

HIGHLIGHTS

ON LABOUR FORCE, 2009

- Dampened by slower gains in non-residents amid the difficult economic conditions, the total labour force rose by 3.1% over the year to 3.03 million in June 2009, down from the increase of 8.5% in 2008 and the average of 5.5% p.a. from 2004 to 2007.
- Amid the global recession, the proportion of residents aged 25 to 64 in employment fell for the first time in six years to 75.8% in June 2009 from the peak of 77.0% a year ago. This mainly reflected the decline in employment rate for residents in the prime-working age group of 25 to 54 from 81.4% to 80.1%.
- Despite the economic downturn, the employment rate of older residents aged 55 to 64 remained at the record high of 57.2% reached in 2008. In fact, the rate for older men increased from 73.8% in 2008 to a new high of 74.7% in 2009, offsetting the slight decrease for older women from 40.5% to 40.1%.
- As a result of the weak economy, growth in income from work was largely flat in 2009, following strong gains in the preceding two years. The median monthly income among full-timers rose slightly by 0.5% from \$2,590 in June 2008 to \$2,600 in June 2009, compared with gains of 11% in 2008 and 7.7% in 2007. Part-timers also posted higher median income of \$620 compared to \$600 a year ago. However, the median income for all employed residents dipped by 1.2% from \$2,450 in 2008 to \$2,420 in 2009, as part-timers' share of employment rose.
- The number of resident employees on term contracts rose 4.3% over the year to 197,200 in 2009, faster than the 0.8% increase in permanent employees, as employers sought greater flexibility to manage manpower in the volatile economic environment. Consequently, the share of resident employees on term contracts rose from 12.4% in 2008 to 12.7% in 2009, continuing the uptrend observed since the data were first collected in 2006. The growth in 2009 was mainly driven by those on short-term contracts of less than 3 months (including casual/on-call workers), reflecting economic uncertainty.
- There were 5.9% or 116,300 persons (non-seasonally adjusted) in the resident labour force who were unemployed in June 2009, significantly higher than 4.0% or 76,200 a year ago. The rise was felt across the board. The unemployment rate increased over the year from 4.3% to 7.1% for production & related workers, sharper than the increase from 5.8% to 7.6% for clerical, sales & service workers; and 2.5% to 3.9% for PMETs. Reflecting their higher incidence of layoffs, manufacturing saw a larger increase in unemployment rate over the year (from 3.8% to 6.4%) than construction (from 2.8% to 4.1%) and services (from 3.6% to 5.3%).

SURVEY FINDINGS

1 LABOUR FORCE

Growth in labour force moderated in 2009, dampened by slower gains in non-residents

1.1 The strong labour force growth over the last four years moderated in 2009, dampened by slower gains in non-residents amid the difficult economic conditions as Singapore was hit by the global recession. The total labour force rose by 3.1% over the year in June 2009, down from the increase of 8.5% in 2008 and the average of 5.5% p.a. from 2004 to 2007. The slowdown stemmed from the sharp deceleration in growth of non-residents in the labour force to 3.2% in 2009 from 22% in 2008. Reflecting faster growth in the resident population,¹ the resident labour force rose by 3.0% in 2009, up from gains of 2.7% in 2008 and 2.0% in 2007. As at June 2009, there were 3.03 million persons in the labour force, comprising 1.99 million (65.5%) residents and 1.04 million (34.5%) non-residents.

Table 1: Labour Force, 1999, 2004 and 2006 to 2009 (As at June)

RESIDENTIAL STATUS	Number						Change (% p.a.)				
	1999	2004	2006	2007	2008	2009	1999-2004	2004-2006	2006-2007	2007-2008*	2008-2009
TOTAL	2,208,700	2,341,900	2,594,100	2,750,500	2,939,900	3,030,000	1.2	5.2	6.0	8.5	3.1
	(2,710,300 ^a)										
Residents	1,595,900	1,733,400	1,880,800	1,918,100	1,928,300	1,985,700	1.7	4.2	2.0	2.7	3.0
	(1,878,000 ^a)										
Non-Residents	612,900	608,500	713,200	832,400	1,011,600	1,044,300	-0.1	8.3	16.7	21.5	3.2

- Notes: (1) ^a – To facilitate comparison with data for 2008 onwards, the 2007 Labour Force Survey (LFS) data have been adjusted based on Singapore Department of Statistics' revised population estimates (released in February 2008) which exclude Singapore residents who have been away from Singapore for a continuous period of 12 months or longer.
 (2) * – Computed based on adjusted figures for 2007.
 (3) Data may not add up to the total due to rounding.

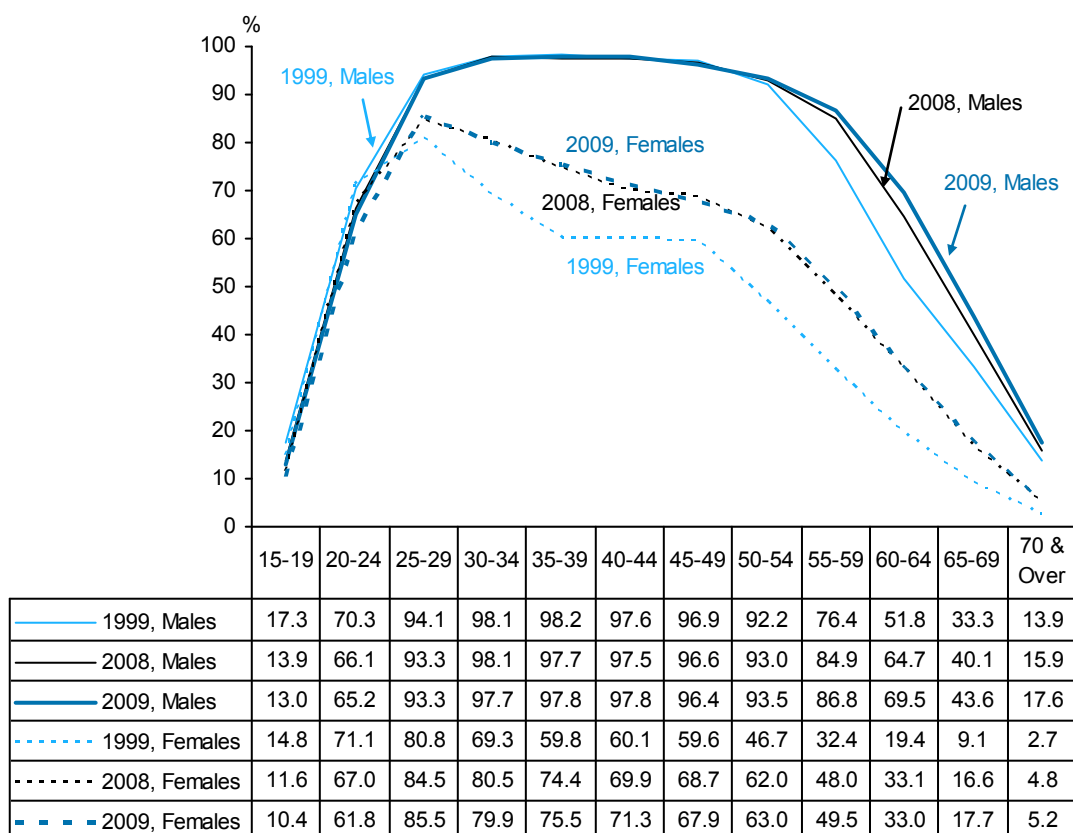
¹ The resident population aged 15 & over increased by 3.2% in 2009, compared with gains of 2.3% to 2.4% per year in the preceding five years. Source: Singapore Department of Statistics, *Population Trends 2009*.

Labour Force Participation

1.2 Overall, 65.4% of the resident population aged 15 & over participated in the labour market (i.e. employed or unemployed) in June 2009, slightly lower than 65.6% in June 2008 but higher than 64.1% a decade ago. The fall in resident labour force participation rate (LFPR) over the year largely reflected a decline in LFPR among youths aged 15 to 24, as more of them deferred entry to the job market to further their studies during the recession. Over the longer period, youths in general have also been entering the labour market later, as more of them pursue higher education.

1.3 On the other hand, the LFPR for older residents continued to rise. Specifically, 60.6% of residents aged 55 to 64 participated in the labour market in June 2009, up from 59.3% in June 2008 and 45.2% in June 1999. The higher labour force participation among older residents occurred amid continuing tripartite efforts to enhance their employability and encourage them to stay longer in the workforce. Over the longer term, the improvement in educational profile of older residents also had a positive impact on their participation rate, as the better educated tend to have higher LFPR than those less educated.

Chart 1: Age-Gender Specific Resident Labour Force Participation Rate, 1999, 2008 and 2009 (As at June)

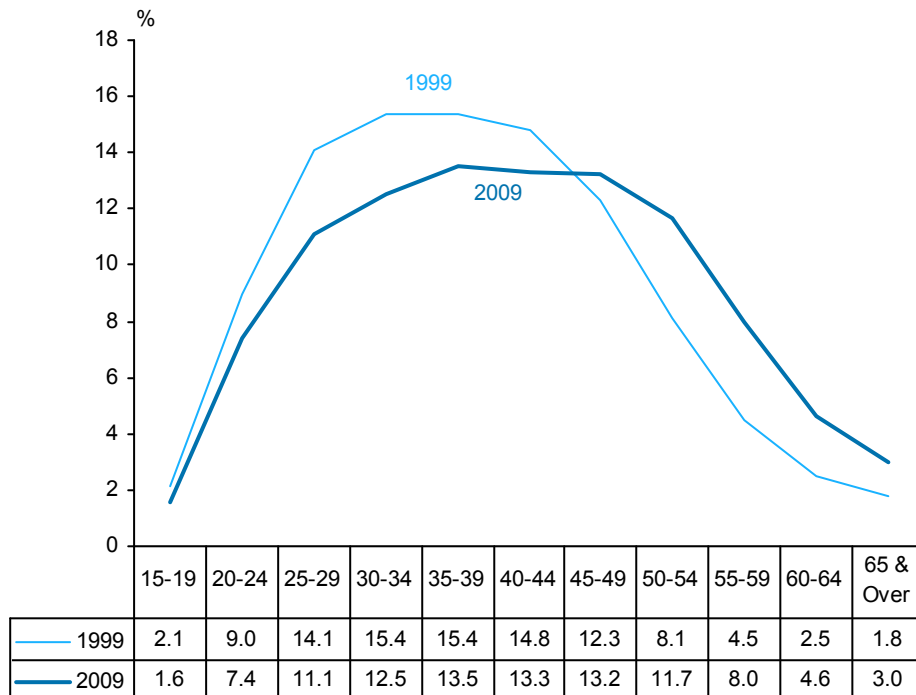


Profile of the Labour Force

Age

1.4 Reflecting population ageing and the increase in labour force participation of older residents over the years, over one in four (27%) residents in the labour force in 2009 were aged 50 & over, up from 17% a decade ago. Conversely, the share of economically active residents in their 30s decreased from 31% to 26% and those younger from 25% to 20%. Consequently, the median age of the resident labour force rose from 38 years in 1999 to 41 years in 2009.

Chart 2: Age Profile of Resident Labour Force, 1999 and 2009 (As at June)

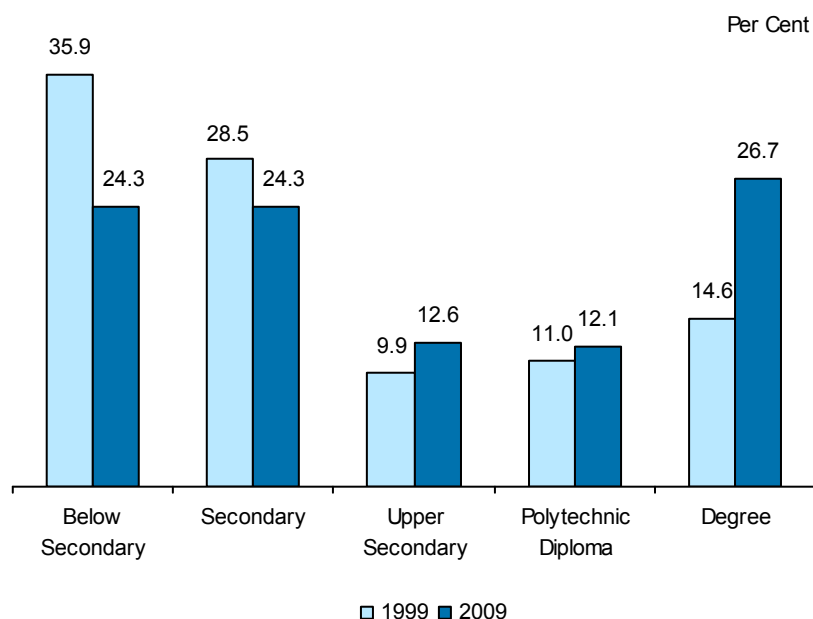


Note: Data for each year may not add up to 100% due to rounding.

Education

1.5 In line with increased opportunities to pursue higher education over time, the educational profile of the resident labour force has continued to improve. Degree holders made up 27% of the resident labour force in 2009, up from 15% in 1999. Conversely, the share of economically active residents with secondary or lower qualifications decreased from 29% to 24% and 36% to 24% respectively over the decade.

Chart 3: Educational Attainment of Resident Labour Force, 1999 and 2009 (As at June)



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

1.6 Close to one in two (46%) degree holders in the resident labour force in 2009 obtained their highest qualification from overseas universities or institutes of higher learning. Four in ten obtained their degrees from the three local universities (namely NUS, NTU and SMU) and the remaining 14% through private education institutions in Singapore. Unlike degree holders, the vast majority (83%) of economically active polytechnic diploma holders obtained their diplomas from local polytechnics.

Table 2: Economically Active Resident Polytechnic Diploma and Degree Holders by Place of Study, June 2009

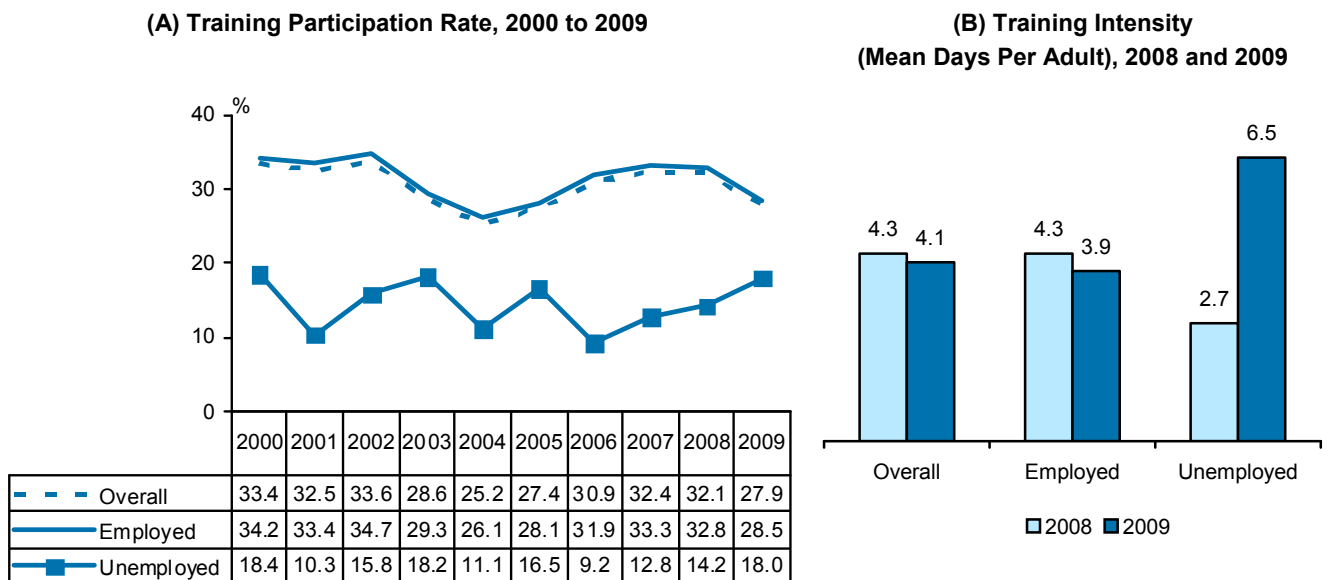
PLACE OF STUDY	Polytechnic Diploma		Degree	
	Number	Share (%)	Number	Share (%)
TOTAL	241,200	100.0	530,900	100.0
NUS, NTU, SMU/Local Polytechnics	199,700	82.8	211,000	39.7
Private Education Institutions in Singapore	20,200	8.4	76,400	14.4
Overseas University/Overseas Institute of Higher Learning	21,300	8.8	243,500	45.9

Training

1.7 Amid the economic downturn, 28% of residents aged 15 to 64 in the labour force participated in some form of job-related structured training or education over the 12-month period ending June 2009, down from 32% in the preceding year.² Training participation had similarly declined in the last downturn from 34% in 2002 to 29% in 2003 and further to 25% in 2004. The decline in training participation in 2009 stemmed from employed residents (from 33% to 29%), as the unemployed saw a rise in training participation rate (from 14% to 18%), supported by the Skills Programme for Upgrading and Resilience (SPUR).

1.8 However, the trainees underwent longer hours of training averaging 15 days in 2009 compared with 13 days in 2008. Consequently, the training intensity (derived by multiplying the average training days per trainee with the training participation rate) declined only slightly to 4.1 days in 2009 from 4.3 days in 2008.

Chart 4: Training Indicators of Economically Active Residents Aged 15 to 64 by Economic Activity Status



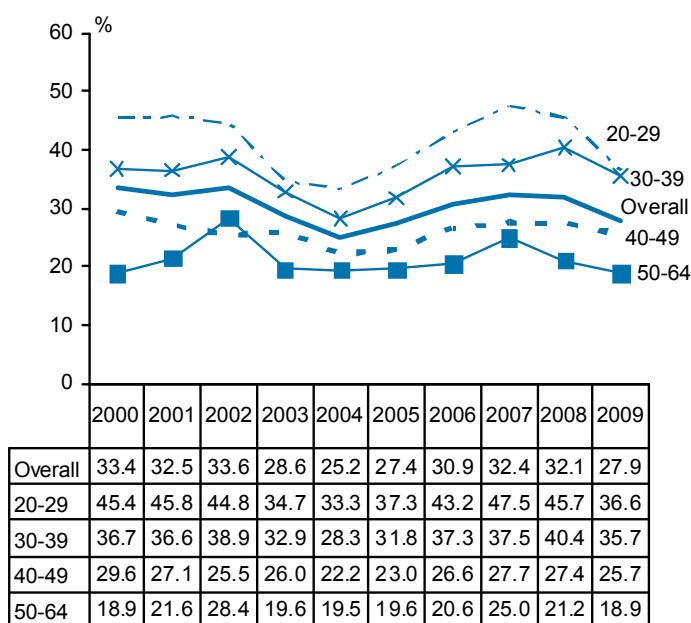
- Notes: (1) Training participation rate is defined as the proportion of residents aged 15 to 64 in the labour force who had engaged in some form of job-related structured training or education activities over the 12-month period ending June.
- (2) Training intensity is measured by the duration of training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

² Data on training pertained only to those in the labour force, and excluded those who underwent training but were economically inactive.

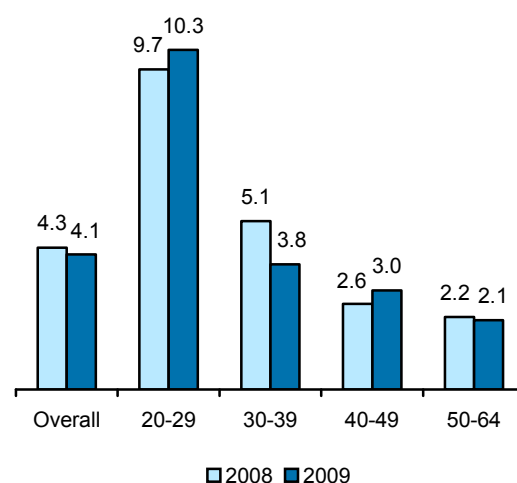
1.9 Training participation and intensity remained highly skewed towards younger workers. In 2009, 37% of individuals aged 20 to 29 underwent training compared with only 19% for those aged 50 to 64. The former spent an average of 10 days per adult on training, which was about five times the 2.1 days spent by the older individuals.

Chart 5: Training Indicators of Economically Active Residents Aged 15 to 64 by Age

(A) Training Participation Rate, 2000 to 2009



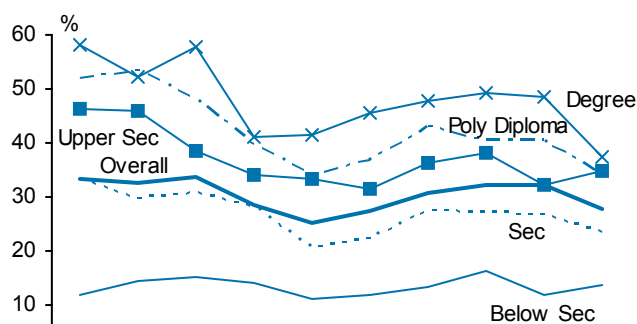
(B) Training Intensity (Mean Days Per Adult), 2008 and 2009



1.10 Education remained positively linked with training participation and intensity. Despite registering a significant decline in training participation from 48% in 2008 to 38% in 2009, degree holders still had the highest training participation rate across the education levels. Along with an increase in training participation among residents with below secondary education from 12% to 14% over the same period, the gap between the higher and lower educated groups narrowed in 2009. In terms of training intensity, the better educated generally spent more time on training than the less educated.

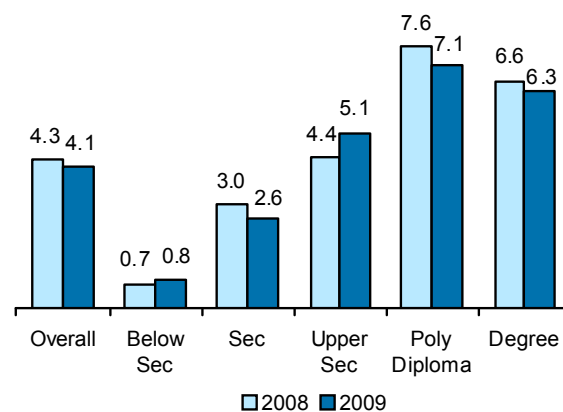
Chart 6: Training Indicators of Economically Active Residents Aged 15 to 64 by Education

(A) Training Participation Rate, 2000 to 2009



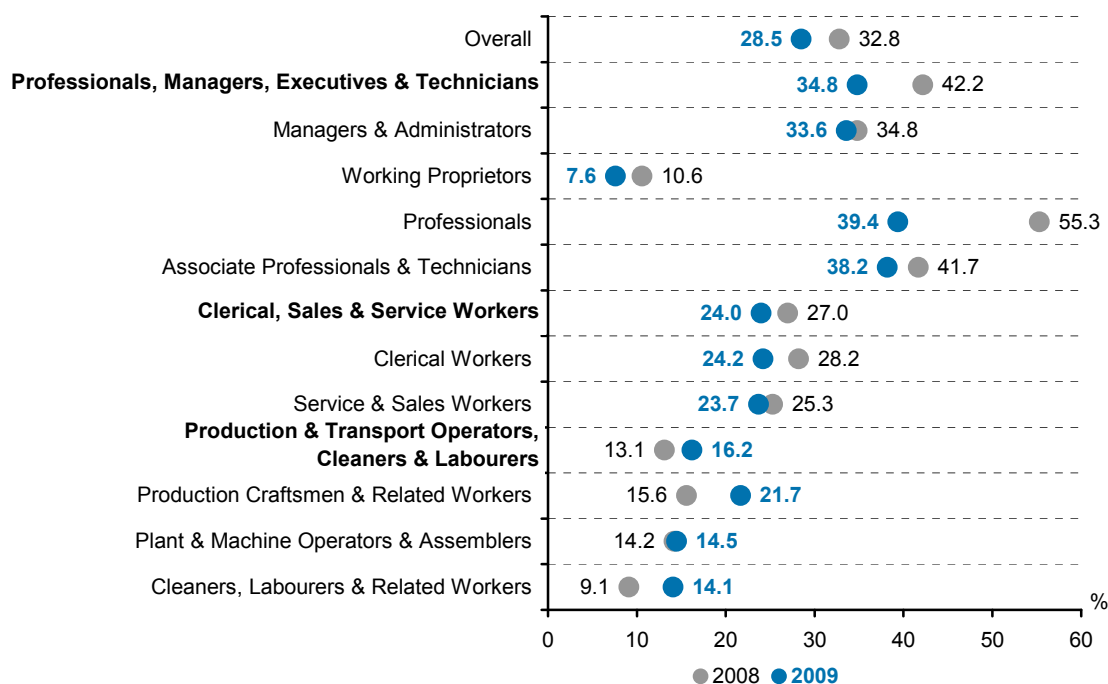
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Overall	33.4	32.5	33.6	28.6	25.2	27.4	30.9	32.4	32.1	27.9
Below Sec	11.7	14.3	15.3	14.0	11.2	11.9	13.2	16.2	11.8	13.7
Sec	33.3	29.7	30.7	28.1	20.2	22.1	27.3	27.2	26.7	23.4
Upper Sec	46.4	46.0	38.7	34.0	33.4	31.5	36.2	38.0	32.1	35.0
Poly Diploma	51.9	53.2	48.2	39.7	34.0	36.6	42.9	40.2	40.2	34.2
Degree	58.0	52.4	57.8	41.1	41.4	45.4	47.6	49.4	48.4	37.5

(B) Training Intensity (Mean Days Per Adult), 2008 and 2009



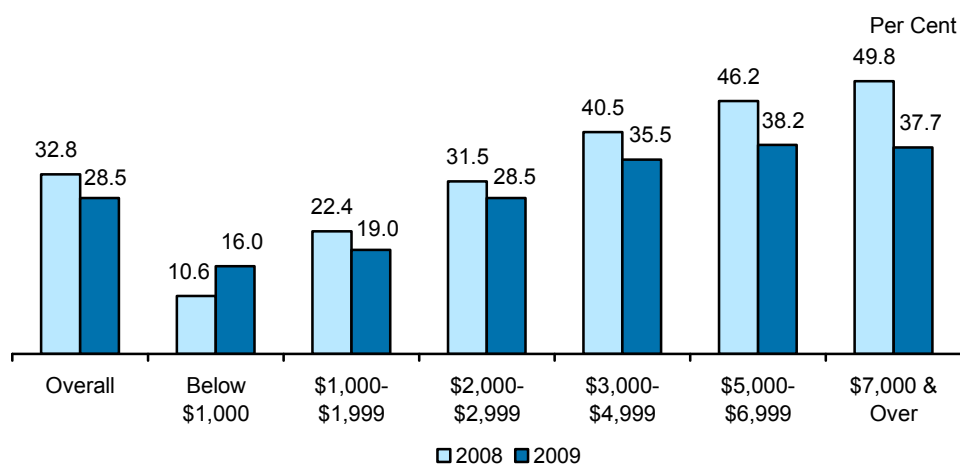
1.11 Bucking the overall trend, the training participation increased among residents in lower-skilled occupations such as production craftsmen & related workers (from 16% to 22%), cleaners, labourers & related workers (from 9.1% to 14%) and plant & machine operators & assemblers (from 14% to 15%). The remaining occupational groups registered decline, with professionals experiencing the steepest fall from 55% in 2008 to 39% in 2009. Nevertheless, workers in the higher-end occupations continued to participate more actively in training than those in lower-end occupations.

Chart 7: Training Participation Rate of Employed Residents Aged 15 to 64 by Occupation, 2008 and 2009



1.12 Higher income earners continued to have higher training participation rates than those earning less. The incidence of training fell over the year across nearly all income categories, with larger declines for higher income groups. Only those earning below \$1,000 saw an increase in training participation rate from 11% to 16%.

Chart 8: Training Participation Rate of Employed Residents Aged 15 to 64 by Gross Monthly Income from Work, 2008 and 2009



1.13 Training participation was more prevalent among residents employed in services (30%) than those in manufacturing (26%) and construction (24%). Within services, about four in ten residents employed in community, social & personal services (42%) and financial services (37%) participated in training compared with around two in ten in hotels & restaurants (21%) and wholesale & retail trade (18%).

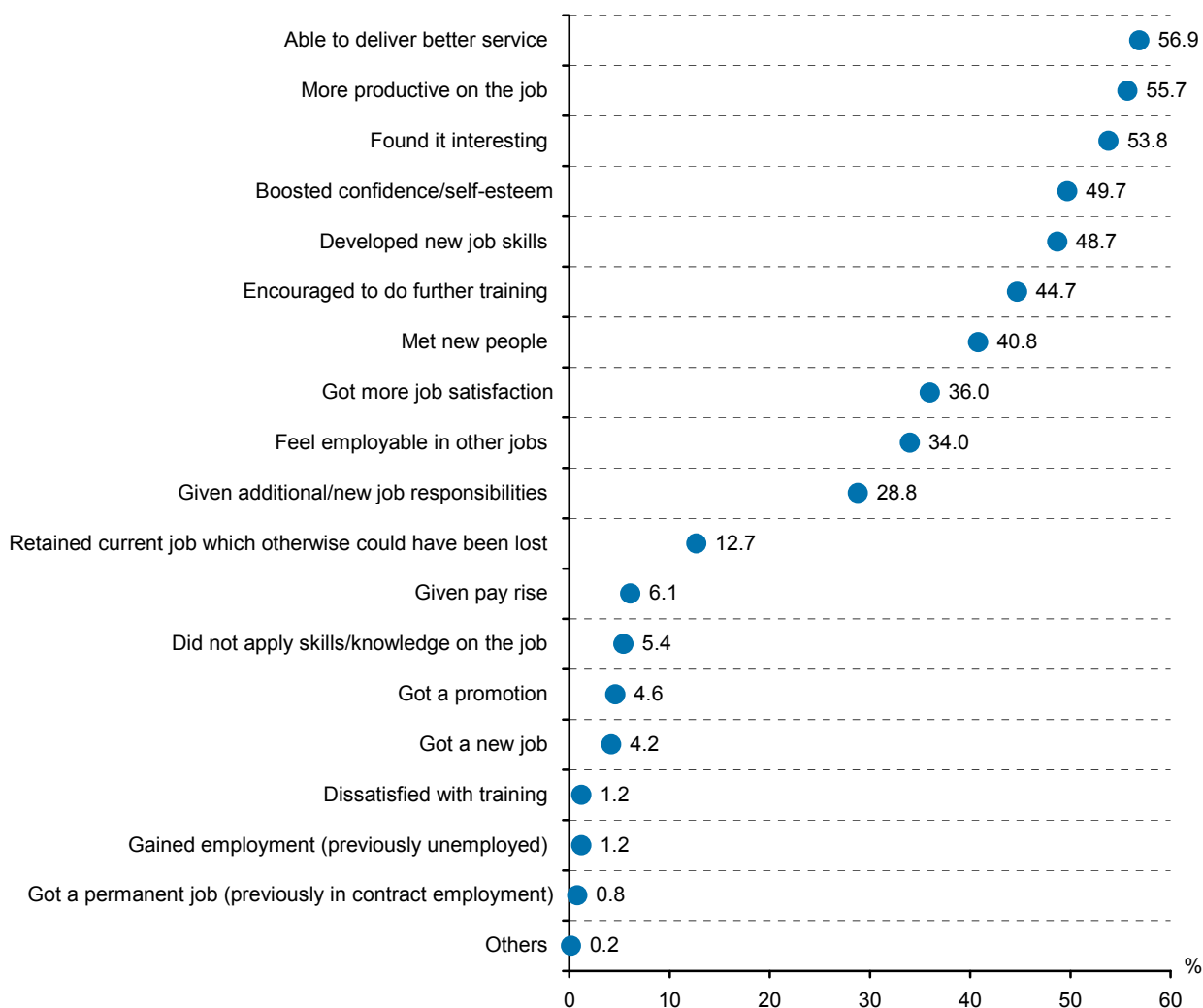
Table 3: Training Indicators of Employed Residents Aged 15 to 64 by Industry, 2009

INDUSTRY	Training Participation Rate (%)	Training Duration (Mean Days Per Trainee)	Training Intensity (Mean Days Per Adult)
TOTAL	28.5	13.7	3.9
Manufacturing	26.4	12.0	3.2
Construction	24.3	23.0	5.6
Services	29.6	13.6	4.0
Wholesale & Retail Trade	17.9	8.1	1.5
Transport & Storage	23.4	8.0	1.9
Hotels & Restaurants	21.4	s	3.4
Information & Communications	24.7	s	3.6
Financial Services	37.1	6.1	2.3
Real Estate & Leasing Services	34.8	s	7.7
Professional Services	25.0	s	3.8
Administrative & Support Services	24.4	s	3.1
Community, Social & Personal Services	41.5	17.5	7.3

Note: s – Data suppressed due to small number covered.

1.14 Workers generally reported positive outcomes from the training that they have undergone. Specifically, training enabled them to deliver better service (57%), become more productive (56%) and develop new skills (49%). A significant proportion also indicated that training helped them gain more job satisfaction (36%), feel employable in other jobs (34%) and were encouraged to do further training (45%). Workers also reported benefits of training on their personal development, such as training boosted their confidence/self-esteem (50%) and finding training interesting (54%). The impact of training on career advancement such as pay rise (6.1%) and promotion (4.6%) was less affirmative. Only a minority were dissatisfied with training (1.2%) and felt that they did not apply the skills/knowledge learnt on their job (5.4%).

Chart 9: Training Outcomes of Employed Residents Aged 15 to 64, 2009



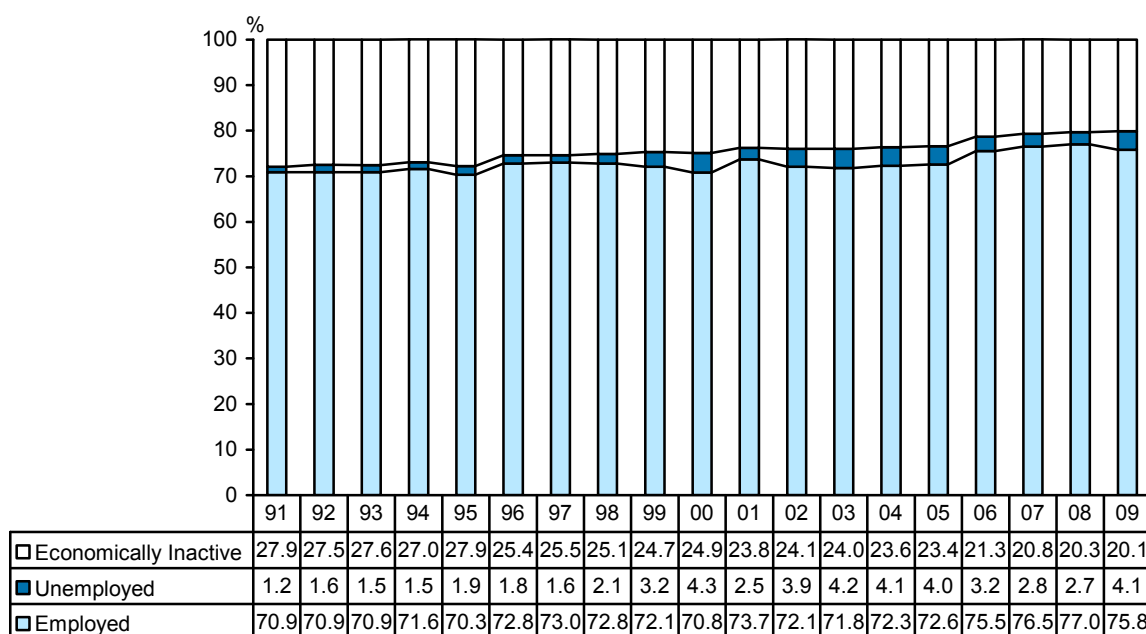
Notes: (1) Figures are based on employed trainees aged 15 to 64.
 (2) Respondents can indicate more than one training outcome.

2 EMPLOYMENT

Overall employment rate fell, but rate for older residents still at record high

2.1 Reflecting the weak job market, the proportion of residents aged 25 to 64 in employment fell for the first time in six years. The employment rate for this group was 75.8% in June 2009, down from the peak of 77.0% a year ago, as more people became unemployed.

Chart 10: Distribution of Resident Population Aged 25 to 64 by Economic Activity Status, 1991 to 2009 (As at June) (Non-Seasonally Adjusted)



Source: Labour Force Survey (LFS), except data for 1995, 2000 and 2005 which are from the Census of Population 2000 and General Household Survey (GHS) 1995 and 2005.

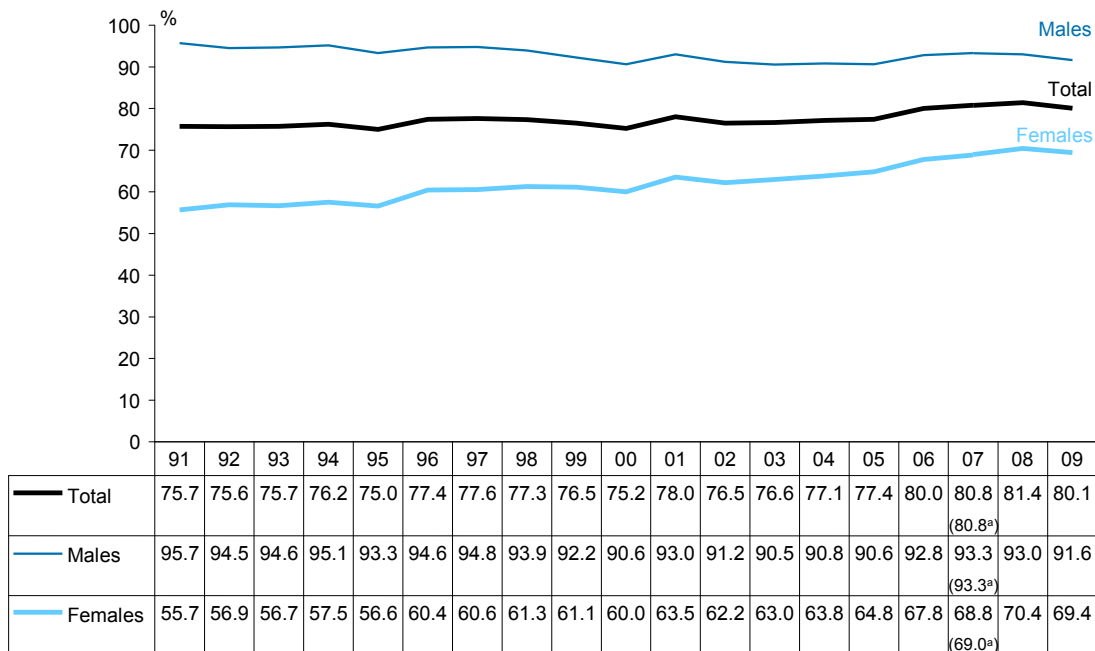
- Notes:
- (1) Data from Census and GHS may not be strictly comparable with LFS as there are some differences in the survey period. Census/GHS was conducted from March/April to August/September whereas LFS was from May to July.
 - (2) The unemployed figures above refer to the percentage of population who were unemployed. This is different from the unemployment rate, which is expressed as a percentage of the labour force.
 - (3) Adjusted figures for 2007 are the same as the original figures.
 - (4) Data for each year may not add up to 100% due to rounding.

2.2 The fall in resident employment rate at the overall level mainly reflected the decline for those in the prime-working age of 25 to 54 from 81.4% to 80.1%. The proportion of prime-working age men in employment decreased for the second consecutive year from 93.0% in 2008 to 91.6% in 2009. Nevertheless, it was still higher than during the last downturn when it declined to 90.5% in 2003. The rate for females in the same age group slipped from the record high of 70.4% in 2008 to 69.4% in 2009, after generally trending upwards over the years due to improving educational profile and changing societal norms. In 1991, only 55.7% of women aged 25 to 54 were employed.

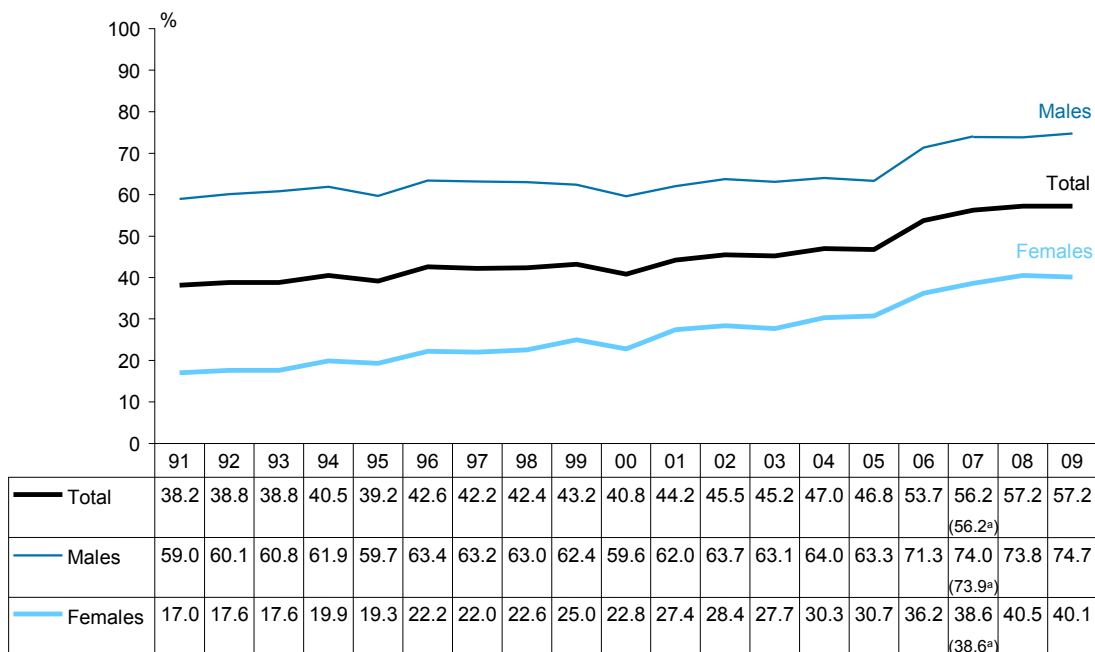
2.3 Despite the economic downturn, the employment rate of older residents aged 55 to 64 remained at the record high of 57.2% reached in 2008. In fact, the rate for older men increased from 73.8% in 2008 to a new high of 74.7% in 2009, offsetting the slight decrease for older women from 40.5% to 40.1%, the second highest on record.

Chart 11: Resident Employment Rate by Selected Age Groups and Gender, 1991 to 2009 (As at June) (Non-Seasonally Adjusted)

(A) Aged 25 to 54



(B) Aged 55 to 64



Source: Labour Force Survey (LFS), except data for 1995, 2000 and 2005 which are from the Census of Population 2000 and General Household Survey (GHS) 1995 and 2005.

- Notes: (1) Data from Census and GHS may not be strictly comparable with LFS as there are some differences in the survey period. Census/GHS was conducted from March/April to August/September whereas LFS was from May to July.
 (2) ^a – Adjusted figures for 2007. See note 1 for Table 1.

2.4 Even though it had decreased, the employment rate for prime-working age men in Singapore remained higher than in many developed and Asian economies. The rate for older men in Singapore was also one of the highest internationally. On the other hand, the employment rate among females in Singapore generally lagged those in developed countries such as Sweden, the Netherlands, the United Kingdom and the United States.

Table 4: Employment Rate of Selected Countries by Gender and Selected Age Groups, 2008

Per Cent

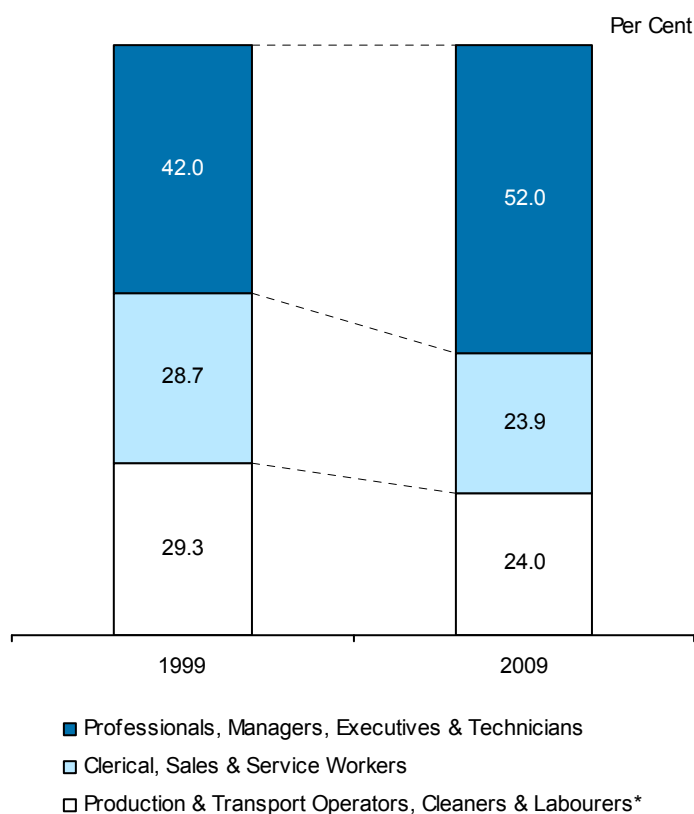
	Singapore		Hong Kong	Japan	South Korea	Taiwan	United Kingdom	United States	France	Germany	Netherlands	Sweden
	2008	2009										
MALES												
25–64	89.4	88.3	85.6	89.6	85.3	82.6	83.5	82.3	78.1	81.7	84.6	85.4
25–54	93.0	91.6	91.2	92.6	87.3	87.3	87.9	86.0	89.1	87.1	92.0	89.4
55–64	73.8	74.7	62.2	81.3	74.3	58.9	67.7	67.7	40.5	61.7	60.2	73.6
FEMALES												
25–64	65.1	63.9	63.3	63.1	58.6	60.1	69.4	69.0	67.7	68.4	70.6	79.2
25–54	70.4	69.4	69.6	67.5	60.8	66.6	75.4	72.3	77.3	74.7	79.5	83.5
55–64	40.5	40.1	30.7	51.7	47.4	27.2	49.0	57.0	36.0	46.0	41.1	66.9
TOTAL												
25–64	77.0	75.8	73.5	76.4	72.1	71.3	76.4	75.5	72.8	75.0	77.6	82.4
25–54	81.4	80.1	79.3	80.2	74.2	76.9	81.6	79.1	83.2	81.0	85.7	86.5
55–64	57.2	57.2	46.6	66.3	60.6	42.8	58.2	62.1	38.2	53.8	50.7	70.3

Sources: Labour Force Survey, MOM
 Hong Kong Census and Statistics Department
 Japan Statistics Bureau, Director-General for Policy Planning (Statistical Standards) & Statistical Research and Training Institute Website
 Korea National Statistical Office Website
 Taiwan Directorate-General of Budget, Accounting and Statistics, Executive Yuan, R.O.C. Website
 US Bureau of Labor Statistics Website
 OECD Statistics Database

Notes: (1) Data for Singapore pertain to the resident population.
 (2) Shaded cells indicate the countries whose employment rate for 2008 was higher than Singapore's rate for 2009.

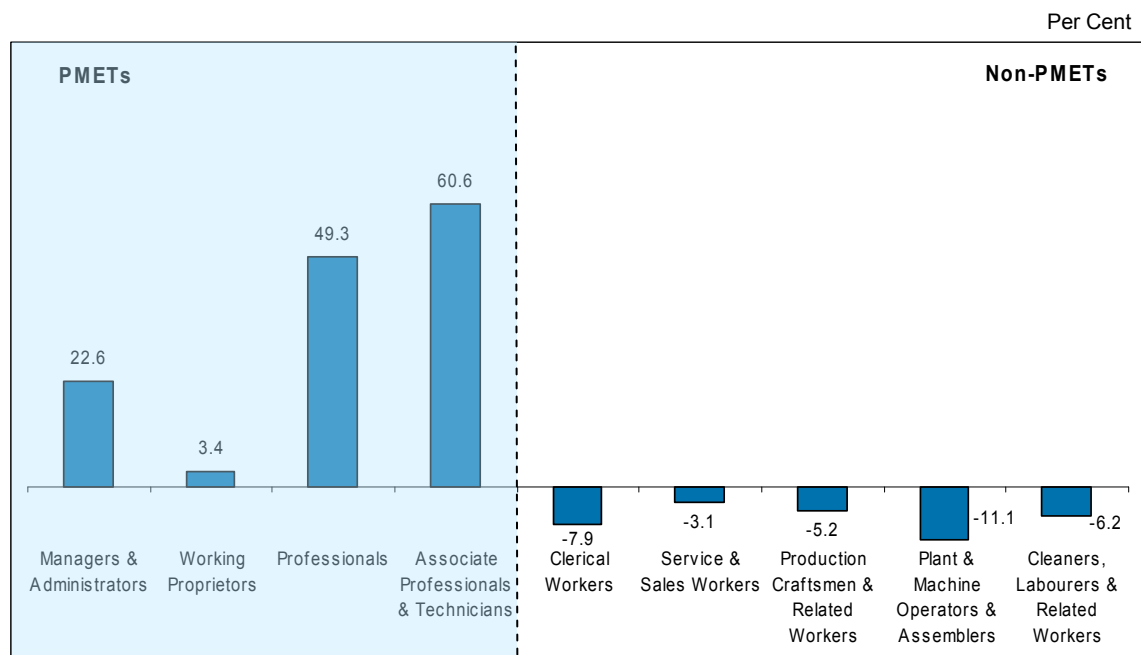
2.5 Along with the improvement in educational profile, the share of professionals, managers, executives & technicians (PMET) in the resident workforce continued to rise to 52% in 2009 from 42% in 1999. Over the past three years, there were continued employment gains for residents in PMET occupations across all three major sectors, but concentrated in services. In contrast, the number of residents working in non-PMET jobs decreased over the same period. While construction employed more residents in non-PMET jobs, this was outnumbered by losses in manufacturing and services.

Chart 12: Occupational Distribution of Employed Residents, 1999 and 2009 (As at June)



Notes: (1) * – Including Agricultural & Fishery Workers and Workers Not Classifiable by Occupation.
 (2) Data for each year may not add up to 100% due to rounding.

Chart 13: Share of Resident Employment Change by Occupation, 2006 to 2009 (As at June)



Notes: (1) Data exclude full-time National Servicemen.
 (2) Change from 2006 to 2009 is computed by summing the employment change from (i) 2006 to 2007 (based on 2007 original figures) and (ii) 2007 to 2009 (based on 2007 adjusted figures).

Table 5: Share of Resident Employment Change by Broad Occupational Group and Sector, 2006 to 2009 (As at June)

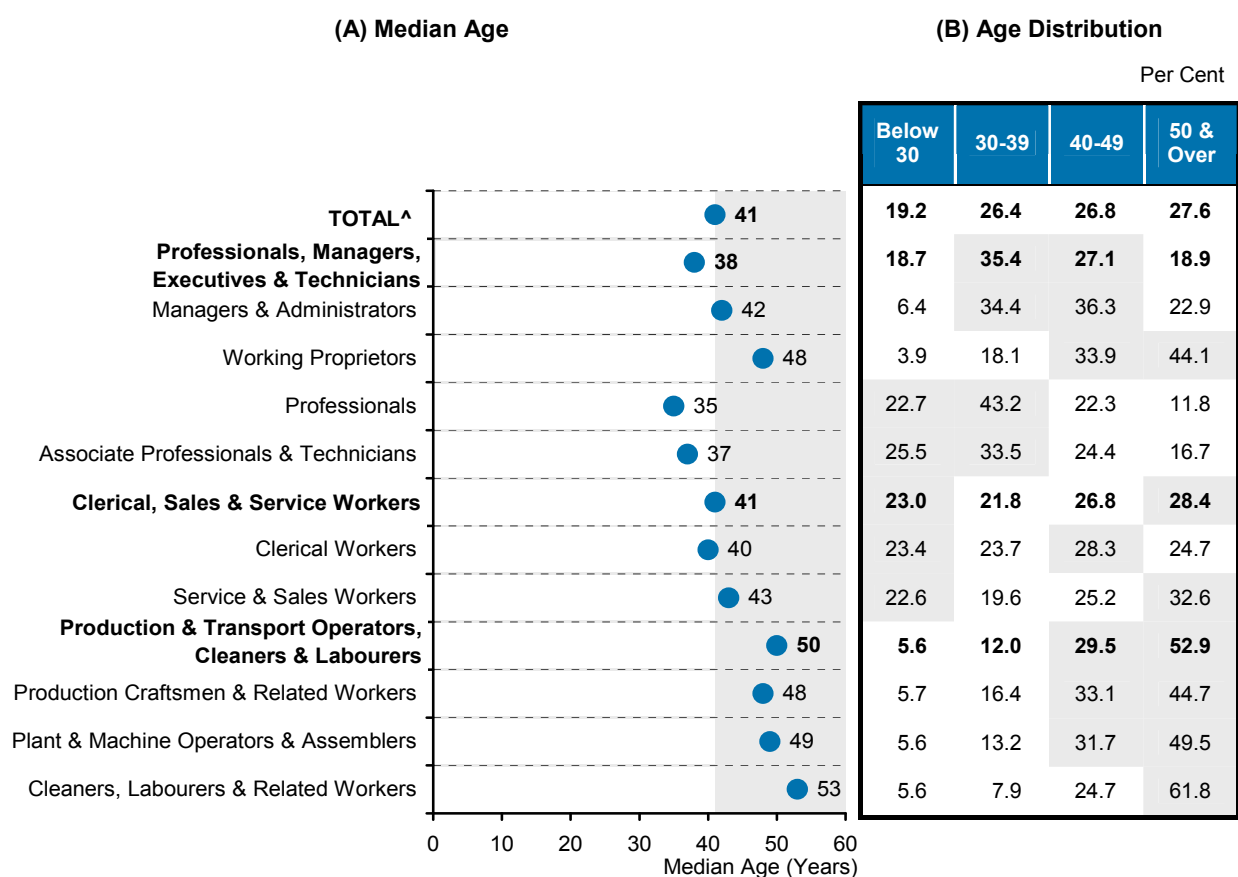
Per Cent

	Total	Manufacturing	Construction	Services	Others [^]
Total	100.0	0.7	19.2	81.2	-1.1
Professionals, Managers, Executives & Technicians	135.9	19.4	12.9	103.1	0.5
Clerical, Sales & Service Workers	-11.0	-1.9	2.4	-10.5	-1.0
Production & Transport Operators, Cleaners & Labourers*	-24.9	-16.8	3.9	-11.4	-0.7

Notes: (1) Data exclude full-time National Servicemen.
 (2) * – Including Agricultural & Fishery Workers and Workers Not Classifiable by Occupation.
 (3) ^ – Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
 (4) Change from 2006 to 2009 is computed by summing the employment change from (i) 2006 to 2007 (based on 2007 original figures) and (ii) 2007 to 2009 (based on 2007 adjusted figures).
 (5) Data may not add up to the total due to rounding.

2.6 Residents employed in lower-skilled jobs tend to be older. Over half or 53% of the residents in production & related jobs in June 2009 were aged 50 & over, significantly higher than 28% of those in clerical, sales & service positions and 19% for PMETs. In contrast, the majority of professionals (66%) and associate professionals & technicians (59%) in the resident workforce were aged below 40. This reflects the better educational profile of younger residents, given the increased opportunities to pursue higher education over time.

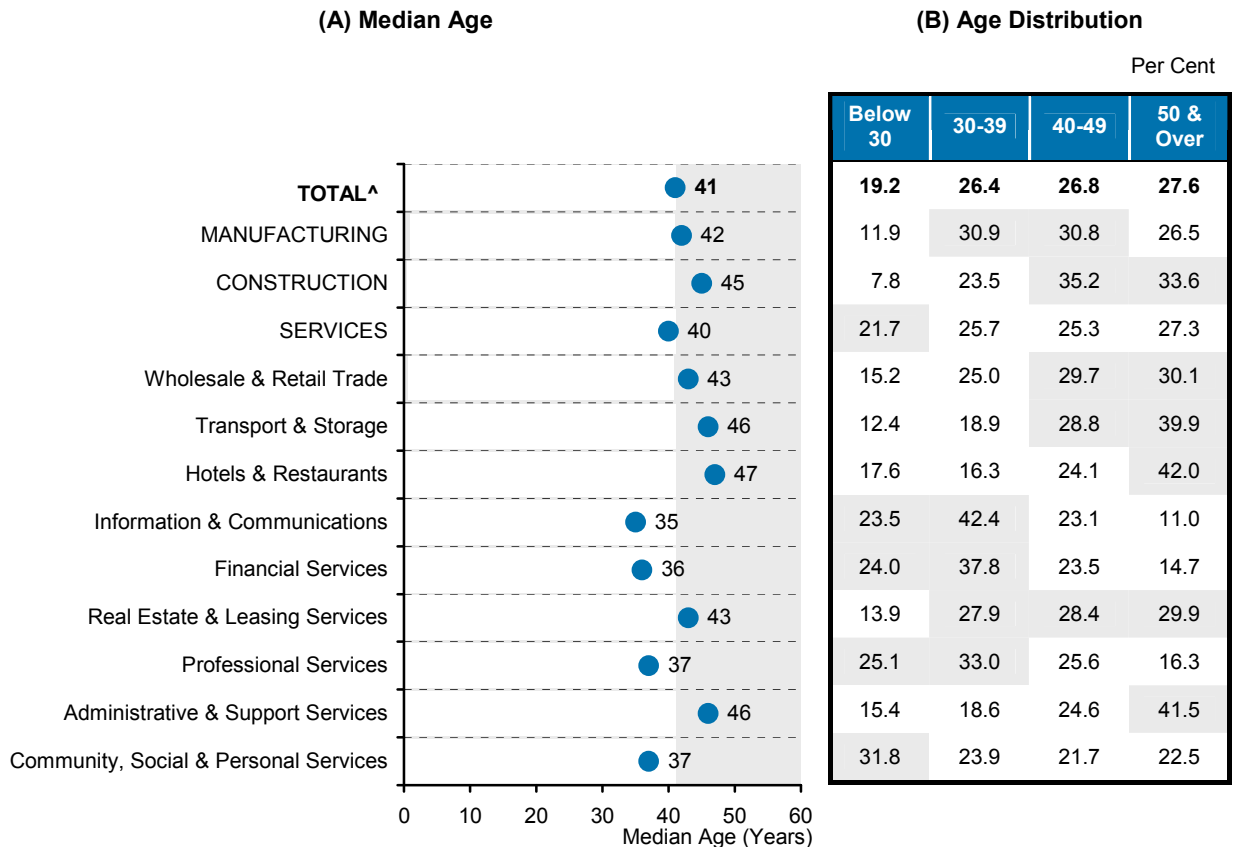
Chart 14: Employed Residents by Occupation and Age, June 2009



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

2.7 The majority of residents employed in information & communications (66%), financial services (62%) and professional services (58%) were aged below 40, reflecting the higher concentration of PMETs in these industries. At the other end, residents working in hotels & restaurants, administrative & support services and transport & storage tend to be older, with about four in ten of them aged 50 & over.

Chart 15: Employed Residents by Industry and Age, June 2009

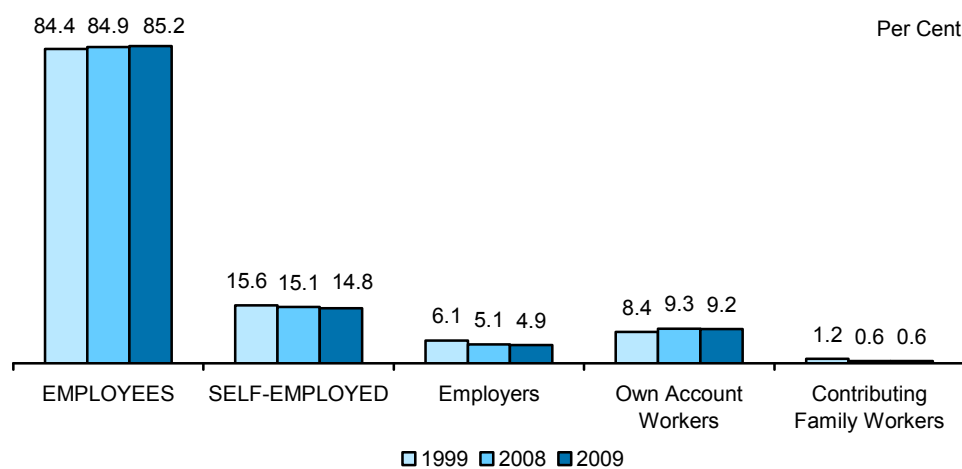


- Notes: (1) [^] – Including Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management which are not separately reflected.
(2) Age distribution data for each industry may not add up to 100% due to rounding.
(3) Shaded cells in the table refer to industries with above-average incidence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

Employment Status

2.8 The vast majority (85%) of employed residents in 2009 were employees, while the self-employed made up the other 15%, comprising own account workers (i.e. persons who operate their own business without employing any paid workers), employers and contributing family workers. The proportion of self-employed in the resident workforce decreased slightly by 0.3%-points from 2008 and 0.8%-points from a decade ago. Although the share of own account workers among employed residents increased over the decade from 8.4% to 9.2%, this was outweighed by the decline in share for employers (from 6.1% to 4.9%) and contributing family workers (from 1.2% to 0.6%). Common occupations among the self-employed were working proprietors, taxi drivers, company directors, hawkers/stall holders, real estate agents, private tutors and insurance sales agents & brokers.

Chart 16: Distribution of Employed Residents by Employment Status, 1999, 2008 and 2009 (As at June)



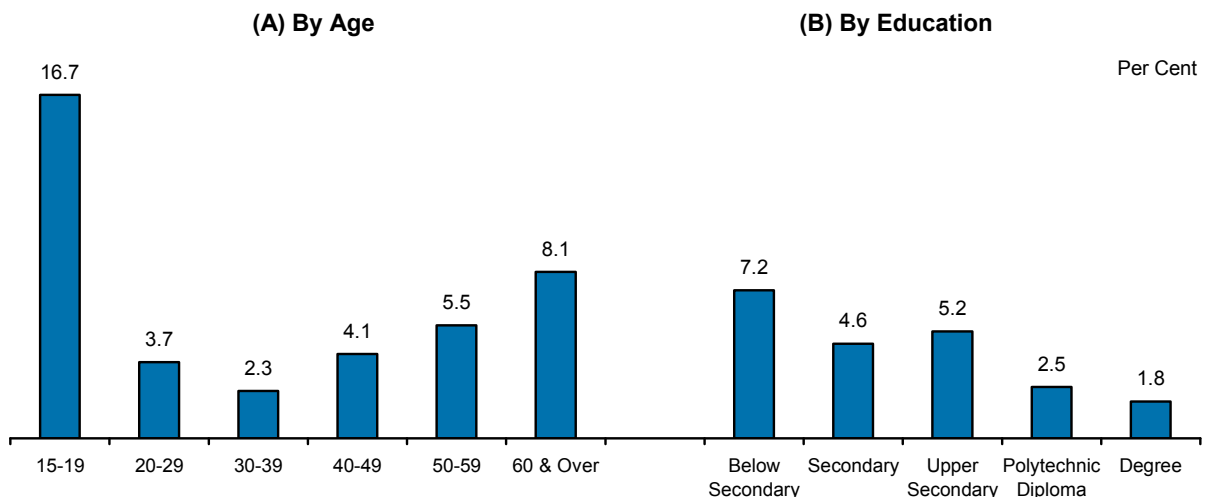
Note: Data may not add up to the total due to rounding.

Type of Employment

2.9 The number and share of part-timers in the resident workforce increased from 126,800 or 6.8% in June 2008 to 156,200 or 8.4% in June 2009. This partly reflected the change in definition of part-time employment from those whose normal hours of work is less than 30 hours a week, to less than 35 hours a week to align with its revised definition in the Employment Act.

2.10 Slightly over half (52%) or 80,500 of the part-timers in 2009 were willing and available to work additional hours, up from 47% or 59,500 a year ago. Constituting the under-employed, they formed 4.3% of all employed residents, higher than 3.2% in 2008.³ Employed teens aged 15 to 19, many of whom were students on vacation jobs or working while schooling, had the highest incidence of under-employment (17%). The under-employment rates for older workers aged 60 & over (8.1%) and 50 to 59 (5.5%) were also above-average and significantly higher than the rates of 2.3% to 4.1% for those in their 20s to 40s. Better educated residents tend to have lower under-employment rate than the less educated, ranging from 1.8% for degree holders to 7.2% for workers with below secondary qualifications.

Chart 17: Under-Employment Rate among Employed Residents, June 2009

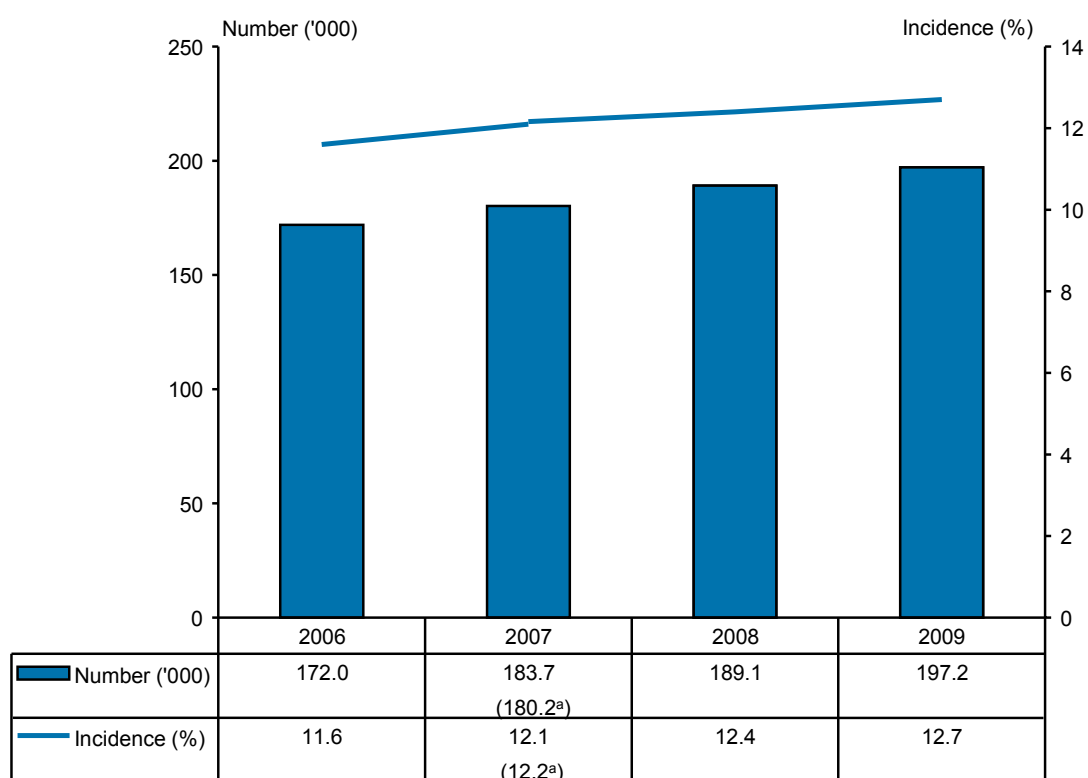


³ Part of this increase could be technical, due to the change in definition of part-time employment.

Term Contract Employment

2.11 The number of resident employees on term contracts rose 4.3% over the year to 197,200 in 2009, faster than the 0.8% increase in permanent employees, as employers sought greater flexibility to manage manpower in the volatile economic environment. Consequently, the share of resident employees on term contracts rose from 12.4% in 2008 to 12.7% in 2009, continuing the uptrend observed since the data were first collected in 2006. The growth in 2009 was mainly driven by those on short-term contracts of less than 3 months (including casual/on-call workers), reflecting economic uncertainty.

Chart 18: Number and Incidence of Resident Employees on Term Contracts, 2006 to 2009 (As at June)



- Notes: (1) 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).
 (2) Data exclude full-time National Servicemen.
 (3) ^a – Adjusted figures for 2007. See note 1 for Table 1.

Table 6: Resident Employees by Type of Employment, 2008 and 2009 (As at June)

TYPE OF EMPLOYMENT	2008		2009		Change (2008-2009) (%)
	Number	Share (%)	Number	Share (%)	
TOTAL	1,528,600	100.0	1,547,300	100.0	1.2
Permanent	1,339,500	87.6	1,350,200	87.3	0.8
Term Contract	189,100	12.4	197,200	12.7	4.3
Less than 1 year (including casual/on-call employment)	96,500	6.3	105,200	6.8	9.0
Less than 3 months (including casual/on-call employment)	72,200	4.7	87,400	5.7	21.1
3 months to less than 6 months	13,200	0.9	9,700	0.6	-26.4
6 months to less than 1 year	11,100	0.7	8,100	0.5	-27.7
1 year or more	92,600	6.1	92,000	5.9	-0.7
1 year	32,600	2.1	37,000	2.4	13.4
More than 1 year to 2 years	24,600	1.6	24,800	1.6	0.9
More than 2 years	35,400	2.3	30,200	2.0	-14.7

- Notes: (1) 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.
- (2) Data exclude full-time National Servicemen.
- (3) Data may not add up to the total due to rounding.

2.12 The incidence of term contract employment was highest among those at the two ends of the age spectrum (34% for resident employees aged 15 to 24 and 23% of those aged 60 & over), as these groups include students on vacation jobs and workers transiting from work to retirement. Less educated employees were more likely to be on term contracts than those better educated. Contract workers in lower educated groups were mostly on short-term contracts of less than a year, unlike those with tertiary qualifications who were more likely to be in contracts of at least 1 year. Term contract employment was more prevalent among resident employees in cleaning, labouring & related jobs (29%), and those working in administrative & support services (23%) and hotels & restaurants (22%).

Table 7: Profile of Resident Employees on Term Contracts, June 2009

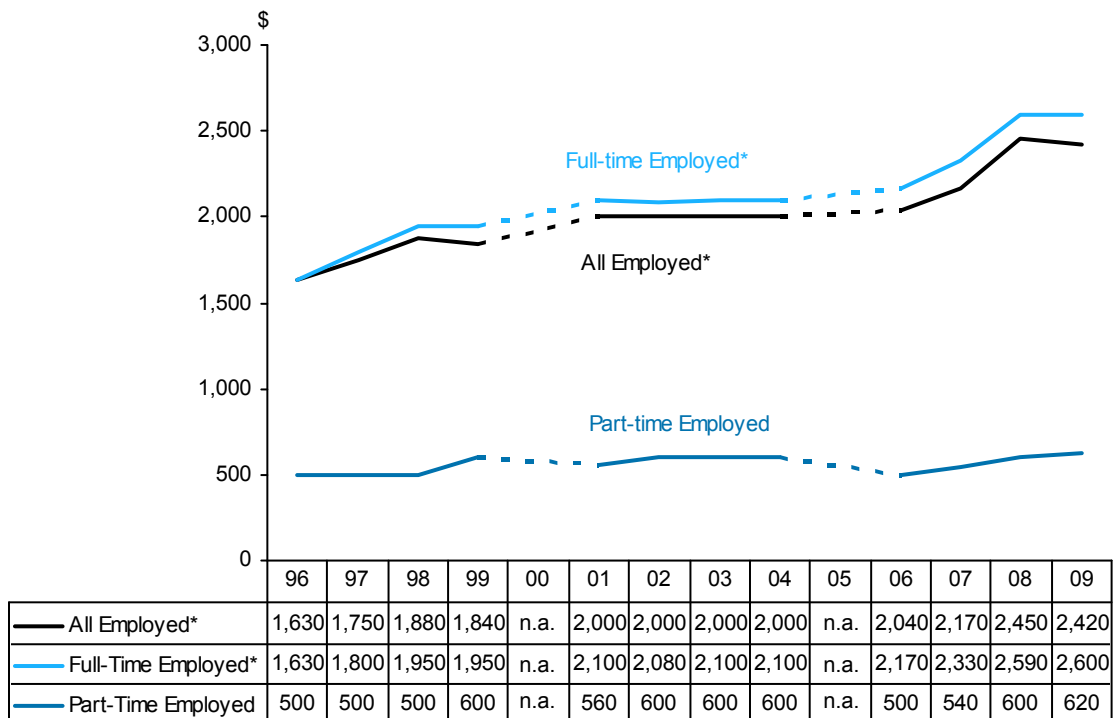
CHARACTERISTICS	Number	Share (%)	Incidence (%)
TOTAL	197,200	100.0	12.7
AGE GROUP (YEARS)			
15 – 24	35,600	18.1	34.1
25 – 29	25,300	12.8	13.1
30 – 39	36,200	18.4	8.1
40 – 49	39,100	19.8	9.4
50 – 59	37,300	18.9	13.1
60 & Over	23,700	12.0	23.3
EDUCATIONAL ATTAINMENT			
Primary & Below	41,000	20.8	20.5
Lower Secondary	23,100	11.7	15.4
Secondary	39,900	20.2	10.7
Upper Secondary	25,600	13.0	13.8
Polytechnic Diploma	22,200	11.2	11.6
Degree	45,500	23.1	10.1
INDUSTRY			
Manufacturing	18,100	9.2	6.5
Construction	15,000	7.6	16.2
Services	162,100	82.2	14.0
Wholesale & Retail Trade	19,600	10.0	9.0
Transport & Storage	15,400	7.8	11.8
Hotels & Restaurants	22,000	11.2	21.6
Information & Communications	10,700	5.4	12.3
Financial Services	7,700	3.9	7.3
Real Estate & Leasing Services	3,800	1.9	11.4
Professional Services	11,300	5.8	12.3
Administrative & Support Services	17,700	9.0	22.5
Community, Social & Personal Services	53,800	27.3	17.1
Others*	2,100	1.1	10.8
OCCUPATION			
Managers & Administrators	6,400	3.2	3.5
Professionals	30,500	15.5	10.8
Associate Professionals & Technicians	33,900	17.2	10.1
Clerical Workers	29,200	14.8	12.4
Service & Sales Workers	31,500	16.0	18.1
Production Craftsmen & Related Workers	11,000	5.6	14.6
Plant & Machine Operators & Assemblers	13,100	6.6	11.5
Cleaners, Labourers & Related Workers	39,200	19.9	29.4
Others^	2,500	1.3	14.9

- Notes: (1) 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).
- (2) Data exclude full-time National Servicemen.
- (3) * – Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
- (4) ^ – Includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation.
- (5) Data may not add up to the total due to rounding.

Income

2.13 As a result of the weak economy, growth in income from work was largely flat in 2009, following strong gains in the preceding two years. The median monthly income among full-timers rose slightly by 0.5% from \$2,590 in June 2008 to \$2,600 in June 2009, compared with gains of 11% in 2008 and 7.7% in 2007.⁴ Part-timers also posted higher median income of \$620 compared to \$600 a year ago. However, the median income for all employed residents dipped by 1.2% from \$2,450 in 2008 to \$2,420 in 2009, as part-timers' share of employment rose.

Chart 19: Median Gross Monthly Income from Work of Employed Residents, 1996 to 2009 (As at June)



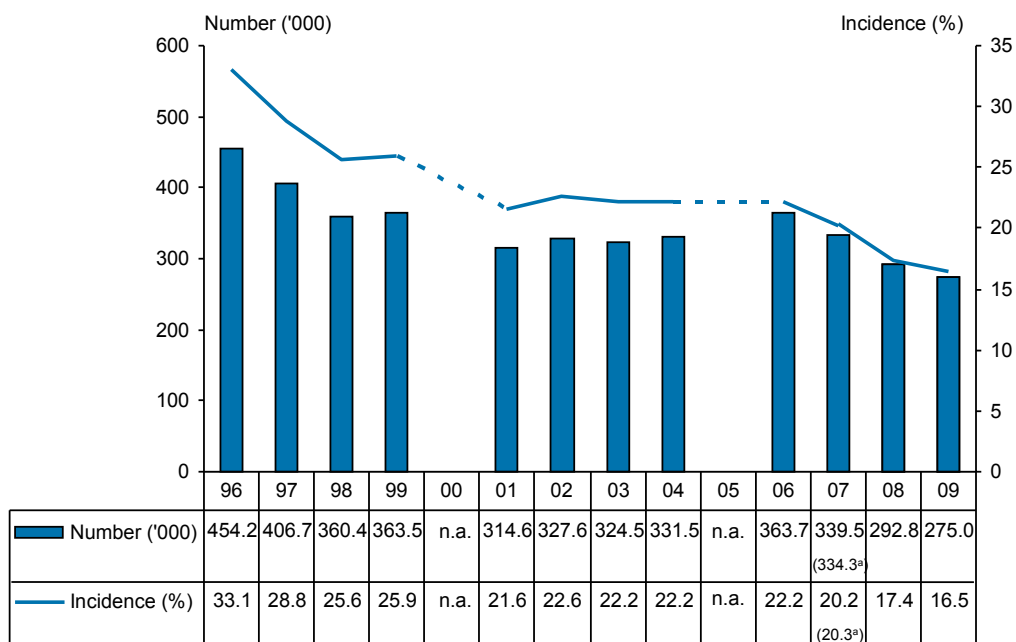
- Notes:
- (1) * – Data exclude full-time National Servicemen.
 - (2) June Labour Force Surveys were not conducted in 2000 and 2005 due to the conduct of the Census of Population 2000 and General Household Survey 2005 by the Department of Statistics, Ministry of Trade and Industry.
 - (3) Adjusted figures for 2007 are the same as the original figures.
 - (4) Before 2009, full-time employment refers to employment where the normal hours of work is 30 hours or more in a week while part-time employment refers to employment where the normal hours of work is less than 30 hours a week. From 2009 onwards, the threshold between full-time and part-time employment is revised from 30 hours to 35 hours.

⁴ After adjusting for inflation, the increase in median income also slowed to 0.3% from 4.1% in 2008 and 5.5% in 2007.

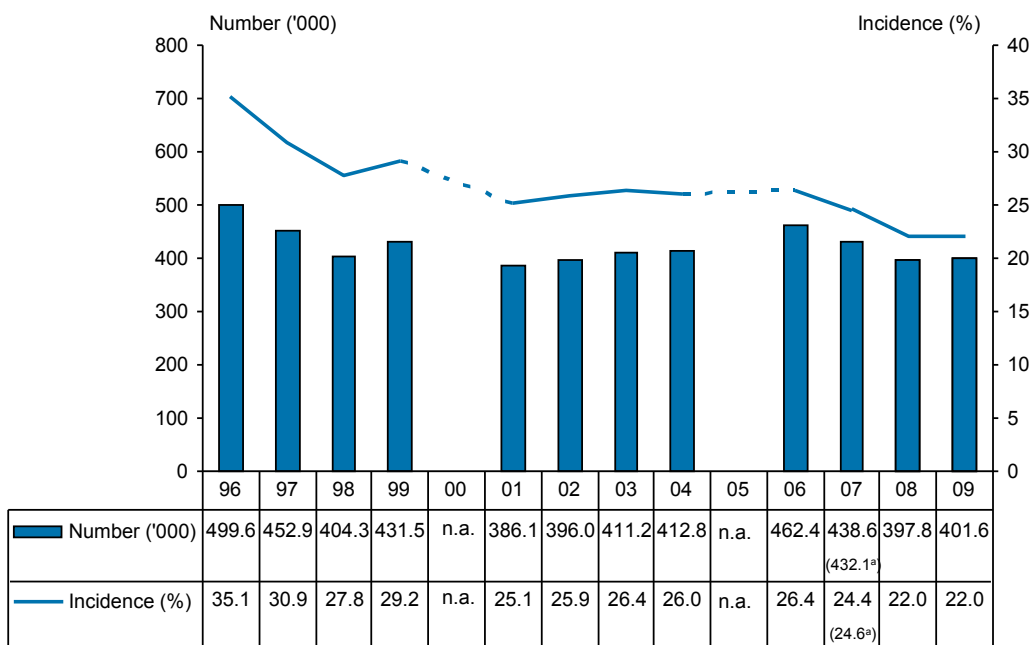
2.14 Among full-timers, the number and share of low-wage workers with monthly income from work of \$1,200 and below declined for the third straight year from 292,800 or 17.4% in 2008 to 275,000 or 16.5% in 2009. This could reflect the broadening of the definition of part-timers which resulted in some workers being reclassified from full-timers to part-timers in 2009. Including part-timers, 401,600 or 22% of employed residents earned \$1,200 or less per month from work in 2009, which was about the same as in 2008 (397,800 or 22%), after trending downwards in recent years.

Chart 20: Employed Residents with Gross Monthly Income from Work of \$1,200 and Below, 1996 to 2009 (As at June)

(A) Full-Time Employed Residents



(B) Employed Residents (Full-Time and Part-Time)

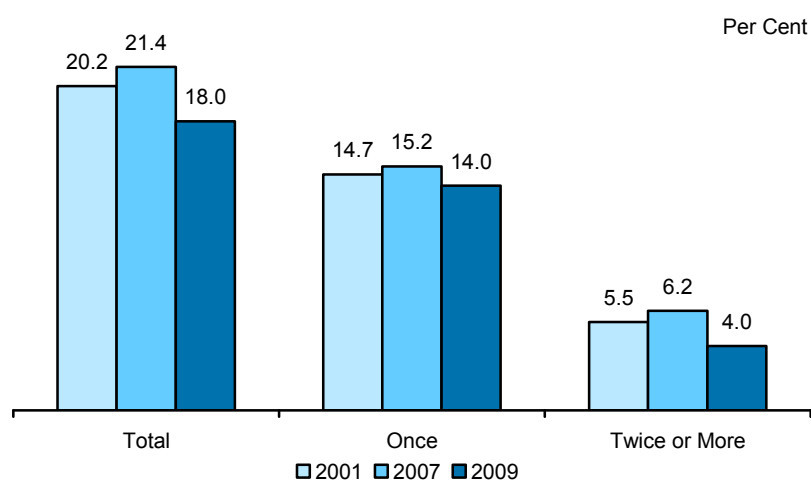


- Notes:
- (1) Data exclude full-time National Servicemen.
 - (2) June Labour Force Surveys were not conducted in 2000 and 2005 due to the conduct of the Census of Population 2000 and General Household Survey 2005 by the Department of Statistics, Ministry of Trade and Industry.
 - (3) ^a – Adjusted figures for 2007. See note 1 for Table 1.
 - (4) Before 2009, full-time employment refers to employment where the normal hours of work is 30 hours or more in a week. From 2009 onwards, full-time employment refers to employment where the normal hours of work is 35 hours or more in a week.

Job Change

2.15 Reflecting the uncertain economic climate, the extent of job change among workers has declined. 18% of employed residents in June 2009 had changed their jobs at least once in the past two years, down from 21% in 2007 when the economy grew strongly and 20% in 2001.

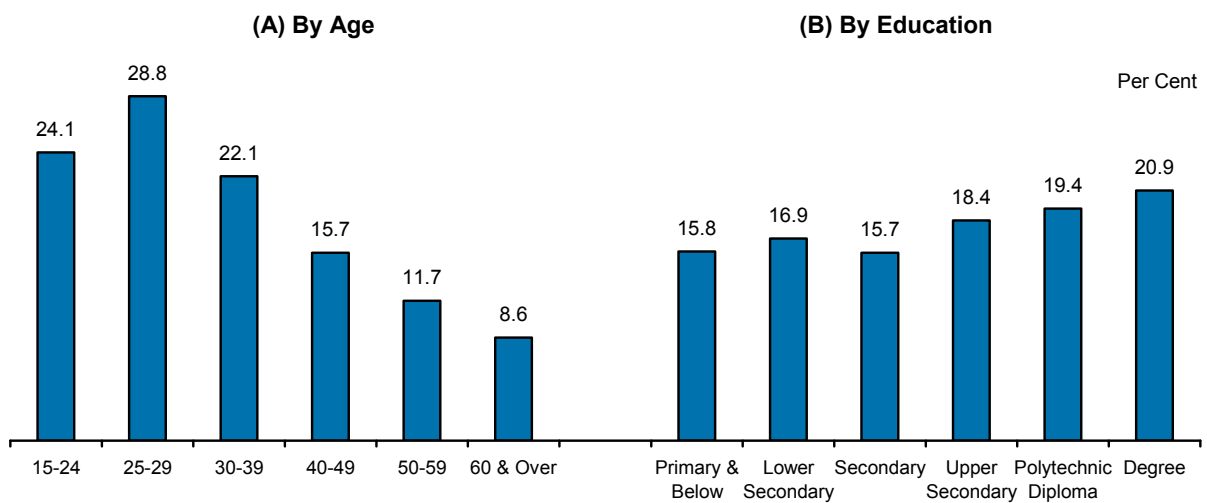
Chart 21: Proportion of Employed Residents Who Had Changed Jobs in the Last 2 Years, 2001, 2007 and 2009 (As at June)



Notes: (1) Data exclude full-time National Servicemen.
(2) Adjusted figures for 2007 are the same as the original figures.

2.16 Job change was more prevalent among younger workers. About one in four (24%) employed youths aged 15 to 24 and close to three in ten (29%) workers aged 25 to 29 had changed jobs within the last two years, compared with just one in ten older workers (12% for workers aged 50 to 59 and 8.6% for those older). The difference by educational attainment was less pronounced. With a younger age profile, a slightly higher proportion of employed degree (21%) and polytechnic diploma (19%) holders had changed jobs in the last two years than those with upper secondary or lower qualifications (16 to 18%).

Chart 22: Proportion of Employed Residents Who Had Changed Jobs in the Last 2 Years, June 2009

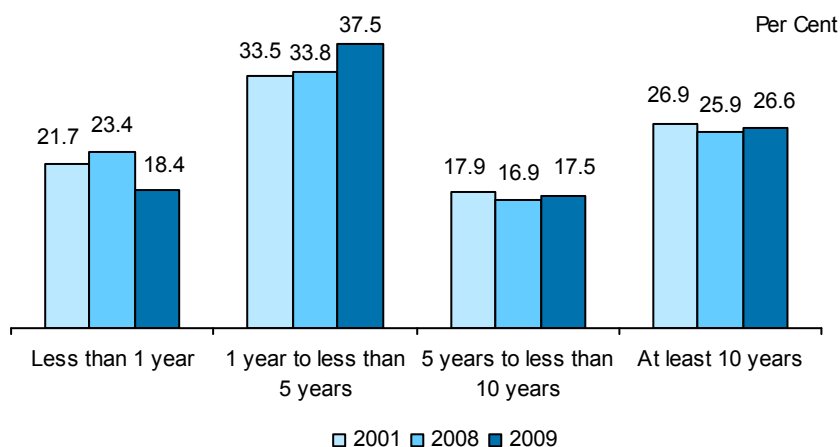


Note: Data exclude full-time National Servicemen.

Years in Current Job

2.17 Amid the weak job market, proportionately fewer (18%) resident employees in 2009 had worked for less than a year in their current job compared with 23% in 2008 and 22% in 2001. On the other hand, the share of resident employees with one to less than five years of service increased from 34% in both 2001 and 2008 to 38% in 2009.

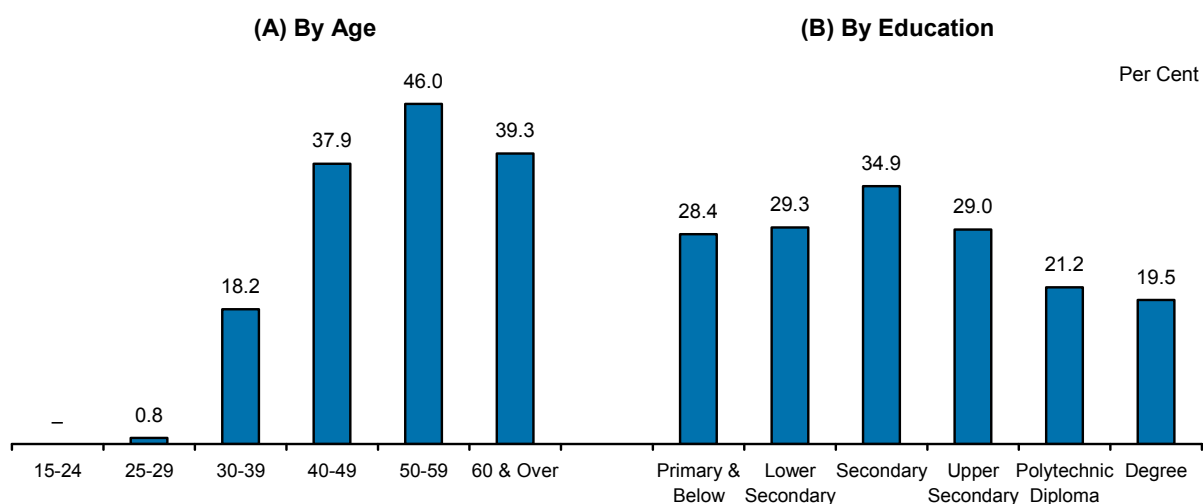
Chart 23: Distribution of Resident Employees by Years in Current Job, 2001, 2008 and 2009 (As at June)



Note: Data exclude full-time National Servicemen.

2.18 The proportion of resident employees who had worked for at least a decade in their current job generally rose with age to reach 46% for those in their 50s, before declining to 39% for those aged 60 & over. Reflecting their younger age profile, only about two in ten resident employees with degrees or polytechnic diplomas had worked for ten years or more in their current job, lower than 35% of those with secondary education and around three in ten in the remaining education groups.

Chart 24: Proportion of Resident Employees Who Had Worked for At Least 10 Years in Their Current Job, June 2009

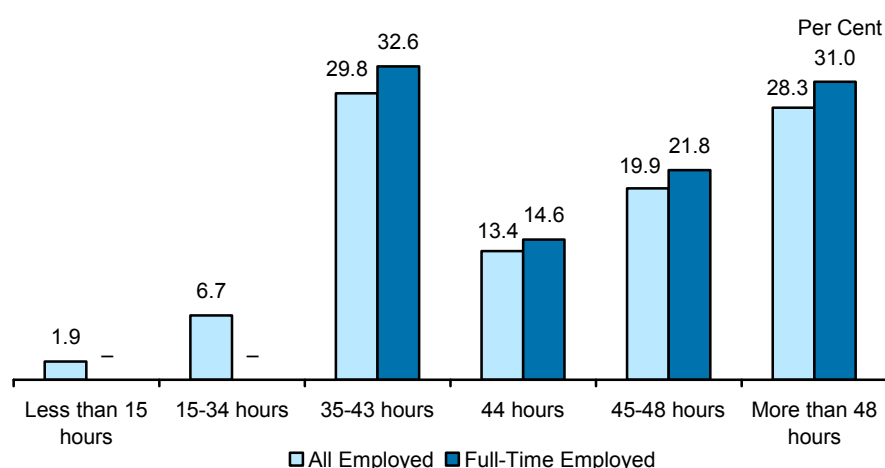


Notes: (1) Data exclude full-time National Servicemen.
 (2) '-': Nil or negligible.

Usual Hours Worked

2.19 The usual hours worked among employed residents averaged 45.6 hours per week (mean) in 2009, slightly lower than 46.3 hours a year ago and continuing a gradual decrease from 47.5 hours in 1999. This reflected the rise in part-time employment over the years.⁵ The usual weekly hours among full-timers averaged 47.9 hours in 2009, more than double the 21.1 hours for part-timers. In terms of distribution, the majority or 63% of employed residents usually worked 35 to 48 hours per week. Close to three in ten (28%) typically worked more than 48 hours in a week, while the remaining 8.6% clocked less than 35 hours per week.

Chart 25: Distribution of Employed Residents by Usual Hours Worked Per Week, June 2009



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

2.20 Workers in their 50s (32%) and 40s (31%) were more likely to work long hours exceeding 48 hours a week. Proportionately more youths aged 15 to 24 (21%) and older residents aged 60 & over (22%) worked less than 35 hours a week than those in the prime-working age groups. This reflects the concentration of youths who are working while schooling or taking on vacation jobs, and older workers making a gradual transition from work to retirement by reducing their working hours. The usual hours for those aged 25 to 29 (73%) and in their 30s (68%) were largely clustered around 35 to 48 hours weekly.

⁵ The share of part-timers in the resident workforce rose from 5.0% in 1999 to 8.4% in 2009.

2.21 Residents at the two ends of the education spectrum were more likely to exceed 48 hours of work each week. Reflecting the higher proportion of the lower educated on term contracts (including those working on a casual/on-call basis), a larger proportion of workers without secondary qualifications put in less than 35 hours per week than those better educated.

Table 8: Usual Hours Worked Per Week of Employed Residents by Age and Education, June 2009

CHARACTERISTICS	Distribution by Usual Hours Worked Per Week (Based on All Employed) (%)						Average (Mean) Usual Hours Worked Per Week	
	Less than 15 hours	15-34 hours	35-43 hours	44 hours	45-48 hours	More than 48 hours	All Employed	Full-Time Employed
TOTAL	1.9	6.7	29.8	13.4	19.9	28.3	45.6	47.9
AGE GROUP (YEARS)								
15 – 24	6.7	14.1	30.5	11.3	19.8	17.5	40.5	46.2
25 – 29	0.6	2.4	34.8	13.9	24.7	23.7	45.7	46.5
30 – 39	0.9	3.2	32.9	13.6	21.3	28.1	46.0	47.1
40 – 49	1.5	5.9	28.0	14.4	19.2	30.9	46.4	48.4
50 – 59	1.8	8.6	27.1	13.3	17.7	31.5	46.5	49.3
60 & Over	4.9	16.7	25.0	10.2	16.7	26.5	42.9	48.9
EDUCATIONAL ATTAINMENT								
Primary & Below	2.8	14.2	21.1	9.0	19.8	33.1	45.6	50.4
Lower Secondary	2.1	10.1	21.3	10.8	20.9	34.8	47.4	50.9
Secondary	2.1	6.9	28.3	16.3	19.6	26.8	45.6	48.1
Upper Secondary	2.6	6.6	33.6	15.0	19.1	23.2	44.3	46.8
Polytechnic Diploma	1.3	3.2	34.4	16.7	22.1	22.2	45.1	46.3
Degree	1.1	2.9	35.3	11.9	19.3	29.6	45.7	46.7

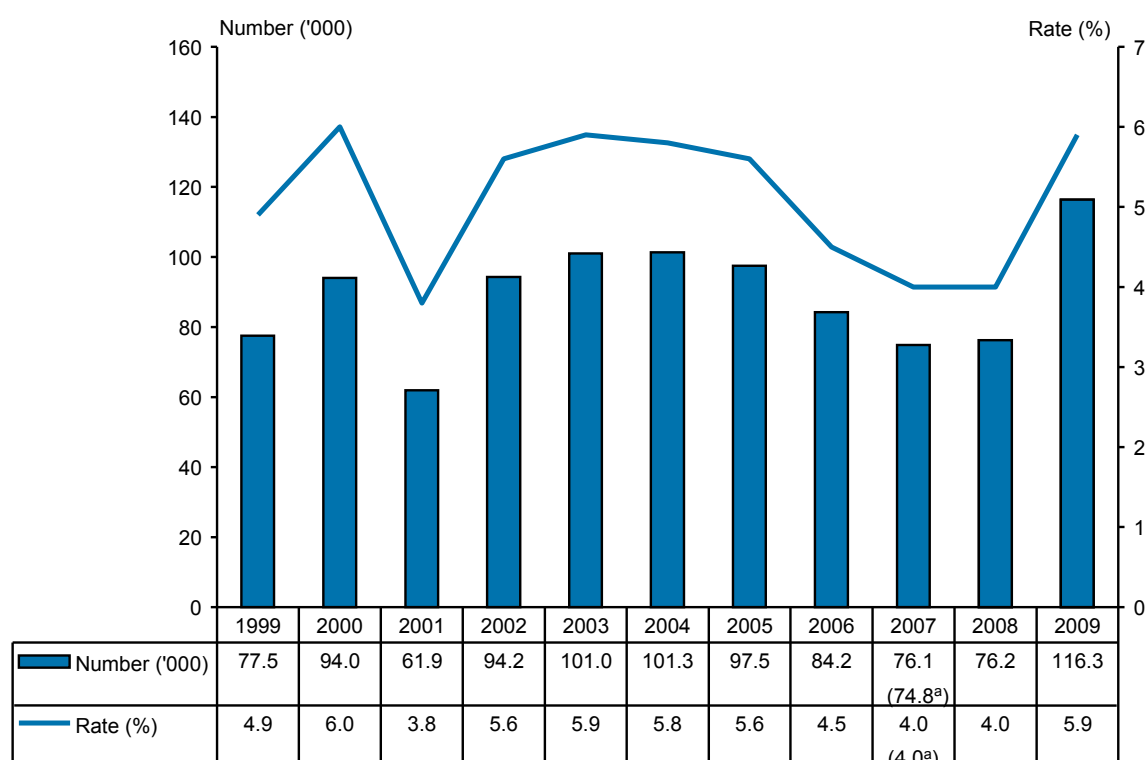
- Notes: (1) Data exclude full-time National Servicemen.
(2) Data on distribution by usual hours worked per week for each age/education group may not add up to 100% due to rounding.
(3) Shaded cells refer to groups with a higher proportion of residents in the respective usual hours worked categories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

3 UNEMPLOYMENT

Unemployment increased across the board

3.1 There were 5.9% or 116,300 persons (non-seasonally adjusted) in the resident labour force who were unemployed in June 2009, significantly higher than 4.0% or 76,200 a year ago. After rising for five straight quarters, the seasonally adjusted resident unemployment rate declined from 4.8% in March 2009 to 4.6% in June 2009, when some residents then had deferred job search and pursued courses amid the difficult job market. Since then, the seasonally adjusted rate increased to 5.0% in September 2009, but this was still below the peak of 6.2% experienced in September 2003 due to the SARS outbreak.

Chart 26: Unemployed Residents and Resident Unemployment Rate, 1999 to 2009 (As at June) (Non-Seasonally Adjusted)



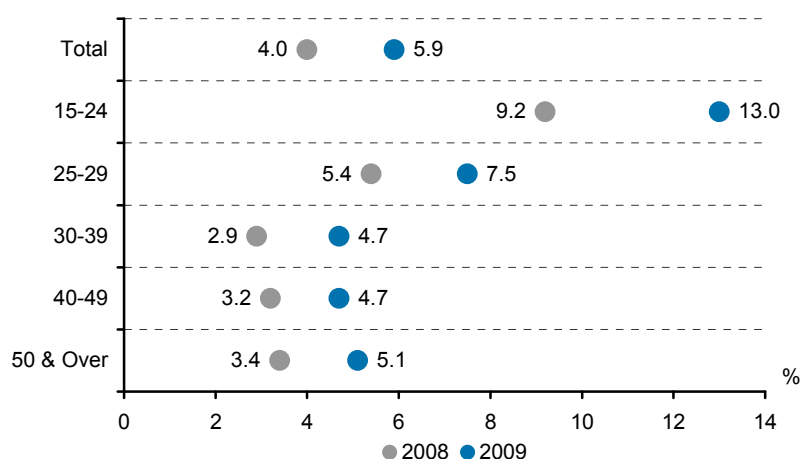
Source: Labour Force Survey (LFS), except data for 2000 and 2005 which are from the Census of Population 2000 and General Household Survey (GHS) 2005 respectively.

Note: ^a – Adjusted figures for 2007. See note 1 for Table 1.

Age

3.2 All age groups experienced higher unemployment rate in June 2009 than a year ago. Younger residents aged 15 to 24 (13.0%) and 25 to 29 (7.5%) continued to register the highest unemployment rates, reflecting their greater job search activity as many of them are entering the labour market for the first time and even after starting work, tend to seek more frequent job changes. However, their increase over the year in relative terms (41% and 39% respectively) was smaller than for all residents (48%). Generally, younger residents have greater tendency to defer entry into the job market to further their studies during economic downturns.

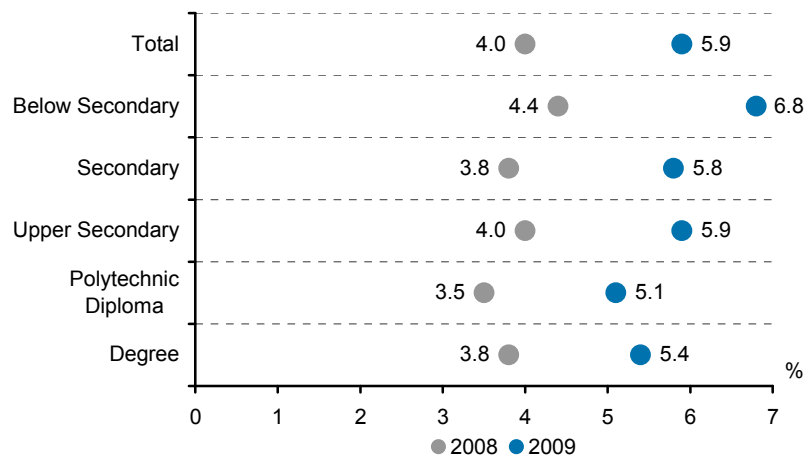
Chart 27: Resident Unemployment Rate by Age, 2008 and 2009
(As at June) (Non-Seasonally Adjusted)



Education

3.3 Residents with below secondary qualifications continued to register the highest unemployment rate in June 2009, with their rate rising over the year by a larger extent than those better educated. Secondary educated residents also experienced an above-average increase in unemployment rate. The larger increase in unemployment rate for less educated residents partly reflects their concentration in industries like wholesale & retail trade, transport & storage and hotels & restaurants which were badly hit in this downturn.

**Chart 28: Resident Unemployment Rate by Education, 2008 and 2009
(As at June) (Non-Seasonally Adjusted)**

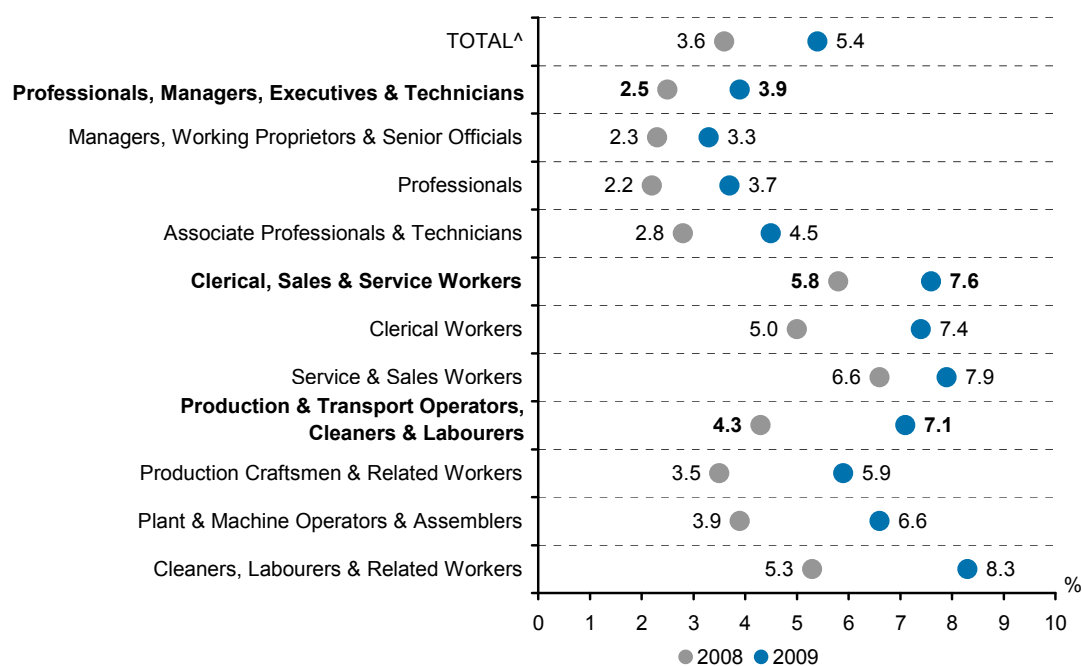


Previous Occupation

3.4 The rise in unemployment over the year was felt across all occupations and industries. Production & related workers experienced a sharper increase in unemployment rate from June 2008 to June 2009 (from 4.3% to 7.1%) than clerical, sales & service workers (from 5.8% to 7.6%) and PMETs (from 2.5% to 3.9%). Nevertheless, once out of job, PMETs especially those aged 40 & over were more likely to suffer long-term unemployment. In June 2009, 26% of unemployed PMETs had been looking for work for at least 25 weeks, higher than 23% for production & related and 20% for clerical, sales & service workers. The proportion for mature unemployed PMETs aged 40 & over was even higher at 36%, outstripping the clerical, sales & service (27%) and production & related (24%) workers in the same age group.

3.5 Among specific occupations, cleaners, labourers & related workers had the highest unemployment rate (8.3%) in June 2009, followed by service & sales workers (7.9%) and clerical workers (7.4%) whose rates were also significantly above average.

Chart 29: Resident Unemployment Rate by Occupation, 2008 and 2009 (As at June) (Non-Seasonally Adjusted)

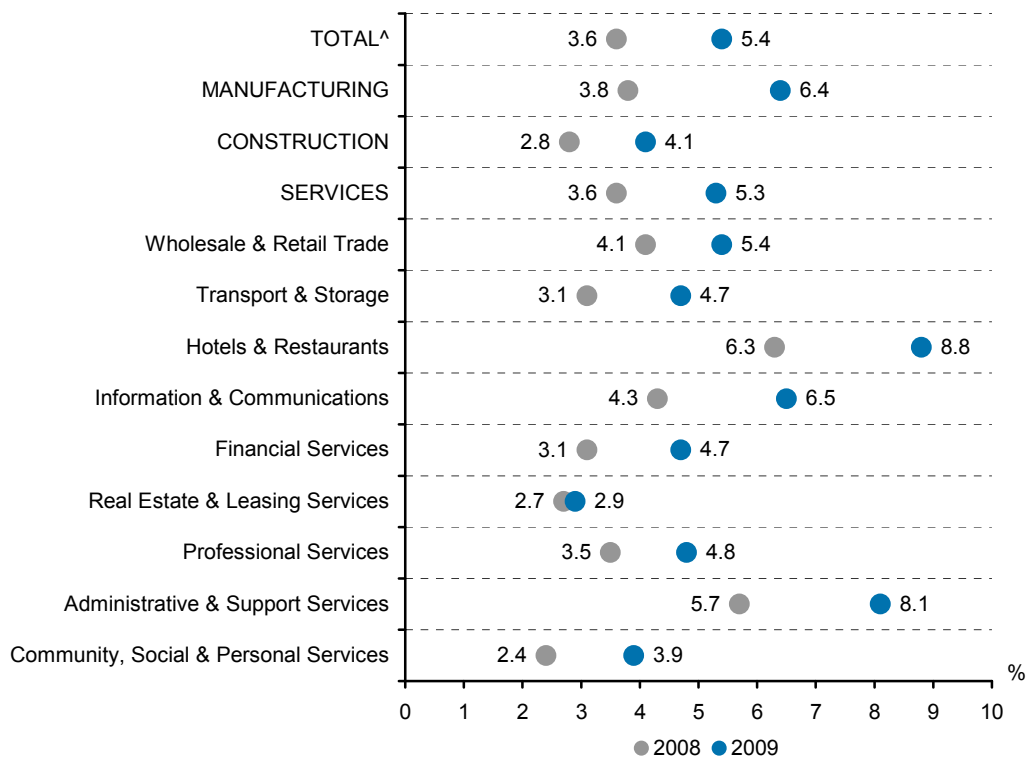


- Notes: (1) Data exclude unemployed residents without work experience.
 (2) [^] – Including Agricultural & Fishery Workers and Workers Not Classifiable by Occupation which are not separately reflected.

Previous Industry

3.6 With higher incidence of layoffs, manufacturing saw a larger increase in unemployment rate over the year (from 3.8% to 6.4%) than construction (from 2.8% to 4.1%) and services (from 3.6% to 5.3%). Within services, unemployment in hotels & restaurants (8.8%), administrative & support services (8.1%) and information & communications (6.5%) were notably higher than in other industries such as real estate & leasing services (2.9%) and community, social & personal services (3.9%).

**Chart 30: Resident Unemployment Rate by Industry, 2008 and 2009
(As at June) (Non-Seasonally Adjusted)**

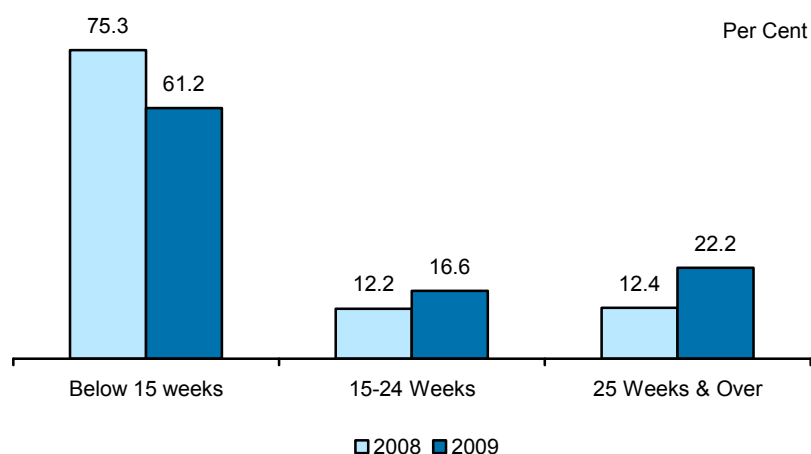


- Notes: (1) Data exclude unemployed residents without work experience.
 (2) [^] – Including Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management which are not separately reflected.

Duration of Unemployment

3.7 Reflecting greater difficulties in securing employment amid the economic downturn, the proportion of unemployed residents who had been looking for work for at least 25 weeks (i.e. long-term unemployed) rose from 12% in June 2008 to 22% in June 2009. Coupled with a rise in unemployment, the share of long-term unemployed in the resident labour force more than doubled from 0.5% to 1.3% over the year. In contrast, the share of resident job seekers with shorter unemployment durations of less than 15 weeks fell from 75% to 61% over the year. Consequently, the median duration of unemployment among resident job seekers rose significantly from 6 weeks in June 2008 to 10 weeks in June 2009.

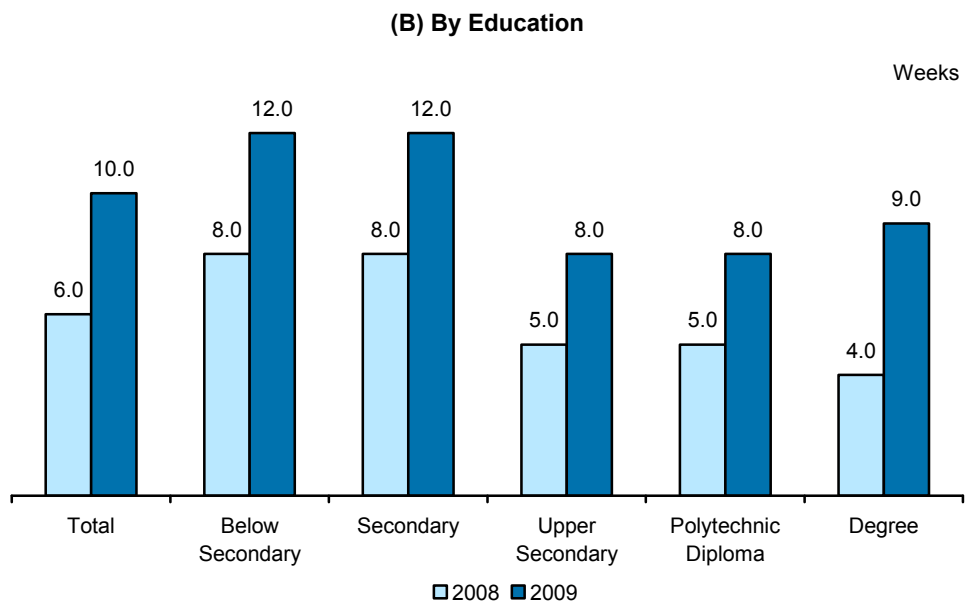
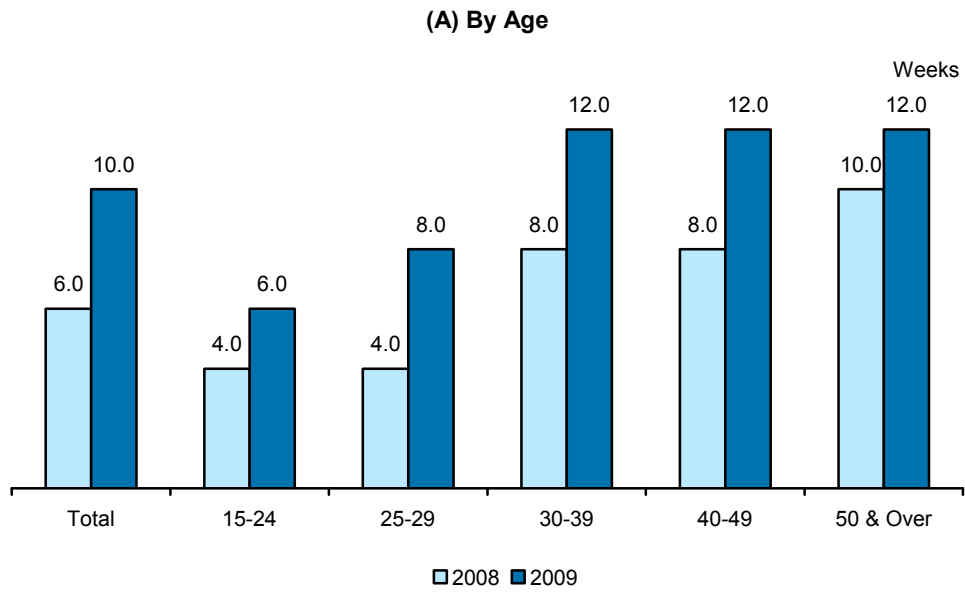
Chart 31: Distribution of Unemployed Residents by Duration of Unemployment, 2008 and 2009 (As at June)



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

3.8 The unemployment duration rose across all age and education groups over the year. In particular, the median duration for degree holders more than doubled from 4 weeks in 2008 to 9 weeks in 2009. Notwithstanding the increase, this was still shorter than 12 weeks for those with secondary or lower qualifications.

Chart 32: Median Duration of Unemployment among Unemployed Residents, 2008 and 2009 (As at June)



Modes of Job Search

3.9 Responding to job advertisements/writing to firms (59%) and seeking help from friends or relatives (57%) continued to be the most common modes of job search among resident job seekers in June 2009. However, the use of the internet is fast gaining popularity as a mode of job search. The proportion of resident job seekers who used the internet for look for jobs rose to 46% in 2009 from 41% a year ago and only 15% in 2001.

3.10 The internet was the most common mode of job search among unemployed degree (73%) and polytechnic diploma (72%) holders. In contrast, less educated residents continued to rely mostly on help from friends or relatives and answering job advertisements/writing to firms in their job search.

Table 9: Proportion of Unemployed Residents by Education and Action Taken to Look for Jobs, June 2009

Per Cent						
EDUCATIONAL ATTAINMENT	Answered advertisements /wrote to firms	Asked friends or relatives	Used the internet to search for jobs	Registered with employment service or agency	Made preparations to start own business	Others
TOTAL	59.1	56.5	46.0	28.1	7.1	6.0
Below Secondary	53.3	68.0	11.7	15.3	3.3	7.0
Secondary	59.9	57.7	40.7	28.3	7.7	4.2
Upper Secondary	59.7	49.7	57.4	33.6	6.9	6.4
Polytechnic Diploma	62.3	53.9	71.9	33.9	6.9	3.9
Degree	63.1	46.8	73.0	37.1	10.9	7.4

Notes: (1) Respondents can indicate more than one action taken to look for jobs.
 (2) Shaded cells refer to the most common mode of job search for each education group.

4 ECONOMICALLY INACTIVE RESIDENTS

Economic inactivity rose as job market weakened

4.1 Amid the weak job market, the number and share of residents aged 15 & over who were neither working nor looking for work (i.e. economically inactive) rose to 1,049,100 or 34.6% in June 2009 from 1,010,500 or 34.4% a year ago. Two in three (67% or 698,300) residents outside the labour force in June 2009 were females, reflecting their higher incidence of economic inactivity. The economically inactive residents were mainly less educated, with eight in ten having secondary (25%) or lower (54%) qualifications. Reflecting their concentration at both ends of the age spectrum, two in three residents outside the labour force were either aged 60 & over (36%) or youths aged 15 to 24 (31%).

Table 10: Profile of Economically Inactive Residents, June 2009

CHARACTERISTICS	Total			Males			Females		
	Number	Share (%)	Incidence (%)	Number	Share (%)	Incidence (%)	Number	Share (%)	Incidence (%)
TOTAL	1,049,100	100.0	34.6	350,700	100.0	23.7	698,300	100.0	44.8
AGE GROUP (YEARS)									
15 – 24	322,500	30.7	64.4	162,400	46.3	62.6	160,100	22.9	66.3
25 – 29	26,400	2.5	10.7	8,000	2.3	6.7	18,400	2.6	14.5
30 – 39	77,500	7.4	13.0	6,200	1.8	2.2	71,400	10.2	22.4
40 – 49	106,000	10.1	16.8	9,000	2.6	2.9	96,900	13.9	30.4
50 – 59	139,100	13.3	26.2	25,200	7.2	9.5	113,900	16.3	42.9
60 & Over	377,500	36.0	71.3	140,000	39.9	57.6	237,500	34.0	82.9
EDUCATIONAL ATTAINMENT									
Primary & Below	369,000	35.2	57.5	97,500	27.8	37.6	271,600	38.9	71.0
Lower Secondary	199,800	19.0	48.8	81,900	23.4	38.3	117,900	16.9	60.3
Secondary	265,700	25.3	35.5	98,300	28.0	27.4	167,400	24.0	43.0
Upper Secondary	98,400	9.4	28.3	35,700	10.2	21.2	62,600	9.0	34.8
Polytechnic Diploma	45,900	4.4	16.0	20,600	5.9	12.3	25,300	3.6	21.1
Degree	70,300	6.7	11.7	16,700	4.8	5.4	53,500	7.7	18.4

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

4.2 With women, youths and older persons forming a sizeable group among the economically inactive, family responsibilities (housework, childcare or care of elderly or sick relatives) (35%), schooling/taking courses (30%), poor health, disability or old age (16%) and retirement (15%) were the common reasons given by the residents for staying outside the labour force in 2009. Over the year, both the number and share of economically inactive residents who gave schooling/taking courses and retirement as their main reason for economic inactivity rose, reflecting the fall in youth labour force participation rate and the ageing of the population respectively.

Table 11: Economically Inactive Residents by Main Reason for Economic Inactivity, 2008 and 2009 (As at June)

MAIN REASON FOR ECONOMIC INACTIVITY	2008		2009	
	Number	Share (%)	Number	Share (%)
TOTAL	1,010,500	100.0	1,049,100	100.0
Family Responsibilities*	358,900	35.5	363,100	34.6
Schooling/Taking Courses	294,400	29.1	312,500	29.8
Poor Health/Disabled/Too Old	176,800	17.5	169,900	16.2
Retired	136,100	13.5	154,400	14.7
Taking a Break	14,100	1.4	14,800	1.4
Awaiting NS Call-Up/Examination Results	12,400	1.2	11,500	1.1
Discouraged	7,500	0.7	11,100	1.1
Others	10,300	1.0	11,800	1.1

Notes: (1) * – Includes housework, childcare and care of elderly or sick relatives.
(2) Data may not add up to the total due to rounding.
(3) Shaded rows indicate main reasons where the share of economic inactivity has risen.

4.3 Even though women formed the bulk of residents outside the labour force, there were nevertheless 32,800 economically inactive men in the prime-working age of 25 to 54 and another 42,400 aged 55 to 64 in June 2009. Many of the older men outside the labour force gave retirement (61%), followed by poor health, disability or old age (29%) as their main reason for economic inactivity. The reasons indicated by prime-working age men were more varied, led by poor health/disability⁶ (35%), schooling/taking courses (21%) and taking a break (14%).

⁶ Includes a small number who were economically inactive mainly due to old age.

4.4 In contrast, the majority of economically inactive females aged 25 to 54 (88%) and 55 to 64 (69%) were outside the labour force mainly because of family responsibilities. Retirement (15%) and poor health, disability or old age (13%) were among the other reasons for economic inactivity cited by older women aged 55 to 64.

Table 12: Main Reason for Economic Inactivity by Selected Age Groups and Gender, June 2009

(A) Aged 25 to 54

	Total	Males	Females
Number of Economically Inactive Residents	275,200	32,800	242,400
Main Reason for Economic Inactivity (%)	100.0	100.0	100.0
Family Responsibilities	77.7	5.5	87.5
<i>Housework</i>	52.9	0.8	60.0
<i>Childcare</i>	22.6	1.3	25.5
<i>Care of Elderly or Sick Relatives</i>	2.2	3.4	2.0
Poor Health/Disabled*	8.5	34.6	5.0
Schooling/Taking Courses	4.3	20.5	2.2
Taking a Break	3.5	14.3	2.1
Discouraged	1.9	9.5	0.9
Retired	1.6	7.4	0.8
Others	2.4	8.3	1.6

(B) Aged 55 to 64

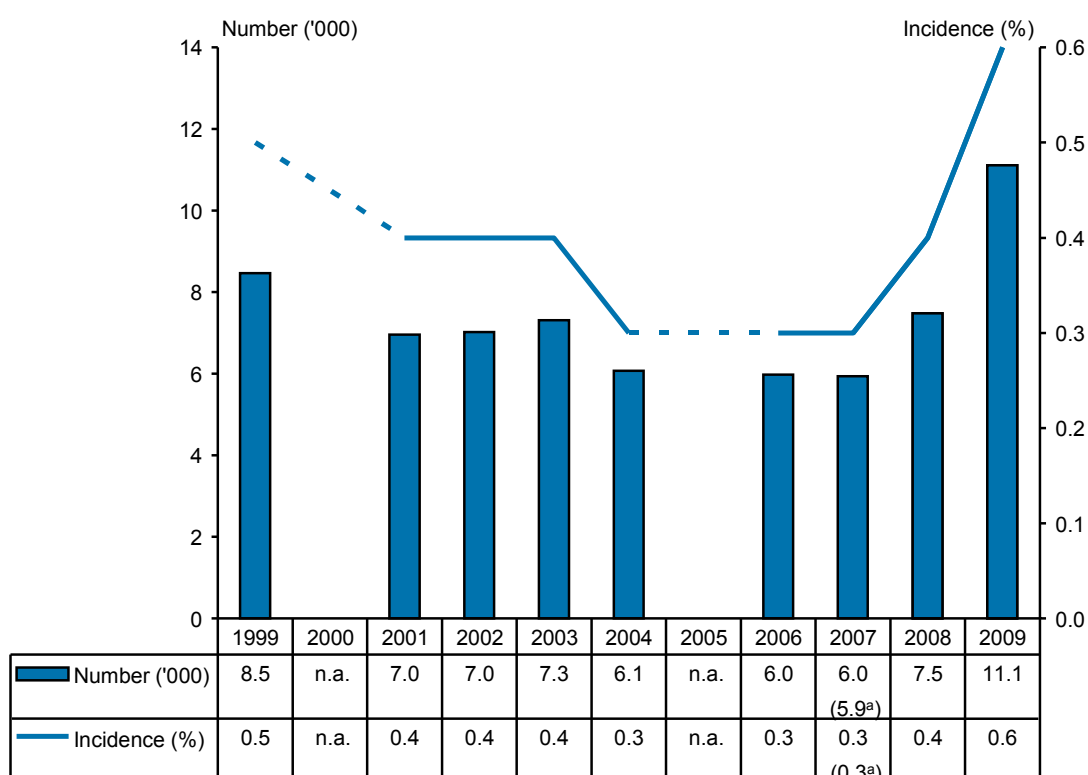
	Total	Males	Females
Number of Economically Inactive Residents	163,700	42,400	121,300
Main Reason for Economic Inactivity (%)	100.0	100.0	100.0
Family Responsibilities	51.8	2.1	69.2
<i>Housework</i>	45.5	0.3	61.3
<i>Childcare</i>	4.1	0.3	5.4
<i>Care of Elderly or Sick Relatives</i>	2.3	1.6	2.5
Retired	26.7	61.0	14.7
Poor Health/Disabled/Too Old	16.9	28.7	12.7
Discouraged	2.3	4.2	1.6
Others	2.3	4.0	1.8

Notes: (1) * – Includes a small number who were economically inactive mainly due to old age.
(2) Data may not add up to the total due to rounding.

Discouraged Workers

4.5 In June 2009, there were 11,100 residents outside the labour force who were not looking for work because they believed their job search would be in vain. Commonly known as discouraged workers,⁷ they formed 0.6% of the resident labour force inclusive of discouraged workers, up from 7,500 or 0.4% a year ago. Older and less educated residents were the most likely to be discouraged.

Chart 33: Resident Discouraged Workers, 1999 to 2009 (As at June)



- Notes:
- (1) Discouraged workers are persons outside of the labour force who were not looking for a job because they believed their job search would be in vain. 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 the proportion of discouraged workers in the resident labour force (inclusive of discouraged workers).
 - (3) June Labour Force Surveys were not conducted in 2000 and 2005 due to the conduct of the Census of Population 2000 and General Household Survey 2005 by the Department of Statistics, Ministry of Trade and Industry.
 - (4) ^a – Adjusted figures for 2007. See note 1 for Table 1.

⁷ 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.

Table 13: Profile of Resident Discouraged Workers, June 2009

CHARACTERISTICS	Number	Share (%)	Incidence (%)
TOTAL	11,100	100.0	0.6
GENDER			
Males	6,000	54.3	0.5
Females	5,100	45.7	0.6
AGE GROUP (YEARS)			
Below 30	1,200	10.8	0.3
30 – 39	900	8.1	0.2
40 – 49	1,800	16.1	0.3
50 & Over	7,200	65.0	1.3
EDUCATIONAL ATTAINMENT			
Below Secondary	7,200	64.6	1.5
Secondary	2,300	20.9	0.5
Upper Secondary	800	7.3	0.3
Polytechnic Diploma	200	2.1	0.1
Degree	600	5.1	0.1

- Notes: (1) Discouraged workers are persons outside of the labour force who were not looking for a job because they believed their job search would be in vain. 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 the proportion of discouraged workers in the resident labour force (inclusive of discouraged workers).

Potential Entrants

4.6 The number and share of economically inactive residents who intend to look for a job within the next two years rose from 149,300 or 15% in 2008 to 162,400 or 16% in 2009. Slightly over two in three (68% or 109,900) of the potential entrants were females, reflecting their higher share among the economically inactive. Around seven in ten (71%) of the potential entrants had worked before.

Table 14: Profile of Resident Potential Entrants into the Labour Force, June 2009

CHARACTERISTICS	Total		Males		Females	
	Number	Share (%)	Number	Share (%)	Number	Share (%)
TOTAL	162,400	100.0	52,500	100.0	109,900	100.0
AGE GROUP (YEARS)						
15 – 24	63,100	38.9	24,700	47.1	38,400	34.9
25 – 29	12,600	7.8	5,100	9.8	7,500	6.8
30 – 39	23,900	14.7	3,200	6.2	20,700	18.8
40 – 49	25,800	15.9	4,000	7.6	21,800	19.8
50 – 59	22,400	13.8	6,900	13.1	15,500	14.1
60 & Over	14,600	9.0	8,500	16.2	6,100	5.5
EDUCATIONAL ATTAINMENT						
Primary & Below	21,300	13.1	7,200	13.7	14,100	12.8
Lower Secondary	25,600	15.7	10,300	19.7	15,200	13.9
Secondary	51,600	31.8	15,200	28.9	36,400	33.1
Upper Secondary	24,200	14.9	8,300	15.8	15,900	14.5
Polytechnic Diploma	14,500	8.9	6,000	11.5	8,500	7.7
Degree	25,300	15.6	5,500	10.4	19,800	18.0
WORK EXPERIENCE						
With Work Experience	115,900	71.3	35,800	68.1	80,100	72.9
Without Work Experience	46,600	28.7	16,700	31.9	29,800	27.1
PREFERENCE FOR FULL-TIME/ PART-TIME EMPLOYMENT						
Full-Time	89,400	55.1	31,800	60.5	57,700	52.5
Part-Time	73,000	44.9	20,700	39.5	52,200	47.5

- Notes: (1) Potential entrants refer to economically inactive persons who intend to look for a job within the next two years.
(2) Data may not add up to the total due to rounding.

4.7 A slight majority (55% or 89,400) of the potential entrants preferred to work full-time, while the remaining (45% or 73,000) preferred part-time employment. Unlike potential entrants in the younger age groups who mostly preferred to work full-time, the majority of mature female potential entrants aged 40 & over and older males aged 60 & over indicated their preference for part-time employment.

Table 15: Proportion of Resident Potential Entrants Who Preferred to Work Part-Time by Age Group and Gender, June 2009

AGE GROUP (YEARS)	Per Cent		
	Total	Males	Females
TOTAL	44.9	39.5	47.5
15 – 24	39.6	44.1	36.7
25 – 29	16.1	7.7	21.9
30 – 39	34.7	10.9	38.4
40 – 49	52.2	12.8	59.5
50 – 59	62.5	42.7	71.3
60 & Over	70.0	66.1	75.4

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

5 CONCLUDING REMARKS

5.1 The global recession led to a decline in the proportion of residents employed in Singapore in 2009, but older residents maintained their employment rate at the record high reached in 2008. Among those in employment, the median income stabilised after rising significantly over the preceding two years. As employers seek greater flexibility to manage manpower, term contract employment continued to increase, driven by those on short term contracts.