

LABOUR FORCE IN SINGAPORE 2018

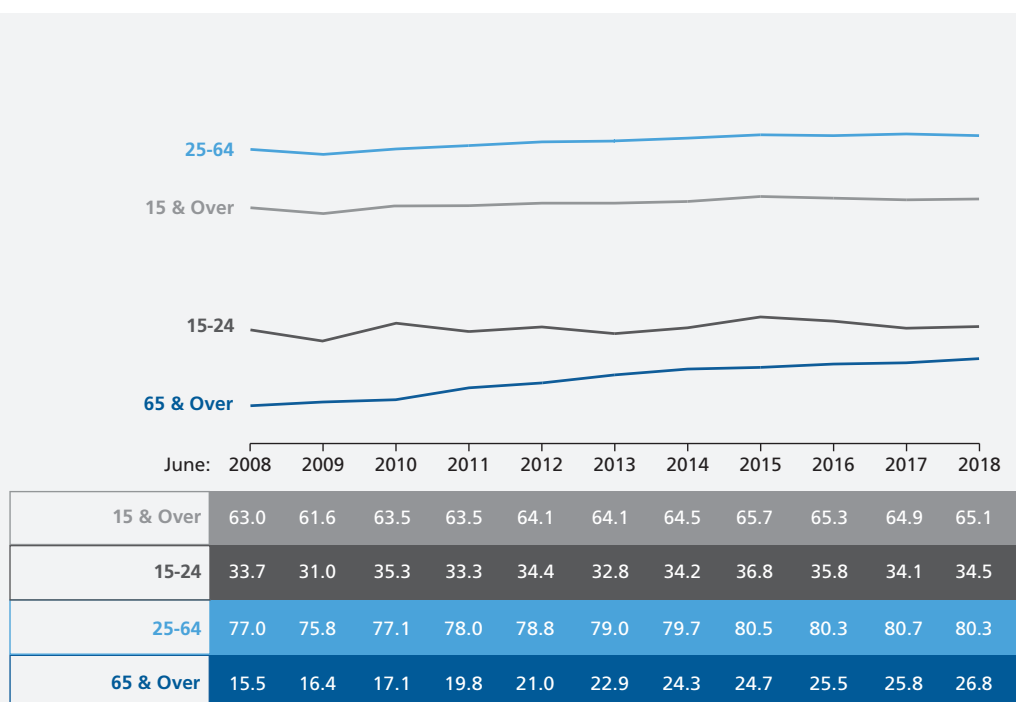
1. Labour Force

The employment rate of older residents continued to rise

- 1.1 Following a short period of decline in 2017⁵, the employment rate for residents aged 15 & over resumed its uptrend, inching up from 64.9% in 2017 to 65.1% in 2018. Efforts to improve the employability of older workers helped to raise the employment rate for older residents aged 65 & over, from 25.8% to 26.8%. The increase was observed across most education groups, with a bigger increase among the tertiary-educated. The employment rate for youths aged 15 to 24 also increased from 34.1% to 34.5%, due to more taking on internships or vacation jobs.
- 1.2 The employment rate for residents aged 25 to 64 fell slightly from 80.7% in 2017 to 80.3% in 2018. This mainly reflected a decline in employment rate among women in their 30s, from 82.1% to 80.7%, as more stayed outside the labour force during the year to care for their families.⁶
- 1.3 Notwithstanding yearly fluctuations, our employment rate for those aged 25 to 64 has held mostly steady in recent years, and Singapore continues to rank favourably compared with OECD economies (8th), especially in terms of full-time employment rate⁷ (4th).

Chart 1 Resident employment rate by age

Per Cent



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







































⁵ Data in this report are for June of the respective years and pertain to residents aged 15 & over, unless stated otherwise.

⁶ The proportion of the female population aged 30 to 39 who were outside the labour force because of family responsibilities rose from 12.7% in 2017 to 13.7% in 2018. The increase could have been contributed by an increase in women with childcare responsibilities, as the proportion of women in their 30s with children edged up from 61.7% to 62.3% over the year, following a downtrend from 65.0% in 2008.

⁷ Full-time employment rate refers to full-time employed as a percentage of the population. To facilitate comparison with OECD economies, Singapore's full-time employment rate data refers to those employed with usual hours worked of at least 30 hours a week as a percentage of the population.

Chart 2

Employment rate (aged 25 to 64) in Singapore and OECD economies

Employment Rate			Full-Time Employment Rate		
	Iceland (88.2%)	1 st		Iceland (78.9%)	1 st
	Sweden (84.1%)	2 nd		Czech Republic (78.0%)	2 nd
	Switzerland (83.0%)	3 rd		Sweden (76.7%)	3 rd
	New Zealand (82.8%)	4 th		Singapore (75.4%)	4th
	Japan (81.5%)	5 th		Estonia (75.1%)	5 th
	Czech Republic (81.2%)	6 th		New Zealand (69.6%)	12 th
	Germany (80.6%)	7 th		Norway (69.5%)	13 th
	Singapore (80.3%)	8th		Denmark (69.4%)	14 th
	Norway (80.1%)	9 th		Finland (68.6%)	16 th
	Estonia (80.0%)	10 th		South Korea (68.3%)	17 th
	United Kingdom (79.4%)	11 th		Japan (67.0%)	20 th
	Netherlands (79.0%)	12 th		United States (65.4%)	21 st
	Denmark (78.6%)	14 th		Germany (63.9%)	23 rd
	Australia (76.6%)	17 th		France (63.6%)	24 th
	Finland (75.9%)	21 st		United Kingdom (62.9%)	25 th
	United States (74.6%)	25 th		Switzerland (61.6%)	26 th
	South Korea (74.2%)	26 th		Australia (61.2%)	28 th
	France (73.3%)	29 th		Netherlands (55.1%)	34 th
	Turkey (56.5%)	37 th		Turkey (51.8%)	37 th

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

Other Economies: OECD Stat Database

Notes: (1) Data for Singapore pertain to the resident population and are for the period of June.

(2) Data for OECD economies are based on a common definition of 30 hours to distinguish between full-time and part-time employment. Full-time employment rate refers to full-time employed as a percentage of the population.

(3) To facilitate comparison with OECD economies, Singapore's full-time employment rate data refers to those employed with usual hours worked of at least 30 hours a week as a percentage of the population.

(4) Full-time employment for United States is defined by a 35-hour cut-off.

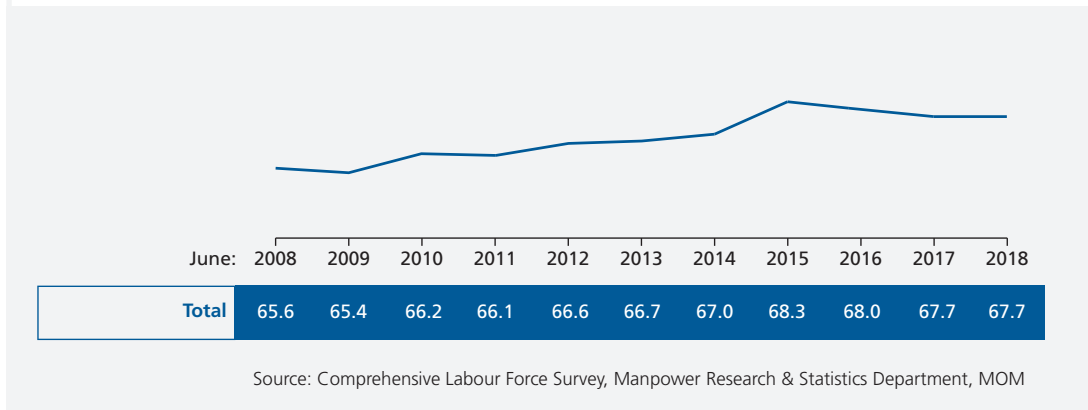
(5) Data are based on latest available figures for the respective economies, i.e. 2018 for Singapore and 2017 for OECD economies.

LFPR holds steady in recent years

- 1.4 The resident labour force participation rate (LFPR) in 2018 (67.7%) was unchanged from a year ago. LFPR has broadly stabilised in the recent four years following an earlier uptrend, as population ageing continues to exert downward pressure.

Chart 3 Labour force participation rate of residents aged 15 & over

Per Cent

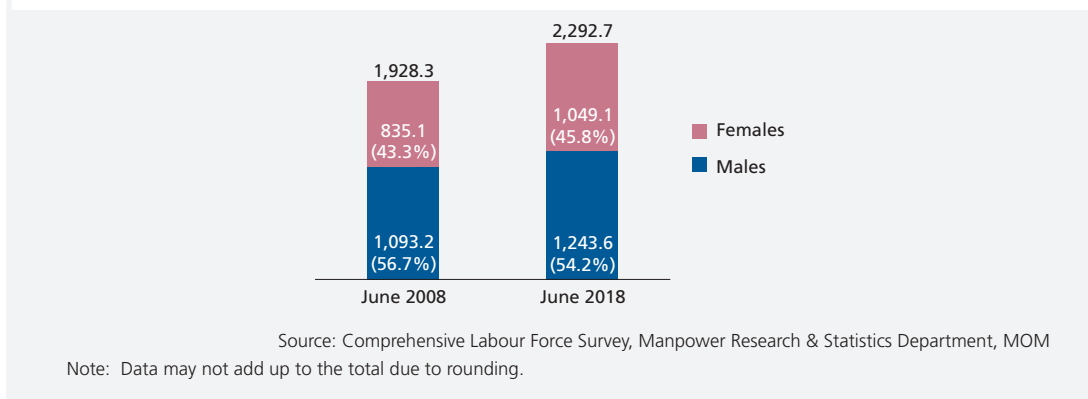


More females in the labour force

- 1.5 The share of females in the labour force rose over the decade, from 43% in 2008 to 46% in 2018. This reflected greater prevalence of flexible work arrangements, and higher education attainment among females.⁸

Chart 4 Resident labour force by sex

Number ('000)



⁸ Females with tertiary qualifications were more likely to take part in the labour market than females with lower qualifications.

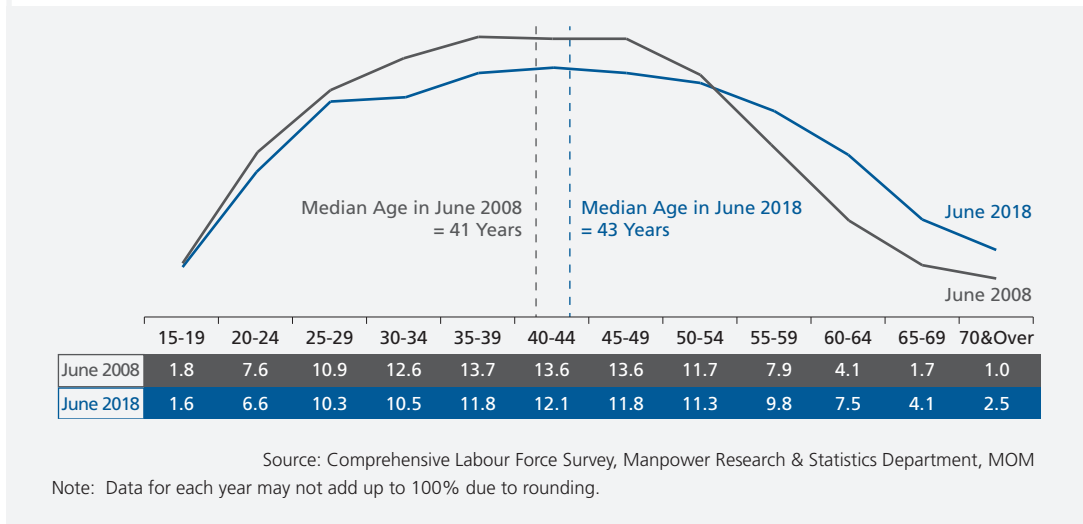
The labour force continued to age

- 1.6 With population ageing⁹ and sustained increases in the LFPR for older residents, the share of those aged 55 & over in the resident labour force rose from 15% in 2008 to 24% in 2018. On the other hand, the share of residents in the prime working-ages has decreased, most notably in the age groups of 30 to 49. This was due to their shrinking population size¹⁰ as a result of declining fertility rates, even though their LFPR rose.

Chart 5

Resident labour force by age

Per Cent



- 1.7 In 2018, older workers aged 55 & over were concentrated in domestic-oriented and trade-related industries. Industries with the largest number of older workers were wholesale trade (e.g. as working proprietors or shop sales assistants), food & beverage services (e.g. hawkers, food/drink stall assistants), land transport & supporting services (e.g. taxi, private hire car and bus drivers), public administration & education (e.g. private tutors, teachers, clerks and cleaners), retail trade (e.g. shop sales assistants, working proprietors, cashiers), construction (e.g. working proprietors, supervisors/general foremen) and cleaning & landscaping (e.g. cleaners).

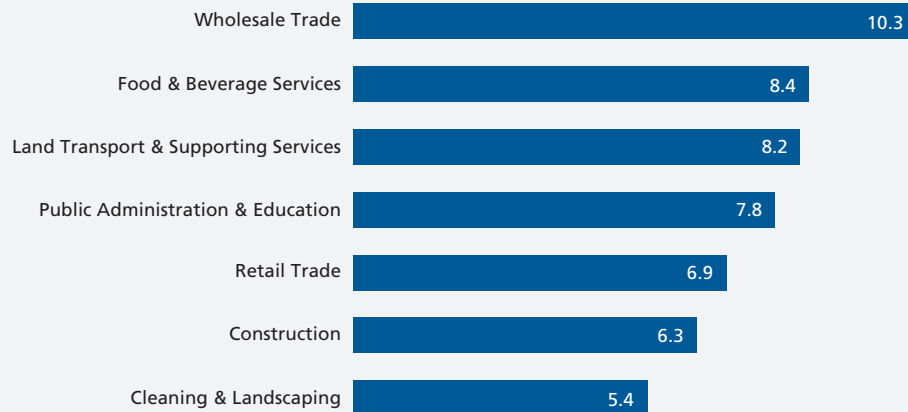
⁹ The share of the resident working-age (15 & over) population aged 55 & over rose from 24% in 2008 to 33% in 2018. Source: Singapore Department of Statistics

¹⁰ The share of the resident working-age (15 & over) population aged 30 to 49 fell from 41% in 2008 to 35% in 2018. Source: Singapore Department of Statistics

Chart 6

Top industries among employed residents aged 55 & over, June 2018

Per Cent



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

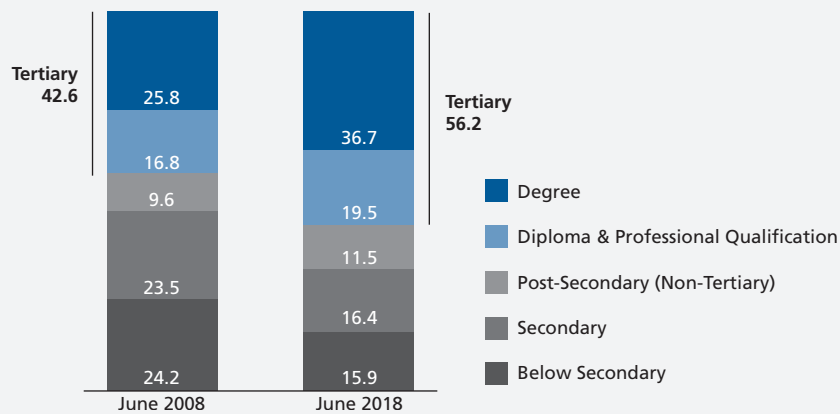
More tertiary educated in the labour force

- 1.8 The education profile of the resident labour force continued to improve. 56% of the resident labour force in 2018 were tertiary-educated, up from 43% in 2008. This was largely due to the rising share of degree holders, who formed 37% of the labour force in 2018 compared with the 26% ten years ago.

Chart 7

Resident labour force by highest qualification attained

Per Cent



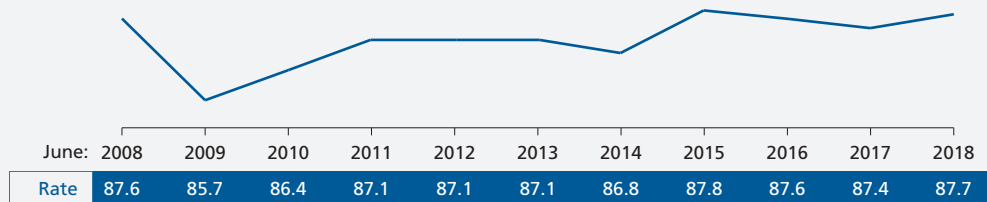
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

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

1.9 While we now have a larger pool of degree holders, their employment outcomes remained favourable. The employment rate for degree holders aged 25 to 64 stayed high at 87.7% in 2018, mostly trending up after the 2009 recession to around the rate in 2008. The median income among degree holders working full-time grew by 2.5% p.a. (after adjusting for inflation) in the recent five years from 2013 to 2018, recovering from the preceding five years where the gains were eroded by inflation. The vast majority (95%) of degree graduates surveyed in 2018 also indicated that they were keen in their job, commonly citing factors such as being able to utilise their skills and having abundant learning opportunities, interesting work, promising career prospects, pay meeting expectations and job stability as the reasons for taking on the job.

Chart 8 Employment rate of resident degree holders aged 25 to 64

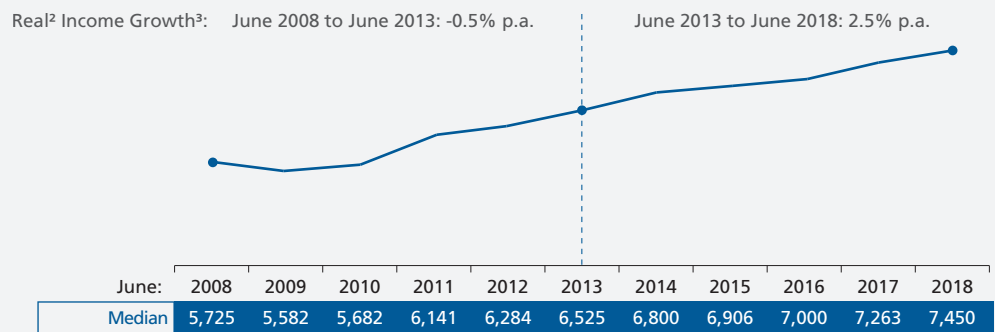
Per Cent



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

Chart 9 Median gross monthly income from work (including employer CPF contributions) of full-time employed resident degree holders

Dollars



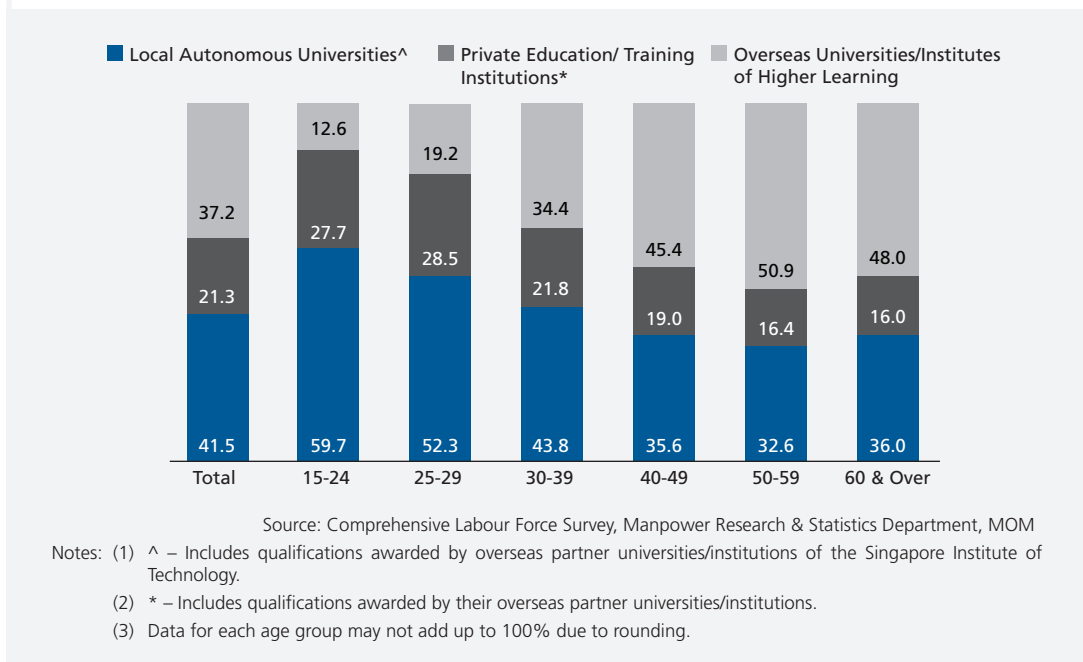
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

- Notes: (1) Data exclude full-time National Servicemen.
 (2) Deflated by Consumer Price Index (CPI) for all items at 2014 prices (2014 = 100).
 (3) As data are captured from a sample survey, year-on-year income changes are prone to fluctuations and hence should always be interpreted with caution. Income growth studied over longer periods (e.g. 5 or 10 years) smooths out these fluctuations and hence provides a more direct indication of income growth.

- 1.10 Of every ten degree holders in the resident labour force in 2018, around four each graduated from local autonomous universities¹¹ (41%) or studied in an overseas university/institute of higher learning (37%). The remaining two (21%) obtained their qualifications from private education or training institutions¹² in Singapore.
- 1.11 A higher proportion of the younger graduates were from local autonomous universities than older graduates, reflecting the increase in university places over the years. Younger graduates were also more likely to be from private education institutions than older graduates, given the greater extent of education upgrading among recent cohorts as the economy moves up the value chain and demand for higher-skilled manpower increased.

Chart 10 Degree holders in resident labour force by place of study, institution that awarded degree and age, June 2018

Per Cent



- 1.12 Among young degree holders, the majority obtained their degrees locally, mostly from autonomous universities. These graduates continued to have good employment outcomes. Similar to their counterparts since 2013,¹³ nine in ten degree holders aged 25 to 29¹⁴ from local autonomous universities and private education institutions were employed in 2018. This was slightly higher than the employment rate for young local polytechnic diploma holders, owing to a higher proportion pursuing further studies. Young graduates in 2018 also earned more than their counterparts in 2013, with degree holders from local autonomous universities commanding higher median income than those with degree from private education institutions or diploma from local polytechnics.

¹¹ 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, Singapore Institute of Technology (including qualifications awarded by its overseas partner universities/institutions) and Singapore University of Social Sciences (formerly known as SIM University).
¹² Includes qualifications awarded by their overseas partner universities/institutions.
¹³ Comparable data by place of study and institution that awarded degree starts from 2013.
¹⁴ This captures the labour market experience of graduates a few years after graduation.

Chart 11

Employment rate of residents aged 25 to 29 from local tertiary institutions

Per Cent

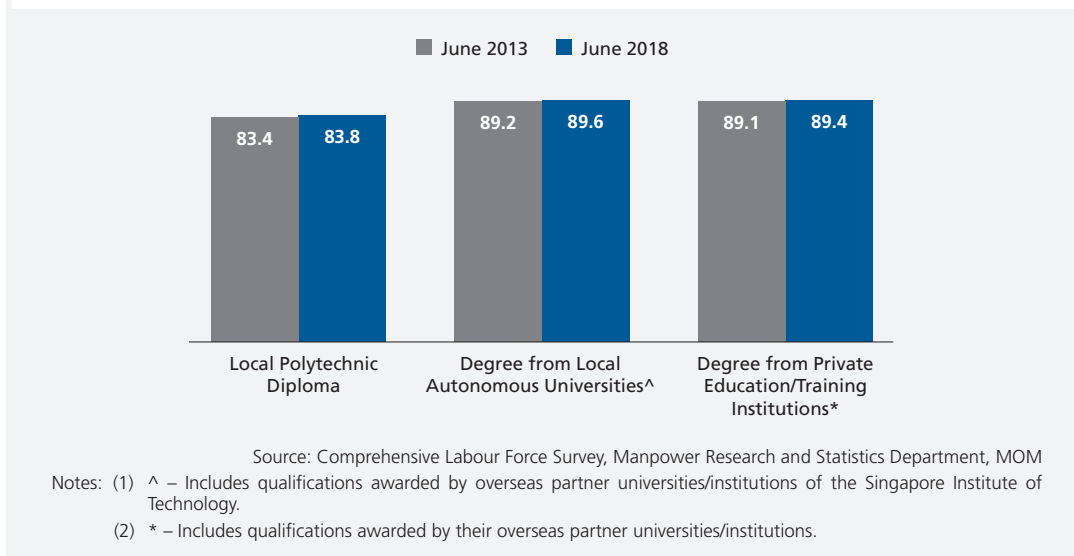
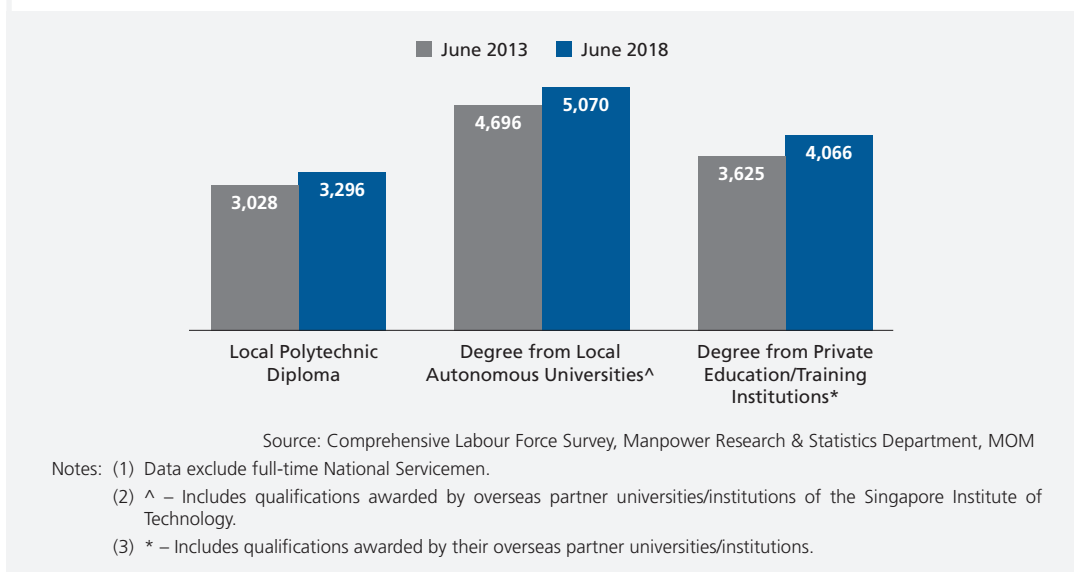


Chart 12

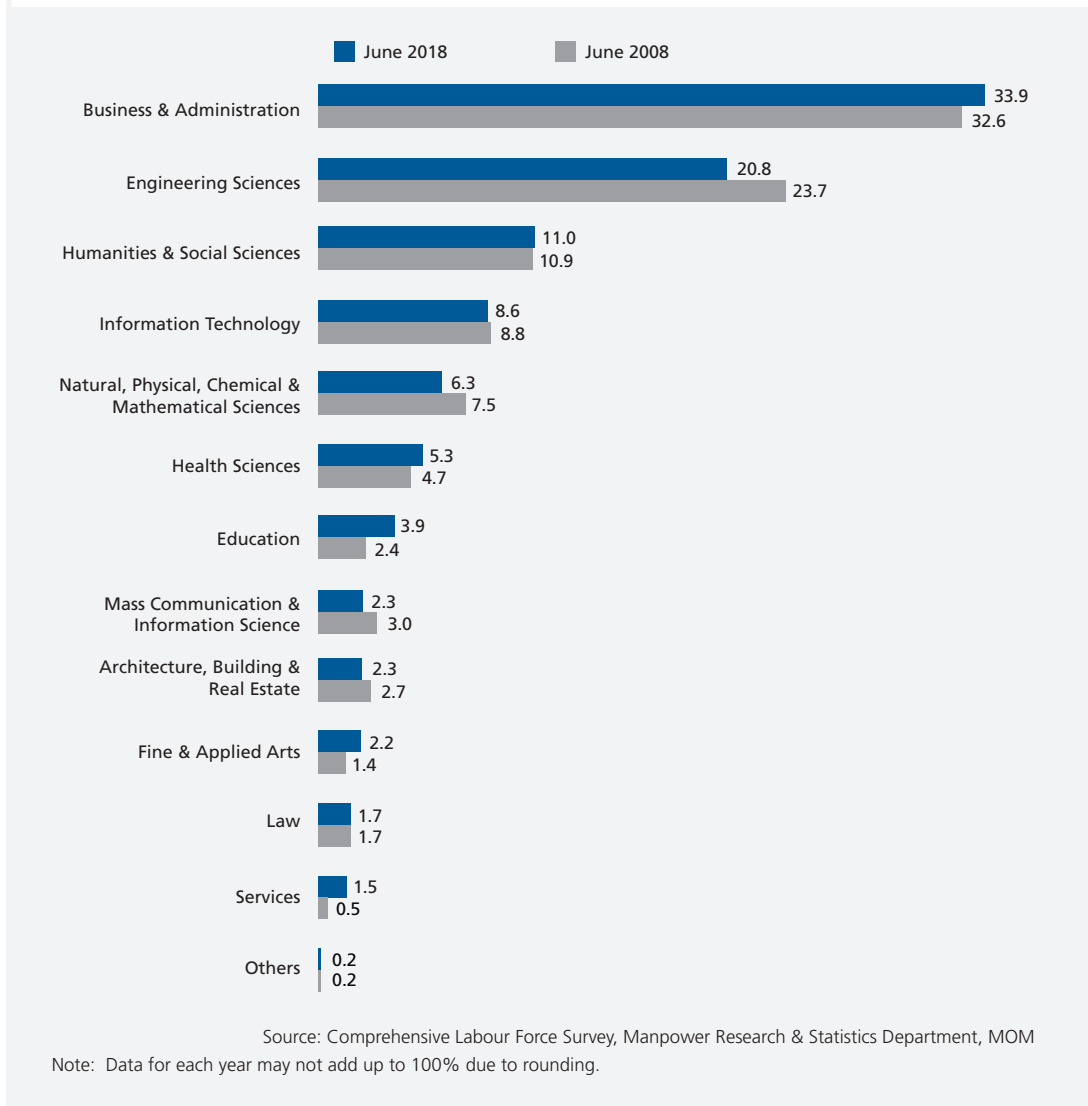
Median gross monthly income from work (including employer CPF contributions) of full-time employed residents aged 25 to 29 from local tertiary institutions

Dollars



1.13 Business & Administration (34%) and Engineering Sciences (21%) graduates continued to form the majority among degree holders in the resident labour force in 2018. The share of graduates with degree in Business & Administration increased from ten years ago, as more obtain degree qualifications from private education institutions and this is the predominant field of study among these graduates. On the other hand, the share of graduates from most Science, Engineering & Technology disciplines, including Engineering Sciences, Information Technology, Natural, Physical, Chemical & Mathematical Sciences and Architecture, Building & Real Estate decreased over the last decade.

Chart 13 Degree holders in resident labour force by field of study
Per Cent



PMET share among employed residents rose

- 1.14 The share of professionals, managers, executives & technicians (PMETs) among employed residents has trended up over the decade from 51% in 2008 to 57% in 2018, as young entrants into the labour market tended to be better educated. Correspondingly, the share of non-PMETs declined especially for production & transport operators, cleaners & labourers (24% to 20%).

Chart 14 Employed residents by occupation

Per Cent

**Professionals, Managers,
Executives & Technicians
(PMETs)**

Clerical, Sales &
Service Workers
(CSSWs)

Production & Transport
Operators, Cleaners
& Labourers (PTOCLs)[^]

June: 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
PMETs	51.0	51.4	52.4	52.6	52.3	53.0	53.5	54.3	55.1	56.1	56.9
CSSWs	24.7	24.5	24.5	24.3	25.5	25.2	24.4	24.2	23.5	22.8	22.9
PTOCLs [^]	24.3	24.2	23.2	23.1	22.3	21.8	22.1	21.4	21.4	21.1	20.2

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

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

(2) [^] – Includes Agricultural & Fishery Workers and Workers Not Elsewhere Classified.

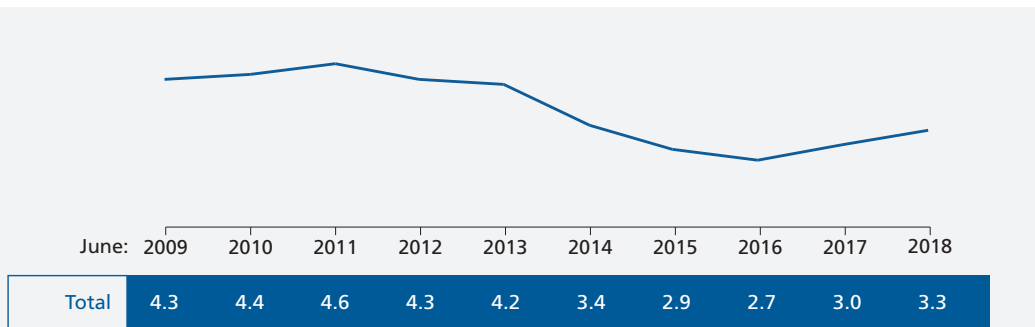
(3) Data for each year may not add up to 100% due to rounding.

Time-related under-employment rate rose, but not because more part-timers could not find a full-time job

1.15 The time-related under-employment rate¹⁵ rose for the second successive year from 3.0% in 2017 to 3.3% in 2018, after a general downtrend from 2011. However, there was no evidence of an increase in involuntary time-related under-employment. This was because the increase came mainly from persons who were engaging in part-time work because of family or personal responsibilities (+0.5%-point of employed residents), while the proportion of part-timers who were willing and available to work additional hours but could not find a full-time job was largely the same (-0.1%-point of employed residents).

Chart 15 Resident time-related under-employment rate

Per Cent



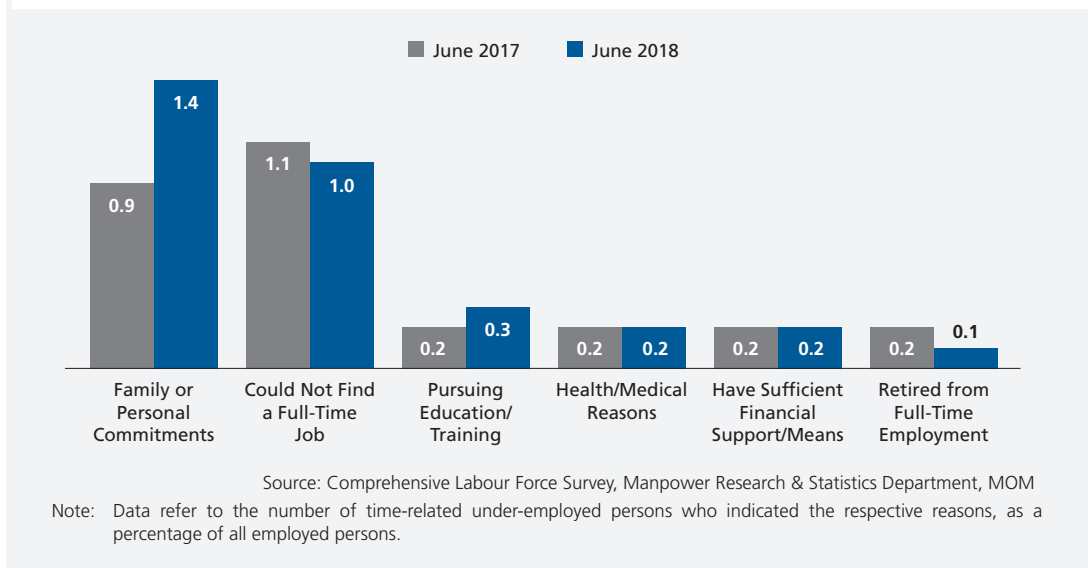
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes: (1) Time-related under-employed persons refer to part-timers who are willing and available to work additional hours.

(2) Time-related under-employment rate refers to time-related under-employed persons as a percentage of all employed persons.

Chart 16 Contribution to resident time-related under-employment rate by main reason for working part-time rather than full-time

Per Cent



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

Note: Data refer to the number of time-related under-employed persons who indicated the respective reasons, as a percentage of all employed persons.

¹⁵ Refers to part-timers who are willing and available to work additional hours as a percentage of all (full-time and part-time) employed residents.

1.16 Including those who did not want to work longer hours or were unable to do so, part-timers made up 11% of the resident workforce in 2018. This has generally trended upwards from 8.4% in 2009. For every five part-timers, one was a female in their 30s (7.8%) or 40s (12%), many of whom were working part-time to look after their children. As around half of them were tertiary-educated, common jobs that female part-timers in their 30s and 40s took on included PMET occupations like private tutors and extra-curriculum instructors, other than working as clerks and shop sales assistants.

Chart 17 Share of part-time employed among employed residents
Per Cent

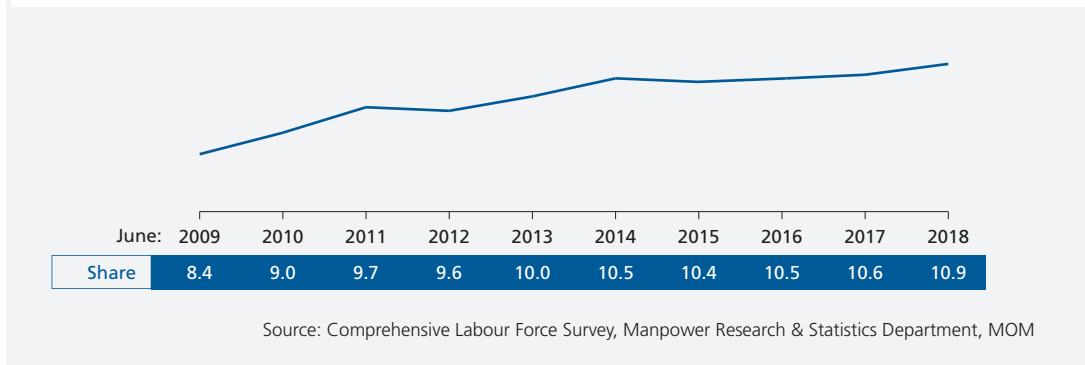
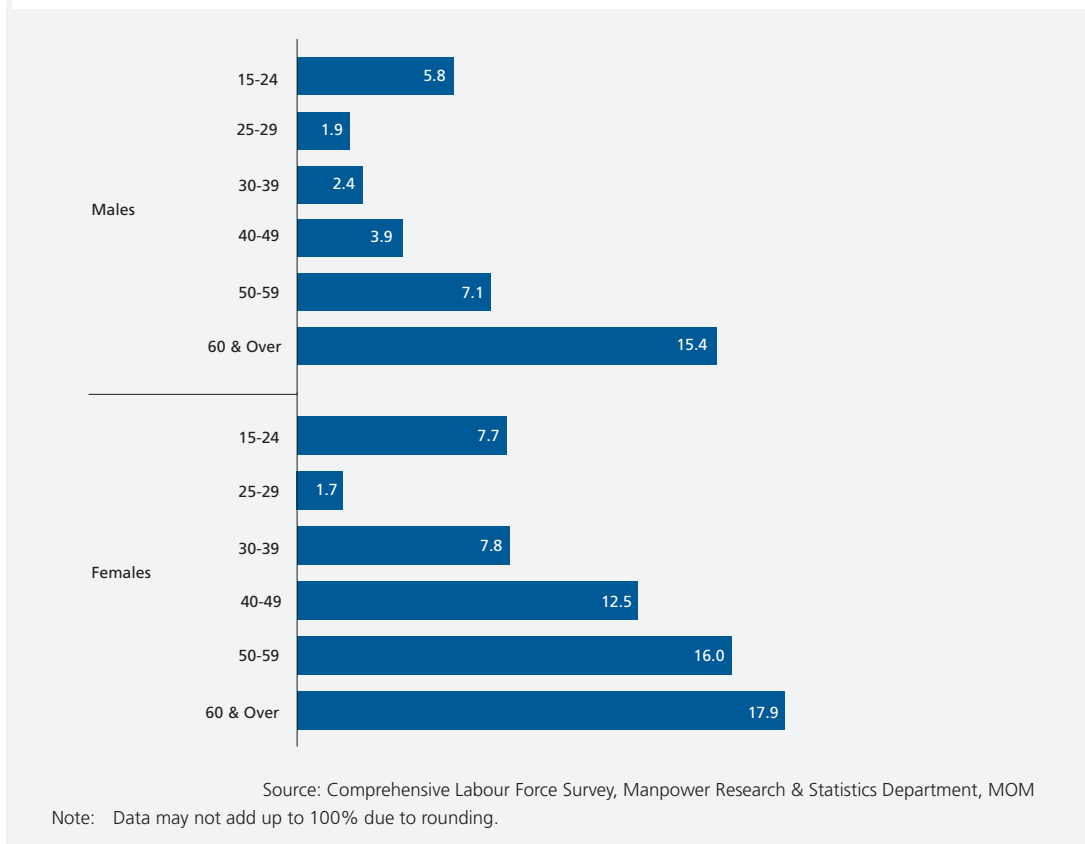


Chart 18 Distribution of part-time employed residents by sex and age, June 2018
Per Cent

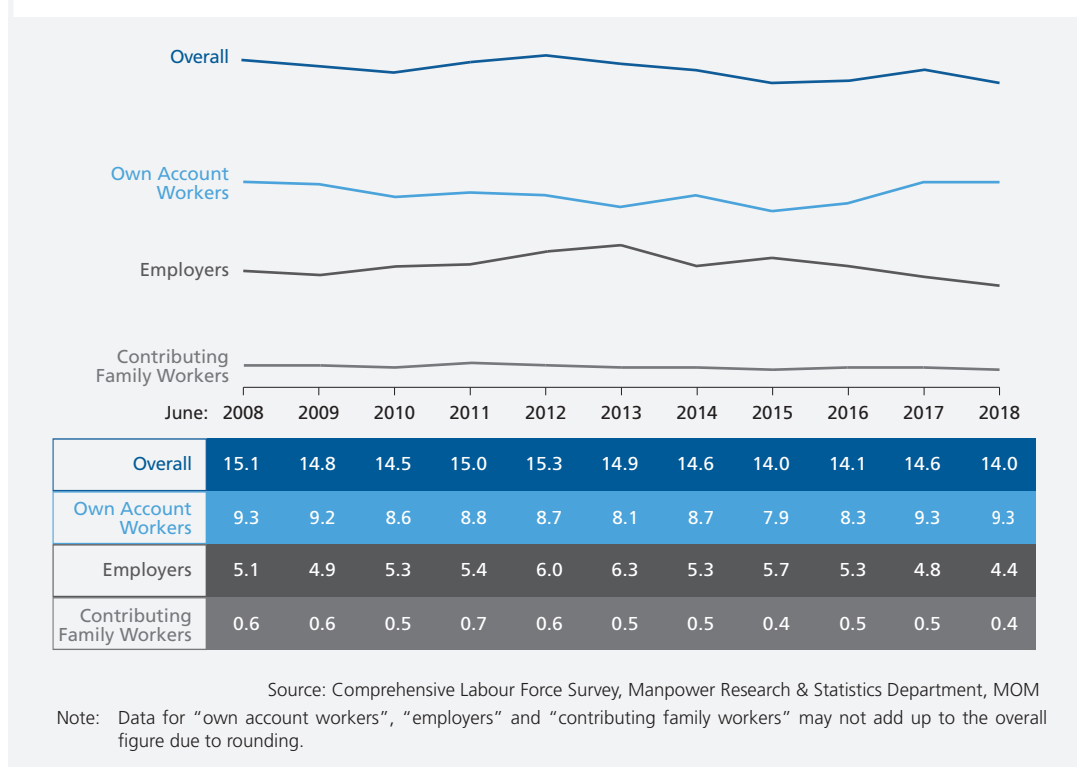


More employees and fewer self-employed than a year ago

- 1.17 Among residents employed during the reference week in June 2018, 86% were employees and the remaining 14% were self-employed in their main¹⁶ or primary job. With more job opportunities for salaried employment as seen in the uptick in recruitment rate and job openings, the self-employed made up a smaller share of the resident workforce than a year ago. This was mainly due to the continued decrease in share of employers. The share of own account workers (i.e. individuals who operate their own business or trade without employing any paid employees), which had increased in the preceding two years, stabilised in June 2018.

Chart 19 Proportion of self-employed among employed residents

Per Cent



- 1.18 As the working arrangements of own account workers tended to be more ad hoc and transient in nature, the Comprehensive Labour Force Survey, which is based on a shorter reference period, may not comprehensively capture the number of own account workers. Hence, an annual supplementary survey on own account workers was conducted (since 2016) to measure and examine persons doing own account work regularly over the course of a year, either as a primary or secondary job.

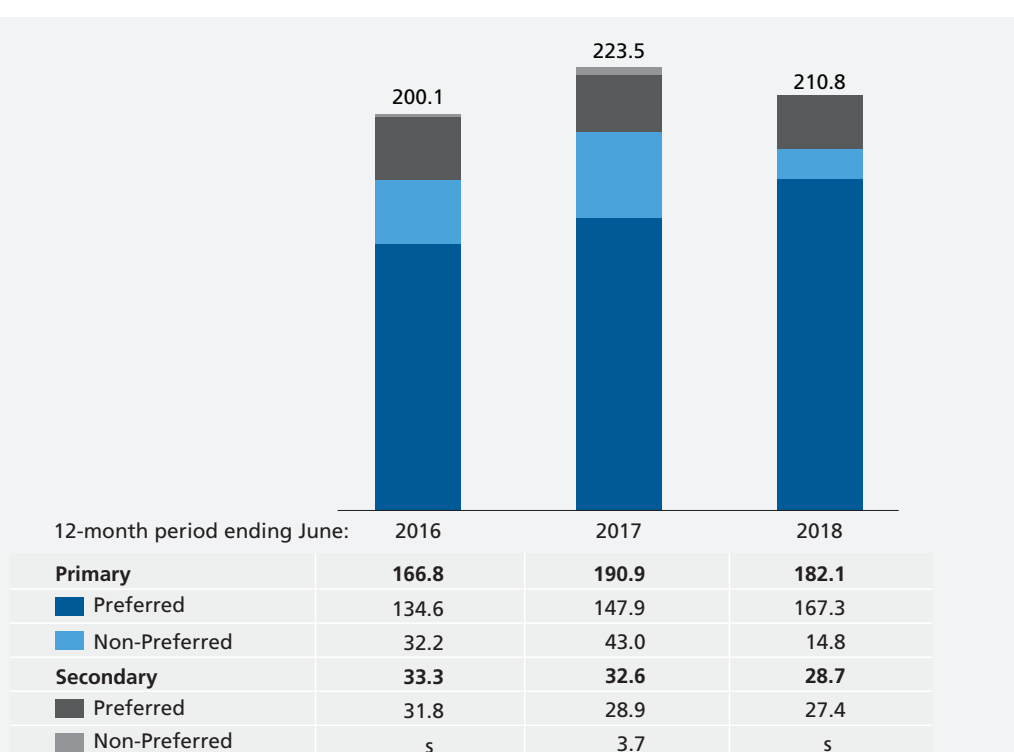
¹⁶ For persons who held more than one job during the week preceding the survey interview (i.e. the reference period), their employment status is based on the job in which they usually work the longest hours.

Fewer residents in regular own account work over a one-year period

- 1.19 Over the one-year period ending June 2018, 210,800 residents did own account work as a regular form of employment. The majority, or 182,100, were engaged in own account work as their primary job over the course of the year, forming 7.9% of all employed residents.¹⁷ Regular own account workers most commonly obtained work via referrals (56% or 119,000). A third (33% or 70,200) sought work via online channels, including 17% (or 36,300) who took up work via online matching platforms.¹⁸
- 1.20 The number of regular own account workers declined from 2017 (223,500), due to a significant fall in primary own account workers doing such work on a non-preferred basis¹⁹ as labour market conditions improved (2017: 43,000, 2018: 14,800). On the other hand, there were more in primary own account work as a preferred choice compared to a year ago (2017: 147,900, 2018: 167,300). There were also fewer who did own account work on the side (secondary own account workers).

Chart 20 Resident regular own account workers

Number ('000)



Source: Supplementary Survey on Own Account Workers, Manpower Research & Statistics Department, MOM

Notes: (1) Data refer to residents in own account work as a regular form of employment in the 12 months ending June of the year specified.

(2) "s": Data suppressed due to small number covered.

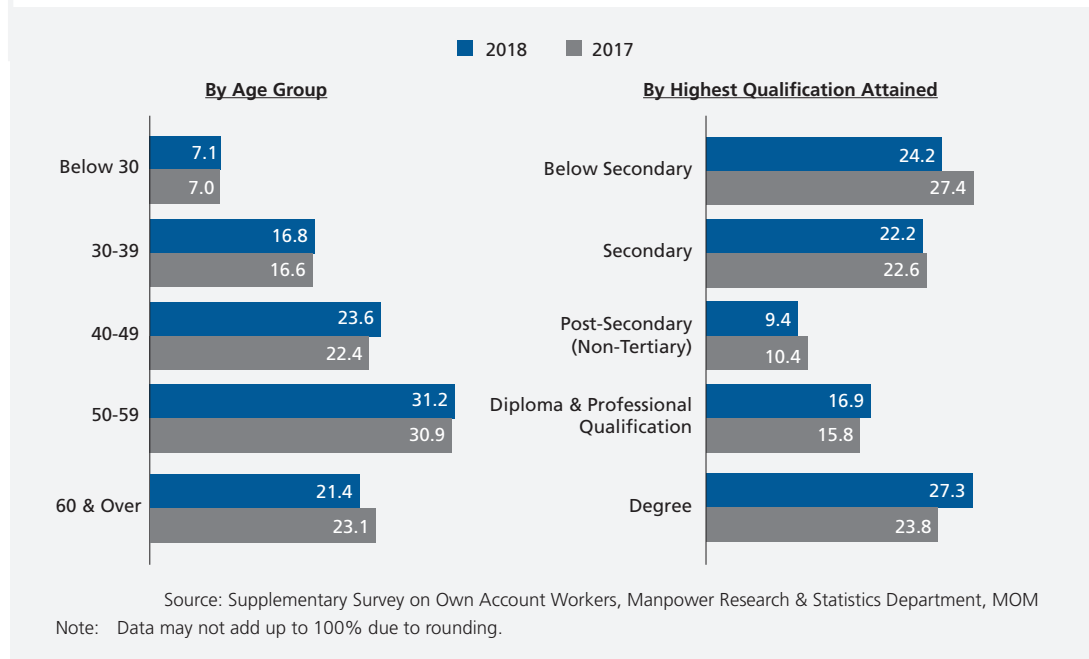
¹⁷ The estimate is derived based on the number of regular primary own account workers as a proportion of total local employment (average over 12 months ending June 2018).

¹⁸ In the absence of internationally agreed statistical definition, online matching platforms are defined as labour sharing platforms that serve as intermediaries to match or connect buyers with workers who take up piecemeal or assignment-based work. Such platforms could either be websites or mobile applications, covering services such as ride-hailing, goods/food delivery, creative work, etc.

¹⁹ Persons for whom own account work is not their preferred choice of work refer to those who engage in own account work because they are unable to find work as an employee. Among multiple job holders, it includes those who are unable to find full-time work. Those for whom own account work is a preferred choice of work refer to the remaining who do not fall into the above estimate.

1.21 Primary regular own account workers tended to be older, with over half (53%) aged 50 & over. The concentration of those aged 60 & over, however, has edged down from 2017. By education, those with non-tertiary qualifications formed the bulk of all in primary own account work (56%). Nonetheless, the share who were tertiary-educated rose from 40% in 2017 to 44% in 2018. As opposed to young tertiary graduates, residents aged 40 & over accounted for most of this increase, with smaller increases among the younger ages. This was in tandem with the improving educational profile of mature residents in employment.

Chart 21 Resident regular primary own account workers
Per Cent



1.22 The top occupations among primary own account workers in 2018 were similar to that a year ago. They were commonly working in traditional occupations²⁰ such as taxi drivers, working proprietors²¹, real estate agents, insurance sales agents/brokers as well as in newer roles such as private hire car drivers. In particular, the number of private hire car drivers on online matching platforms rose to 21,200. This increase came ahead of the deadline for early applicants to obtain their vocational licences, and was driven by a rise in workers in this occupation on a preferred basis. On the other hand, there was a large decrease in the number of taxi drivers, though it remained the top occupation held among primary own account workers.

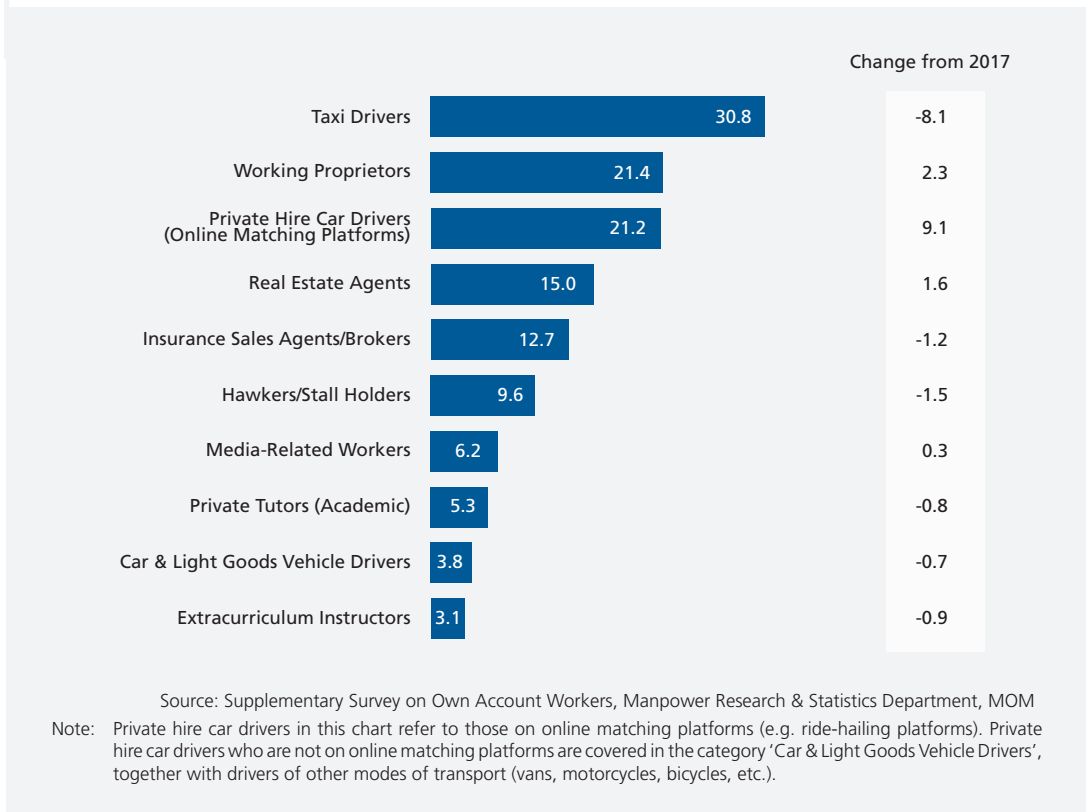
²⁰ These traditional jobs were consistently the top common occupations among own account workers in the past decade as well, based on the Comprehensive Labour Force Survey.

²¹ Working proprietors refer to self-employed persons who operate and manage their own businesses without any paid employees. Examples include businesses in wholesale & retail trade (e.g. provision shops, blog shops) or service providers (e.g. renovating, printing services). Self-employed professionals, insurance sales agents, real estate agents, hawkers, electricians, etc. who perform the principal tasks of their respective occupations are classified in these occupations and not as working proprietors.

Chart 22

Top occupations among resident regular primary own account workers, 2018

Number ('000)

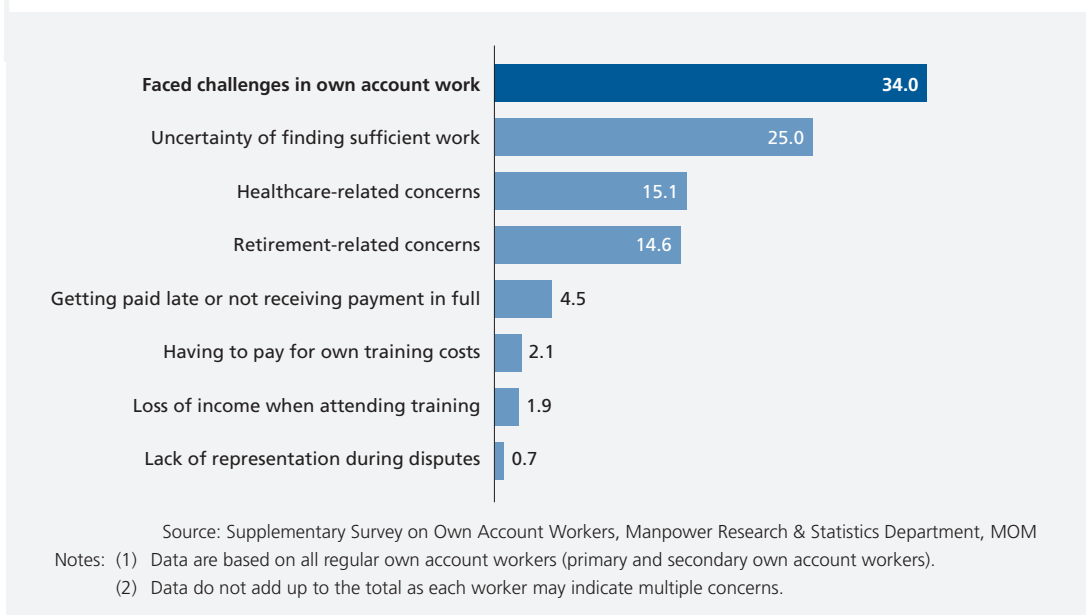


1.23 Among regular own account workers, the proportion who faced difficulties in the course of their work halved from a year ago (63% to 34%), since fewer were in own account work as a non-preferred choice. The top concerns cited continued to be the *uncertainty of finding sufficient work* (25%), *healthcare-related concerns* (15%) such as the *lack of medical benefits* and *paid sick leave*, as well as worries over adequate *financial security for retirement* (15%).

Chart 23

Challenges faced by resident regular own account workers, 2018

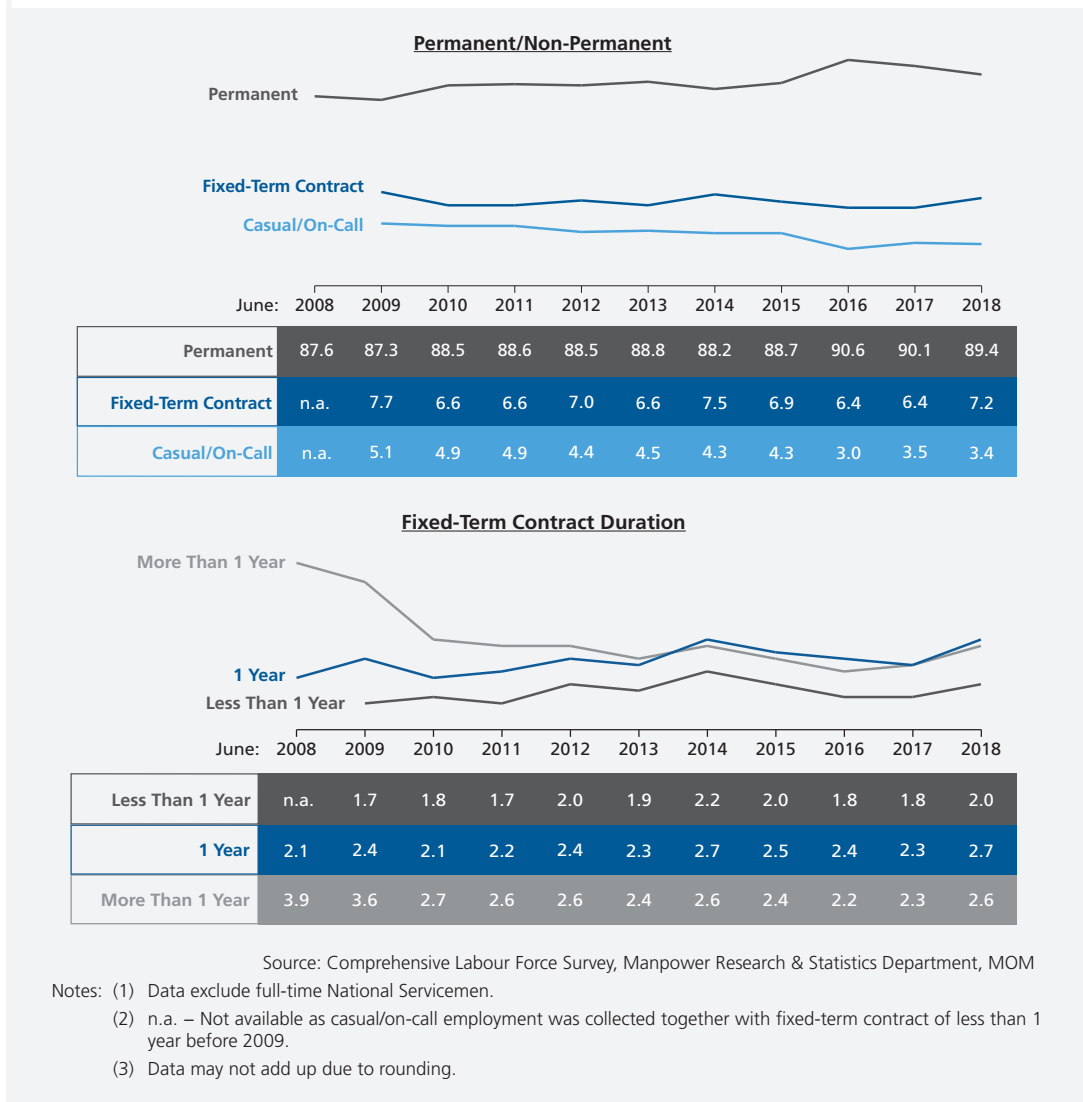
Per Cent



Among employees, the rise in non-permanent employment in the last two years reflects greater caution among employers as economy continues to restructure

1.24 The proportion of resident employees in permanent jobs declined for the second consecutive year to 89% in 2018, from 90% in 2017. There was a corresponding increase in the proportion of employees on fixed-term contracts, from 6.4% in 2017 to 7.2% in 2018, as on-going economic restructuring prompted companies to adopt a more near-term outlook for their resource requirements. Much of the increase in contract employees were those on one-year contracts. The proportion of casual or on-call employees held steady at 3.4%, having trended downwards over the past decade.

Chart 24 Resident employees by type of employment
Per Cent



1.25 The increase in proportion of resident employees on fixed-term contract was broad-based across industries, led by information & communications, professional services and financial & insurance services. These industries also had relatively high incidence of retrenchments in recent years affected by on-going restructuring, which could have prompted companies to be more cautious and hire workers on contract basis to meet their manpower needs as economic conditions improved.

Chart 25 Incidence of resident employees on fixed-term contract by industry
Per Cent



Prevalence of multiple job-holding remained low, and has stabilised after an uptrend in earlier years

- 1.26 Multiple job holding was not common in Singapore, with just 2.7% of employed residents in 2018 holding two or more jobs. This was the same as in 2016 when the data was last collected, after generally trending upwards over the decade.
- 1.27 Generally, the trends for the various age group continued from those observed in 2016. The incidence of multiple job holders continued to increase among residents in their 30s and 40s, and youths aged 15 to 24. However, the pace of increase has slowed. The proportion among older residents aged 60 & over decreased further from its peak in 2014. It has also dipped among residents aged 25 to 29, after a sustained uptrend from 2008 levels.

Chart 26

Proportion of employed residents holding multiple jobs

Per Cent

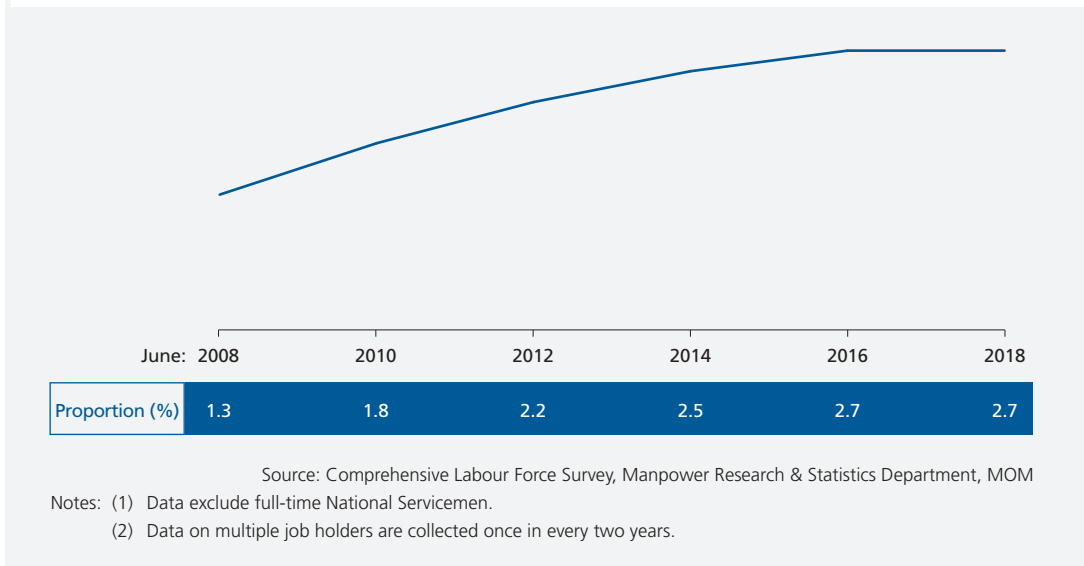
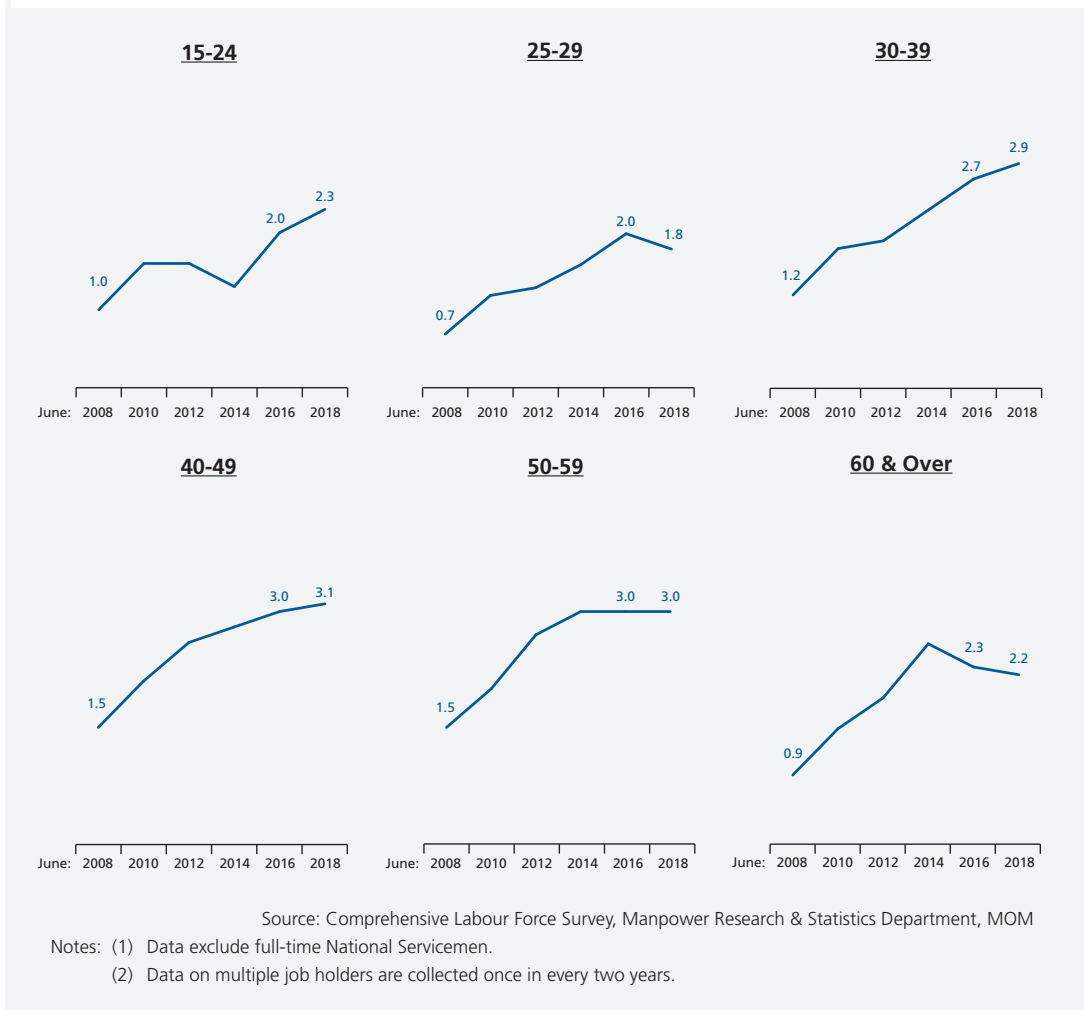


Chart 27

Proportion of employed residents holding multiple jobs by age

Per Cent

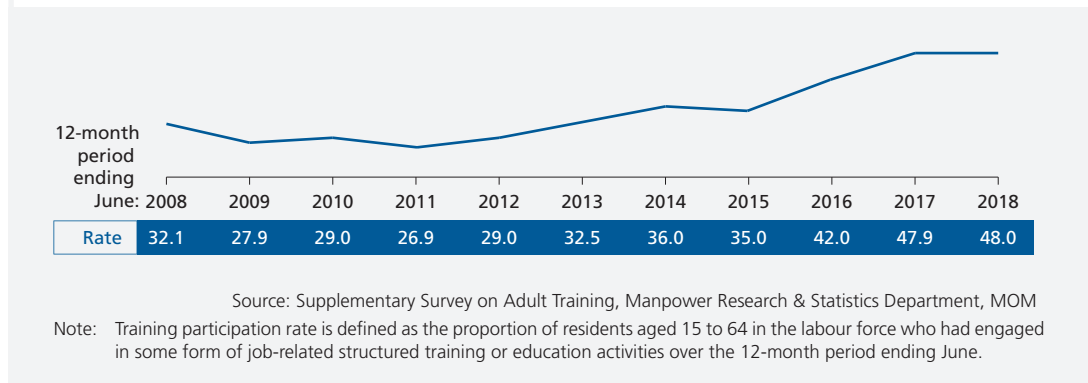


2. Training

Training participation remained high

- 2.1 In the year ending June 2018, the training participation rate for the resident labour force aged 15 to 64 remained high at 48%, similar to a year ago.

Chart 28 Training participation rate of resident labour force aged 15 to 64
Per Cent

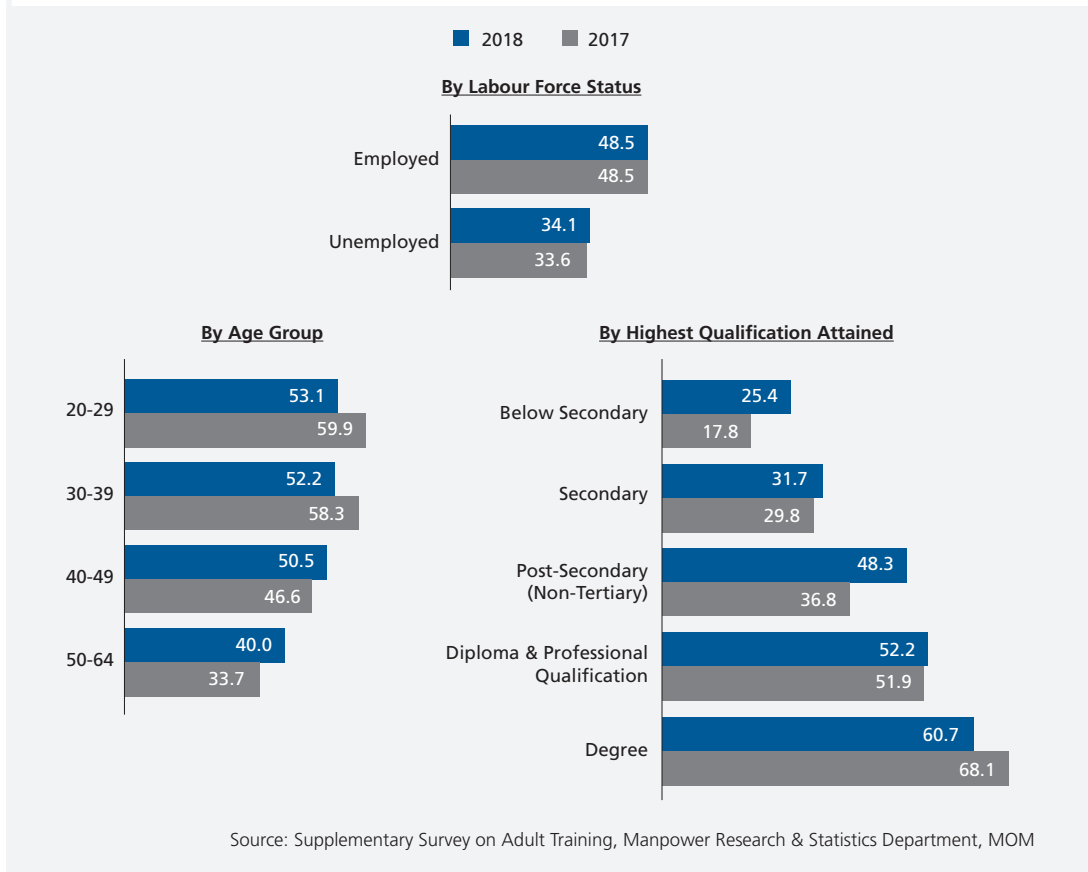


- 2.2 While the training participation rate for the employed (49%) remained stable in 2018, it increased marginally for the unemployed to 34%. Nevertheless, the unemployed continued to lag the employed who can benefit from training provided by employers.
- 2.3 By age, younger residents aged 20 to 29 continued to have the highest training participation rate, given that the returns on training are generally higher for them. However, training participation rate among those aged 40 & over has improved in 2018, narrowing the gap with those aged below 40. Mirroring the improvements by age, training participation rate among those with non-tertiary qualifications improved markedly in 2018.

Chart 29

Training participation rate of resident labour force aged 15 to 64

Per Cent

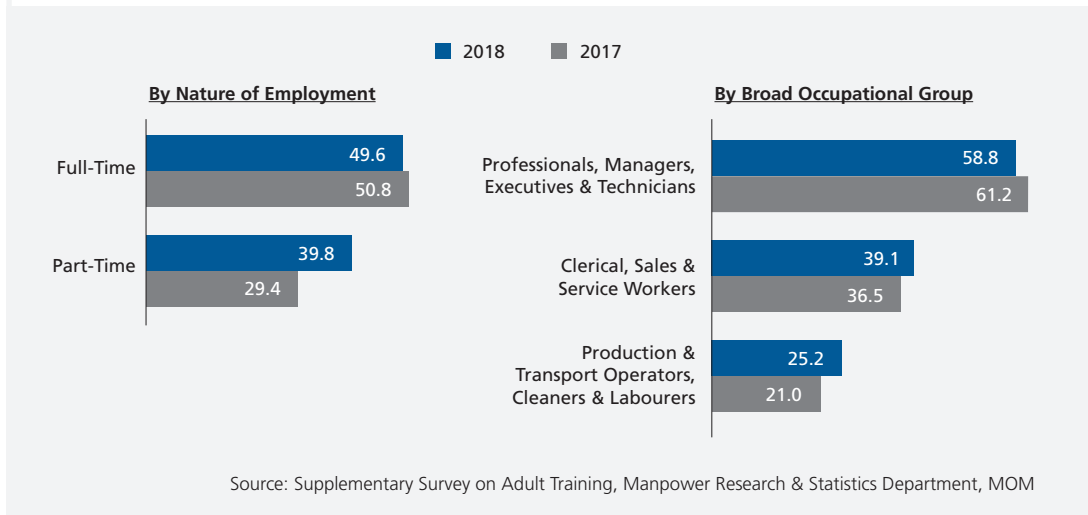


- 2.4 Due to their strong labour market attachment, full-timers (50%) continued to have higher training participation rate than part-timers (40%), but the latter has increased markedly in the last two years.
- 2.5 The improvement in the training incidence among part-timers in 2018 also led to the increase in training participation rates among clerical, sales & service workers (39%) and production & transport operators, cleaners & labourers (25%). This reflects the larger concentration of part-timers among non-PMETs relative to PMETs.

Chart 30

Training participation rate of employed residents aged 15 to 64

Per Cent

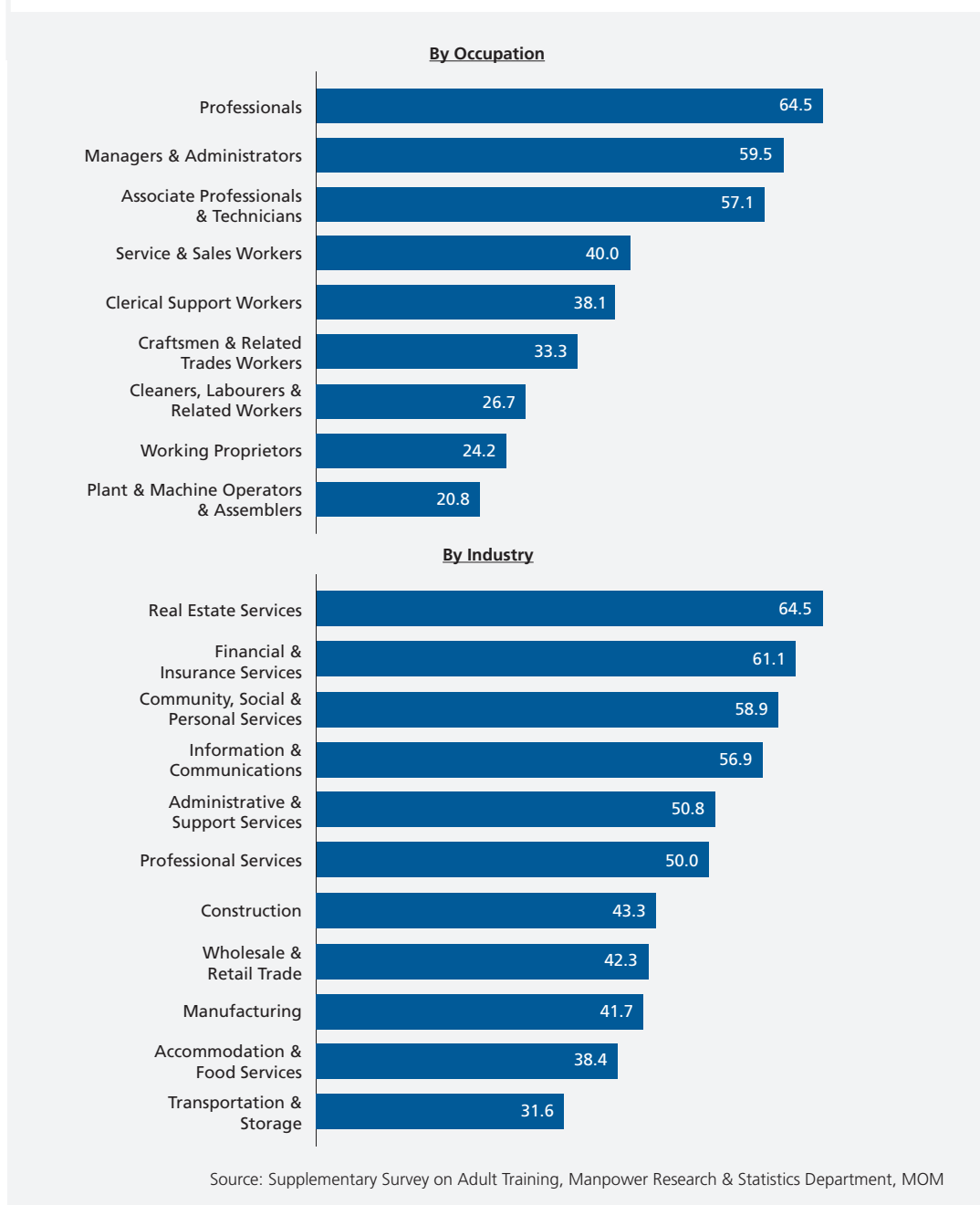


2.6 Reflecting the knowledge and skills required in their area of work, professionals (64%), managers & administrators (60%) and associate professionals & technicians (57%) had higher training participation rate than cleaners, labourers & related workers and plant & machine operators & assemblers. Correspondingly, PMET-dominated sectors such as financial & insurance services, community, social & personal services and information & communications had higher training participation rate than sectors with a greater reliance on lower-skilled or seasonal workers such as transportation & storage (32%) and accommodation & food services (38%).

Chart 31

Training participation rate of employed residents aged 15 to 64, 2018

Per Cent



- 2.7 Employed trainees generally experienced positive outcomes from the training taken up in the year ending June 2018. The most common positive outcomes pertain to enhanced work-related skills, such as being *more productive on the job* (60%), being able to *deliver better service* (58%) and *developed new job skills* (55%). A notable proportion of employed trainees also cited benefits on personal development e.g. *boosted their confidence/self-esteem* (46%), *encouraged to do further training* (33%) and *better prepared for further training* (31%).
- 2.8 The proportion of trainees who received a *pay raise* (7.9%) or got a *promotion* (5.3%) was much lower, given that the impact of training on promotion and pay may not be immediate. Only a small handful reported that they were *dissatisfied with training* (1.3%).

Chart 32

Training outcomes of employed residents aged 15 to 64, 2018

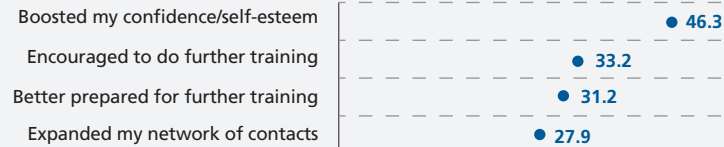
Per Cent



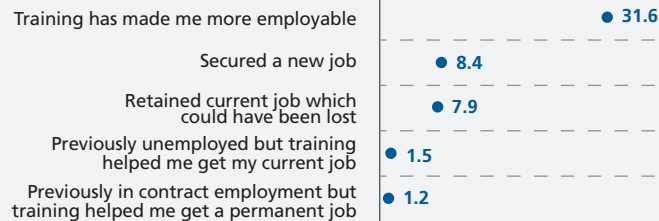
Enhanced Work-Related Skills



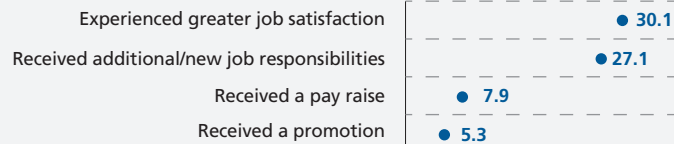
Personal Development



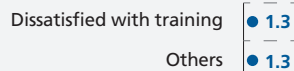
Enhanced Employability



Career Advancement



Others



Source: Supplementary Survey on Adult Training, Manpower Research & Statistics Department, MOM

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

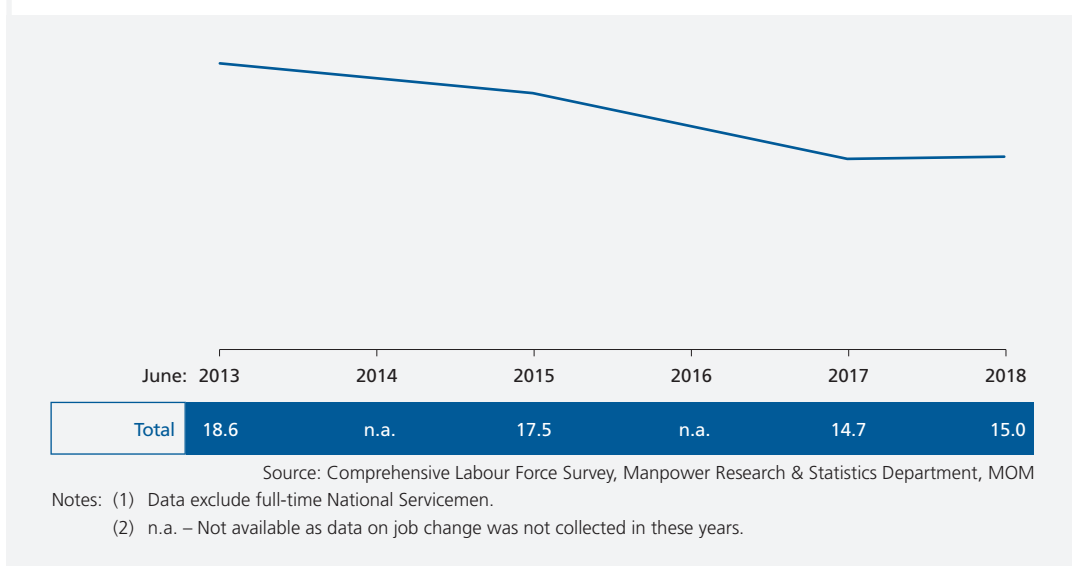
(2) Respondents can indicate more than one training outcome.

3. Job Mobility and Tenure

More changed jobs in tighter labour market, especially among younger workers

- 3.1 As the labour market tightened,²² and job openings and recruitment increased²³, more workers changed jobs. Among residents employed in June 2018, 15.0% had changed jobs in the last two years (between June 2016 and June 2018), up from 14.7% in June 2017. This departed from the downtrend in recent years.²⁴
- 3.2 The increase was led by younger residents aged 25 to 29 and youths aged 15 to 24, as more PMETs moved to a new job as the economy improved and there were more job opportunities. While there was a slight increase in incidence of job change among workers in their 30s and 40s, it dipped for older workers in their 50s and aged 60 & over. Across industries, information & communications and professional services had the largest increase in proportion of workers who had switched jobs in the last two years.

Chart 33 Proportion of employed residents who had changed jobs in the last 2 years
Per Cent



²² The Monetary Authority of Singapore's Labour Market Pressure Indicator increased from negative (more slack compared to historical average) in the second quarter of 2017 to around zero (around historical average) in the second quarter of 2018.

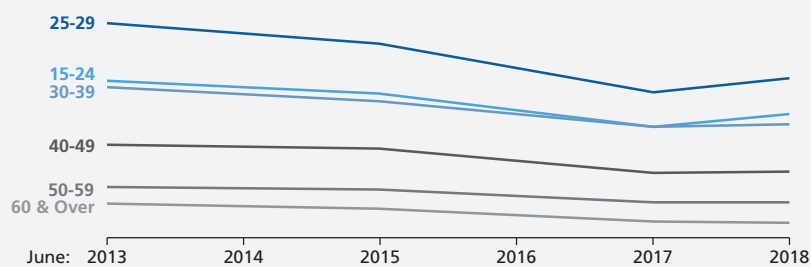
²³ The seasonally adjusted job vacancy rate rose from 2.4% in June 2017 to 2.7% in June 2018, while the average monthly recruitment rate rose from a seasonally adjusted 2.1% in the second quarter of 2017 to 2.3% in the second quarter of 2018. This followed a downtrend in the two indicators in recent years. Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

²⁴ Comparable data for job change is available from 2013 onwards. Before 2013, data includes not just individuals who changed employers, but also those who had changed jobs within the same company.

Chart 34

Proportion of employed residents who had changed jobs in the last 2 years by age

Per Cent



Age Group	June: 2013	2014	2015	2016	2017	2018
15-24	24.2	n.a.	22.7	n.a.	19.0	20.4
25-29	30.7	n.a.	28.3	n.a.	22.9	24.5
30-39	23.5	n.a.	21.9	n.a.	18.9	19.2
40-49	17.0	n.a.	16.5	n.a.	13.8	13.9
50-59	12.2	n.a.	11.9	n.a.	10.5	10.4
60 & Over	10.3	n.a.	9.7	n.a.	8.3	8.1

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

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

(2) n.a. – Not available as data on job change was not collected in these years.

More workers in their current job for less than a year, as more changed jobs and employment rate rose

- 3.3 With more people changing jobs and a larger share of the population working, the proportion of resident employees who started working with their current employer in the recent year rose from 15.7% in 2017 to 16.5% in 2018, after decreasing in the preceding three years. Similar to the patterns for job change, this trend was mainly driven by younger workers aged below 30.
- 3.4 The proportion of resident employees with long tenures of at least ten years rose strongly for the second consecutive year, as employees who started working in their current jobs during the high employment growth years before the 2009 recession crossed the ten-year mark. The increase was broad-based for employees aged 30 & over.

Chart 35 Distribution of resident employees by years in current job
Per Cent

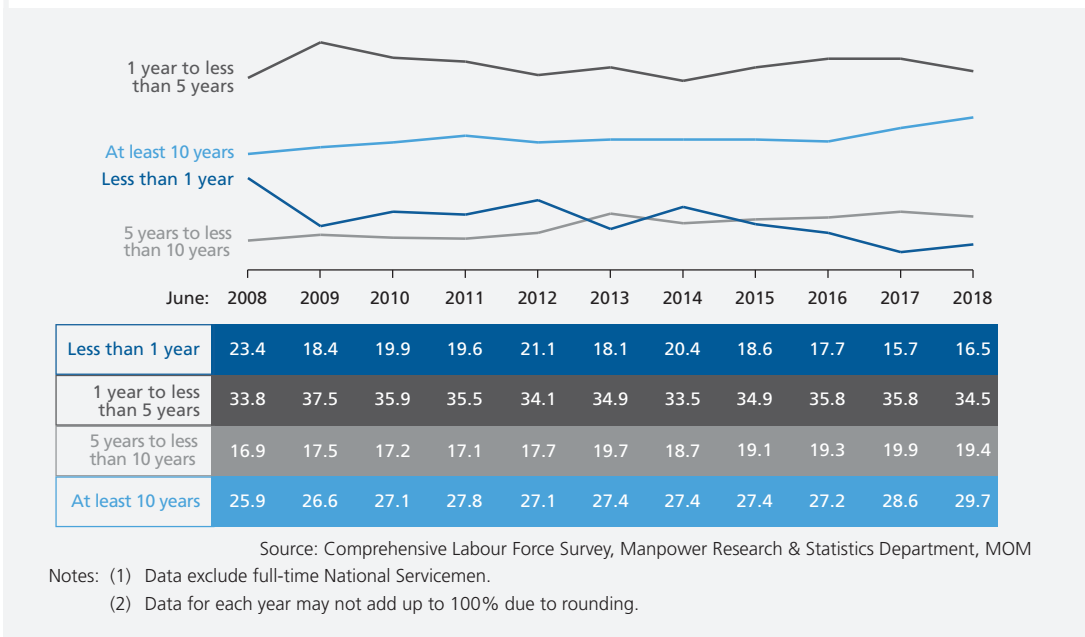
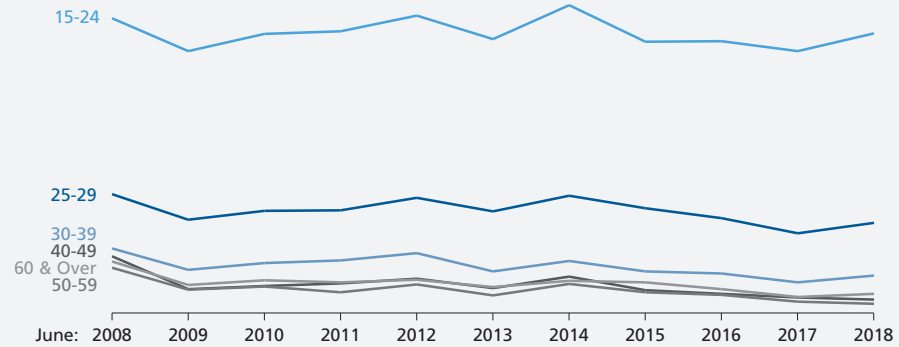


Chart 36

Proportion of resident employees who had worked for less than 1 year in their current job by age

Per Cent



	June: 2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
15-24	64.3	58.0	61.3	61.8	64.8	60.3	66.8	59.8	59.9	58.0	61.4
25-29	30.6	25.7	27.4	27.5	29.9	27.3	30.3	27.9	26.0	23.1	25.1
30-39	20.2	16.1	17.4	17.9	19.3	15.8	17.8	15.8	15.4	13.7	15.0
40-49	17.7	13.2	14.1	13.7	14.2	12.8	14.0	13.7	12.4	10.9	11.5
50-59	16.5	12.3	12.9	11.8	13.3	11.2	13.4	11.8	11.3	10.0	9.6
60 & Over	18.7	12.4	13.0	13.5	14.4	12.6	14.8	12.2	11.5	10.8	10.4

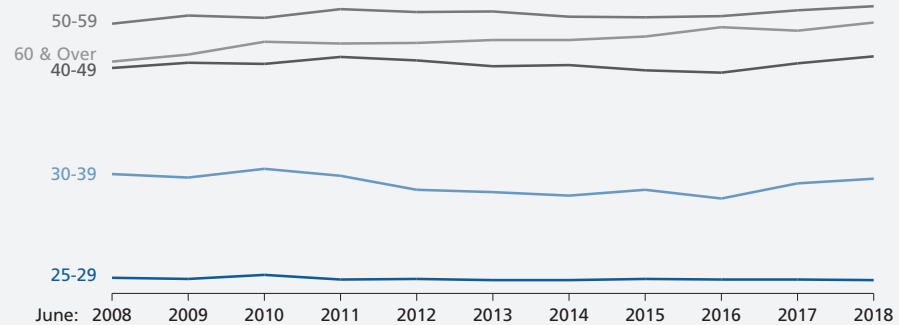
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: Data exclude full-time National Servicemen.

Chart 37

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

Per Cent



	June: 2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
25-29	1.0	0.8	1.5	0.7	0.8	0.6	0.6	0.8	0.7	0.7	0.6
30-39	18.8	18.2	19.7	18.5	16.1	15.7	15.1	16.1	14.6	17.2	18.0
40-49	37.0	37.9	37.7	38.9	38.3	37.3	37.5	36.6	36.2	37.8	39.0
50-59	44.6	46.0	45.6	47.1	46.6	46.7	45.8	45.7	45.9	46.9	47.6
60 & Over	38.1	39.3	41.5	41.2	41.3	41.8	41.8	42.4	44.0	43.4	44.8

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

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

(2) The proportion of youths aged 15-24 who had worked for at least 10 years in their current job was nil or negligible, and hence not plotted in the chart.

4. Usual Hours Worked

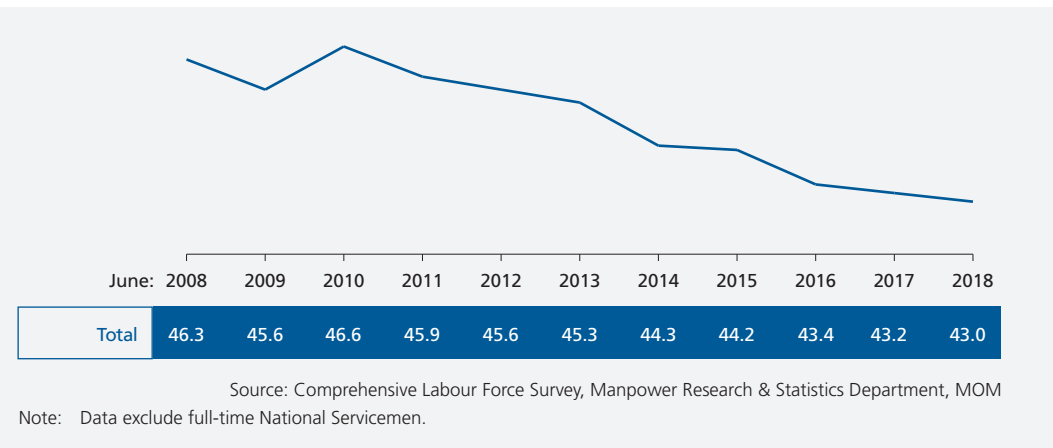
Average usual hours worked continued to decrease

- 4.1 The usual hours worked among employed residents continued its downtrend, averaging 43.0 hours a week (mean) in 2018 compared with 43.2 hours in 2017. This reflects the slight decrease among full-timers (from 45.9 to 45.8 hours), and a rising share of part-timers in the workforce. These outweighed the slight increase in average usual hours worked of part-timers from 20.6 to 20.9 hours.

Chart 38

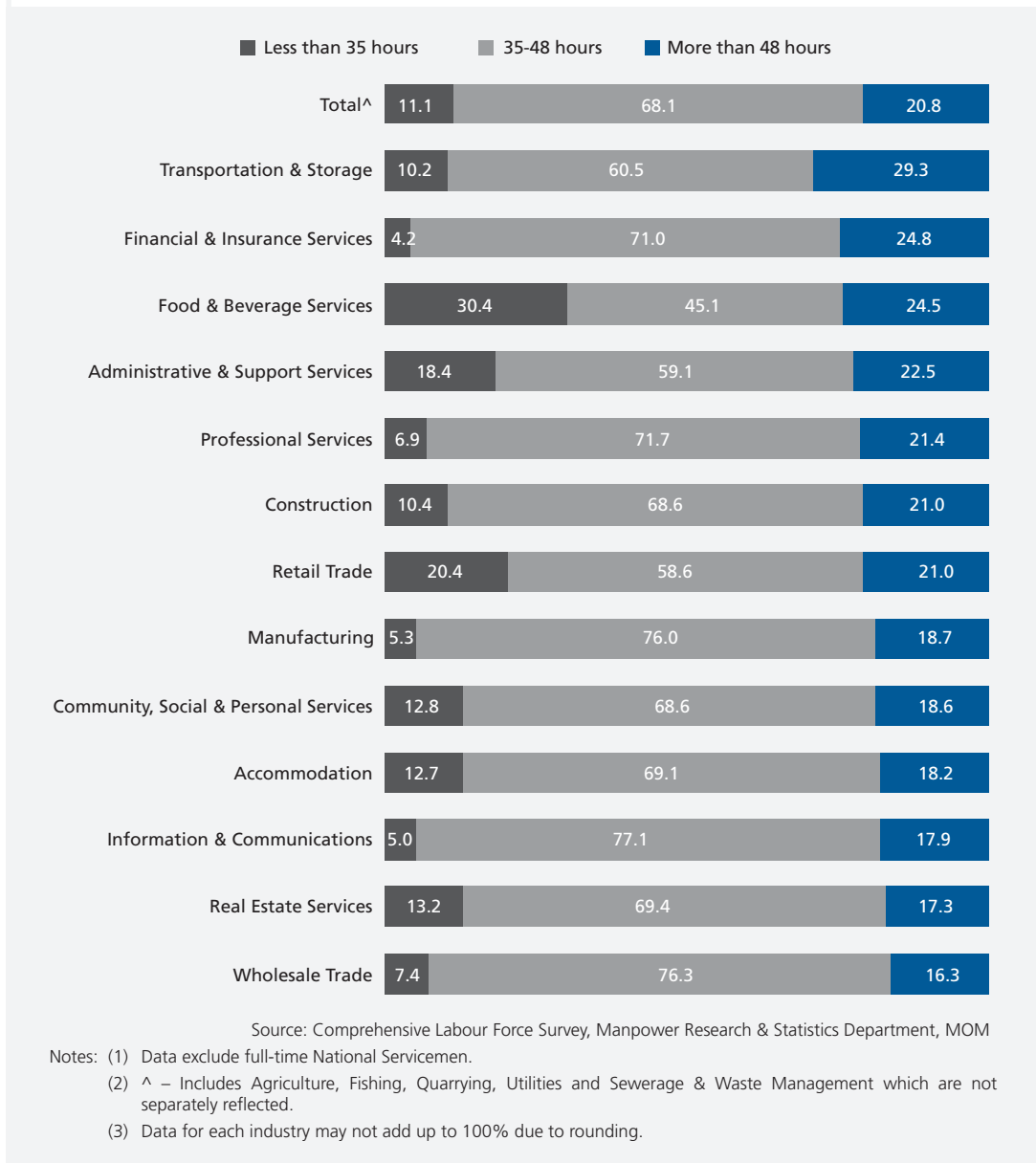
Average (mean) usual hours worked per week of employed residents

Hours Per Week



4.2 Out of every ten employed residents, two (21%) usually worked relatively long hours exceeding 48 hours a week and one (11%) worked less than 35 hours a week. Industries with relatively high proportion of workers who typically put in more than 48 hours a week includes transportation & storage (29%) (pulled up by taxi drivers and private hire car drivers), financial & insurance services (25%) (reflecting relatively long hours among managers, financial & investment advisers and financial analysts) and food & beverage services (24%) (pulled up by working proprietors, chefs, cooks and hawkers).

Chart 39 Distribution of employed residents by usual hours worked per week and industry, June 2018
Per Cent



5. Income

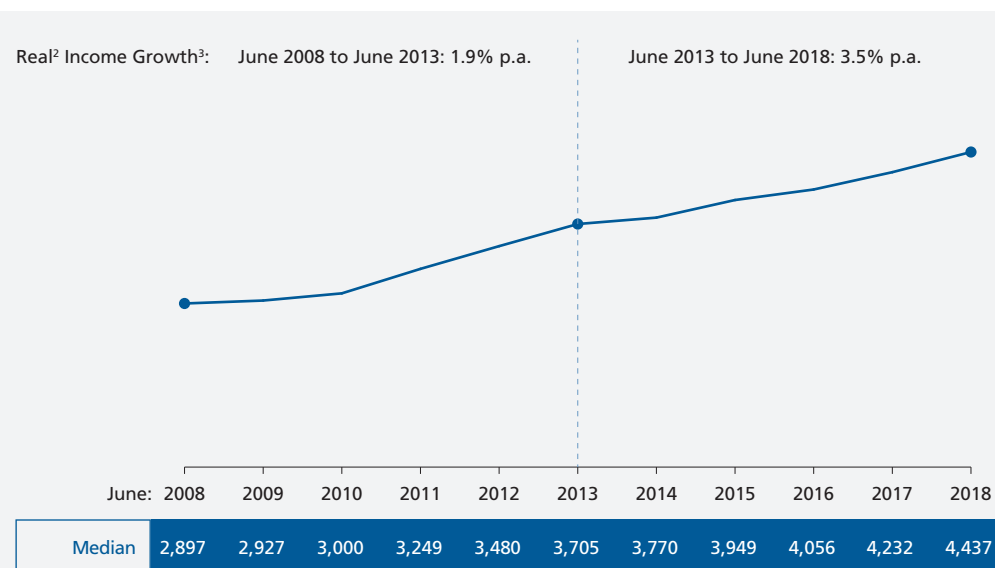
Real median income continued to grow in the recent five years

- 5.1 Workers continued to earn higher incomes in the recent five years. The real median²⁵ gross monthly income of full-time employed residents grew by 3.5% p.a. from 2013 to 2018, significantly higher than 1.9% p.a. in the previous five years (i.e. 2008 to 2013).

Chart 40

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

Dollars



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

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

(2) Deflated by Consumer Price Index (CPI) for all items at 2014 prices (2014 = 100).

(3) As data are captured from a sample survey, year-on-year income changes are prone to fluctuations and hence should always be interpreted with caution. Income growth studied over longer periods (e.g. 5 or 10 years) smooths out these fluctuations and hence provides a more direct indication of income growth.

²⁵ The median income is the income such that half of the workers earn less and the other half earn more.

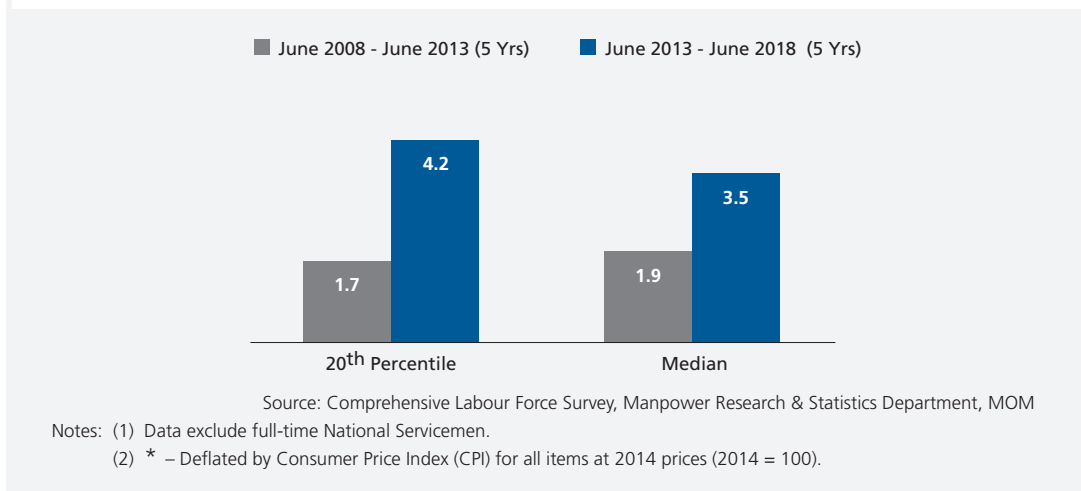
Lower-income earners experienced faster income growth than the median worker, narrowing their income gap

- 5.2 Over the last five years (2013 to 2018), real income growth at the 20th percentile²⁶ (4.2% p.a.) grew faster than at the median (3.5% p.a.), narrowing their gap with the median worker.²⁷ The 20th percentile income growth was also significantly higher than in the preceding five years (i.e. 2008 to 2013). This may be attributed to the tighter labour market as a result of foreign workforce policy adjustments, as well as other policy measures like Progressive Wage Model, Wage Credit Scheme and Special Employment Credit.

Chart 41

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

Per Cent Per Annum



²⁶ The 20th percentile income of full-time employed residents was \$2,340 (including employer CPF contributions) and \$2,000 (excluding employer CPF contributions) in June 2018.

²⁷ Refers to the ratio of the median income to the 20th percentile income of full-time employed residents.

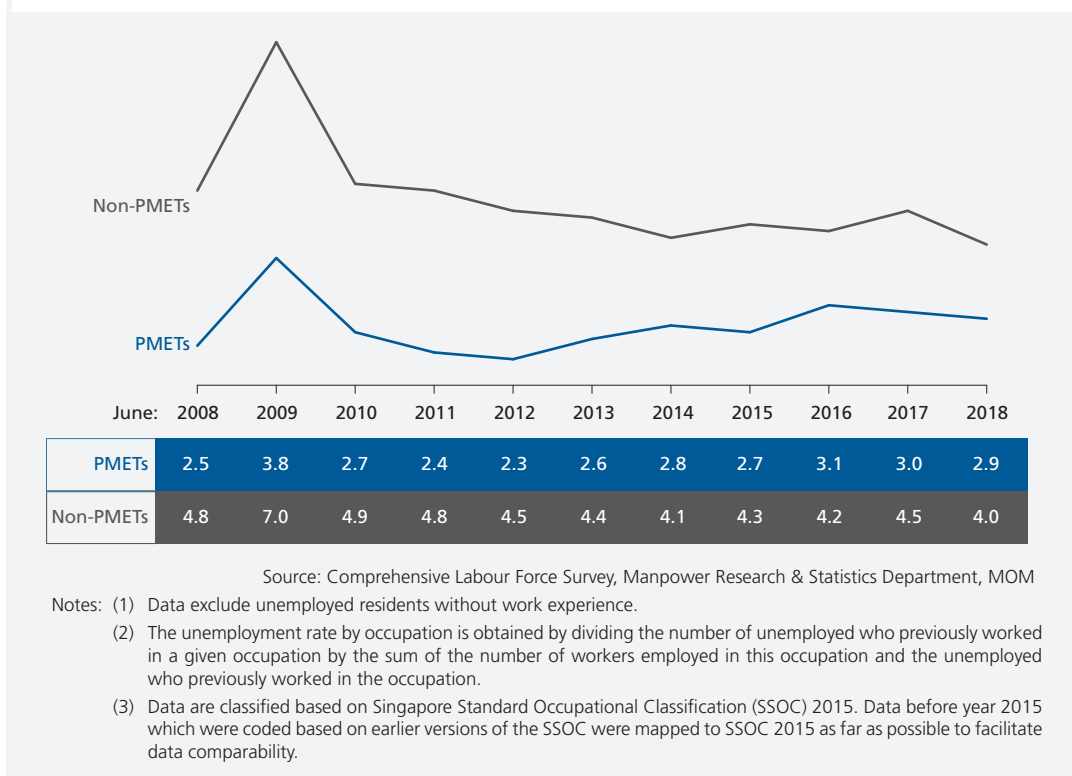
6. Unemployment²⁸

Broad-based moderation in unemployment rate for PMETs and non-PMETs, but some older PMETs face greater difficulty

- 6.1 The non-seasonally adjusted unemployment rate for PMETs decreased for the second successive year to 2.9% in 2018, from 3.0% a year ago.²⁹ In particular, the unemployment rate for PMETs in their 40s and aged 50 & over, which has trended up in the last few years, declined in 2018. There was also a broad-based decline in unemployment among non-PMETs in most age groups.

Chart 42 Unemployment rate of resident PMETs and non-PMETs

Per Cent



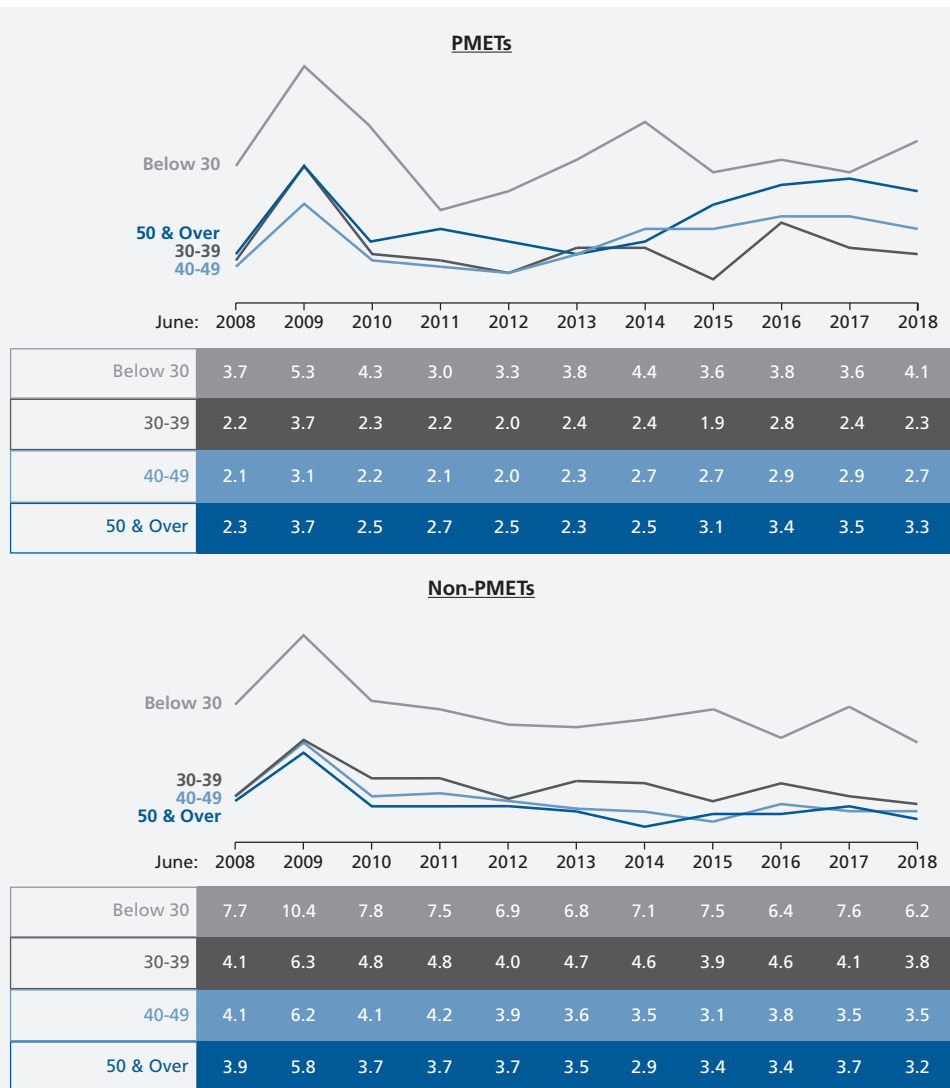
²⁸ This section covers more details of the characteristics of the unemployed based on the mid-year Comprehensive Labour Force Survey, including the unemployment rates by occupation and industry, and their profile by reasons for leaving last job, unemployment duration and job search methods. For analysis of unemployment rate trends at the top-line and by age, highest qualification attained and sex, please refer to the quarterly Labour Market Reports.

²⁹ Unemployment/long-term unemployment rates by occupation/industry are non-seasonally adjusted, as they are available once a year rather than quarterly. It would not be appropriate to compare them against the seasonally adjusted unemployment rates at the top-line.

Chart 43

Unemployment rate of resident PMETs and non-PMETs by age

Per Cent



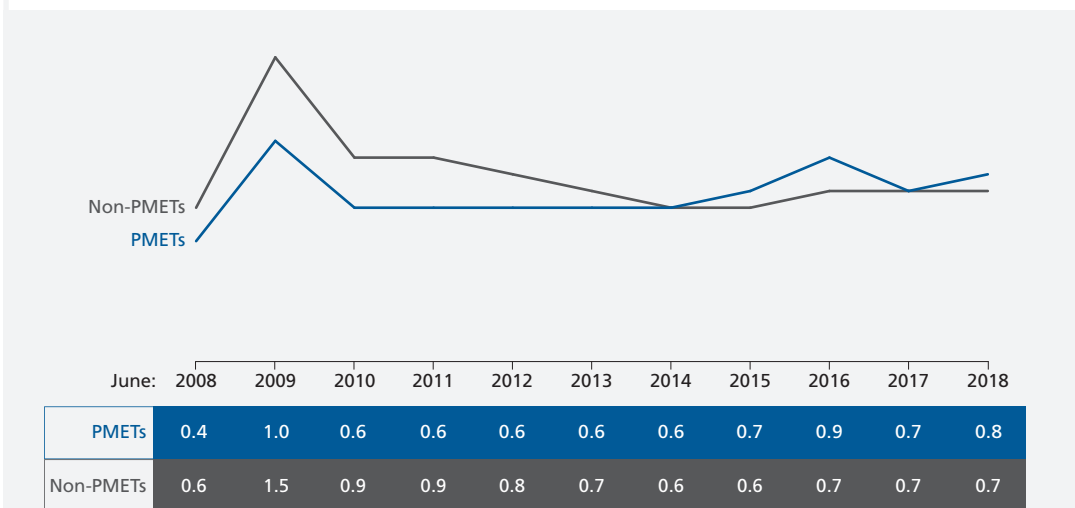
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: See notes 1 to 3 for Chart 42.

6.2 However, the long-term unemployment rate (LTUR) among PMETs rose from 0.7% in 2017 to 0.8% in 2018. This was because more unemployed PMETs in their 30s and 50 & over took longer to secure employment. The LTUR for non-PMETs remained unchanged at 0.7% in 2018, with continued uptrend for those aged 50 & over but improvement for those in their 30s and 40s.

Chart 44 Long-term unemployment rate of resident PMETs and non-PMETs

Per Cent



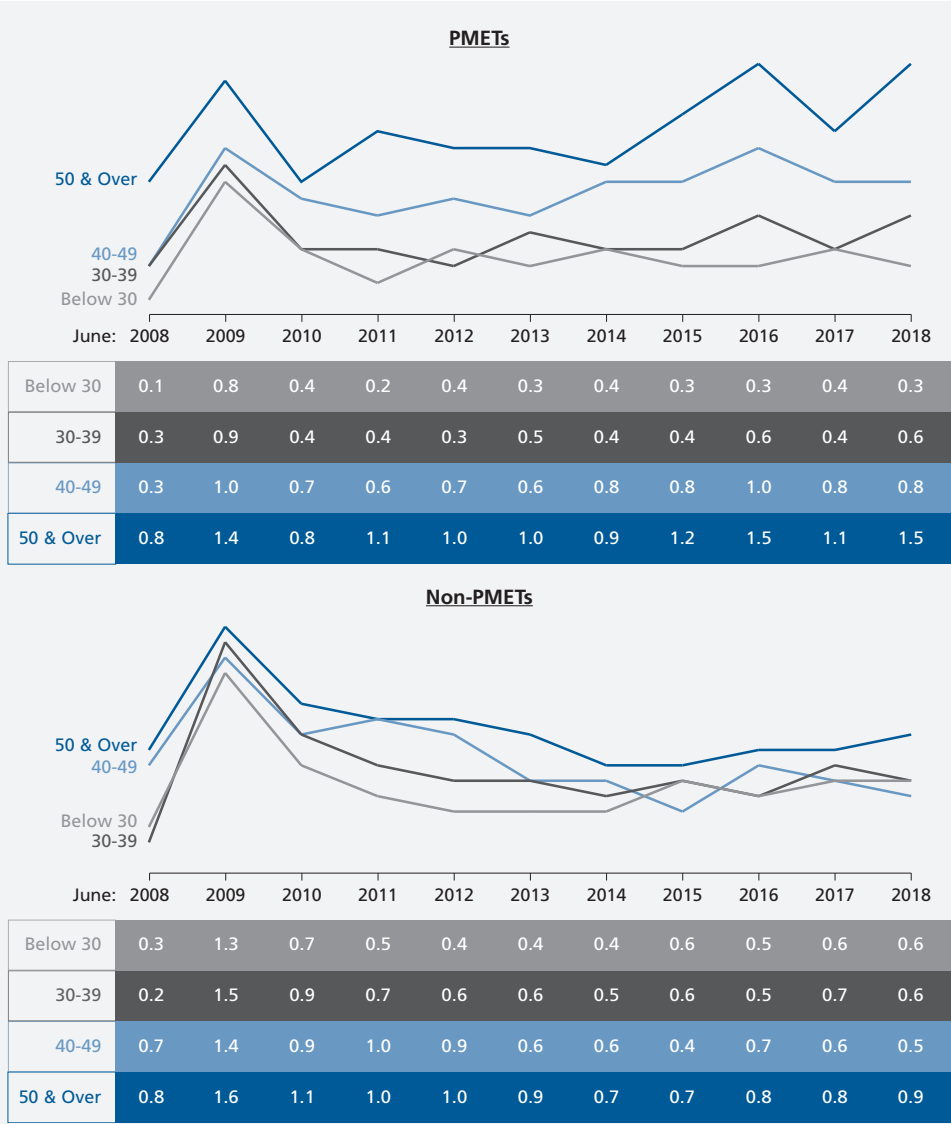
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

- Notes: (1) Data exclude unemployed residents without work experience.
 (2) The long-term unemployment rate by occupation is obtained by dividing the number of long-term unemployed who previously worked in a given occupation by the sum of the number of workers employed in this occupation and the unemployed who previously worked in the occupation.
 (3) Data are classified based on Singapore Standard Occupational Classification (SSOC) 2015. Data before year 2015 which were coded based on earlier versions of the SSOC were mapped to SSOC 2015 as far as possible to facilitate data comparability.

Chart 45

Long-term unemployment rate of resident PMETs and non-PMETs by age

Per Cent



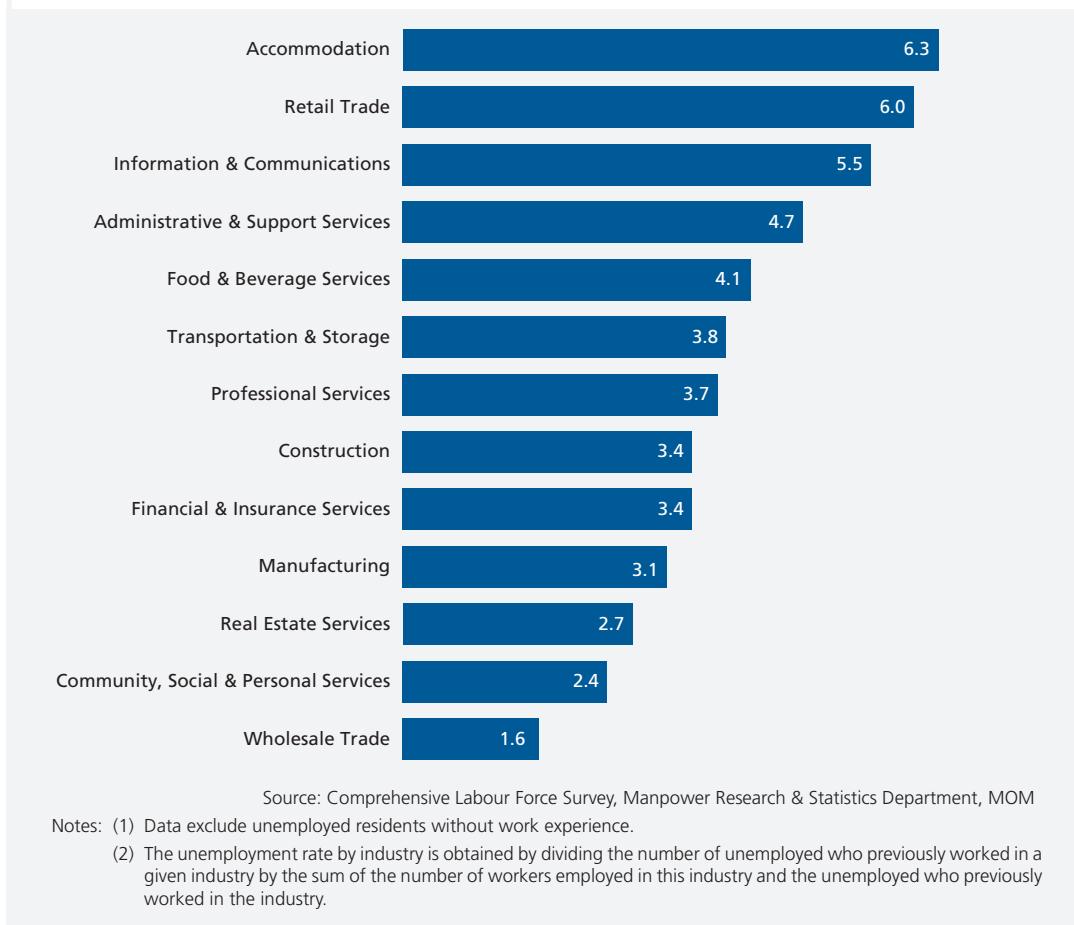
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: See notes 1 to 3 for Chart 44.

6.3 The unemployment rate was higher for residents who previously worked in accommodation (6.3%), retail trade (6.0%), administrative & support services (4.7%) and food & beverage services (4.1%), due to the faster labour turnover in these industries.³⁰ Information & communications (5.5%) also had higher unemployment rate, as job search was likely tougher given the industry's fast-evolving skills landscape.

Chart 46 Resident unemployment rate by industry, June 2018

Per Cent

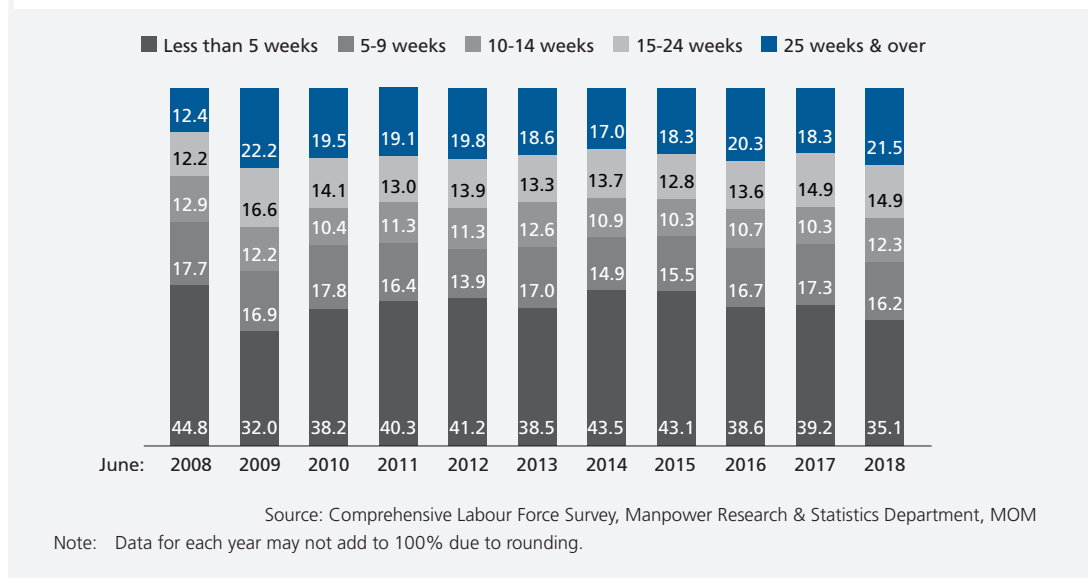


³⁰ The average monthly recruitment and resignation rates for accommodation (3.5% and 3.1% respectively), retail trade (3.7% and 3.3%), food & beverage services (4.2% and 3.8%) and administrative & support services (5.1% and 3.7%) were among the highest across industries in the second quarter of 2018, substantially above the overall rate (2.5% and 2.0%). Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Long-term unemployed made up increased share of unemployed pool, as unemployment improved but some groups still faced difficulties securing employment

- 6.4 As unemployment improved but some groups still face difficulties in securing employment, the share of long-term unemployed (i.e. those who had been seeking work for at least 25 weeks) among resident job seekers increased from 18% in 2017 to 22% in 2018. There was also an increase in proportion of job seekers with unemployment duration of 10 to 14 weeks. Nevertheless, those with short unemployment duration of less than 5 weeks (around 1 month or shorter) still formed the largest group among resident job seekers (35%).

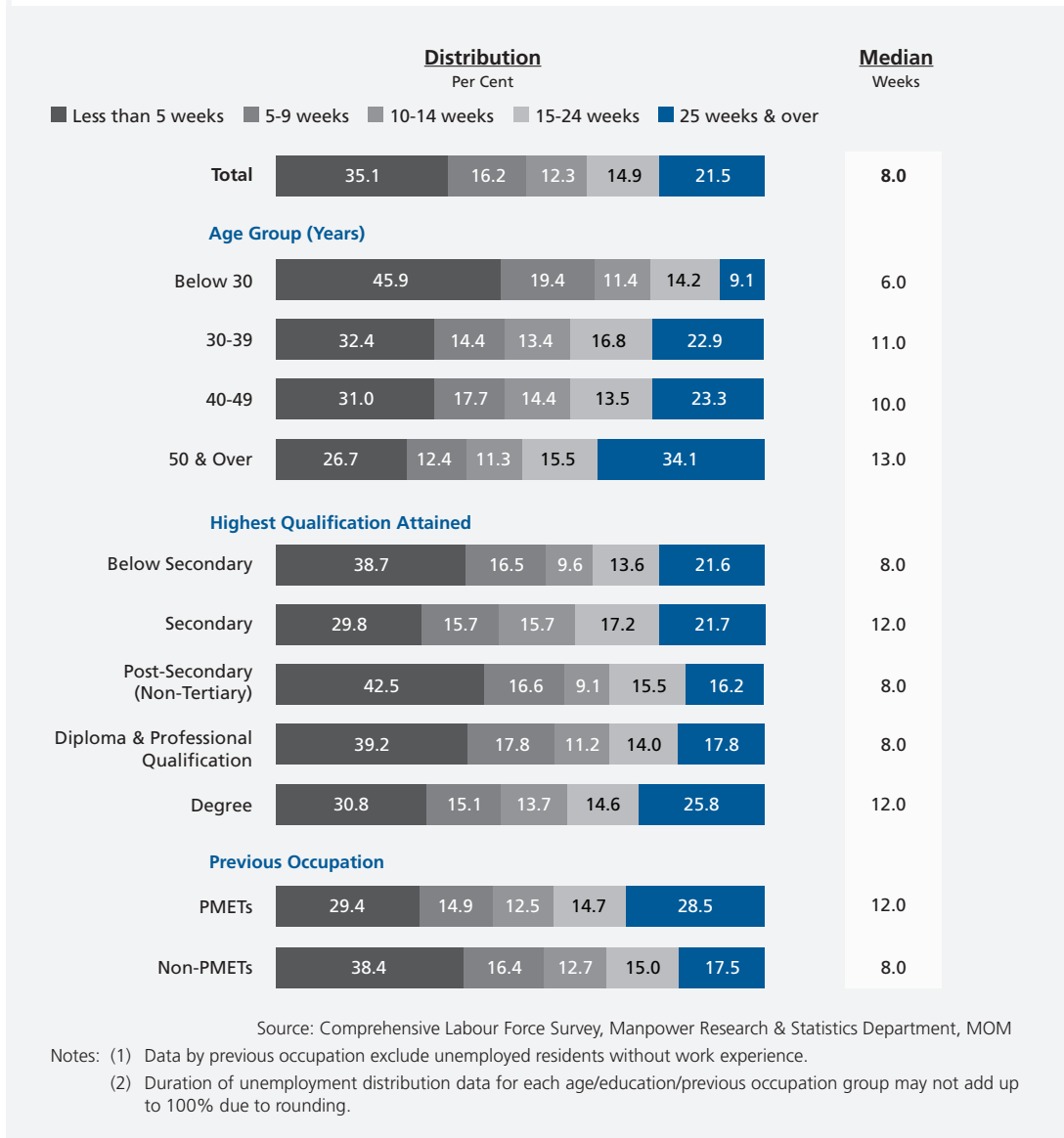
Chart 47 Unemployed residents by duration of unemployment
Per Cent



- 6.5 Reflecting greater difficulties faced by older job seekers in securing employment, a larger share of job seekers aged 50 & over were long-term unemployed (34%) compared with other age groups. Long-term unemployment was less common among unemployed residents aged below 30 at less than one in ten, as their higher unemployment rate reflect job search among fresh graduates and higher prevalence of job change as they explore different options to secure a more suitable job in the earlier part of their career.
- 6.6 A higher proportion of job seekers previously in PMET jobs had been unemployed for 25 weeks or longer than non-PMETs. This reflects the time taken by PMETs to find jobs that better match their skills, qualifications and salary expectations.

Chart 48

Unemployed residents by duration of unemployment, June 2018



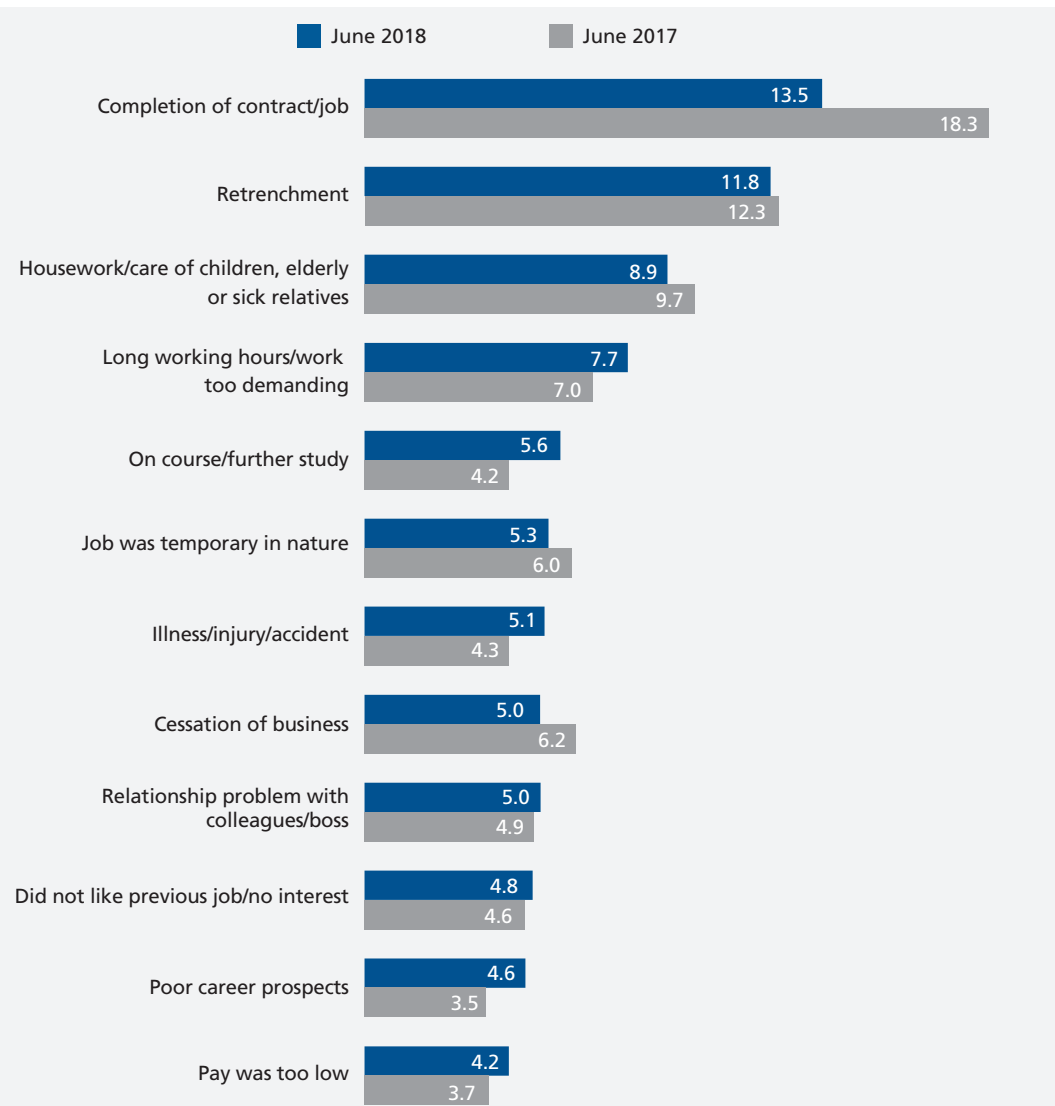
Lower share of unemployed left last job due to involuntary reasons

6.7 As economic conditions improved, the share of unemployed residents who left their last job involuntarily due to completion of contract/job or retrenchment was lower in 2018 than a year ago. With job opportunities increasing as seen by an increase in job openings and employment growth, an increased share of job seekers left their last job due to less favourable aspects of the job, such as long working hours/work too demanding, poor career prospects and low pay. The proportion who left their last job due to long working hours/work too demanding was higher among those in their 40s and aged 50 & over than younger job seekers, while the reverse pattern was observed for low pay. Poor career prospects was more commonly cited by job seekers in their 30s than other age groups.

Chart 49

Top main reasons for leaving last job among unemployed residents

Per Cent



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

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

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

Chart 50

Incidence of unemployed residents who left their last job due to long working hours/demanding work, poor career prospects and low pay, June 2018

Per Cent



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

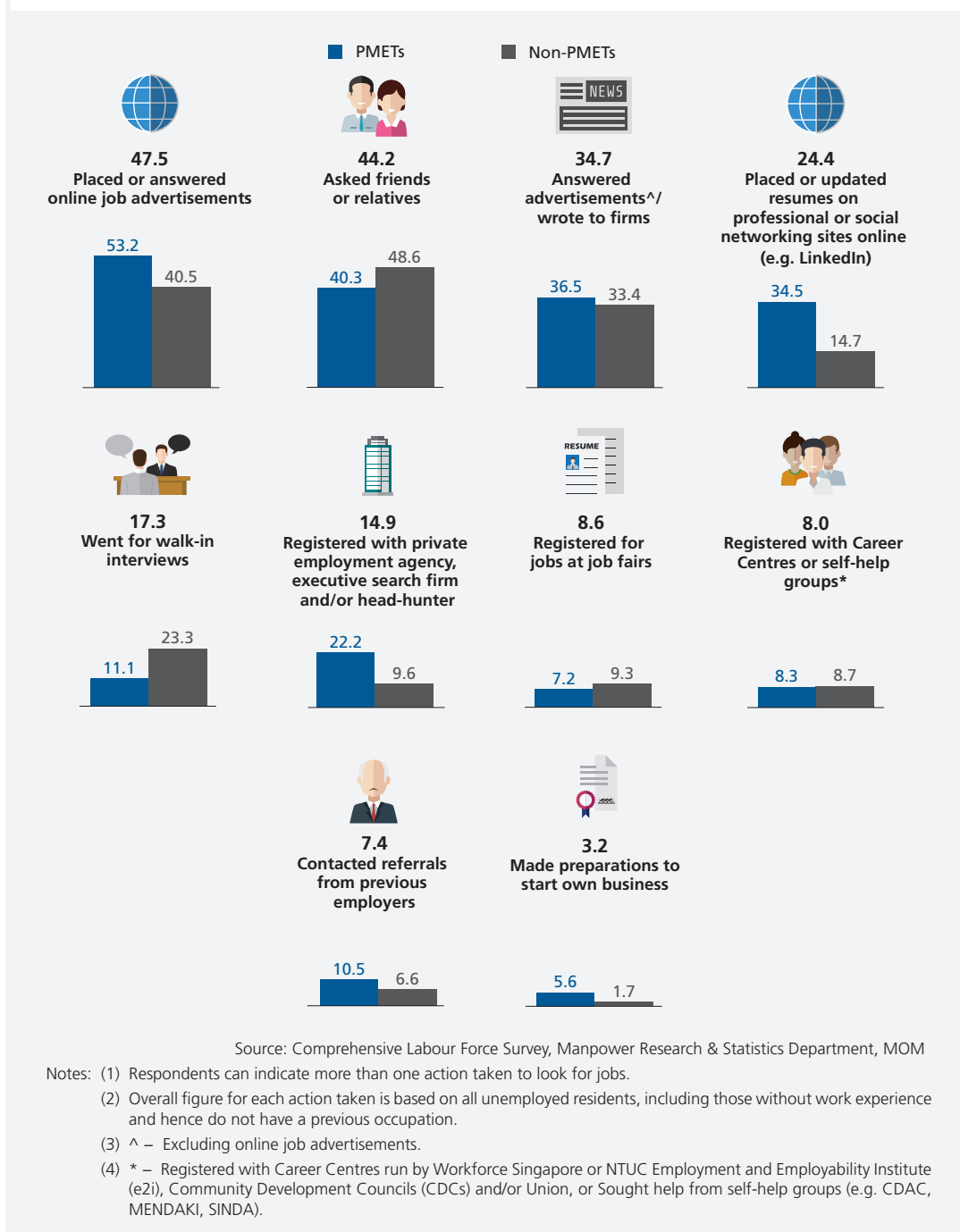
Notes: (1) Data exclude unemployed residents without work experience.

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

- 6.8 The most common mode of job search among unemployed residents in June 2018 was placing or answering online job advertisements (48%), followed by asking friends or relatives (44%) or answering advertisements (excluding those online)/writing to firms (35%). These were the three most common modes of job search for both PMETs and non-PMETs, with placing or answering online job advertisements being the top method used by PMETs and asking friends or relatives the top one for non-PMETs.
- 6.9 Other than the top three methods, PMETs also commonly place or update resumes on professional/ social networking sites or register with private employment agencies, executive search firms and/or head-hunters. Non-PMETs also commonly attend walk-in interviews, which tends to be more common for recruiting rank-and-file workers than PMET jobs.

Chart 51 Unemployed residents by modes of job search and previous occupation, June 2018

Per Cent

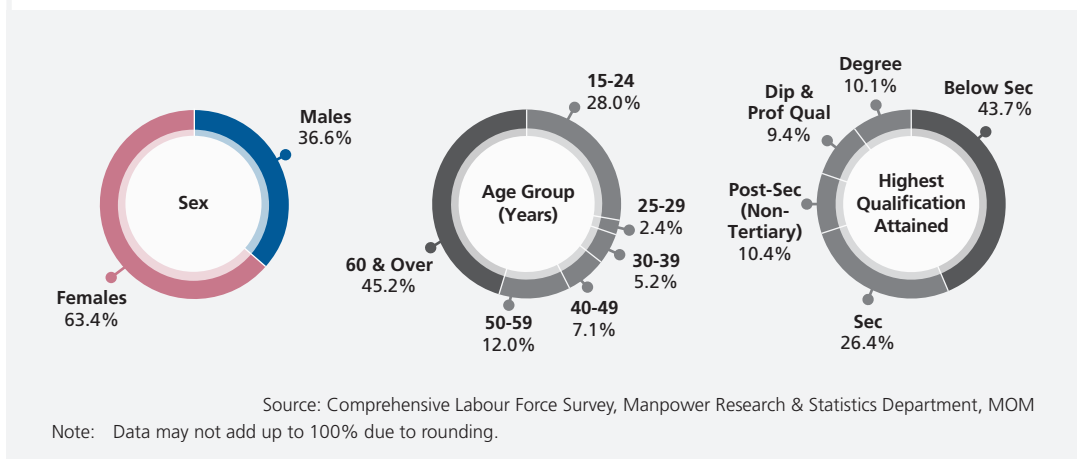


7. Persons Outside the Labour Force

Residents outside the labour force tend to be females, older and less educated

- 7.1 The number and proportion of residents aged 15 & over who were outside the labour force was broadly unchanged at 1.09 million (or 32.3%) in 2018. Most of them were aged 60 & over (45%) and 15 to 24 (28%), mostly retirees and students. Reflecting the older age profile, the large majority of residents outside the labour force held below secondary (44%) and secondary (26%) qualifications.

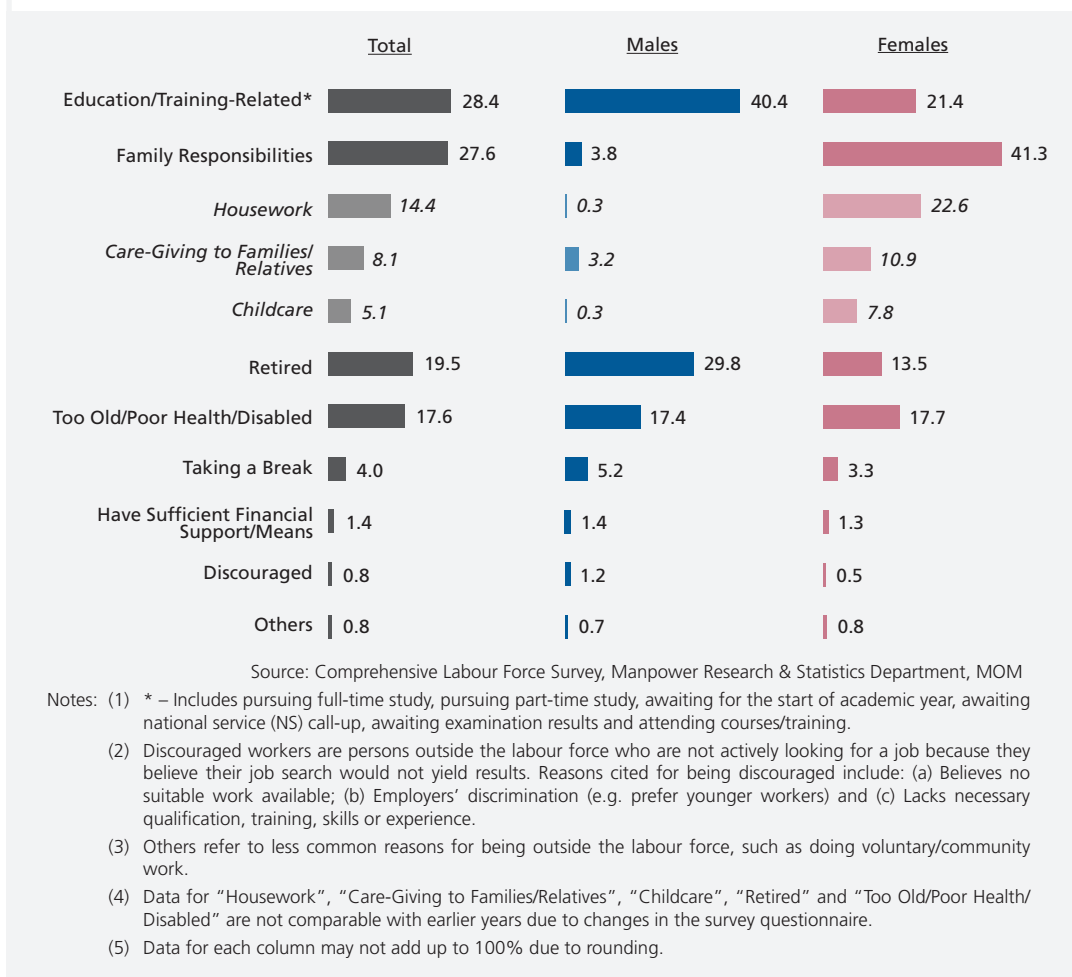
Chart 52 Profile of residents outside the labour force, June 2018



- 7.2 Women (63%) made up a larger proportion of residents outside the labour force in 2018. Family responsibilities (41%) was the top reason which kept females outside the labour force, comprising housework (23%), care-giving to families/relatives (11%) and childcare (7.8%).
- 7.3 Among males, the most common reason given was to pursue education/training (40%), reflecting the high concentration of youths. Retirement was also a more common reason among males (30%) than females (14%).

Chart 53 Residents outside the labour force by main reason for not working and not looking for a job, June 2018

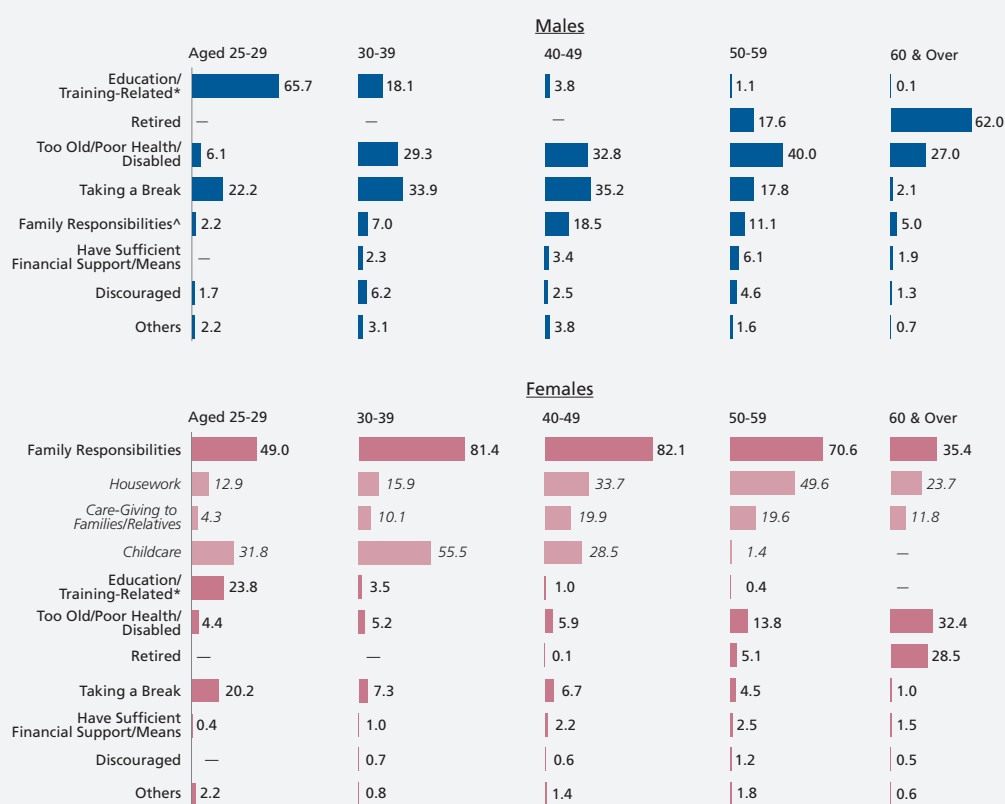
Per Cent



- 7.4 Among the relatively small group of men in their 30s and 40s who were outside the labour force, the common reasons indicated were taking a break (30-39: 34%, 40-49: 35%) or poor health/disability (30-39: 29%, 40-49: 33%). Most of the males aged 25 to 29 who were outside the labour force indicated that they were pursuing education/training (66%), significantly higher than for females in the same age group (24%) as males typically enter the labour market at a later age than females because of National Service commitments.
- 7.5 The vast majority of females outside the labour force in their 30s (81%) and 40s (82%) neither worked nor looked for one because of family responsibilities, with childcare being the most common reason for those in their 30s and housework for those in their 40s.

Chart 54 Main reason for not working and not looking for a job by selected age groups and sex, June 2018

Per Cent



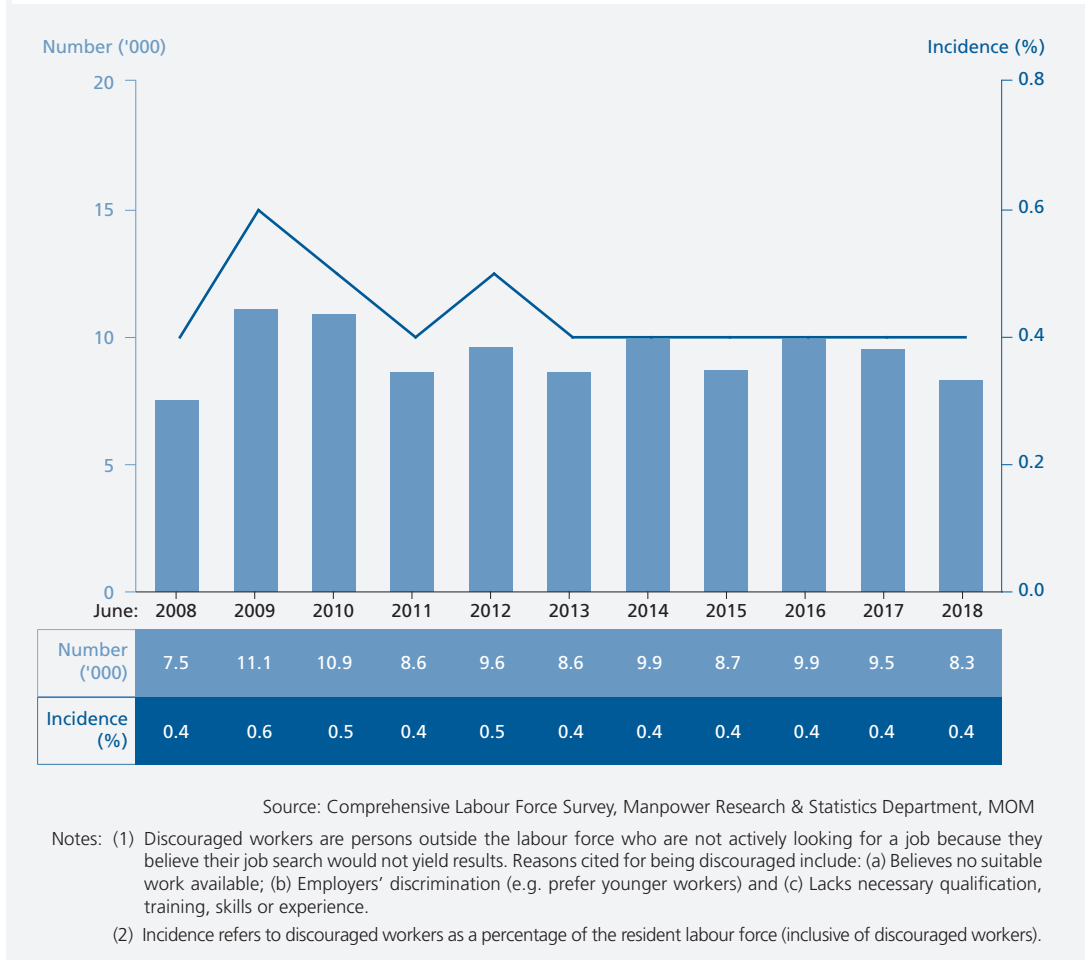
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

- 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) Discouraged workers are persons outside the labour force who are not actively looking for a job because they believe their job search would not yield results. Reasons cited for being discouraged include: (a) Believes no suitable work available; (b) Employers' discrimination (e.g. prefer younger workers) and (c) Lacks necessary qualification, training, skills or experience.
- (4) Others refer to less common reasons for being outside the labour force, such as doing voluntary/community work.
- (5) Data for "Retired", "Too Old/Poor Health/Disabled", "Housework", "Care-Giving to Families/Relatives" and "Childcare" are not comparable with earlier years due to changes in the survey questionnaire.
- (6) '—': Nil or negligible.
- (7) Data for each age/sex group may not add up to 100% due to rounding.

Number of discouraged workers continued to decline

7.6 The number of discouraged workers, i.e. those not looking for work because they feel their job search will not yield any results, decreased for the second consecutive year from 9,500 in 2017 to 8,300 in 2018. Their share of the resident labour force³¹ remained low at 0.4%.

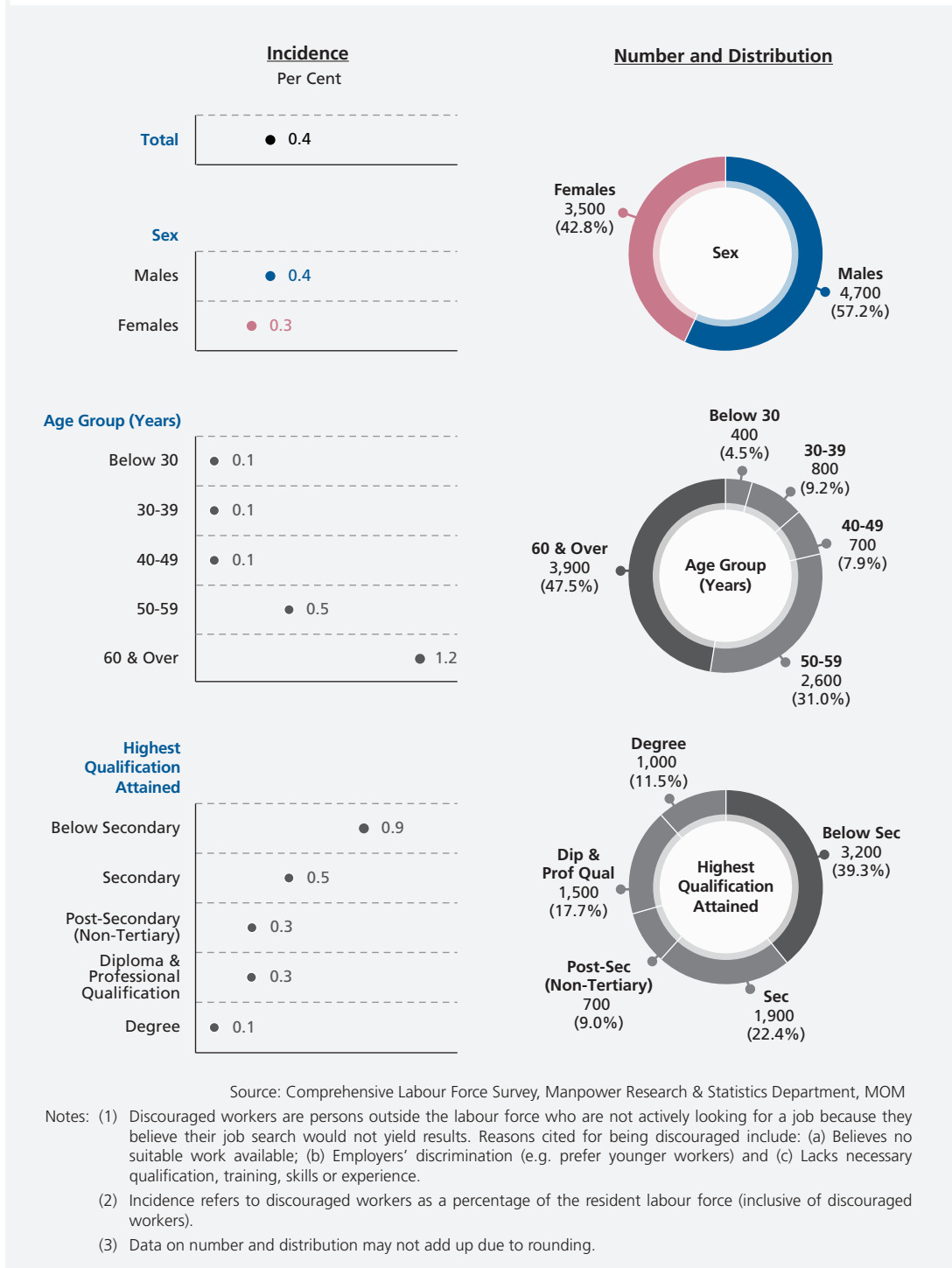
Chart 55 Residents discouraged from seeking work



³¹ Inclusive of discouraged workers.

7.7 Discouraged workers were largely those aged 60 & over (47%), and with below secondary qualifications (39%), reflecting their higher incidence of being discouraged from seeking work (1.2% and 0.9% respectively).

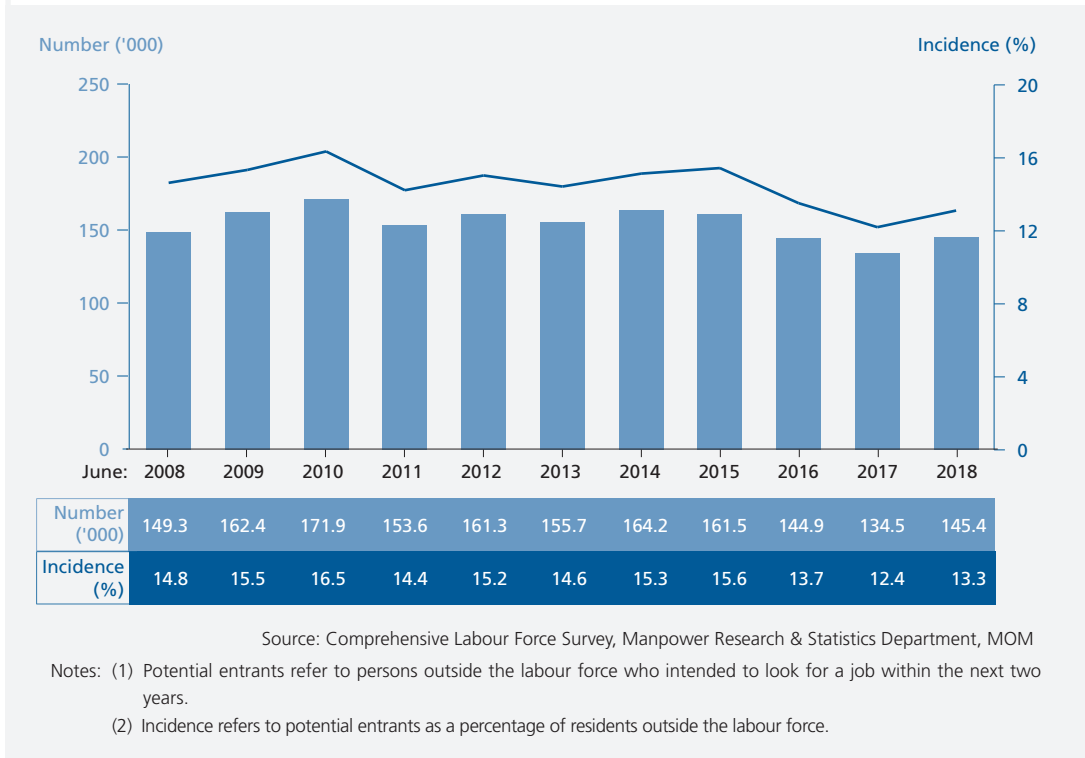
Chart 56 Profile of residents discouraged from seeking work, June 2018



Pool of potential entrants edged up in 2018

7.8 As economic conditions improved, more residents outside the labour force intended to look for jobs in the next two years. The number of potential entrants rose to 145,400 (or 13% of residents outside the labour force) in 2018, up from the low³² of 134,500 or 12% in 2017. However, this was still lower than the number and incidence of potential entrants before 2016.

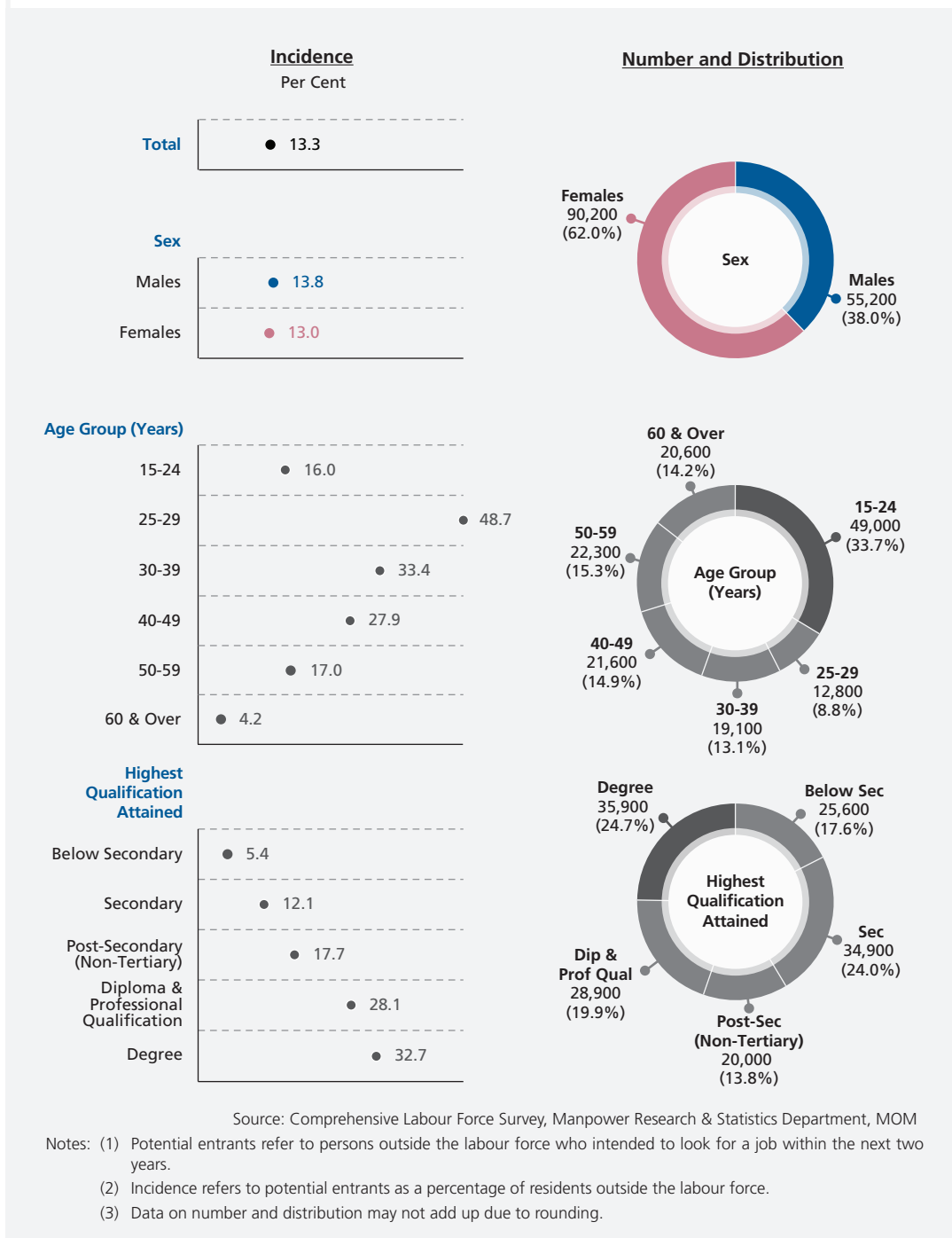
Chart 57 Resident potential entrants into the labour force



³² Lowest since the start of comparable data series from 2006.

7.9 Most of the potential entrants in 2018 were females (62%), reflecting their larger share (63%) among residents who were outside the labour force. Other than youths aged 15 to 24, the incidence of potential entrants was higher among younger workers compared to older ones. The incidence of potential entrants was higher among tertiary-educated residents than those with non-tertiary qualifications, especially for degree holders. Around half of the potential entrants with degree qualifications were in their 30s and 40s.

Chart 58 Profile of resident potential entrants into the labour force, June 2018



7.10 39% or 56,300 potential entrants preferred to work part-time. Preference for part-time employment was higher among older potential entrants aged 60 & over and females in their 50s. On the other hand, most of the potential entrants in the younger age groups preferred full-time employment, especially among males aged 25 to 49.

Chart 59 Proportion of resident potential entrants who preferred to work part-time by age group and sex, June 2018

Per Cent

