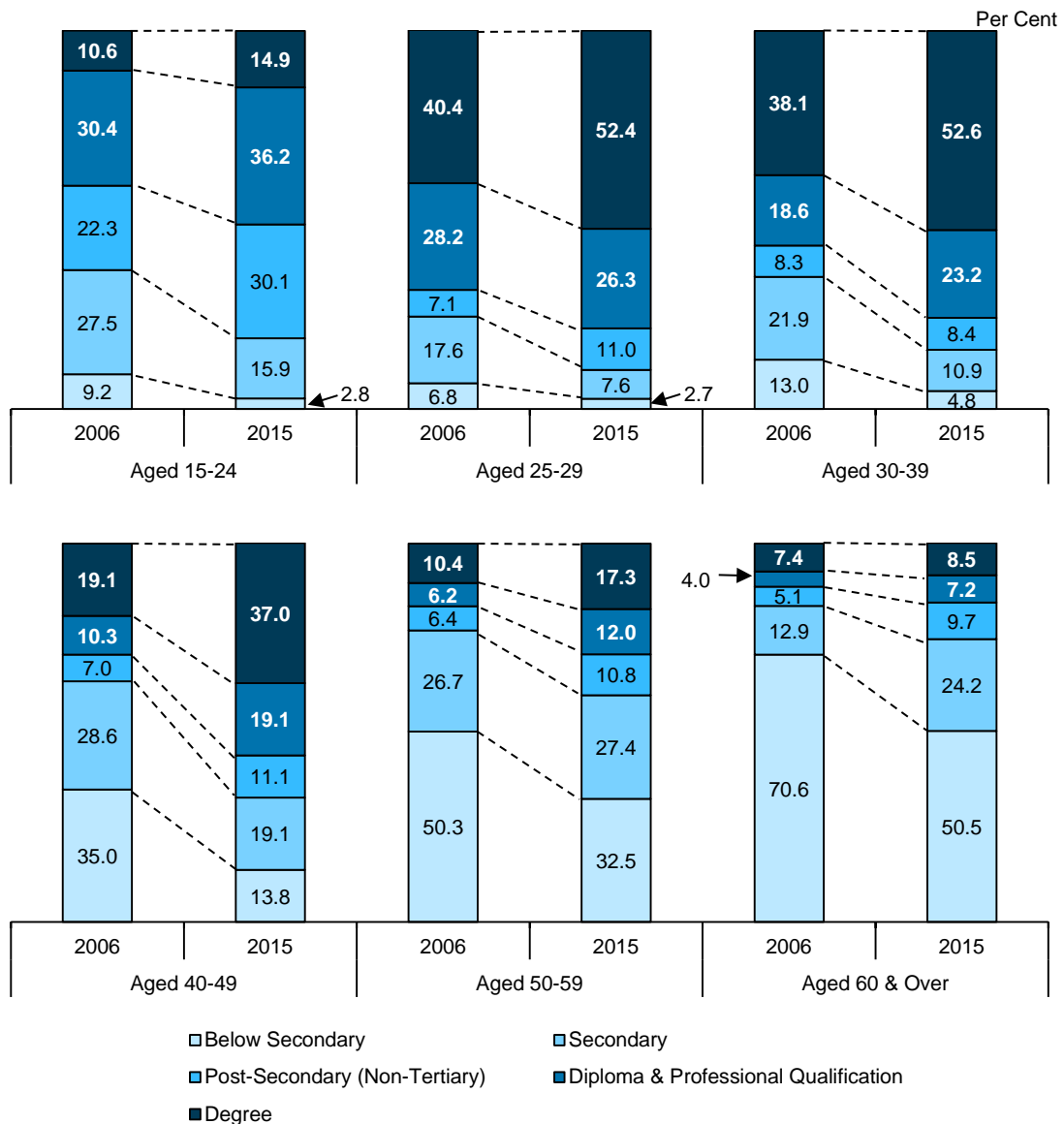


Note: Data for each year may not add up to 100% due to rounding.

1.5 The educational profile of the resident labour force had improved across all age groups in 2015 compared to 2006. However, the lower-educated continued to form the largest group among older residents in the labour force, reflecting more limited opportunities to pursue higher education in the past. One in two (50%) residents aged 60 & over and one in three (33%) of those aged 50 to 59 were below-secondary educated, compared with less than 5% among those aged below 40. Degree holders formed the slight majority of the resident labour force in the younger prime-working ages of 25 to 29 (52%) and 30 to 39 (53%) in 2015, substantially higher than the proportion for those in their 40s (37%), 50s (17%) and aged 60 & over (8.5%).⁷

⁷ The share of degree holders in the youth labour force aged 15 to 24 was also low (15%), as many of those in this age group were still pursuing education and have not entered the labour market.

Chart 7: Distribution of Resident Labour Force by Highest Qualification Attained and Age, 2006 and 2015 (June)



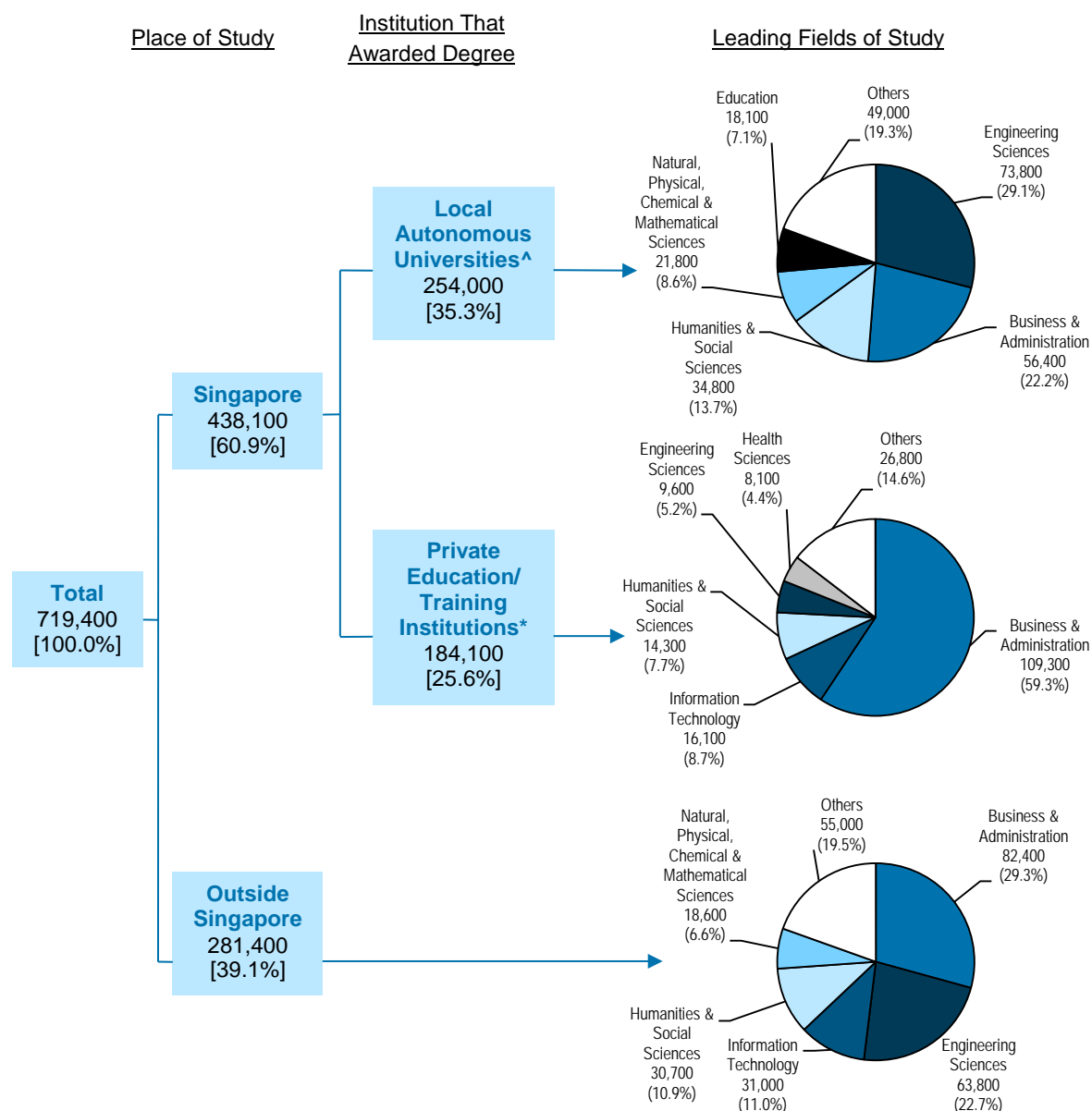
Note: Data for each year/age group may not add up to 100% due to rounding.

1.6 Among degree holders, there were more overseas graduates (39%) than local graduates from autonomous universities⁸ (35%) and private education/training institutions⁹ (26%). Business & Administration and Engineering Sciences were the most common fields of study, with around 55% of the graduates in the labour force majoring in these disciplines.

⁸ This refers to the National University of Singapore (including the former University of Singapore), Nanyang Technological University (including the former Nanyang University and Nanyang Technological Institute), National Institute of Education, Singapore Management University, Singapore University of Technology and Design and Singapore Institute of Technology (including qualifications awarded by its overseas partner universities/institutions).

⁹ Includes qualifications awarded by their overseas partner universities/institutions.

Chart 8: Profile of Degree Holders in Resident Labour Force, June 2015



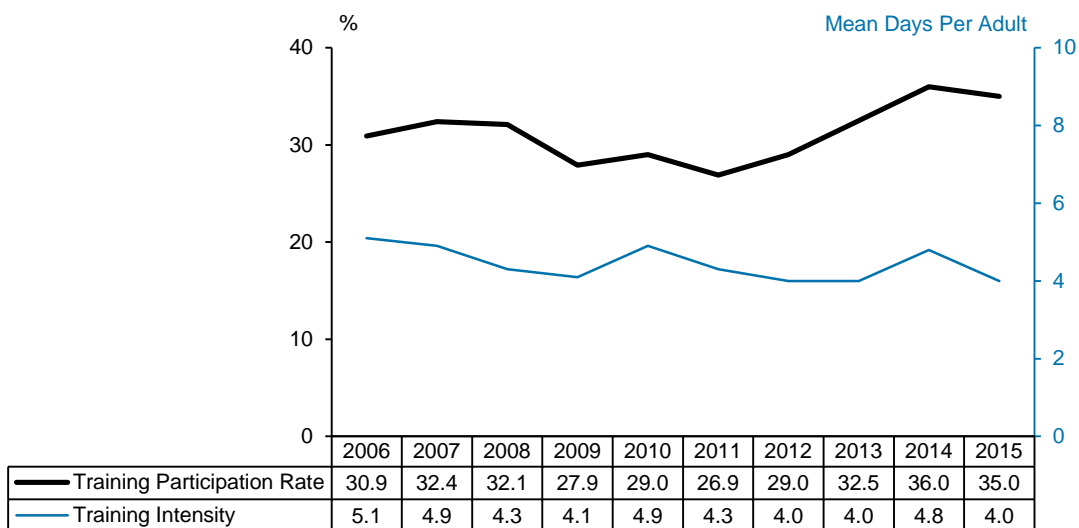
- Notes:
- (1) [^] – Includes qualifications awarded by overseas partner universities/institutions of the Singapore Institute of Technology.
 - (2) ^{*} – Includes qualifications awarded by their overseas partner universities/institutions.
 - (3) Figures in square brackets [] are computed as a percentage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

Training

Training participation rate dipped slightly after three successive years of increase

1.7 Amid continued efforts to promote lifelong learning, one in every three (35%) residents aged 15 to 64 participated in training during the 12-month period ending June 2015. The training participation rate was a slight decline from the all-time high a year ago (36%).¹⁰ Training duration has also shortened, averaging 11 days per trainee in 2015, down from the 13 days in 2014. Consequently, training intensity, derived by multiplying the average (mean) training days per trainee with training participation rate, fell to 4.0 days per adult in 2015 from 4.8 days per adult in 2014.

Chart 9: Training Indicators of Resident Labour Force Aged 15 to 64, 2006 to 2015



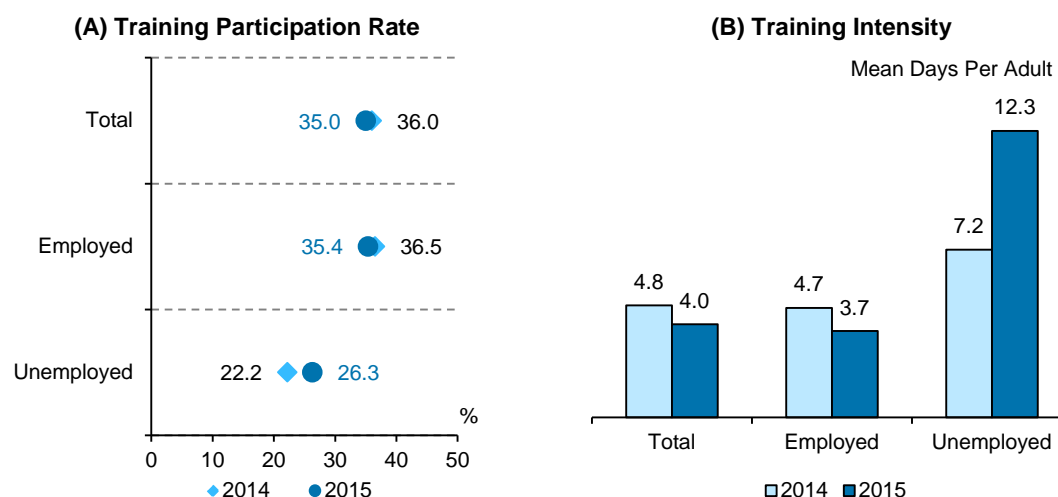
- Notes: (1) Training participation rate is defined as the proportion of residents aged 15 to 64 in the labour force who had engaged in some form of job-related structured training or education activities over the 12-month period ending June.
 (2) Training intensity is measured by the duration of training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

1.8 The dip in overall training participation was attributed to a decrease in training incidence among the employed residents from 37% in 2014 to 35% in 2015 amid softer economic conditions in 2015.¹¹ On the other hand, unemployed residents saw improvement in their training participation from 22% to 26%, though they continued to lag their employed counterparts who can benefit from training provided by employers. Coupled with a longer training duration, the training intensity of the unemployed increased to 12 days per adult in 2015 from 7.2 days per adult in 2014. Conversely, the training intensity for the employed fell to 3.7 from 4.7 days per adult a year ago.

¹⁰ Since the series started in 2000.

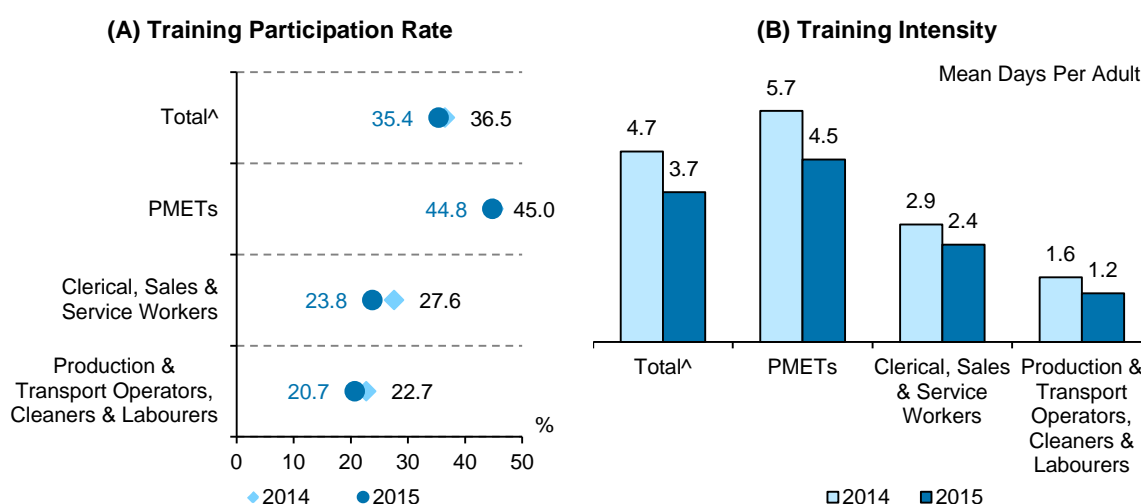
¹¹ Advance estimates showed that the Singapore economy grew by 2.1% for the whole of 2015 as compared with 2.9% in 2014. Source: Advance Gross Domestic Product (GDP) Estimates, 4 January 2016, Ministry of Trade and Industry.

Chart 10: Training Indicators of Resident Labour Force Aged 15 to 64 by Labour Force Status, 2014 and 2015



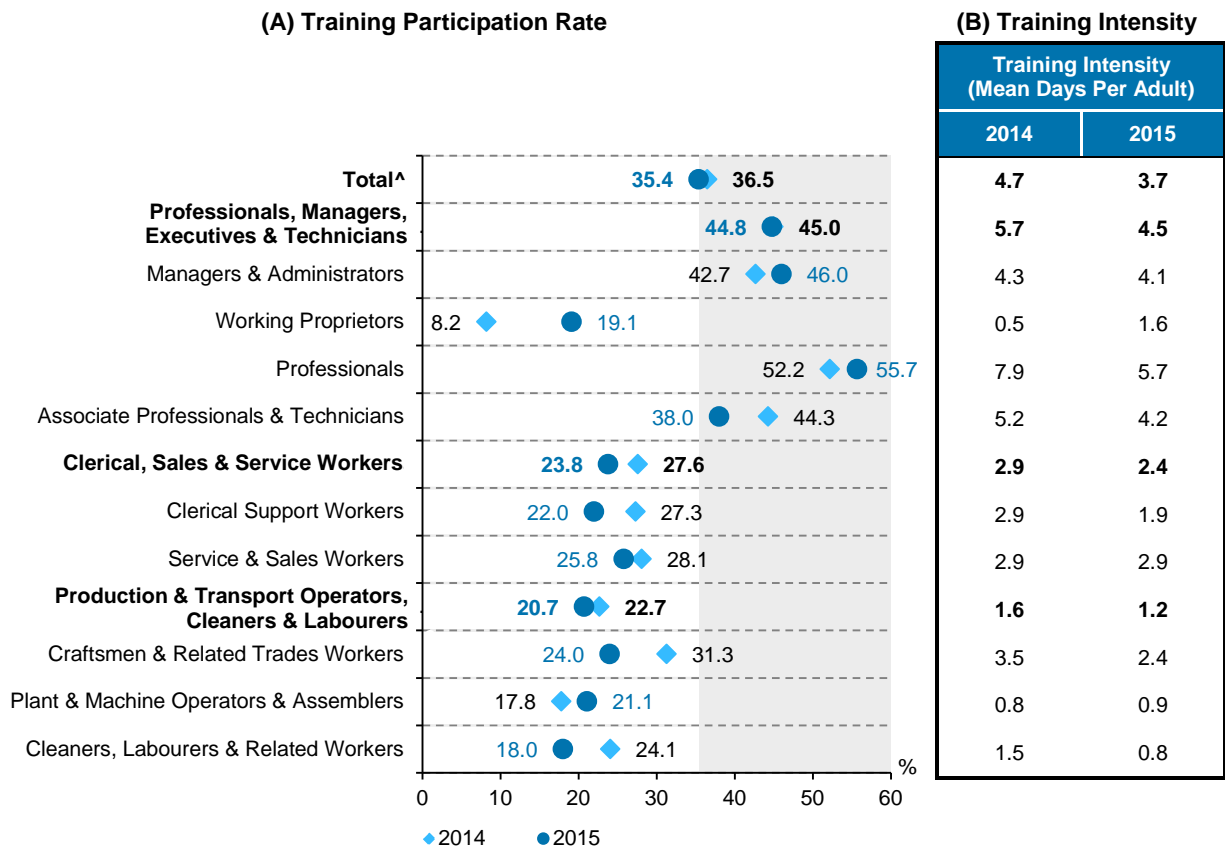
1.9 Professionals, managers, executives & technicians (PMETs) were more likely to participate in training (45%) compared to clerical, sales & service workers (24%) and production & transport operators, cleaners & labourers (21%). Likewise, the non-PMETs, especially production & transport operators, cleaners & labourers continued to spend less time on training than PMETs, resulting in their lower training intensity.

Chart 11: Training Indicators of Employed Residents Aged 15 to 64 by Broad Occupational Group, 2014 and 2015



- Notes: (1) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2015. Data for past years which were coded based on earlier versions of the SSOC were mapped to SSOC 2015 as far as possible to facilitate data comparability.
 (2) [^] – Includes Agricultural & Fishery Workers and Workers Not Elsewhere Classified which are not separately reflected.

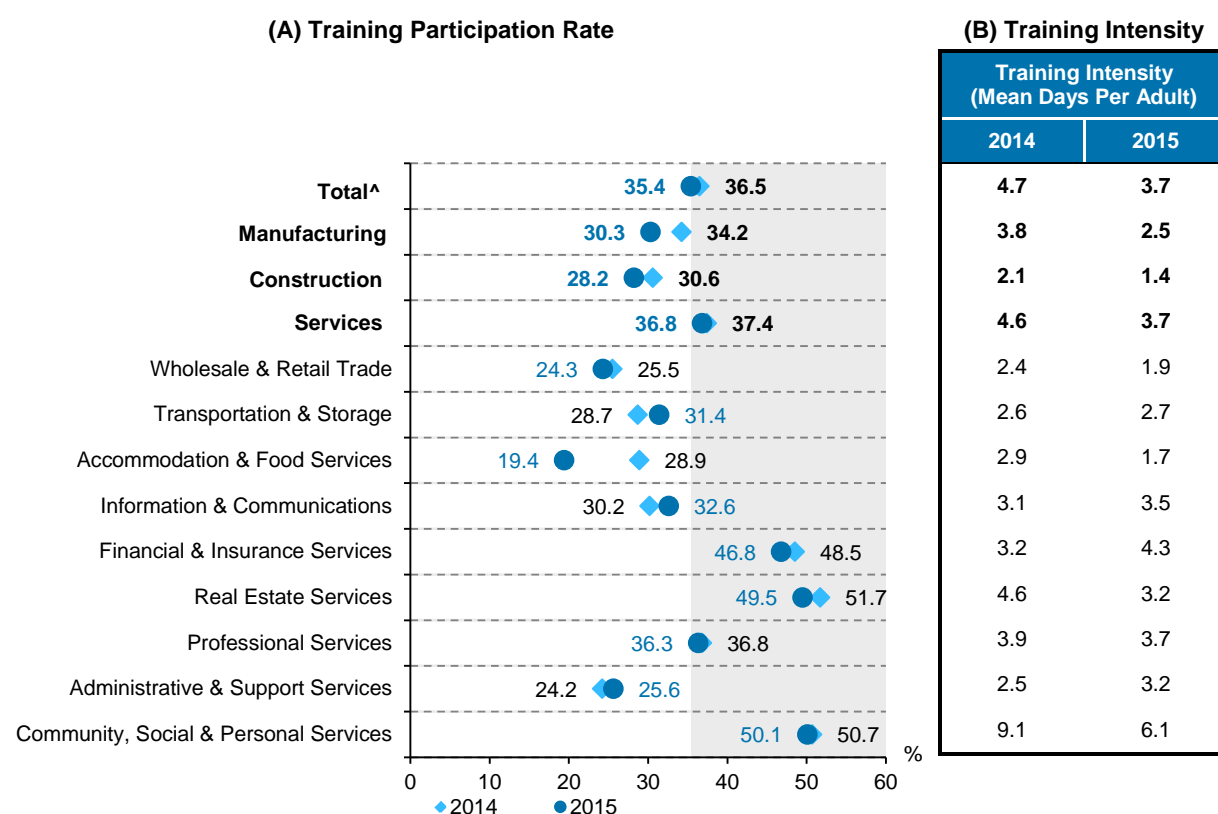
Chart 12: Training Indicators of Employed Residents Aged 15 to 64 by Occupation, 2014 and 2015



Notes: (1) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2015. Data for past years which were coded based on earlier versions of the SSOC were mapped to SSOC 2015 as far as possible to facilitate data comparability.
 (2) ^ – Includes Agricultural & Fishery Workers and Workers Not Elsewhere Classified which are not separately reflected.

1.10 Training remained more prevalent in services (37%) than manufacturing (30%) and construction (28%), specifically in community, social & personal (50%), real estate (49%), financial & insurance (47%) and professional (36%) services, reflecting their higher concentration of PMETs. On the other hand, training was less common in sectors with greater reliance on lower-skilled and/or seasonal workers such as accommodation & food services (19%), wholesale & retail trade (24%) and administrative & support services (26%).

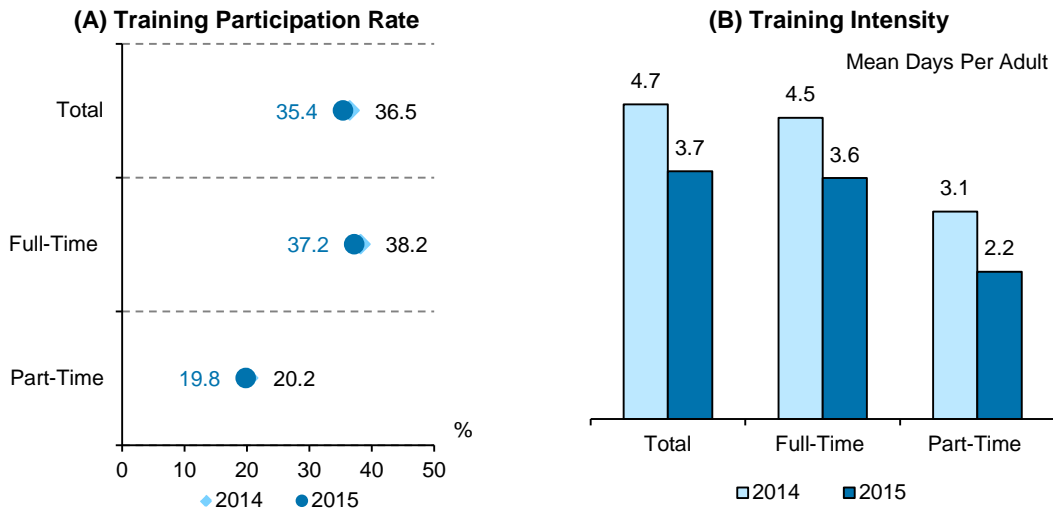
Chart 13: Training Indicators of Employed Residents Aged 15 to 64 by Industry, 2014 and 2015



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

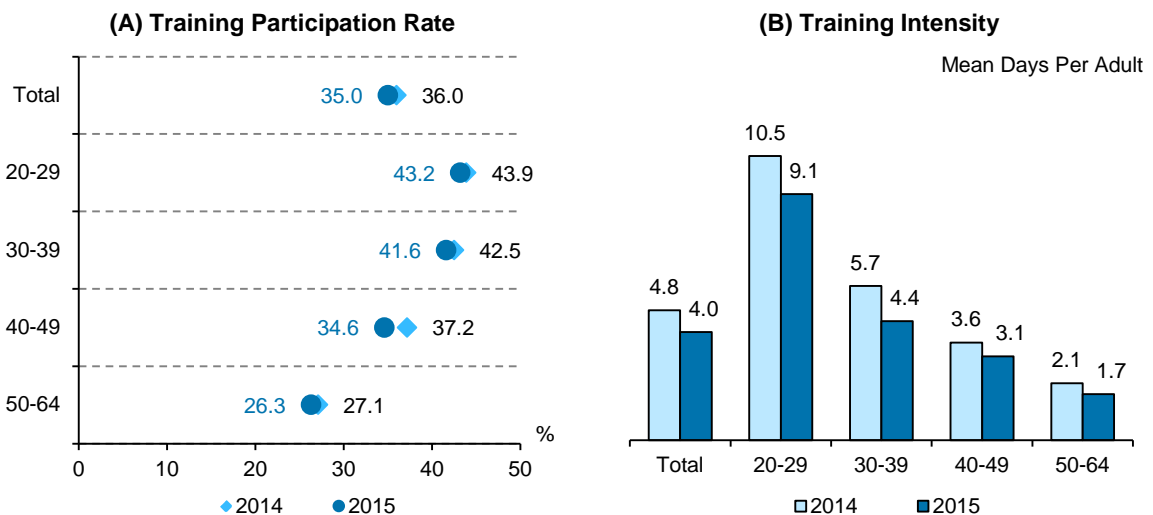
1.11 Reflecting their stronger labour market attachment, full-timers (37%) were more likely to participate in training than part-timers (20%). In terms of training intensity, full-timers clocked 3.6 days per adult and part-timers, 2.2 days in 2015.

Chart 14: Training Indicators of Employed Residents Aged 15 to 64 by Nature of Employment, 2014 and 2015



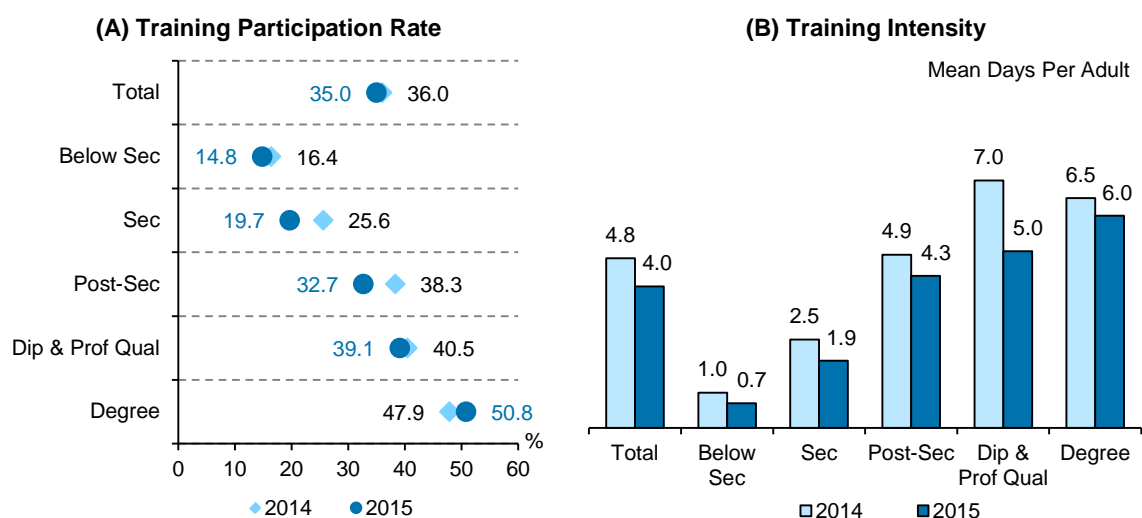
1.12 Training participation continued to decline with age. Younger residents were more likely to participate in training than their older counterparts, given that the returns on training are generally higher for them. Training intensity was also skewed towards younger residents reflecting their higher participation and longer training duration.

Chart 15: Training Indicators of Resident Labour Force Aged 15 to 64 by Age, 2014 and 2015



1.13 The better-educated continued to participate more in training and clocked longer training hours than the less-educated. One in two (51%) resident degree holders undertook training in 2015, more than double the 20% and 15% for residents with secondary and below-secondary qualifications respectively. Likewise, the training intensity per adult also ranged from 6.0 days for degree holders to 1.9 days and 0.7 day respectively for those with secondary and below-secondary qualifications.

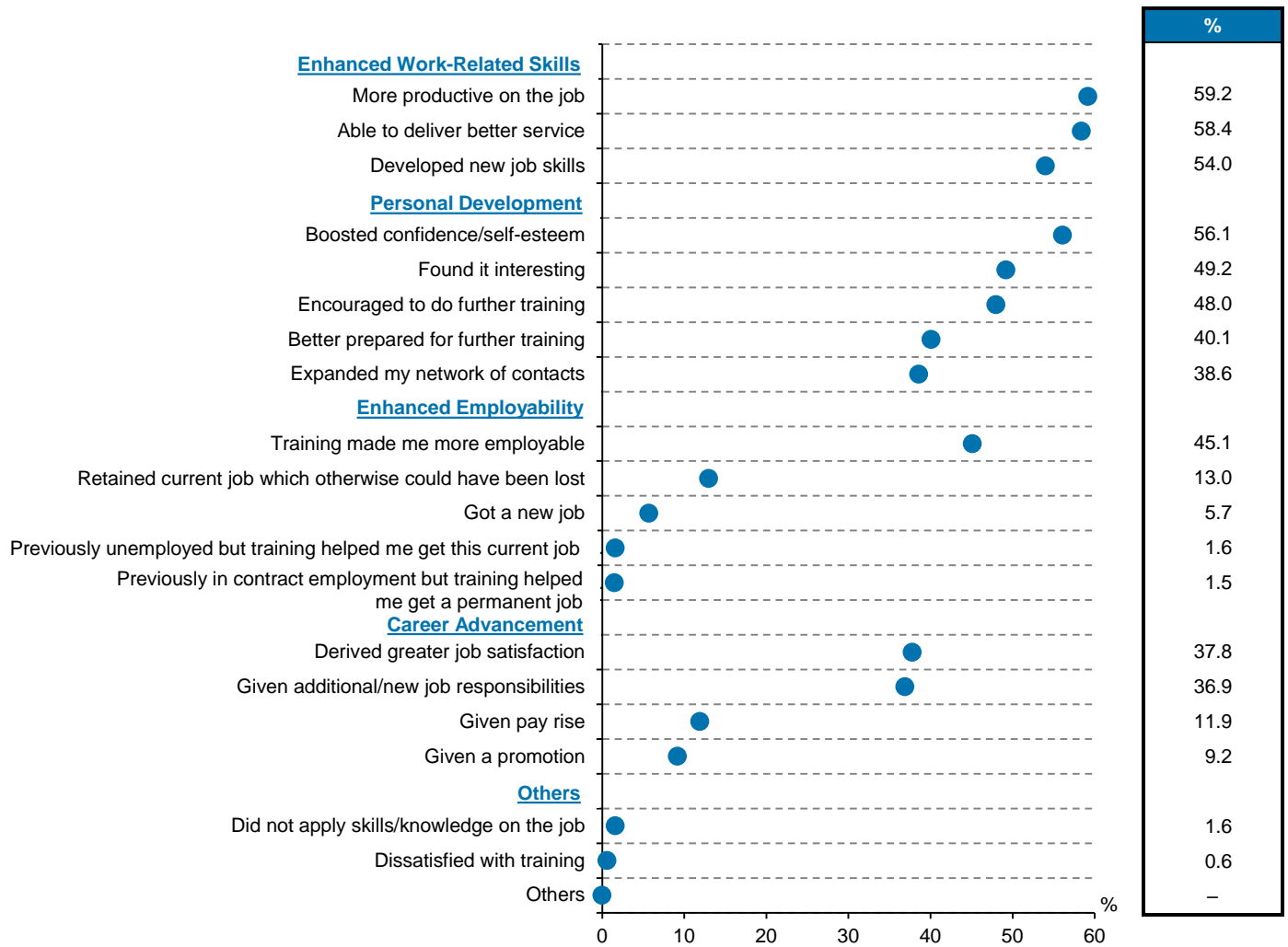
Chart 16: Training Indicators of Resident Labour Force Aged 15 to 64 by Highest Qualification Attained, 2014 and 2015



1.14 Employed trainees generally experienced positive outcomes from the training undertaken in the year ending June 2015, notably on work-related skills such as *more productive on the job* (59%), *able to deliver better service* (58%) and personal development skills like *boosted confidence/self-esteem* (56%). Nearly half also found training *interesting* (49%) and was *encouraged to do further training* (48%).

1.15 Proportionately fewer trainees indicated that training helped them in their career advancement. Given that the impact of training on pay and promotion may not be immediate, only about one in ten reported positive impact of training on *pay rise* (12%) and *promotion* (9.2%) in 2015. Only a very small minority reported that they *did not apply the skills/knowledge on the job* (1.6%) or were *dissatisfied with training* (0.6%).

Chart 17: Training Outcomes of Employed Residents Aged 15 to 64, 2015



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

2 Employment

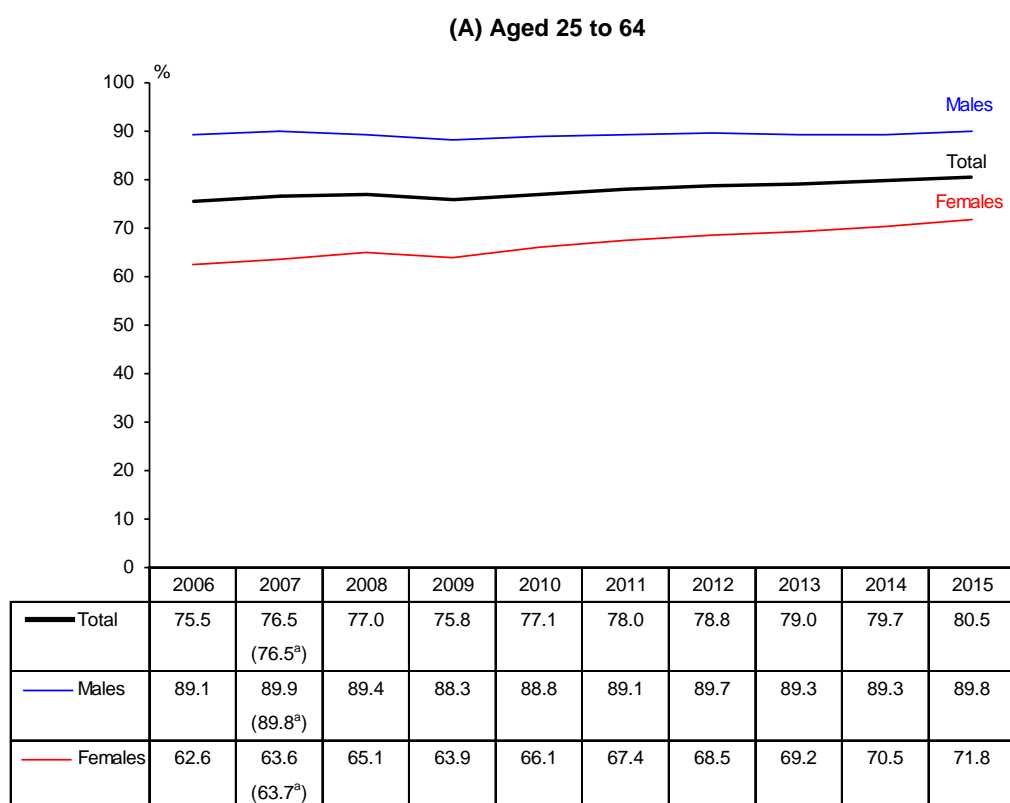
Employment rate rose further, reflecting gains for women and prime-working age men

2.1 The employment rate for residents aged 25 to 64 rose further to 80.5% in 2015 from 79.7% in 2014. This continued a broadly consistent uptrend from 75.5% in 2006.

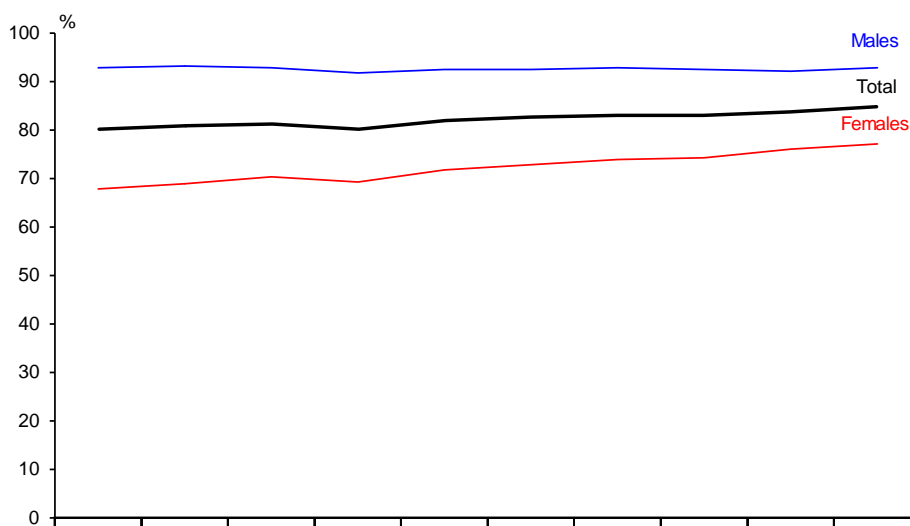
2.2 Employment rate for women and prime-working age men rose over the year. The employment rates for women aged 25 to 54 (77.1%) and 55 to 64 (54.2%) continued to trend up but at a more moderated pace than 2014. The employment rate for men aged 25 to 54 also rose from 92.2% in 2014 to 92.9% in 2015, though their trend over the decade was largely flat.

2.3 80.1% of older men aged 55 to 64 were employed in 2015. Their increase in employment rate had moderated from 2012 to 2015, after rising significantly from 71.3% in 2006 to 79.7% in 2012. A similar pattern was observed for males aged 65 to 69. As a result, the employment rate for residents aged 65 to 69 continued to rise, but at a slower pace to 40.4% in 2015 from 39.9% in 2014.

Chart 18: Resident Employment Rate by Selected Age Groups and Sex, 2006 to 2015 (June)

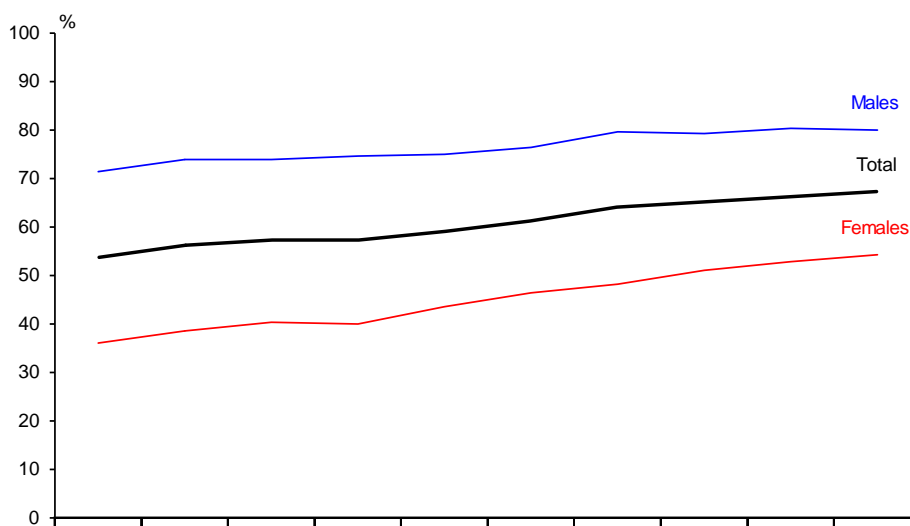


(B) Aged 25 to 54



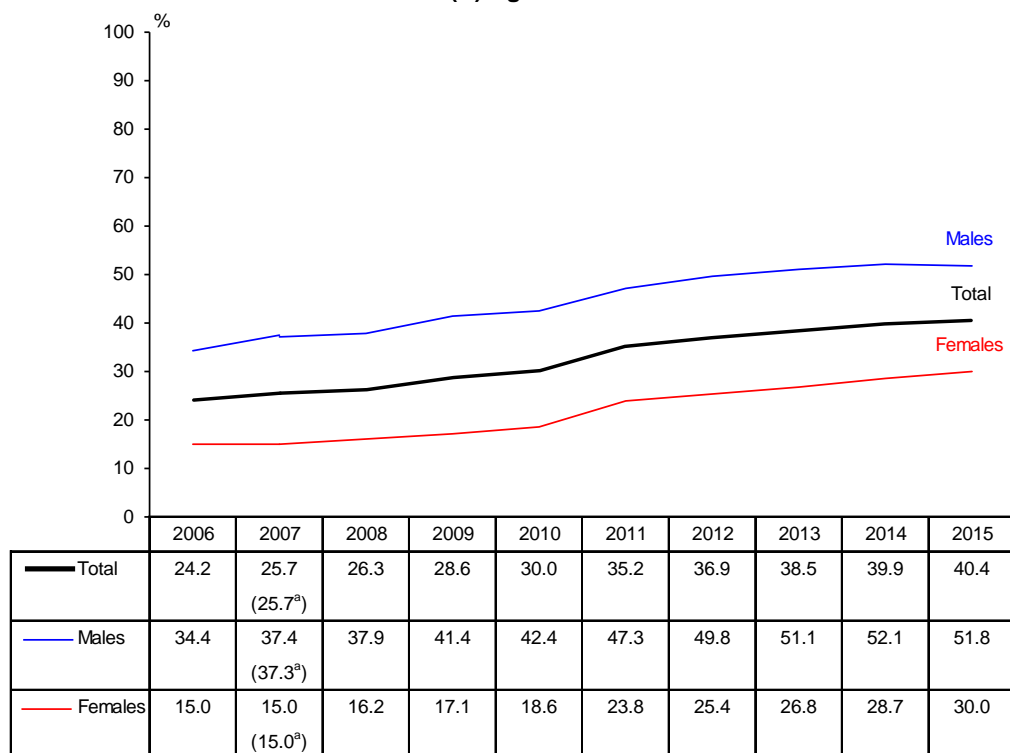
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
— Total	80.0	80.8 (80.8 ^a)	81.4	80.1	81.8	82.5	83.0	83.0	83.8	84.7
— Males	92.8	93.3 (93.3 ^a)	93.0	91.6	92.4	92.6	92.7	92.4	92.2	92.9
— Females	67.8	68.8 (69.0 ^a)	70.4	69.4	71.7	73.0	74.0	74.3	76.0	77.1

(C) Aged 55 to 64



	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
— Total	53.7	56.2 (56.2 ^a)	57.2	57.2	59.0	61.2	64.0	65.0	66.3	67.2
— Males	71.3	74.0 (73.9 ^a)	73.8	74.7	75.0	76.4	79.7	79.2	80.2	80.1
— Females	36.2	38.6 (38.6 ^a)	40.5	40.1	43.4	46.3	48.1	50.9	52.7	54.2

(D) Aged 65 to 69



Note: ^a – Adjusted figures for 2007. See note for [Chart 2](#).

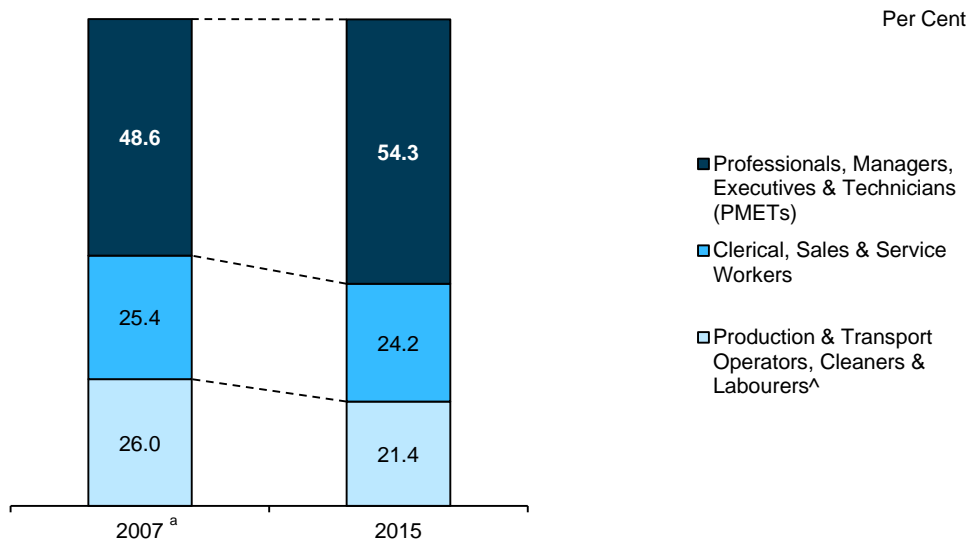
Share of professionals, managers, executives & technicians among employed residents increased

2.4 Professionals, managers, executives & technicians (PMETs) gained share among employed residents from 2007 to 2015, as they grew faster than the other two broad occupational groups.¹² The employment growth of PMETs was 3.6% p.a. over this period, compared with 1.6% p.a. for clerical, sales & service workers and -0.2% p.a. for production & transport operators, cleaners & labourers. This raised the share of PMETs among employed residents from 49% to 54%.

2.5 The number of residents employed in PMET jobs continued to increase from 2011 to 2015, though the pace of increase (2.7% p.a.) was slower than from 2007 to 2011 (4.6% p.a.). This occurred as robust hiring in domestic-oriented sectors for the large part of the recent four years mainly benefitted mid- and lower-skilled workers. Resident employment growth for clerical, sales & service workers was slightly faster from 2011 to 2015 (1.7% p.a.) than 2007 to 2011 (1.5% p.a.). There was a smaller dip in number of residents employed as production & transport operators, cleaners & labourers in the recent four years (-0.1% p.a.) than the earlier four years (-0.4% p.a.).

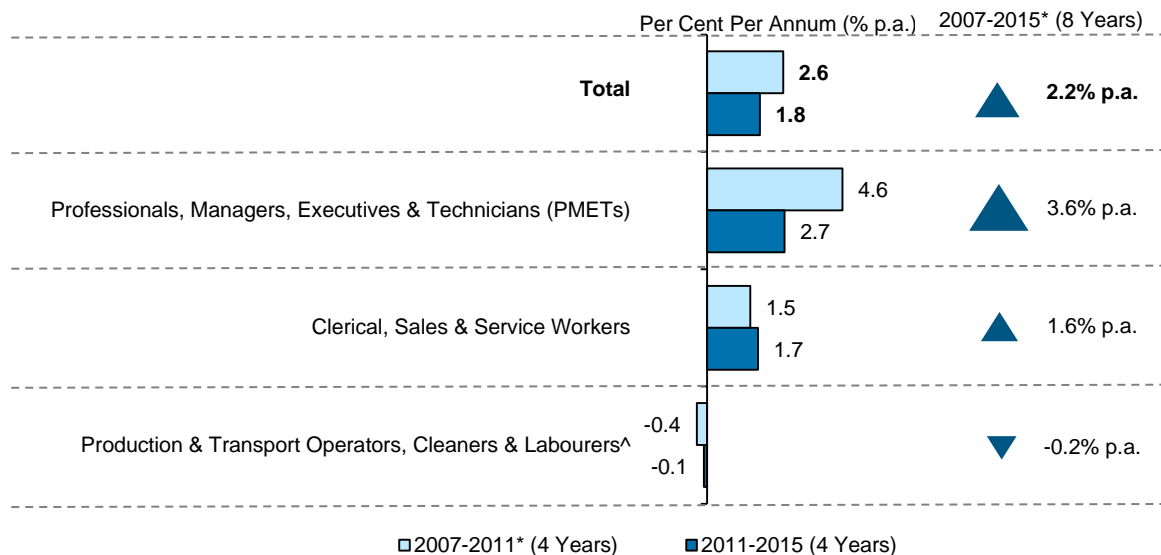
¹² The comparison was done from 2007 to 2015, as the Comprehensive Labour Force Survey was not conducted in 2005 due to the conduct of the General Household Survey by Department of Statistics and the level of occupational detail collected in 2006 did not support mapping to the latest version of the Singapore Standard Occupational Classification (SSOC). Correspondingly, the analysis for the sub-periods was based on four-year periods from 2007 to 2011 and 2011 to 2015, instead of the typical five-year period.

Chart 19: Distribution of Employed Residents by Broad Occupational Group, 2007 and 2015 (June)



- Notes: (1) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2015. Data for past years which were coded based on earlier versions of the SSOC were mapped to SSOC 2015 as far as possible to facilitate data comparability.
 (2) [^] – Includes Agricultural & Fishery Workers and Workers Not Elsewhere Classified.
 (3) ^a – Adjusted figures for 2007. See note for [Chart 2](#).
 (4) Data for each year may not add up due to rounding.

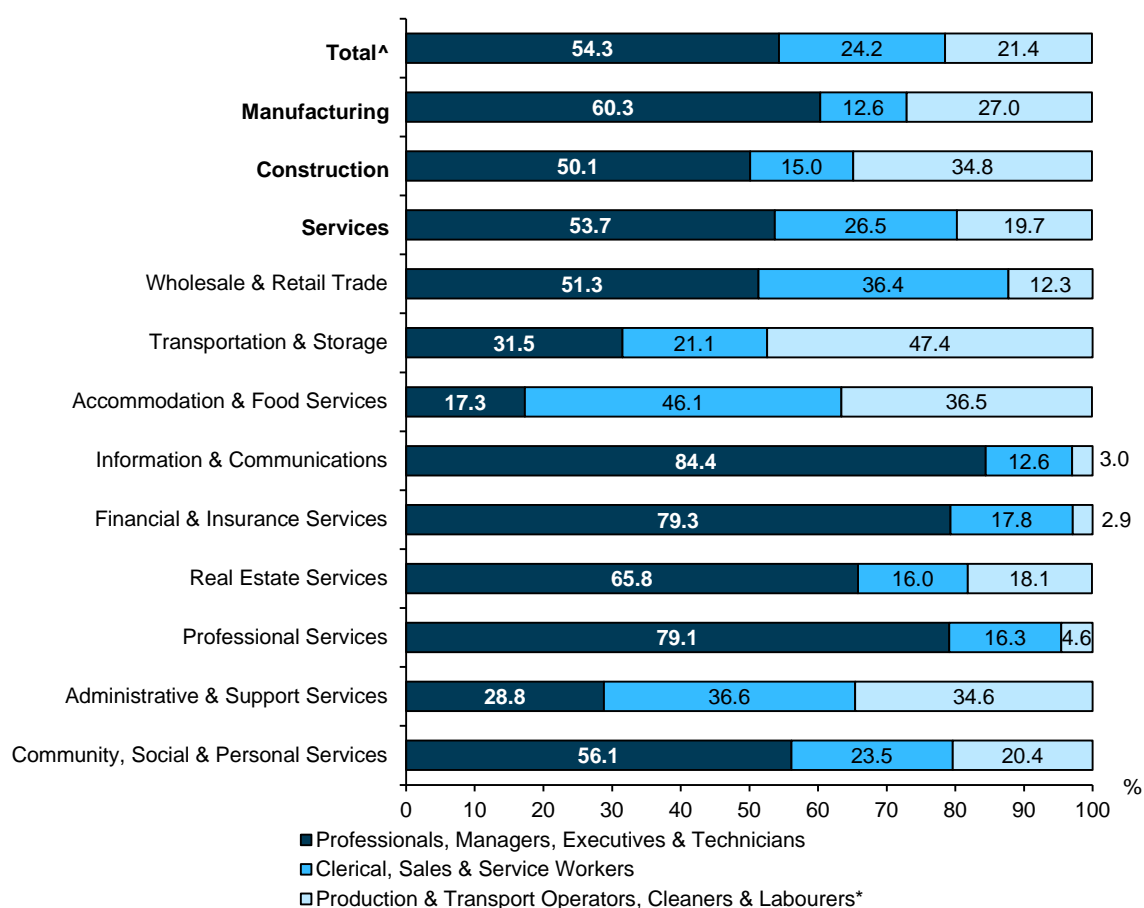
Chart 20: Annualised Change in Employed Residents by Broad Occupational Group, 2007 to 2015 (June)



- Notes: (1) See notes 1 to 2 of [Chart 19](#).
 (2) * – Growth rates are computed using adjusted figures for 2007 (see note for [Chart 2](#)).

2.6 The majority of residents employed in information & communications (84%), financial & insurance services (79%) and professional services (79%) in 2015 were PMETs. In contrast, PMETs made up just 17% of employed residents in accommodation & food services and 29% of those in administrative & support services. Residents working in these two industries were mostly clerical, sales & service workers, such as hawkers/stall holders and waiters in the former and security guards in the latter. Transportation & storage (31%) also had low concentration of PMETs among their resident workers. Around half of employed residents in this industry were production & transport operators, cleaners & labourers, such as taxi, bus, heavy truck & lorry drivers.

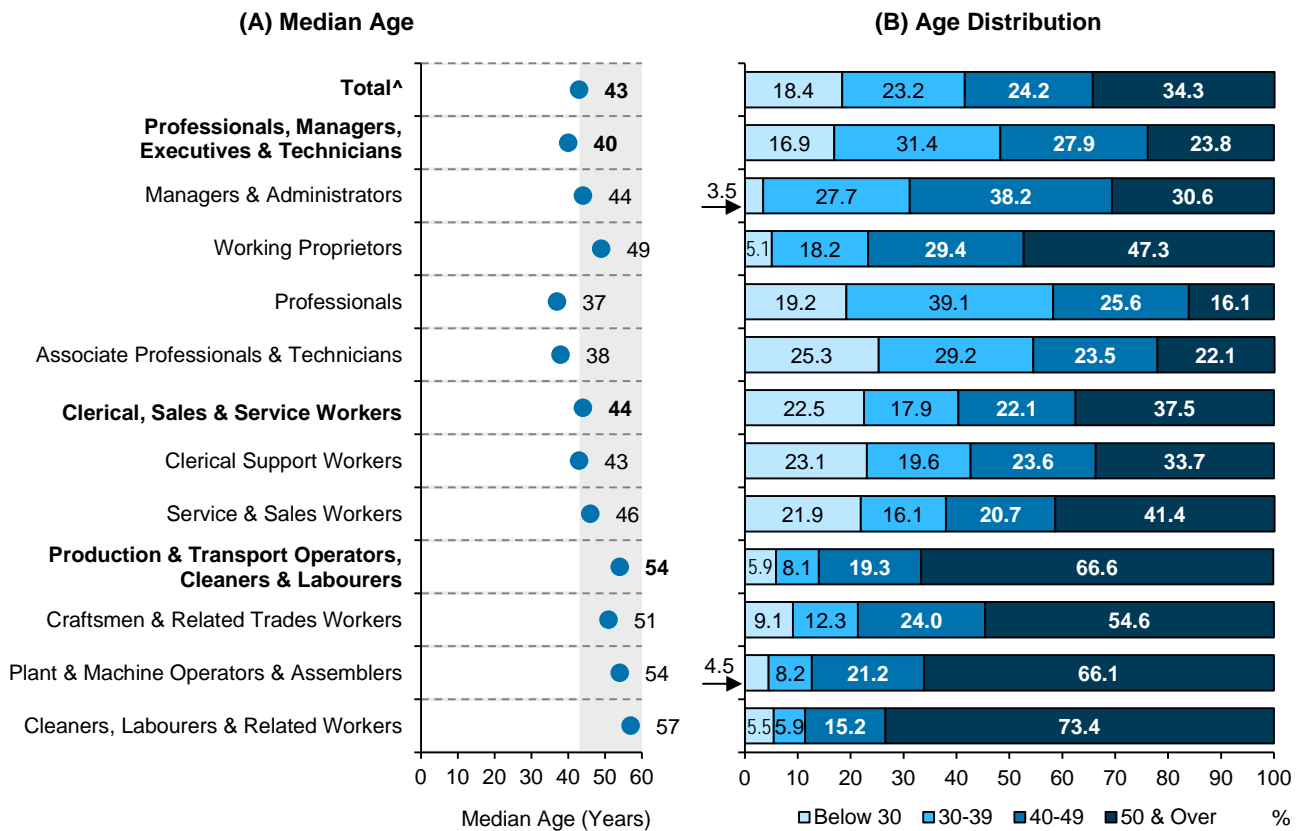
Chart 21: Occupational Distribution of Employed Residents by Industry, June 2015



- Notes: (1) ^ – Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management which are not separately reflected.
 (2) * – Includes Agricultural & Fishery Workers and Workers Not Elsewhere Classified.
 (3) Occupational distribution data for each industry may not add up to 100% due to rounding.

2.7 Residents employed as cleaners, labourers & related workers and plant & machine operators & assemblers tend to be older, with 73% and 66% respectively of employed residents in these occupations aged 50 & over. This reflects differences in education profile across the age groups, where older workers tend to be less-educated and younger workers better-educated given increased opportunities to pursue higher education over the years. Professionals and associate professionals & technicians were relatively younger, with just 16% and 22% of residents in these two occupations aged 50 & over.

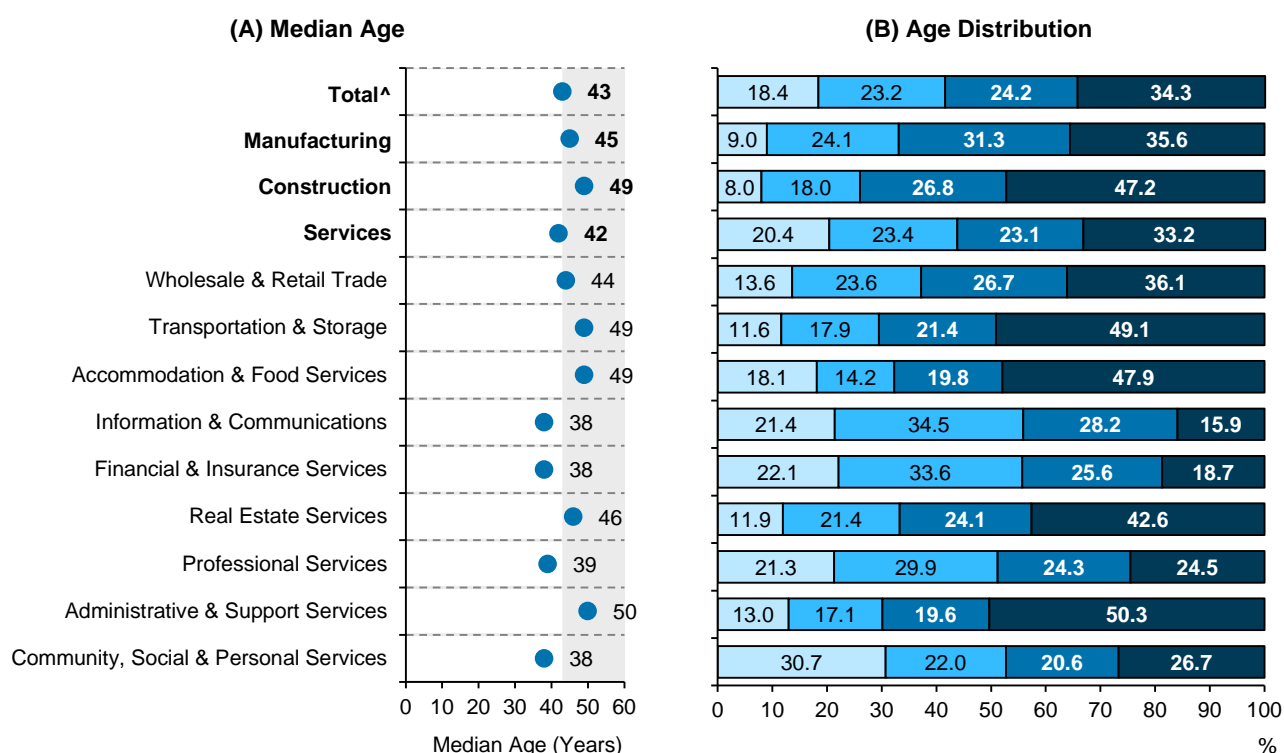
Chart 22: Employed Residents by Occupation and Age, June 2015



Notes: (1) ^ – Includes Agricultural & Fishery Workers and Workers Not Elsewhere Classified which are not separately reflected.
 (2) Age distribution data for each occupation may not add up to 100% due to rounding.

2.8 Around half of the employed residents in administrative & support services (50%), transportation & storage (49%), accommodation & food services (48%) and construction (47%) in 2015 were aged 50 & over, reflecting the higher concentration of production & transport operators, cleaners & labourers in these industries. The proportion of older workers was substantially lower in information & communications (16%) and financial & insurance services (19%), where most workers were PMETs. Residents working in these two industries were commonly in their 30s (35% and 34% respectively).

Chart 23: Employed Residents by Industry and Age, June 2015



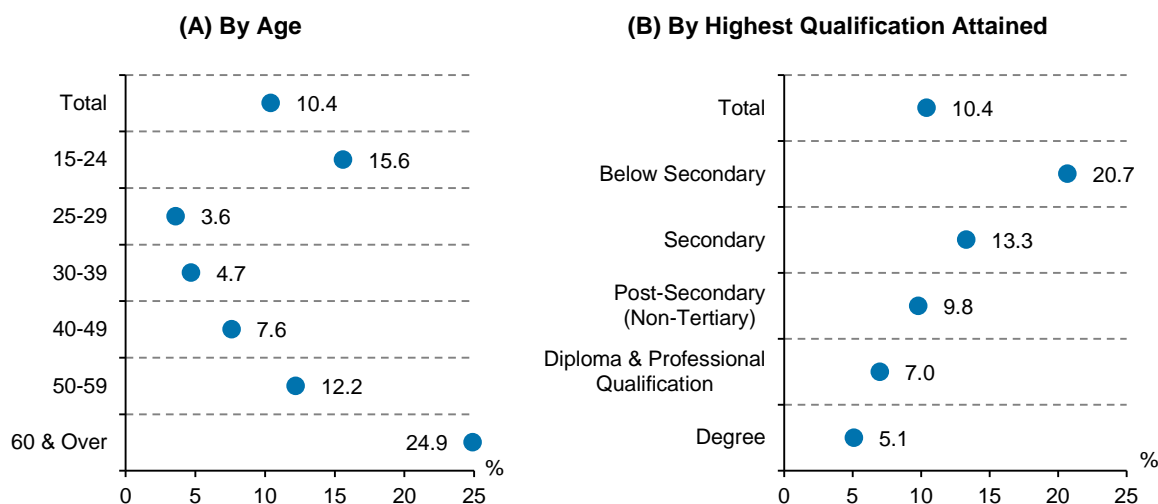
Notes: (1) ^ – Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management which are not separately reflected.
 (2) Age distribution data for each industry may not add up to 100% due to rounding.

Part-Time Employment

Part-time employment stabilised

2.9 Part-time employment stabilised at 223,100 or 10.4% of employed residents in 2015. This was similar to 220,200 or 10.5% in 2014, following an uptrend from 156,200 or 8.4% in 2009. Part-time employment continued to be more prevalent among older workers, youths and lower-educated residents. Part-timers commonly worked as office clerks, food preparation & kitchen assistants, shop sales assistants, waiters and office cleaners.

Chart 24: Incidence of Part-Time Employment among Employed Residents, June 2015

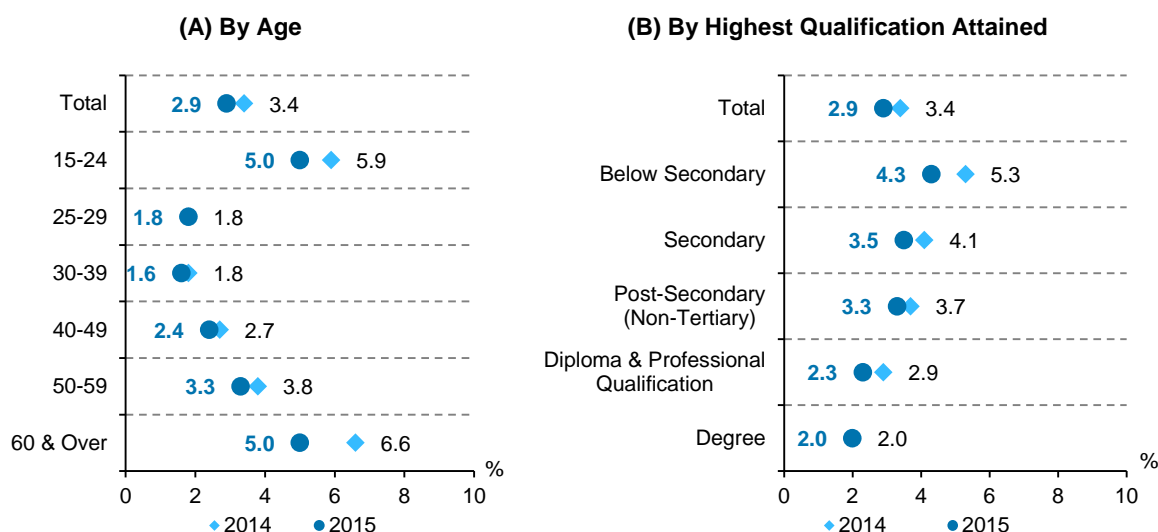


Note: Incidence refers to the number of part-time employed residents as a percentage of employed residents in the respective groups.

Time-related underemployment continued to fall

2.10 Part-timers who were willing and available to work additional hours (i.e. time-related underemployed) continued to fall for the fourth successive year to 62,600 or 2.9% of employed residents in 2015, down sharply from 71,400 or 3.4% in 2014. Similar to the previous year, the improvement in time-related underemployment rate was generally broad-based with larger decreases among groups with higher incidence of part-timers, namely older residents, youths and the lower-educated.

Chart 25: Time-Related Underemployment Rate among Employed Residents, 2014 and 2015 (June)

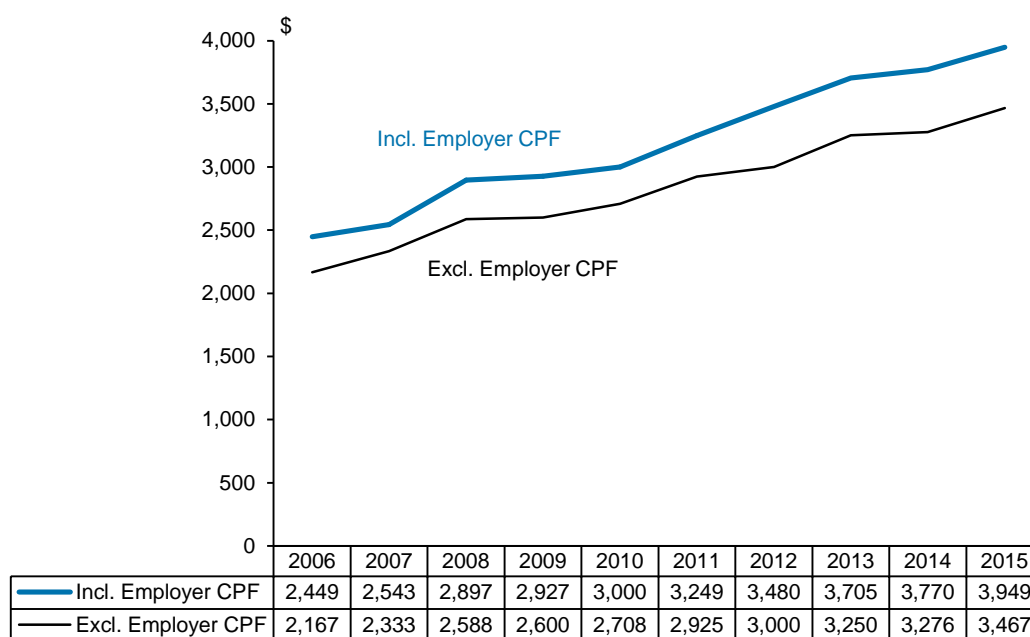


Income

Strong median income growth in 2015, amid tight labour market

2.11 Median income grew strongly in 2015, amid continued labour market tightness and manpower shortages in some industries.¹³ The nominal median monthly income from work of full-time employed residents (including employer Central Provident Fund (CPF) contributions) rose by 4.7% over the year to \$3,949 in June 2015. After adjusting for negative inflation,¹⁴ real median income grew at a faster pace of 5.3% in 2015.¹⁵

Chart 26: Median Gross Monthly Income from Work of Full-Time Employed Residents, 2006 to 2015 (June)



Notes: (1) Data exclude full-time National Servicemen.
 (2) For data in this chart, adjusted figures for 2007 (see note for [Chart 2](#)) are the same as the original figures.

¹³ The Monetary Authority of Singapore's Labour Market Pressure Indicator, which captures the extent of labour market tightness, eased in the second quarter of 2015 but remained higher than its historical average. The vacancy rates for all sectors, except construction and manufacturing, were higher than their 10-year historical average. Source: Macroeconomic Review, October 2015, Monetary Authority of Singapore

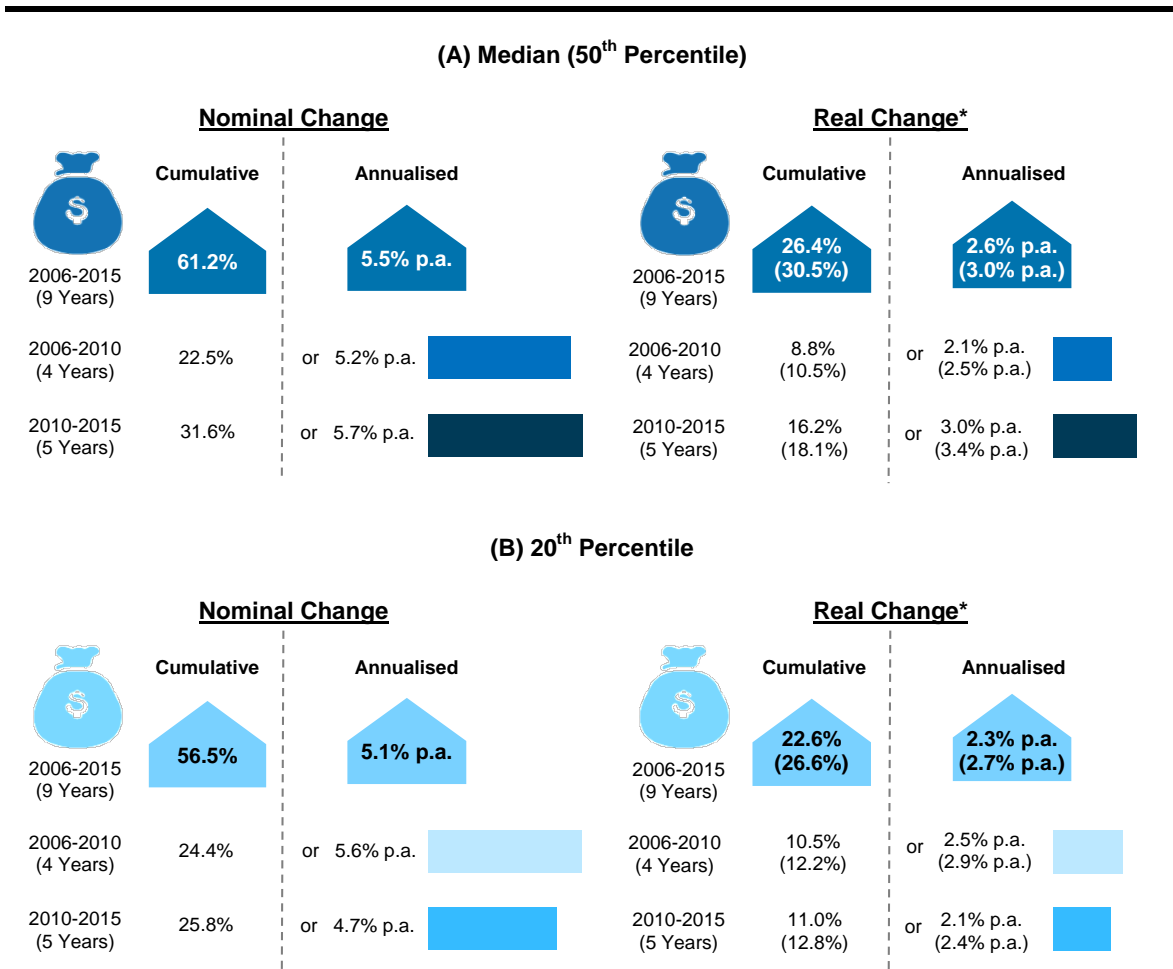
¹⁴ The Consumer Price Index (CPI) for all items fell by 0.5% in 2015.

¹⁵ Real income growth adjusted using CPI less imputed rentals on owner-occupied accommodation, which relates more directly to the actual spending of households, was 4.6% in 2015.

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

2.12 Full-time employed residents registered sustained median income growth (including employer CPF contributions) of 32% from \$3,000 in 2010 to \$3,949 in 2015 in nominal terms, or 5.7% p.a. After adjusting for inflation, real median income grew by 16% or 3.0% p.a. in the recent five years. Lower-income earners also saw sustained increase in income over the last five years, amid on-going initiatives to boost their income. Income (including employer CPF contributions) at the 20th percentile of full-time employed residents rose by 26% from \$1,600 in 2010 to \$2,012¹⁶ in 2015 in nominal terms, or 4.7% p.a.¹⁷ The increase after adjusting for inflation was 11% or 2.1% p.a.

Chart 27: Change in Gross Monthly Income from Work (Including Employer CPF Contributions) of Full-Time Employed Residents, 2006 to 2015 (June)



Notes: (1) Data exclude full-time National Servicemen.
 (2) * – Deflated by Consumer Price Index for all items at 2014 prices (2014 = 100). Figures in brackets are deflated by Consumer Price Index less imputed rentals on owner-occupied accommodation at 2014 prices (2014 = 100).

¹⁶ Excluding employer CPF contributions, the income of full-time employed residents at the 20th percentile was \$1,800 in June 2015.

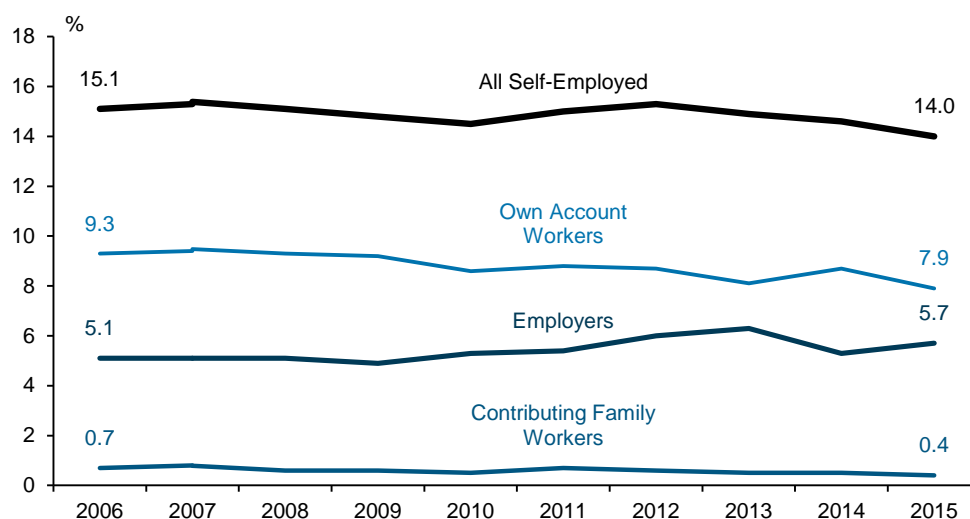
¹⁷ As the data are captured from a sample survey, the income changes for the 20th percentile nearer the end of the income spectrum tend to be more volatile over shorter (e.g. year-on-year) than longer periods (e.g. 5 or 10 years). Studying income at the 20th percentile level over longer periods allows for more meaningful analysis of the income growth, as the year-on-year volatility in the data gets smoothed out.

Employment Status

Self-employed share of employed residents continued to trend downwards

2.13 The large majority or 86% of employed residents in 2015 were employees, while the remaining 14% were self-employed. The self-employed share of employed residents generally trended downwards from 15% in 2006, and decreased for the third consecutive year in 2015. The downtrend largely stemmed from the fall in share of own account workers (i.e. persons who operate their own business without employing any paid workers) from 9.3% in 2006 to 7.9% in 2015, and to a lesser extent the decrease in share of contributing family workers from 0.7% to 0.4%. On the other hand, the share of employers was higher in 2015 than in 2006, largely reflecting the increase from 2009 to 2013 after the last recession. Self-employed residents commonly worked as working proprietors, taxi drivers, company directors, hawkers/stall holders, real estate agents, managing directors/chief executive officers, insurance sales agents/brokers and private tutors.

Chart 28: Proportion of Self-Employed Among Employed Residents, 2006 to 2015 (June)



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

Term Contract Employment

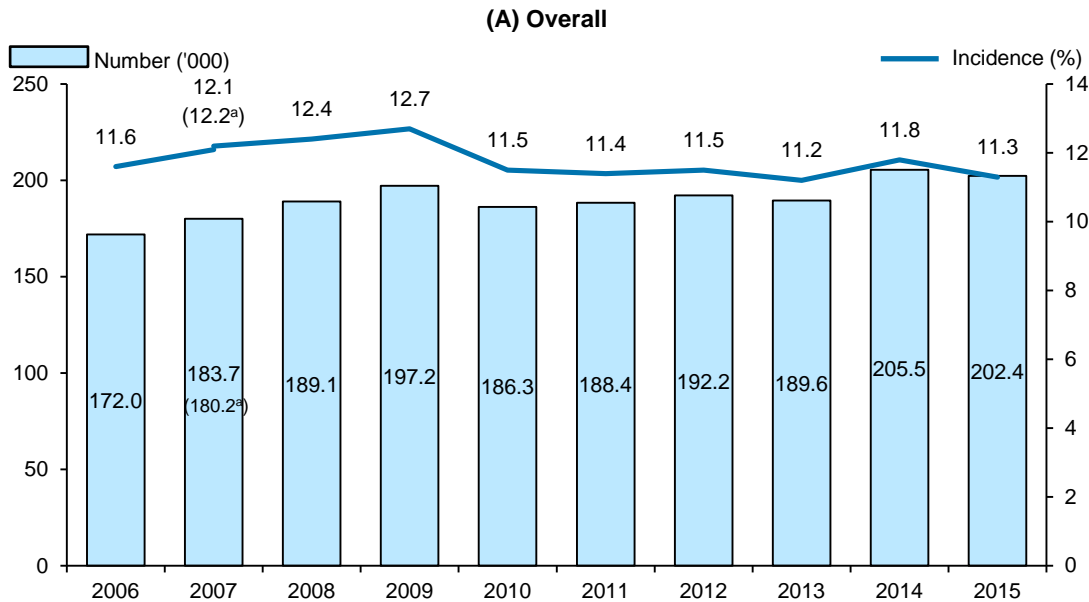
Contract employment fell, resuming its downtrend after increasing a year ago

2.14 Contract employment fell in 2015, after an uptick a year ago. Some 202,400 or 11.3% of resident employees were on term contracts¹⁸ in 2015, down from 205,500 or 11.8% in 2014. This resumed a general downtrend in incidence of term

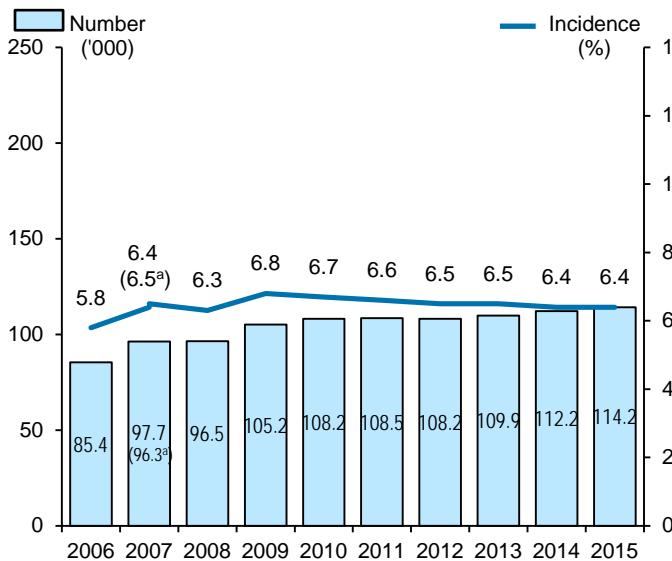
¹⁸ Employees on term contracts refer to those on fixed-term contract of employment that will terminate on the expiry of a specific term unless it is renewed, as well as those on casual/on-call employment (i.e. where persons are employed on ad hoc basis, as and when the company requires additional manpower). On the other hand, permanent employees refer to those employed for an unspecified duration, i.e. they are not on term contracts.

contract employment from the peak in 2009. The decrease in contract employment in the recent year stemmed from a fall in residents on longer-term contracts of at least a year from 93,300 or 5.3% in 2014 to 88,200 or 4.9% in 2015. The proportion of resident employees on short-term contracts of less than a year (including casual/on-call workers) stabilised at 6.4% after a slight downtrend since 2009.

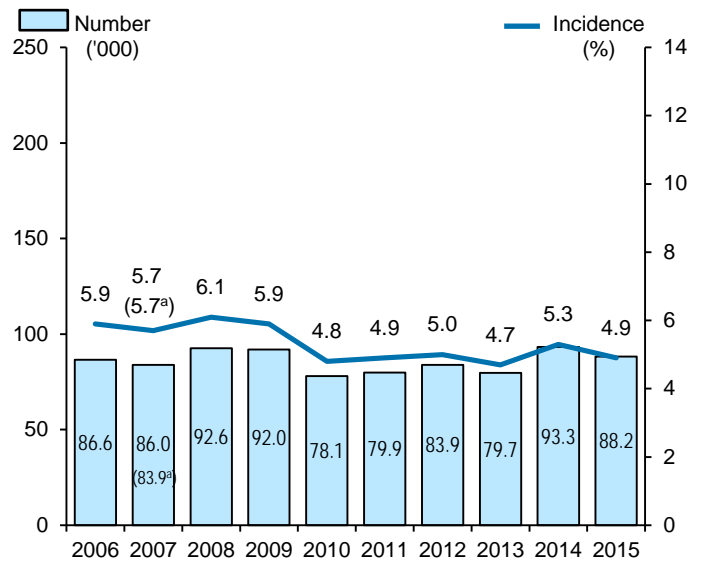
Chart 29: Resident Employees on Term Contracts, 2006 to 2015 (June)



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



(C) Term Contract of 1 Year or More

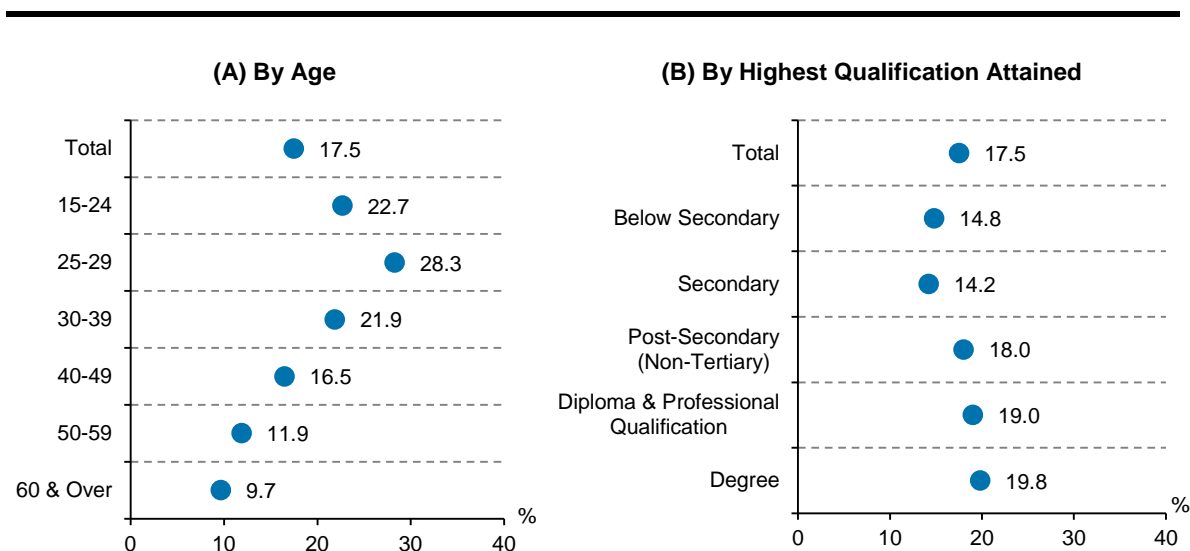


- Notes: (1) Data exclude full-time National Servicemen.
 (2) Incidence refers to employees on term contracts of the specific duration as a percentage of resident employees.
 (3) ^a – Adjusted figures for 2007. See note for [Chart 2](#).
 (4) The sum of the number and incidence in (B) and (C) may not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

Job Change

2.15 Amid a softening in economic conditions and downtrend in labour turnover, the proportion of employed residents who had changed jobs in the last two years was lower at 17% in 2015 compared with 19% in 2013.¹⁹ The incidence of job change was highest among workers aged 25 to 29 (28%), many of whom are in the early stages of their career and exploring different options to find a more suitable job. Reflecting their younger age profile,²⁰ the proportion of employed residents who had changed jobs in the last two years was higher among those with post-secondary and above qualifications.

Chart 30: Proportion of Employed Residents Who Had Changed Jobs in the Last 2 Years, June 2015



Note: Data exclude full-time National Servicemen.

¹⁹ From the 2013 survey onwards, 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.

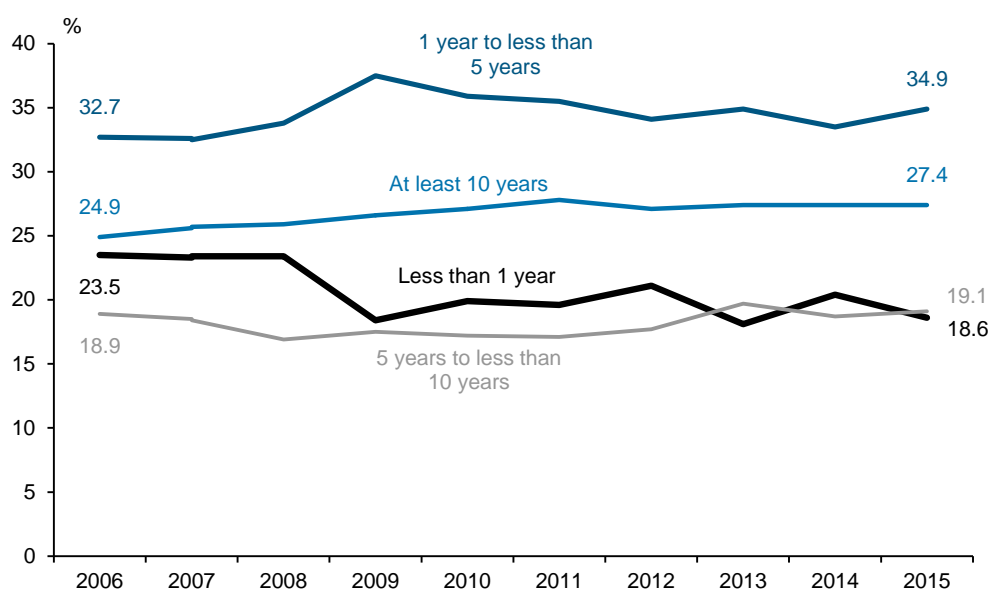
²⁰ Those aged below 30 made up 25% of employed residents (excluding full-time National Servicemen) with post-secondary (non-tertiary) qualifications, 26% of diploma & professional qualification and 20% of degree holders, substantially higher than 10% for the secondary-educated and 2.5% for the below-secondary group.

Years in Current Job

Uptrend in share of employees who had worked at least five years in current job

2.16 Reflecting population ageing and measures to enhance the employability of older workers, proportionately more resident employees in 2015 (27%) had been with their current employer for at least ten years than in 2006 (25%). This reflects the increase from 2006 to 2011, as the proportion has broadly stabilised thereafter. The share of employees whose length of service ranged from five to less than ten years also showed a general uptrend from 17% in 2008 to 19% in 2015, after decreasing from 2006 to 2008.

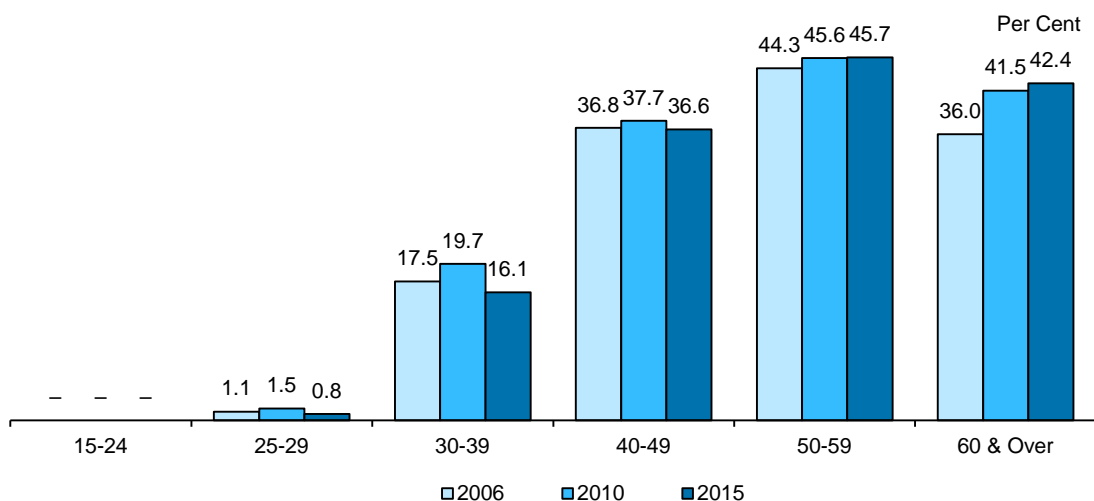
Chart 31: Distribution of Resident Employees by Years in Current Job, 2006 to 2015 (June)



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

2.17 Older employees were more likely to have worked for at least ten years with their current employer than younger employees. The proportion rose with age, peaking at 46% for those in their 50s before easing to 42% for those aged 60 & over in 2015. Reflecting the shift away from lifetime employment with one employer, proportionately fewer resident employees in their 40s and younger had worked for at least a decade with their present employer in 2015 than in 2006. In contrast, the proportion of resident employees aged 60 & over who had worked with their employer for at least ten years rose from 36% in 2006 to 42% in 2015, amid measures to enhance the employability of older workers and the implementation of re-employment legislation.

Chart 32: Proportion of Resident Employees Who Had Worked for At Least 10 Years in Their Current Job by Age, 2006, 2010 and 2015 (June)



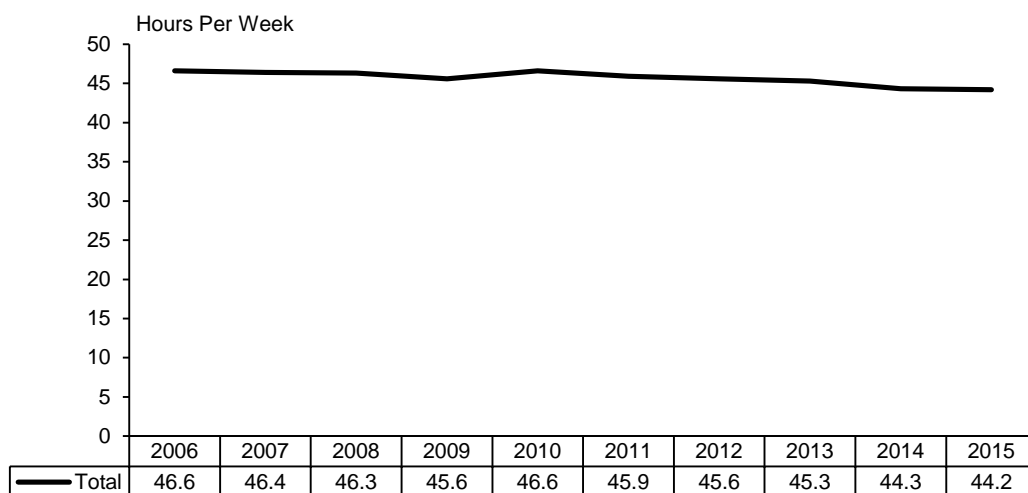
Notes: (1) Data exclude full-time National Servicemen.
 (2) '-': Nil or negligible.

Usual Hours Worked

Continued downtrend in mean usual hours worked

2.18 The average (mean) usual hours worked per week among employed residents dipped from 44.3 hours in 2014 to 44.2 hours in 2015, continuing a downtrend in recent years. Decreases over the year in mean usual hours worked were observed for both full-timers (from 47.1 to 47.0 hours) and part-timers (from 21.3 to 21.1 hours).

Chart 33: Average (Mean) Usual Hours Worked Per Week of Employed Residents, 2006 to 2015 (June)



Notes: (1) Data exclude full-time National Servicemen.
 (2) For data in this chart, adjusted figure for 2007 (see note for [Chart 2](#)) is the same as the original figure.

2.19 Slightly over one in four (26%) employed residents in 2015 had usual working hours that exceeded 48 hours a week. The incidence of those usually putting in over 48 hours of work each week was highest among workers in their 40s (30%), pulling up their average (mean) usual hours worked to 45.5 hours a week, higher than the other age groups. As part-time employment was more prevalent among youths and older workers, their average (mean) usual hours worked was shorter at 39.7 hours for those aged 15 to 24 and 40.5 hours for those aged 60 & over.

2.20 Among full-timers, those with below-secondary qualifications worked the longest hours on average (48.9 hours). However, the below-secondary group had shorter average (mean) usual hours worked than other education groups when part-timers are included, reflecting their higher incidence of part-time employment.

Table 1: Usual Hours Worked Per Week of Employed Residents by Age and Highest Qualification Attained, June 2015

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	2.3	8.3	32.4	13.4	17.4	26.3	44.2	47.0
Age Group (Years)								
15 – 24	7.0	14.1	33.1	13.0	15.5	17.2	39.7	45.5
25 – 29	0.7	2.9	38.2	13.0	20.1	25.1	45.2	46.1
30 – 39	0.9	3.9	36.0	12.0	19.9	27.4	45.3	46.5
40 – 49	1.3	6.2	31.4	14.1	17.2	29.8	45.5	47.4
50 – 59	2.5	9.6	28.7	15.0	16.4	27.8	44.7	47.9
60 & Over	5.2	19.4	29.2	11.8	14.0	20.3	40.5	46.9
Highest Qualification Attained								
Below Secondary	3.9	16.8	24.8	11.0	16.9	26.6	43.3	48.9
Secondary	2.7	10.7	30.4	15.9	16.1	24.3	43.8	47.3
Post-Secondary (Non-Tertiary)	2.4	8.3	31.2	15.9	17.6	24.6	44.2	47.1
Diploma & Professional Qualification	2.1	5.2	37.6	16.0	17.1	22.1	43.9	45.8
Degree	1.2	3.8	35.3	10.9	18.6	30.1	45.2	46.6

- 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.

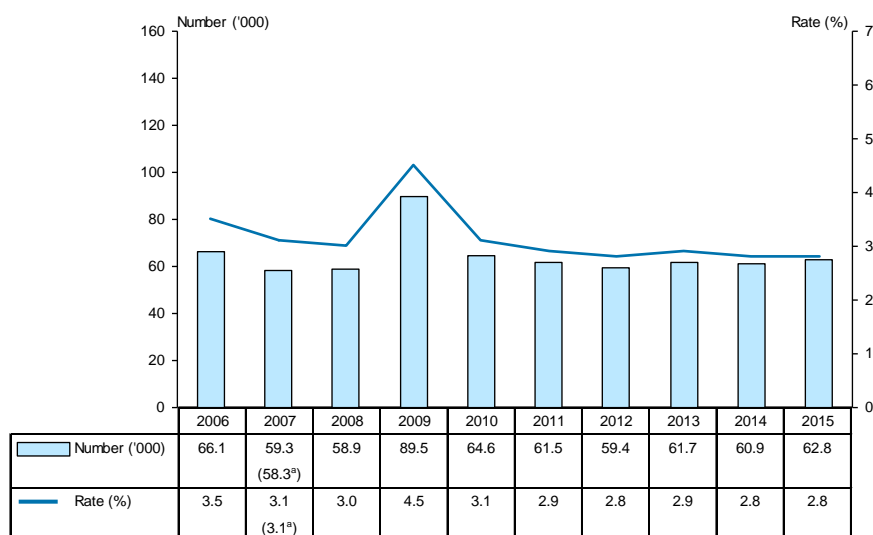
3 Unemployment

Unemployment stayed low

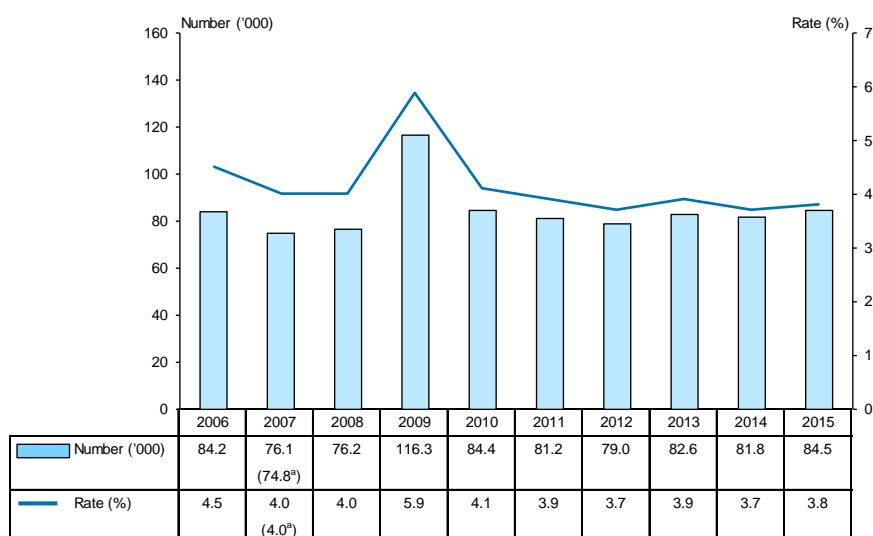
3.1 The seasonally adjusted resident unemployment rate was 2.8% in June 2015, similar to a year ago. On a non-seasonally adjusted basis, there were 84,500 unemployed residents making up 3.8% of the resident labour force in June 2015, compared with 81,800 or 3.7% in June 2014.

Chart 34: Resident Unemployment Rate and Number, 2006 to 2015 (June)

(A) Seasonally Adjusted



(B) Non-Seasonally Adjusted

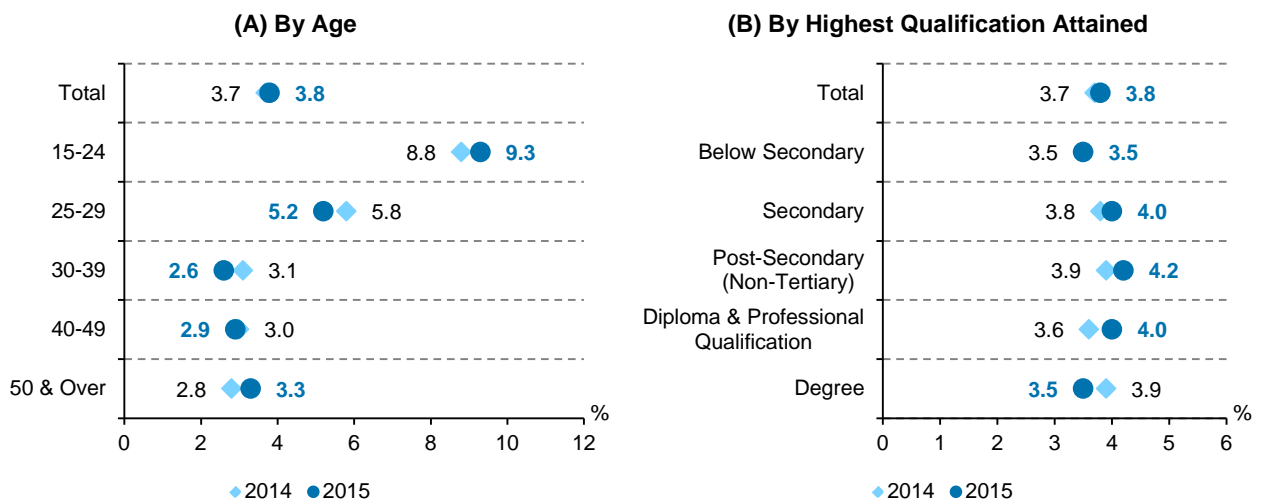


- Notes: (1) ^a – Adjusted figures for 2007. See note for [Chart 2](#).
 (2) The seasonally adjusted unemployment figures are subject to annual revisions when the latest set of seasonal factors is updated, taking into account observations for the latest available year. Users are advised to check our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

Age and Education

3.2 The unemployment rate decreased over the year for residents aged 25 to 29 and in their 30s and 40s. On the other hand, it rose over the year for older residents aged 50 & over, as well as non-degree holders²¹ amid slower employment growth in the first half of 2015. Youths aged 15 to 24 also registered higher unemployment rate than a year ago. This largely reflected an increase in students searching for part-time or vacation jobs.

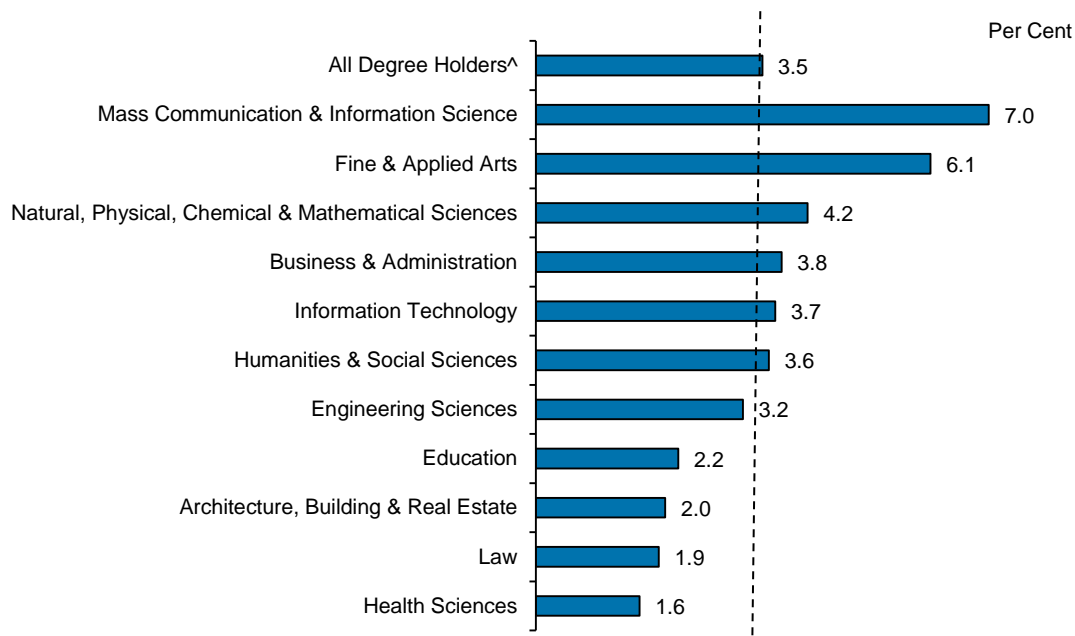
Chart 35: Resident Unemployment Rate by Age and Highest Qualification Attained, 2014 and 2015 (June) (Non-Seasonally Adjusted)



²¹ Except for the below-secondary educated whose unemployment rate was unchanged over the year.

3.3 The unemployment rate for degree holders with qualifications in Health Sciences (1.6%), Law (1.9%), Architecture, Building & Real Estate (2.0%) and Education (2.2%) were well below the average of 3.5% for all degree holders. In contrast, graduates in Mass Communication & Information Science (7.0%) and Fine & Applied Arts (6.1%) were more likely to be unemployed than degree holders in general.

Chart 36: Resident Unemployment Rate of Degree Holders by Field Of Study, June 2015 (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 Across the broad occupational groups, unemployment rate was lowest among PMETs (2.7%), followed by production & transport operators, cleaners & labourers (3.4%). Clerical, sales & service workers (5.4%) had the highest unemployment rate, reflecting their faster staff turnover.²²

Chart 37: Resident Unemployment Rate by Occupation, June 2015 (Non-Seasonally Adjusted)

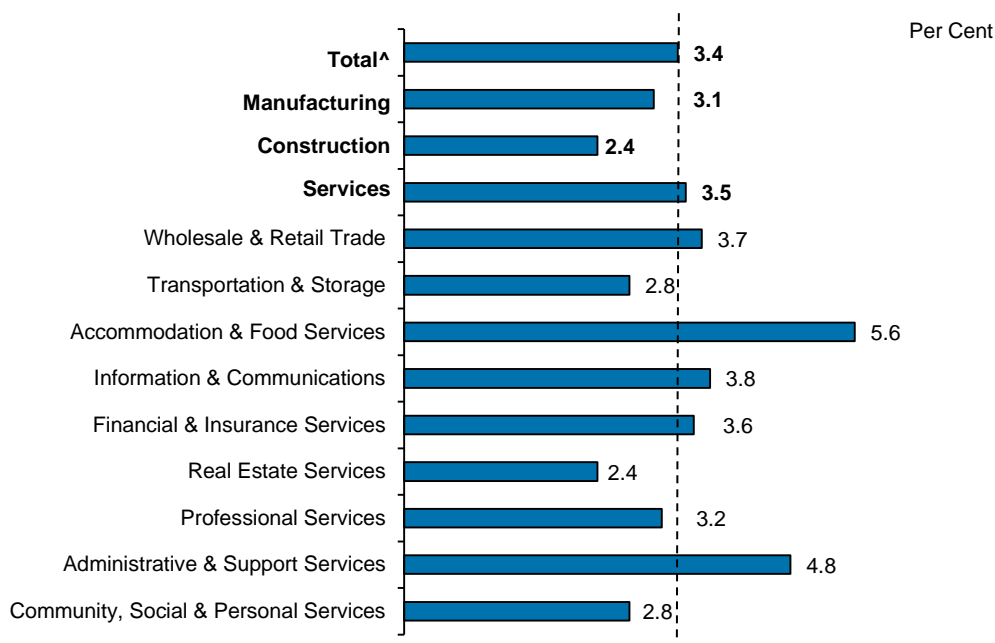


- Notes:
- (1) Data exclude unemployed residents without work experience.
 - (2) The unemployment rate by occupation is obtained by dividing the number of unemployed who previously worked in a given occupation by the sum of the number of workers employed in this occupation and the unemployed who previously worked in the occupation.
 - (3) [^] – Includes Agricultural & Fishery Workers and Workers Not Elsewhere Classified which are not separately reflected.

²² The average monthly resignation rate for clerical, sales & service workers was 3.2% in the second quarter of 2015, higher than 2.4% for production & transport operators, cleaners & labourers and 1.4% for PMETs. Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

3.6 Pulled up by their faster labour turnover,²³ accommodation & food services (5.6%) and administrative & support services (4.8%) had the highest unemployment rate among the industries in 2015. At the other end, construction (2.4%), real estate services (2.4%), transportation & storage (2.8%) and community, social & personal services (2.8%) had the lowest unemployment rate.

Chart 38: Resident Unemployment Rate by Industry, June 2015 (Non-Seasonally Adjusted)



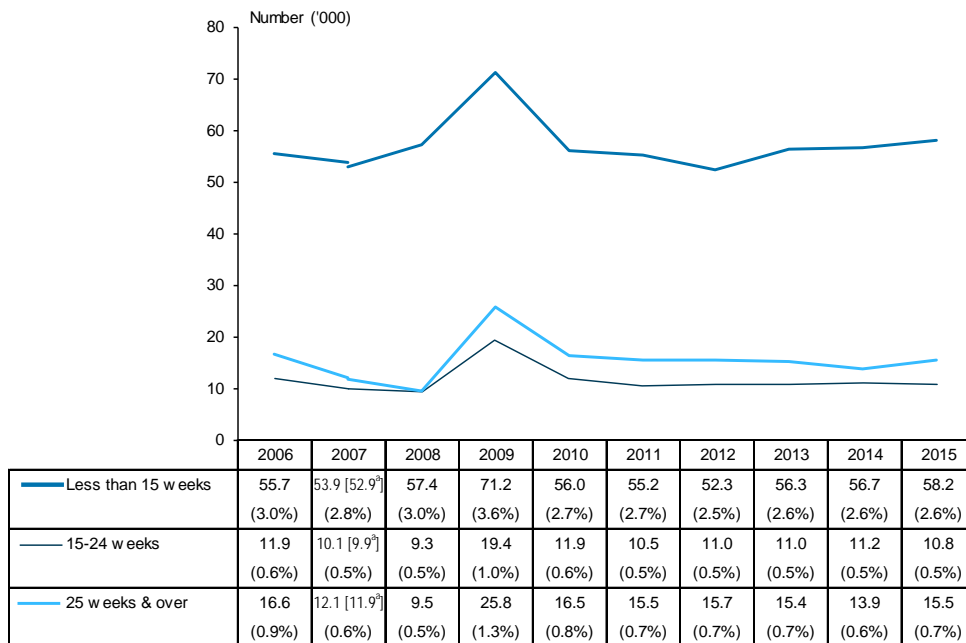
- Notes:
- (1) Data exclude unemployed residents without work experience.
 - (2) The unemployment rate by industry is obtained by dividing the number of unemployed who previously worked in a given industry by the sum of the number of workers employed in this industry and the unemployed who previously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

Duration of Unemployment

3.7 Around seven in ten (69%) or 58,200 of the unemployed residents in June 2015 had been seeking work for less than 15 weeks. While the number in this group increased slightly from 2012 to 2015, their share of the resident labour force was broadly stable at 2.6% from 2013 to 2015, after edging up from 2.5% in 2012. At the other end, there was a slight uptick in long-term unemployed in June 2015, following a general downtrend after the 2009 recession. There were 15,500 residents who had been seeking work for at least 25 weeks in June 2015, up from 13,900 a year ago. They made up 0.7% of the resident labour force in June 2015, compared with 0.6% in June 2014.

²³ Accommodation & food services (4.6%) and administrative & support services (3.8%) had among the highest average monthly resignation rate in the second quarter of 2015, substantially above the overall rate (2.1%). Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

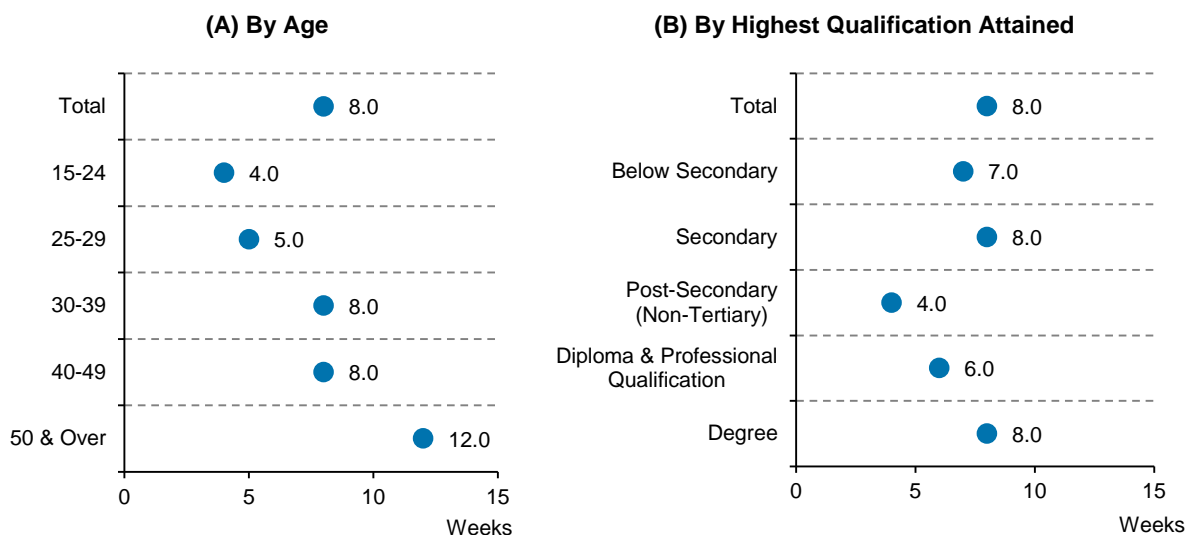
Chart 39: Unemployed Residents by Duration of Unemployment, 2006 to 2015 (June) (Non-Seasonally Adjusted)



- Notes: (1) ^a – Adjusted figures for 2007. See note for [Chart 2](#).
 (2) Figures in round brackets refer to unemployed residents with the specific duration of unemployment as a percentage of the resident labour force.
 (3) Data may not add up to the total due to rounding.

3.8 Overall, the median duration of unemployment among resident job seekers was 8 weeks in June 2015. Older residents tend to experience longer unemployment spells than those younger. The median duration of unemployment for residents aged 50 & over was 12 weeks, compared with 4 weeks for youth job seekers aged 15 to 24. The latter suggests that unemployment among youths was largely frictional.

Chart 40: Median Duration of Unemployment Among Unemployed Residents, June 2015



Modes of Job Search

3.9 Six in ten (61%) unemployed residents in June 2015 used the internet to look for jobs, remaining as the most popular mode of job search. This was followed by asking friends or relatives (49%) and answering advertisements/writing to firms (43%). The proportion of job seekers who used these three modes of job search was substantially higher than for other modes, such as registering with private employment agency, executive search firm and/or head-hunter (16%) and going for walk-in interviews (13%).

3.10 Better-educated job seekers were more likely to use the internet to look for jobs, register with private employment agency, executive search firm and/or head-hunter, register for jobs at job fairs or contact referrals from previous employers than their less-educated counterparts. On the other hand, a higher proportion of job seekers from the latter groups asked friends or relatives or went for walk-in interviews than the former.

Table 2: Proportion of Unemployed Residents by Highest Qualification Attained and Action Taken to Look for Jobs, June 2015

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	60.7	17.0	48.8	59.3	78.2	81.3
Asked friends or relatives	49.2	65.9	53.5	53.7	42.5	39.6
Answered advertisements/wrote to firms	42.7	46.3	42.1	41.5	41.2	42.8
Registered with private employment agency, executive search firm and/or head-hunter	15.6	1.6	10.9	11.9	19.3	25.7
Went for walk-in interviews	13.5	17.9	20.3	18.9	10.3	6.4
Registered for jobs at job fairs	8.1	3.0	6.0	8.8	8.7	11.4
Contacted referrals from previous employers	6.1	5.9	3.2	4.2	6.7	8.6
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)	5.8	8.3	4.9	8.2	3.5	5.3
Made preparations to start own business	3.6	1.6	2.3	2.5	3.0	6.4
Others	0.3	–	–	0.4	0.3	0.6

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

4 Persons Outside the Labour Force

Fewer residents were outside the labour force, amid rising labour force participation

4.1 As more residents participated in the labour force, fewer than one in three (31.7%) or 1.03 million residents aged 15 & over were outside the labour force in June 2015, down from 33.0% or 1.07 million a year ago. Reflecting higher opportunity cost of not working among the better educated, less than one in ten (8.8%) residents outside the labour force were degree holders, compared with the large majority (73%) who held secondary (26%) or lower (47%) qualifications. Older residents aged 60 & over many of whom are retired formed the largest share (42%) among residents outside the labour force, followed by youths aged 15 to 24 (29%) most of whom were still schooling.

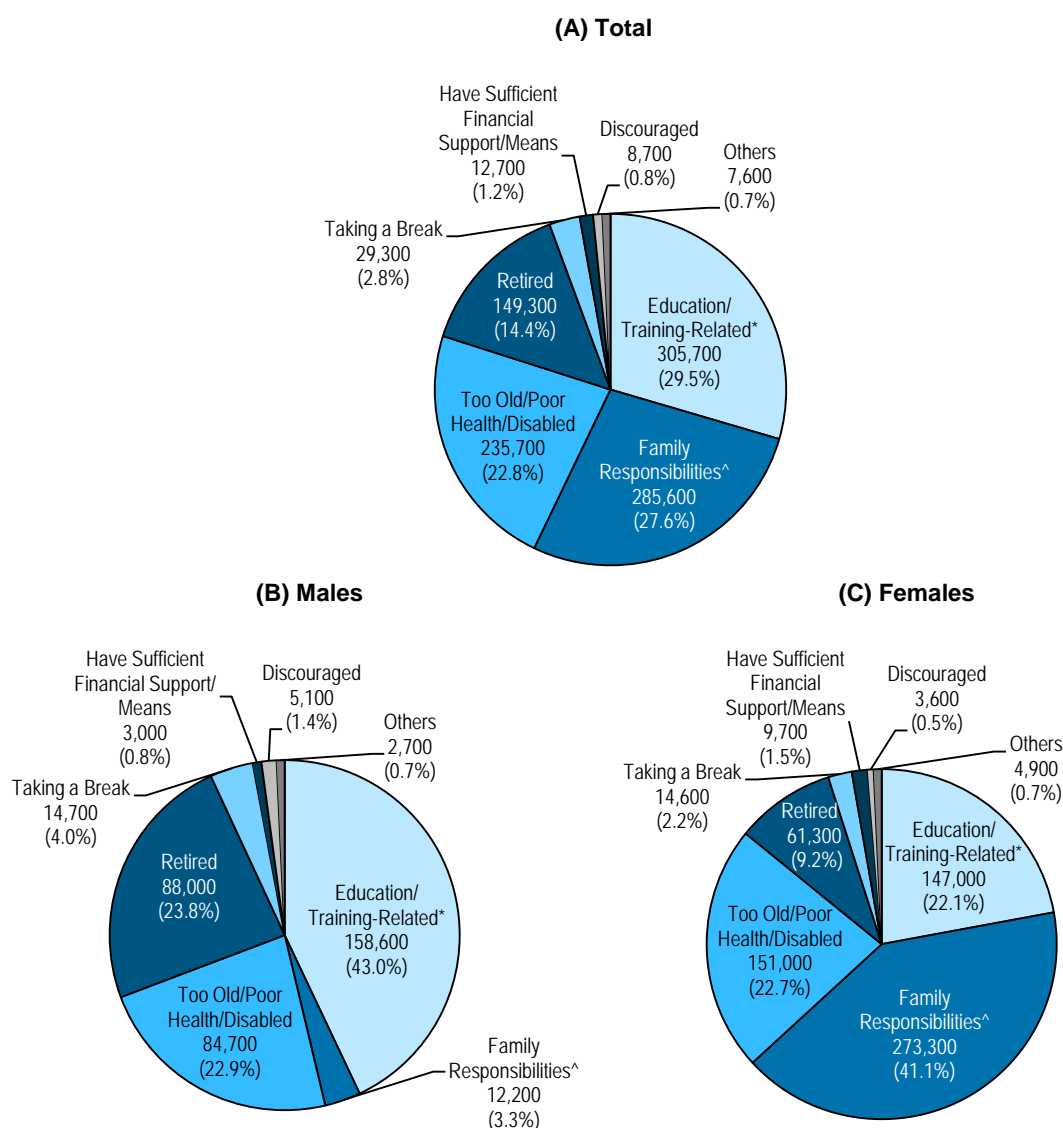
Table 3: Profile of Residents Outside the Labour Force, June 2015

Characteristics	Total			Males			Females		
	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)
Total	1,034,600	100.0	31.7	369,200	100.0	23.3	665,400	100.0	39.6
Age Group (Years)									
15 – 24	302,200	29.2	59.4	154,500	41.8	58.7	147,700	22.2	60.2
25 – 29	23,700	2.3	9.7	10,800	2.9	9.1	12,800	1.9	10.3
30 – 39	59,000	5.7	10.4	6,800	1.8	2.5	52,200	7.8	17.3
40 – 49	81,500	7.9	13.2	8,900	2.4	3.0	72,600	10.9	22.8
50 – 59	128,700	12.4	20.9	26,800	7.3	8.7	101,900	15.3	33.1
60 & Over	439,500	42.5	61.5	161,400	43.7	48.7	278,100	41.8	72.6
Highest Qualification Attained									
Below Secondary	483,300	46.7	54.3	157,000	42.5	40.0	326,300	49.0	65.6
Secondary	270,700	26.2	40.0	104,700	28.4	33.8	166,000	24.9	45.2
Post-Secondary (Non-Tertiary)	103,500	10.0	27.9	45,300	12.3	21.7	58,300	8.8	35.8
Diploma & Professional Qualification	85,700	8.3	16.6	36,400	9.9	13.6	49,300	7.4	19.8
Degree	91,400	8.8	11.3	25,800	7.0	6.3	65,600	9.9	16.2

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

4.2 Women formed the majority (64% or 0.67 million) of residents outside the labour force, many of whom cited family responsibilities (housework, childcare, care-giving to families/relatives) (41%) as their main reason for not participating in the labour force. Old age, poor health or disability (23%) and education/training-related reasons (22%) were also commonly cited by females outside the labour force, given their sizable share of older residents and youths. As youths formed an even larger share among males outside the labour force than females, a higher proportion of males were outside the labour force due to education/training-related reasons (43%). Retirement was also a more common reason for not participating in the labour force among males (24%) than females (9.2%), as the latter were more likely to have left the labour market when they were younger to take care of their families.

Chart 41: Residents Outside the Labour Force by Main Reason for Not Working and Not Looking for a Job, June 2015



Notes: (1) * – Includes pursuing full-time study, pursuing part-time study, awaiting for the start of academic year, awaiting national service (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 Amid continued increase in their labour force participation rate, the number of older residents aged 55 to 64 who were outside the labour force decreased from 171,600 in 2014 to 165,800 in 2015. The most common reasons indicated by older women for being outside the labour force were housework (44%), poor health, old age or disability (17%), retired (14%) and care-giving to families/relatives (13%). As for older males, the top reasons cited were retired (39%) and poor health, disability or old age (36%).

4.4 The number of prime-working age women who did not participate in the labour force also decreased, from 190,900 in 2014 to 184,700 in 2015. Most of them had to take care of family responsibilities, specifically housework (36%), childcare (30%) and care-giving to families/relatives (14%). Among the much smaller group of 35,800 prime-working age men who were outside the labour force, the common reasons given were poor health/disability (26%), education/training (24%) and taking a break (22%).

Table 4: Main Reason for Not Working and Not Looking for a Job by Selected Age Groups and Sex, June 2015

(A) Aged 25 to 54

	Total	Males	Females
Number of Residents Outside the Labour Force	220,500	35,800	184,700
Main Reason for Not Working and Not Looking for a Job (%)	100.0	100.0	100.0
Family Responsibilities	68.9	13.3	79.6
<i>Housework</i>	30.2	0.9	35.8
<i>Childcare</i>	25.2	2.7	29.6
<i>Care-Giving to Families/Relatives</i>	13.5	9.7	14.2
Poor Health/Disabled [^]	10.5	26.2	7.5
Taking a Break	7.5	21.8	4.7
Education/Training-Related*	6.3	24.0	2.9
Have Sufficient Financial Support/Means	1.8	2.5	1.7
Retired	1.6	4.4	1.1
Discouraged	1.6	4.6	1.0
Others	1.8	3.2	1.5

(B) Aged 55 to 64

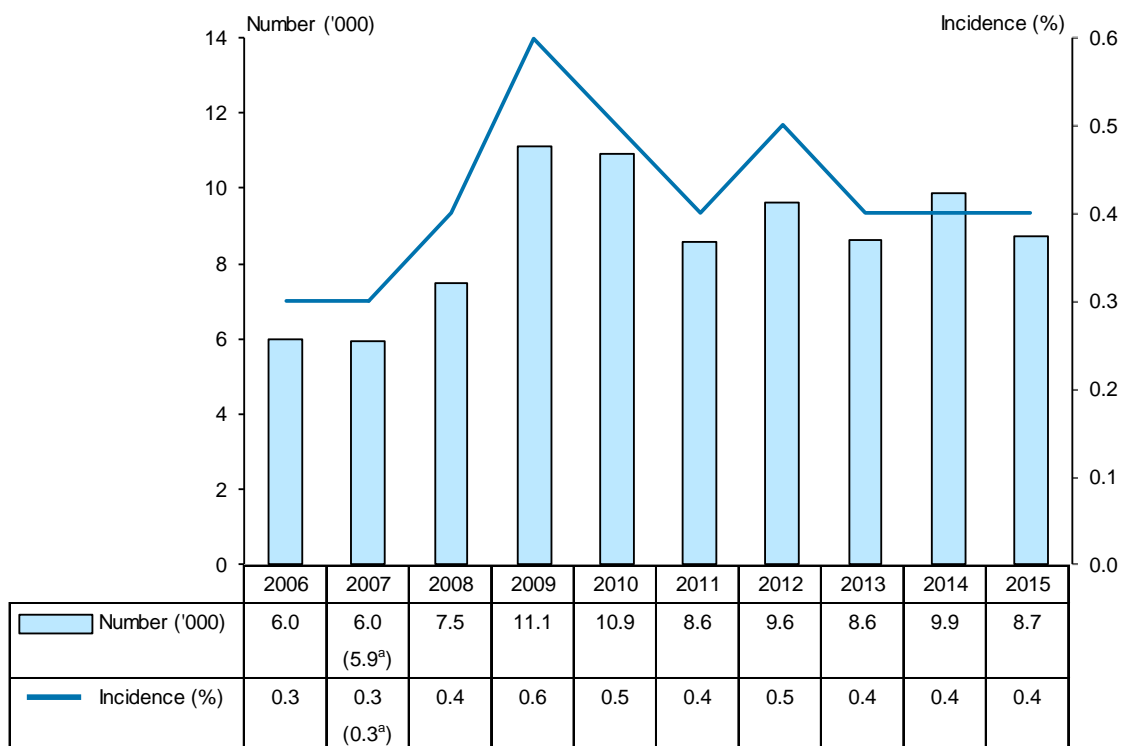
	Total	Males	Females
Number of Residents Outside the Labour Force	165,800	45,700	120,100
Main Reason for Not Working and Not Looking for a Job (%)	100.0	100.0	100.0
Family Responsibilities	47.8	8.1	62.9
<i>Housework</i>	32.1	0.8	44.1
<i>Care-Giving to Families/Relatives</i>	11.2	6.8	12.9
<i>Childcare</i>	4.5	0.5	6.0
Poor Health/Too Old/Disabled	22.5	36.0	17.4
Retired	20.9	38.9	14.0
Taking a Break	3.6	7.8	2.0
Have Sufficient Financial Support/Means	2.0	2.4	1.8
Discouraged	1.7	4.3	0.7
Others	1.6	2.6	1.2

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

Discouraged Workers

4.5 The share of discouraged workers in the resident labour force (inclusive of discouraged workers) was unchanged at a low of 0.4% in the last three years (2013, 2014 and 2015). There were 8,700 residents discouraged from seeking work in 2015, down from 9,900 a year ago.

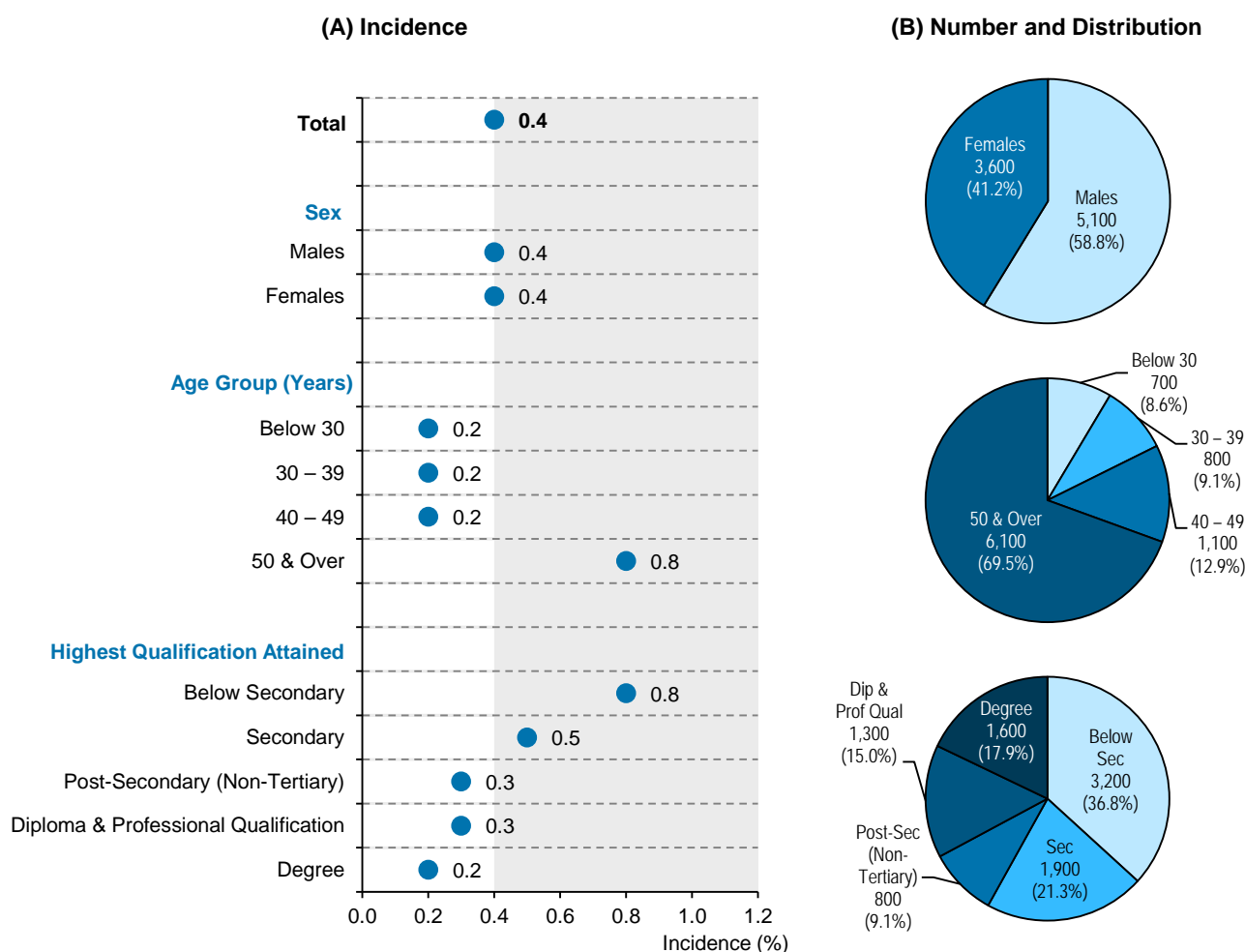
Chart 42: Residents Discouraged from Seeking Work, 2006 to 2015 (June)



- 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) ^a – Adjusted figures for 2007. See note for [Chart 2](#).

4.6 The majority or seven in ten (69%) residents discouraged from seeking work were aged 50 & over, reflecting their higher incidence of being discouraged (0.8%) than other age groups (0.2%). Those with below-secondary (37%) and secondary (21%) qualifications formed the largest groups among those discouraged.

Chart 43: Profile of Residents Discouraged from Seeking Work, June 2015



- Notes: (1) Discouraged workers are persons outside the labour force who were not actively looking for a job because they believed their job search would not yield results. Reasons cited for being discouraged include: (a) Believes no suitable work available; (b) Employers' discrimination (e.g. prefer younger workers) and (c) Lacks necessary qualification, training, skills or experience.
- (2) Incidence refers to discouraged workers as a percentage of the resident labour force (inclusive of discouraged workers).
- (3) Data on number and distribution may not add up due to rounding.

Potential Entrants

4.7 16% or 161,500 residents outside the labour force in 2015 indicated their intention to look for job within the next two years, i.e. they were potential entrants. The number was slightly lower than 164,200 in 2014. While the incidence of potential entrants was higher among the better-educated, the lower educated with secondary or lower qualifications still formed nearly half or 47% of the potential entrants, reflecting their larger share among those outside the labour force.

4.8 The majority or 60% of residents aged 25 to 29 who were outside the labour force were potential entrants, the highest among the age groups. The incidence of potential entrants was also high among men in their 30s (62%) and 40s (45%), as labour force participation among these groups were typically high and reflecting the traditional role of men as the main breadwinner within their families.

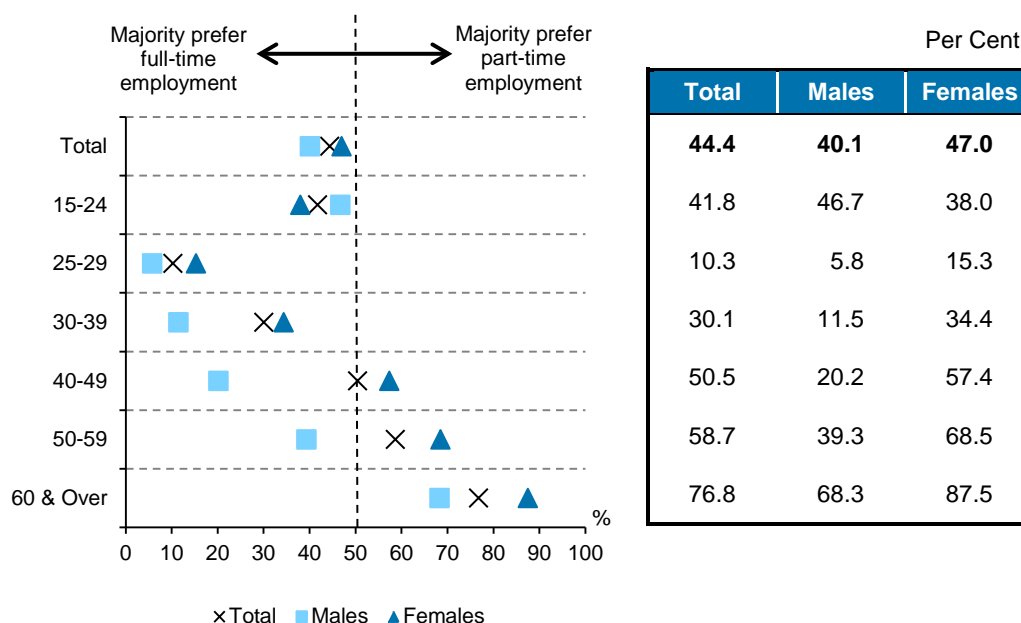
Table 5: Profile of Resident Potential Entrants into the Labour Force, June 2015

Characteristics	Total			Males			Females		
	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)	Number	Distribution (%)	Incidence (%)
Total	161,500	100.0	15.6	60,500	100.0	16.4	100,900	100.0	15.2
Age Group (Years)									
15 – 24	65,900	40.8	21.8	28,400	47.0	18.4	37,400	37.1	25.3
25 – 29	14,300	8.9	60.5	7,600	12.5	69.8	6,800	6.7	52.7
30 – 39	22,600	14.0	38.3	4,200	6.9	62.0	18,400	18.2	35.3
40 – 49	21,600	13.4	26.5	4,000	6.6	45.1	17,600	17.5	24.3
50 – 59	19,400	12.0	15.1	6,500	10.8	24.3	12,900	12.8	12.6
60 & Over	17,600	10.9	4.0	9,800	16.2	6.1	7,800	7.8	2.8
Highest Qualification Attained									
Below Secondary	31,200	19.3	6.4	12,600	20.9	8.0	18,500	18.4	5.7
Secondary	44,900	27.8	16.6	17,600	29.1	16.8	27,300	27.0	16.4
Post-Secondary (Non-Tertiary)	26,000	16.1	25.1	11,200	18.6	24.8	14,800	14.6	25.4
Diploma & Professional Qualification	28,200	17.4	32.9	11,500	19.0	31.6	16,700	16.5	33.8
Degree	31,300	19.4	34.2	7,600	12.5	29.3	23,700	23.5	36.1
Work Experience									
With Work Experience	119,100	73.8	17.7	41,200	68.1	16.5	77,900	77.2	18.3
Without Work Experience	42,400	26.2	11.8	19,300	31.9	16.1	23,000	22.8	9.6
Preference for Full-Time/Part-Time Employment									
Full-Time	89,800	55.6	n.a.	36,300	59.9	n.a.	53,500	53.0	n.a.
Part-Time	71,700	44.4	n.a.	24,300	40.1	n.a.	47,400	47.0	n.a.

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

4.9 A slight majority (56% or 89,800) of the potential entrants preferred to work full-time, while the rest (44% or 71,700) preferred part-time work. Most of the potential entrants in the younger prime-working ages, especially males, preferred full-time employment. On the other hand, slightly more than two in three female potential entrants aged 40 & over (67%) and older males aged 60 & over (68%) preferred to work part-time.

Chart 44: Proportion of Resident Potential Entrants Who Preferred to Work Part-Time by Age Group and Sex, June 2015



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

5 Concluding Remarks

5.1 Employment rate rose further from June 2014 to June 2015, helped by the strong employment gains in the second half of 2014. Median income grew strongly over the year, and there was a sustained increase in income at the median and 20th percentile over the last five years. Unemployment stayed low in June 2015, though it increased over the year among older residents aged 50 & over and non-degree holders.