

Singapore Workforce, 2008



**MINISTRY OF
MANPOWER**

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HIGHLIGHTS

- There were 1,928,300 residents in the labour force in June 2008, comprising 1,093,200 males and 835,100 females. The resident labour force grew by 2.7%¹ from 2007 to 2008 (June periods), up from 2.0% in the preceding year. This was driven by both growth in resident population and female labour force participation rate.
- Despite the more challenging economic outlook, the employment rate for the resident population aged 25 to 64 rose to a new high of 77.0% in 2008 from 76.5% in 2007. The improvement mainly resulted from more females who were previously outside the labour force becoming employed. Amid continuing efforts to enhance the employability of older persons, the employment rate for residents aged 55 to 64 increased by another 1.0%-point over the year to 57.2% in 2008.
- Most of the new jobs taken up by residents were in Professional, Managerial, Executive & Technician (PMET) positions. In the last two years, there were continued employment gains for residents in PMET occupations across all major sectors, but more so in services. Conversely, the number of residents employed in non-PMET occupations fell over the past two years. There were fewer residents employed in non-PMET jobs in manufacturing and services, but more in construction. This partly reflects the improvement in educational profile of the resident labour force. Consequently, PMETs now formed 51% of the resident workforce, up from 41% a decade ago. Correspondingly, the share of production & related workers declined from 30% to 24% and clerical, sales & service workers from 29% to 25%.
- The median monthly income for full-time employed residents rose over the year by 11% to \$2,590 in 2008, up from the gain of 7.7% in 2007. After adjusting for higher inflation, the increase in median income was 4.6%^p compared with 5.5% in 2007. The income growth in 2008 partly reflects the spillover effect from the strong economic performance last year and the higher proportion of PMETs, whose income is typically higher, among employed residents in 2008.
- Reflecting more cautious hiring sentiments amid the economic slowdown, the resident unemployment rate rose from a decade low of 2.4% in December 2007 to 3.1% in June 2008. Since then, the seasonally adjusted resident unemployment rate rose further to 3.3%^p in September 2008 amid the economic contraction and continued weakening in economic outlook.

¹ To facilitate comparison with 2008, 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.

^p preliminary

SINGAPORE WORKFORCE, 2008

1 INTRODUCTION

1.1 This paper presents key findings from the comprehensive Labour Force Survey conducted in mid 2008. Specifically, it profiles the demographic and economic characteristics of Singapore's resident workforce and the changes over time. More comprehensive data will be published in the *Report on Labour Force in Singapore, 2008* on 30 January 2009. A description of the survey methodology, coverage, concepts and definitions is at [Annex A](#).

2 LABOUR FORCE

Faster growth in resident labour force, driven by growth in resident population and higher female labour force participation

2.1 There were 1,928,300 residents in the labour force in June 2008, comprising 1,093,200 males and 835,100 females. The resident labour force grew by 2.7%¹ from 2007 to 2008 (June periods), up from 2.0% in the preceding year ([Table 1](#)). This was driven by both the growth in resident population of 2.3%² in 2008 and female labour force participation rate. In June 2008, 55.6% of the female resident population aged 15 & over were economically active (i.e. employed or unemployed), up from 54.2%^a a year ago and 49.4% in 1998. In contrast, the rate for males dipped slightly to 76.1% in June 2008 from 76.3%^a in June 2007, and was also lower than 77.4% a decade ago. Overall, 65.6% of the resident population aged 15 & over participated in the labour market in June 2008, up from 65.0%^a a year ago and 63.1% in 1998.

¹ To facilitate comparison with 2008, 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. Adjusted data for 2007 are denoted by the symbol ^a. Details are in [Annex A](#).

² Pertain to those aged 15 & over. Source: Singapore Department of Statistics, *Population Trends 2008*.

**Table 1: Resident Labour Force by Gender, 1998, 2004, 2006, 2007 and 2008
(As at June)**

	Number					Change (% p.a.)			
	1998	2004	2006	2007	2008	1998-2004	2004-2006	2006-2007	2007-2008*
TOTAL	1,546,500	1,733,400	1,880,800	1,918,100	1,928,300	1.9	4.2	2.0	2.7
Males	931,700	1,017,600	1,081,200	1,100,100 (1,878,000 ^a)	1,093,200	1.5	3.1	1.7	1.4
Females	614,800	715,800	799,700	818,100 (799,600 ^a)	835,100	2.6	5.7	2.3	4.4

Notes: (a) ^a – Adjusted figures for 2007. See footnote 1.

(b) * – Computed based on adjusted figures for 2007.

2.2 Except for youths aged 15 to 24 whose labour force participation rate has declined over the years as more of them deferred their entry to the labour market to pursue higher education, the participation rate for females in the remaining age groups has generally risen over the years ([Chart 1](#)). This was supported by their improving educational profile, as better educated women were more likely to be economically active than those less educated ([Chart 2](#)). The upward impact of an improving educational profile on the age-specific labour force participation rate of females more than outweighed the dampening effect of ageing³ on the participation rate. This led to an increase in labour force participation of females at the overall level.

2.3 Although high, the age-specific labour force participation rate for prime-working age men was slightly lower than a decade ago, as losses in low-end manufacturing and construction jobs over the years have adversely affected men more than women. In contrast, the rate for older men improved significantly over time, supported by the extension of the retirement age in the 1990s and tripartite efforts to enhance the employability of older persons in recent years ([Chart 1](#)). Nevertheless, their rate remained lower than those younger. Over time, the ageing of the population has a downward impact on labour force participation of males. Unlike in the case of females, the upward impact of an improving educational profile on the male participation rate was not sufficient to outweigh the dampening effect due to ageing, as the link between education and labour force participation rate of males was weaker than for females ([Chart 2](#)). This resulted in the slight fall in the overall male labour force participation rate over time.

³ Ageing has a dampening effect on labour force participation rate as older persons are less likely to be economically active than those younger.

Chart 1: Age-Specific Resident Labour Force Participation Rate, 1991, 1998 and 2008 (As at June)

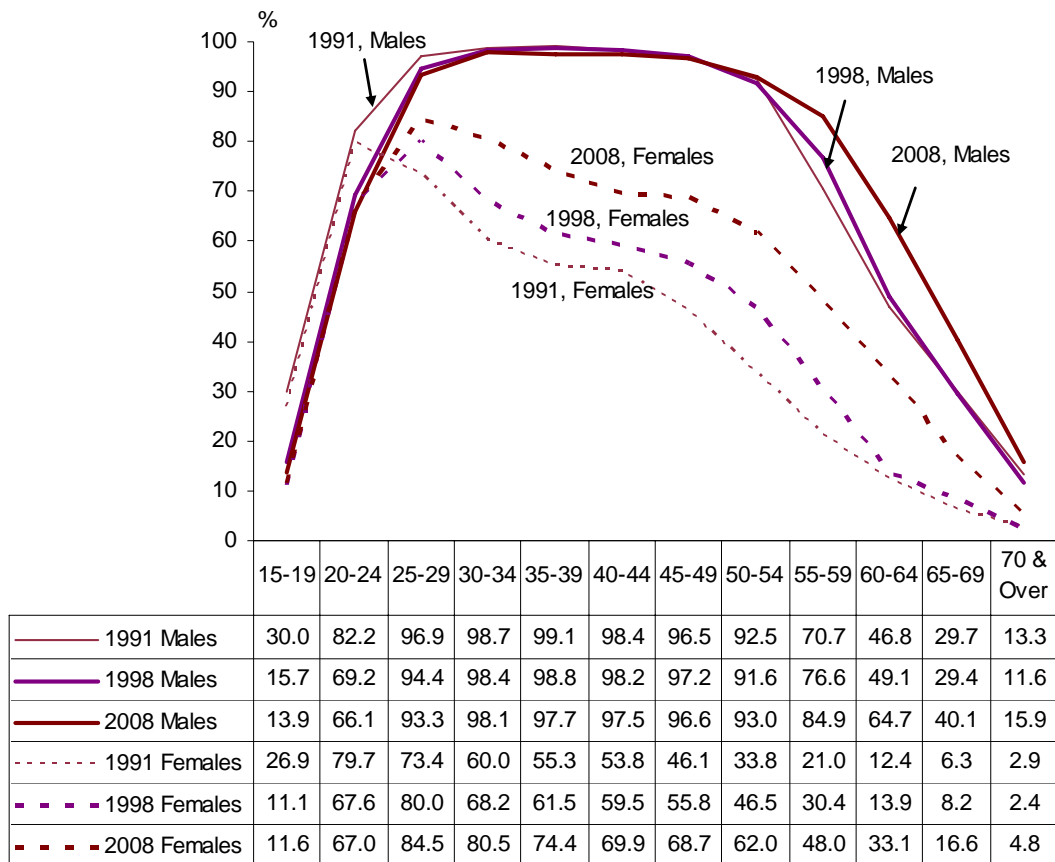
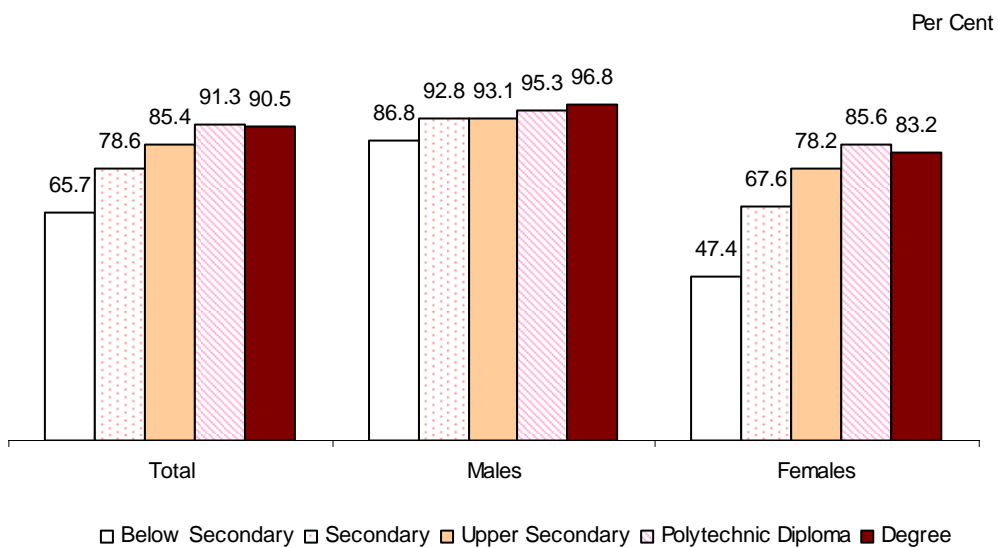


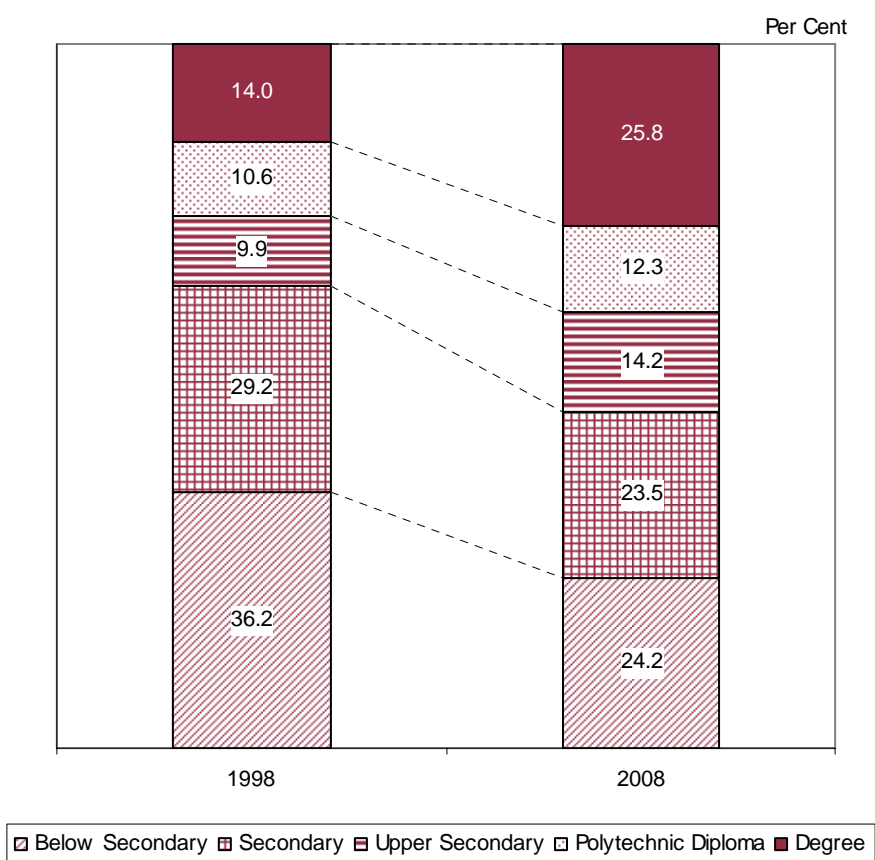
Chart 2: Labour Force Participation Rate of Resident Population Aged 25 to 64 by Educational Attainment and Gender, June 2008



Number of degree holders in the resident labour force exceeded the below secondary group for the first time

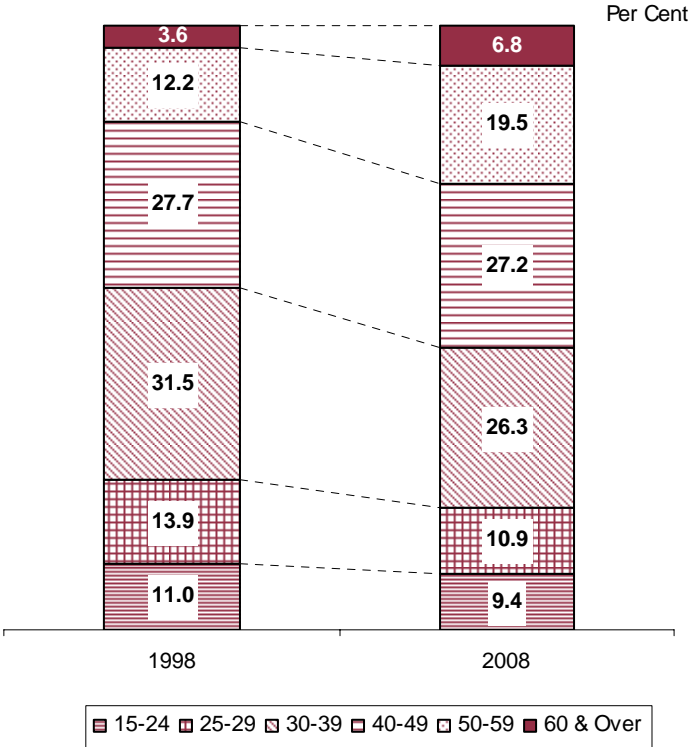
2.4 The educational profile of the labour force continued to improve as better educated younger residents join the labour force and the relatively lower educated older workers retire. Nearly four in ten (38%) residents in the labour force in 2008 were tertiary educated, up from 25% in 1998 (Chart 3). For the first time, there were more degree holders (498,400 or 26%) in the resident labour force than those in the below secondary group (467,000 or 24%).

Chart 3: Educational Attainment of Resident Labour Force, 1998 and 2008 (As at June)



2.5 With the early batch of post-war baby boomers born between 1947 and 1964 crossing the 50-year old mark over the last decade and the increase in labour force participation in the older age groups, the share of older residents in the labour force has increased significantly. In 2008, 26% of economically active residents were aged 50 & over, up from 16% in 1998 (Chart 4). Reflecting its ageing profile, the median age of the resident labour force increased from 37 years in 1998 to 41 years in 2008.

Chart 4: Age Profile of Resident Labour Force, 1998 and 2008 (As at June)

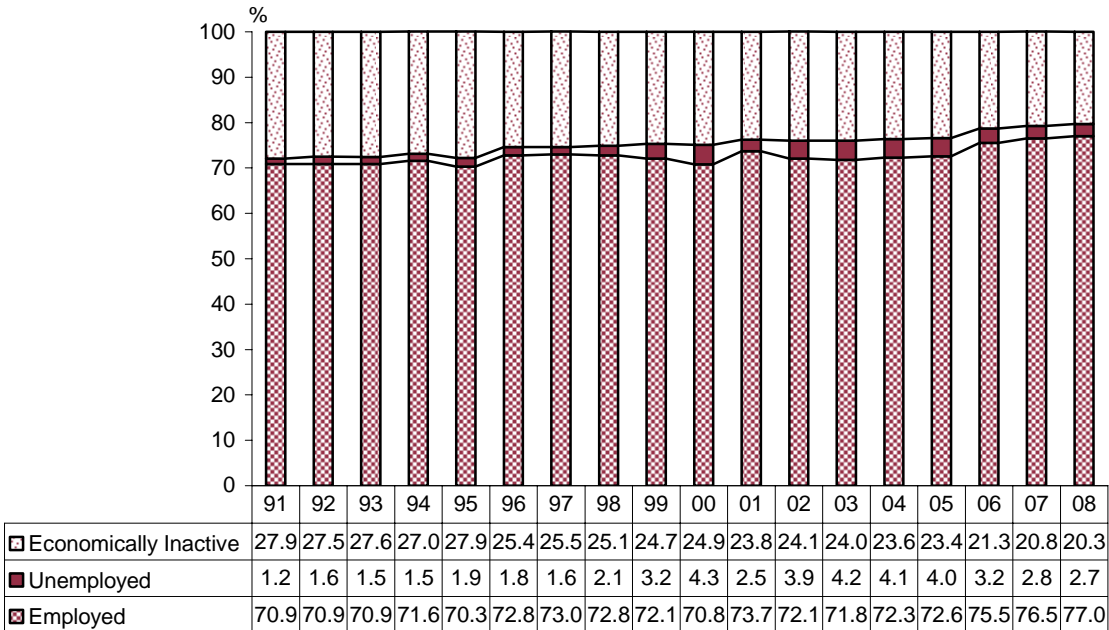


3 EMPLOYMENT

Gains by females bolstered employment rate to new high

3.1 Despite the more challenging economic outlook, the employment rate for the resident population aged 25 to 64 rose to a new high of 77.0% in 2008 from 76.5% in 2007 (June periods) (Chart 5). The improvement mainly resulted from more females who were previously outside the labour force becoming employed.

Chart 5: Distribution of Resident Population Aged 25 to 64 by Economic Activity Status, 1991 to 2008 (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:
- (a) Data from Census and GHS may not be strictly comparable with LFS as there are some differences in the survey period. GHS/Census was conducted from Mar/Apr to Aug/Sep whereas LFS was from May to Jul.
 - (b) 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.
 - (c) Adjusted figures for 2007 (not shown in chart) are the same as the original figures.

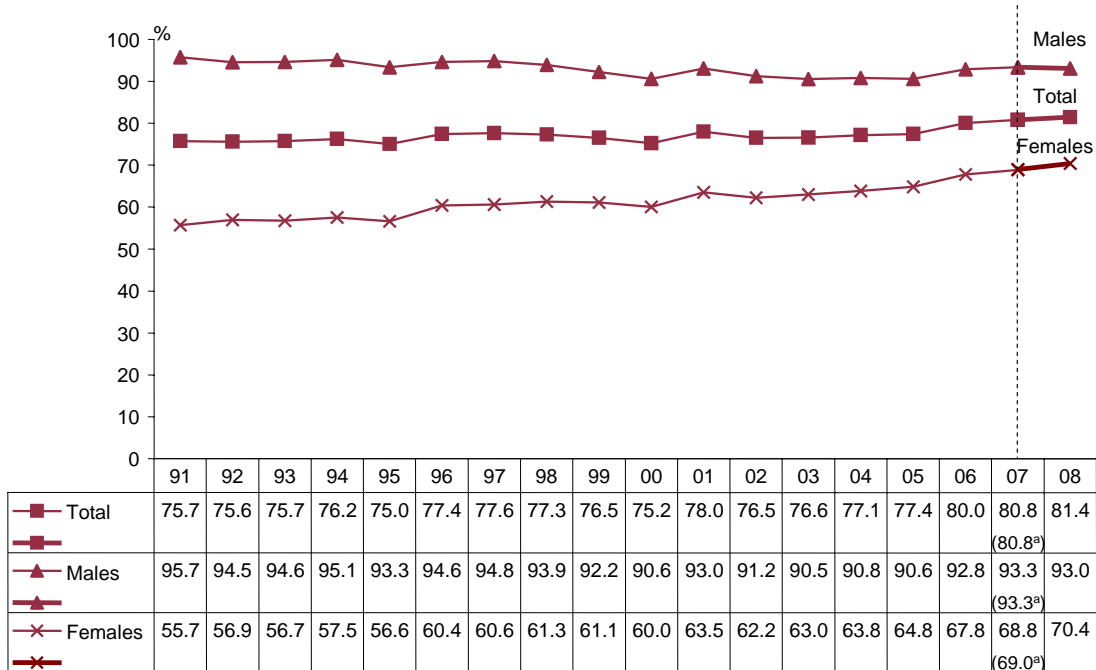
3.2 Continuing the uptrend, the proportion of prime-working age females aged 25 to 54 in employment rose to another new high of 70.4% in 2008. In contrast, after improving in the last two years, the employment rate for prime-working age men dipped from 93.3% to 93.0%, slightly below pre-Asian crisis levels ([Chart 6A](#)). Nevertheless, Singapore’s employment rate for prime-working age men remained high internationally, while that for females still lagged many countries ([Table 2](#)).

3.3 Amid continuing efforts to enhance the employability of older persons, the employment rate for residents aged 55 to 64 increased by another 1.0%-point over the year to 57.2% in 2008. This was largely contributed by gains from older women from 38.6% in 2007 to 40.5% in 2008. While proportionately more men aged 55 to 59 and 60 to 64 were working over the year⁴, the employment rate for males aged 55 to 64 dipped slightly from 74.0% (73.9%^a) to 73.8% ([Chart 6B](#)).

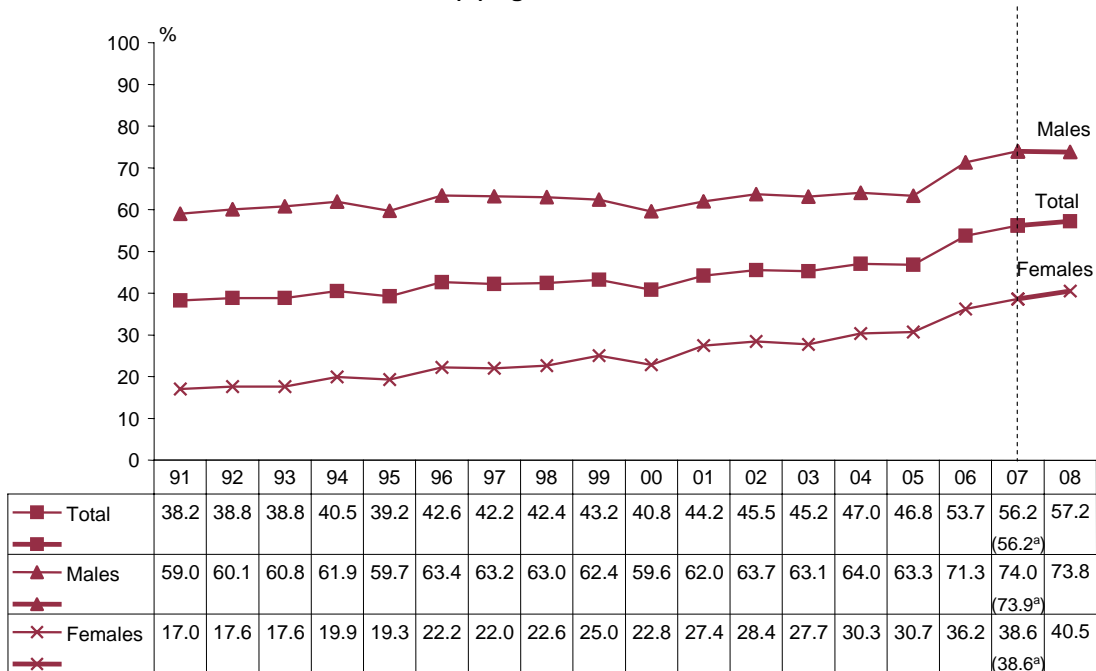
⁴ The proportion of older males aged 55 to 59 and 60 to 64 in employment rose from 80.8% to 81.5% and 62.4% to 62.6% respectively. As the share of those aged 60 to 64 among male residents aged 55 to 64 increased from 37% in 2007 to 41% in 2008 and their employment rate was lower than those aged 55 to 59, this led to a decline in the employment rate of men in the broader age group of 55 to 64.

Chart 6: Resident Employment Rate by Selected Age Groups and Gender, 1991 to 2008 (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: (a) Data from Census and GHS may not be strictly comparable with LFS as there are some differences in the survey period. GHS/Census was conducted from Mar/Apr to Aug/Sep whereas LFS was from May to Jul.

(b) ^a – Adjusted figures for 2007. See footnote 1.

Table 2: Employment Rate of Selected Countries by Gender and Age Group, 2007

Per Cent

	Singapore			Hong Kong	Japan	South Korea	Taiwan	United Kingdom	United States	France	Germany	Netherlands	Sweden
	2007	2007 ^a	2008										
MALES													
25-64	89.9	89.8	89.4	85.9	89.8	85.3	83.2	83.2	83.5	77.6	80.7	83.0	85.0
25-54	93.3	93.3	93.0	91.2	92.8	87.3	87.7	88.3	87.5	88.3	86.4	89.6	89.0
55-64	74.0	73.9	73.8	62.6	81.5	74.7	58.8	66.1	67.4	40.5	59.4	60.4	73.1
FEMALES													
25-64	63.6	63.7	65.1	62.9	62.9	58.3	59.5	68.8	69.2	67.1	67.3	68.9	78.9
25-54	68.8	69.0	70.4	69.1	67.4	60.5	65.8	74.7	72.5	76.1	74.0	77.4	83.0
55-64	38.6	38.6	40.5	28.7	51.2	46.9	26.3	49.0	56.6	36.2	43.4	39.6	67.2
TOTAL													
25-64	76.5	76.5	77.0	73.5	76.4	71.9	71.3	75.9	76.2	72.3	74.0	76.0	82.0
25-54	80.8	80.8	81.4	79.1	80.2	74.0	76.7	81.3	79.9	82.1	80.3	83.6	86.1
55-64	56.2	56.2	57.2	45.9	66.1	60.6	42.2	57.4	61.8	38.3	51.3	50.1	70.1

Sources: Labour Force Survey, MOM

Hong Kong General Household Survey

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

Current Population Survey, US Bureau of Labour Statistics

OECD Statistics Database

Notes: (a) Data for Singapore pertain to the resident population.

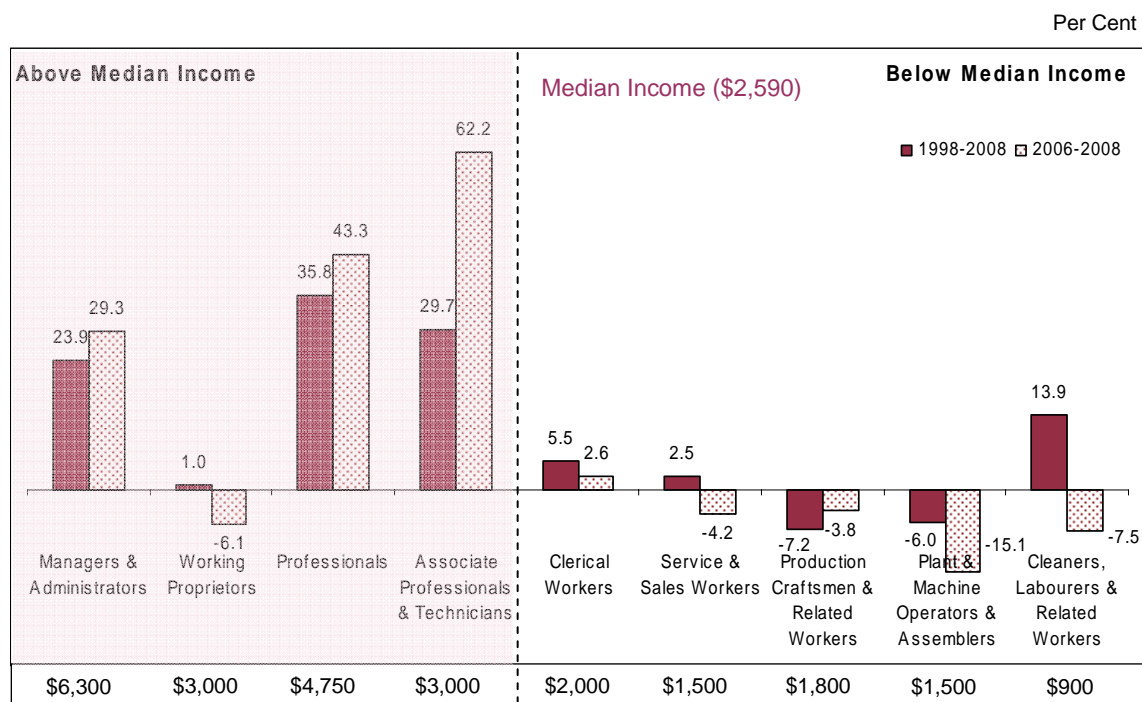
(b) Shaded cells indicate the countries whose employment rate was higher than Singapore's rate for 2007.

(c) ^a – Adjusted figures for 2007. See footnote 1.

Majority of jobs created for residents are higher value added

3.4 Most of the new jobs taken up by residents were in Professional, Managerial, Executive & Technician (PMET) positions. In the last two years, there were continued employment gains for residents in PMET occupations across all major sectors, but more so in services. Conversely, the number of residents employed in non-PMET occupations fell over the past two years. There were fewer residents employed in non-PMET jobs in manufacturing and services, but more in construction ([Chart 7](#) and [Table 3](#)). This partly reflects the improvement in educational profile of the resident labour force. Consequently, PMETs now formed 51% of the resident workforce, up from 41% a decade ago. Correspondingly, the share of production & related workers declined from 30% to 24% and clerical, sales & service workers from 29% to 25% ([Chart 8](#)).

Chart 7: Share of Resident Employment Change by Occupation, 1998 to 2008 and 2006 to 2008 (As at June)



- Notes:
- (a) Data exclude full-time National Servicemen.
 - (b) Change from 1998 (2006) to 2008 are computed by summing the employment change from (i) 1998 (2006) to 2007 (based on 2007 original figures) and (ii) 2007 to 2008 (based on 2007 adjusted figures).
 - (c) The occupation data across the various years may not be strictly comparable due to revisions in the occupational classification.
 - (d) Income figures in the chart refer to the median gross monthly income of full-time employed residents (excluding full-time National Servicemen) for the respective occupational groups in June 2008.

Table 3: Share of Resident Employment Change by Occupation and Industry

(A) 2006 to 2008 (As at June)

Per Cent

	Total	Manufacturing	Construction	Services	Others [^]
Total	100.0	19.8	13.6	66.0	0.6
Professionals, Managers, Executives & Technicians	128.6	29.1	10.6	87.3	1.5
Clerical, Sales & Service Workers	-1.6	5.2	0.8	-7.2	-0.4
Production & Transport Operators, Cleaners & Labourers*	-27.0	-14.5	2.2	-14.2	-0.5

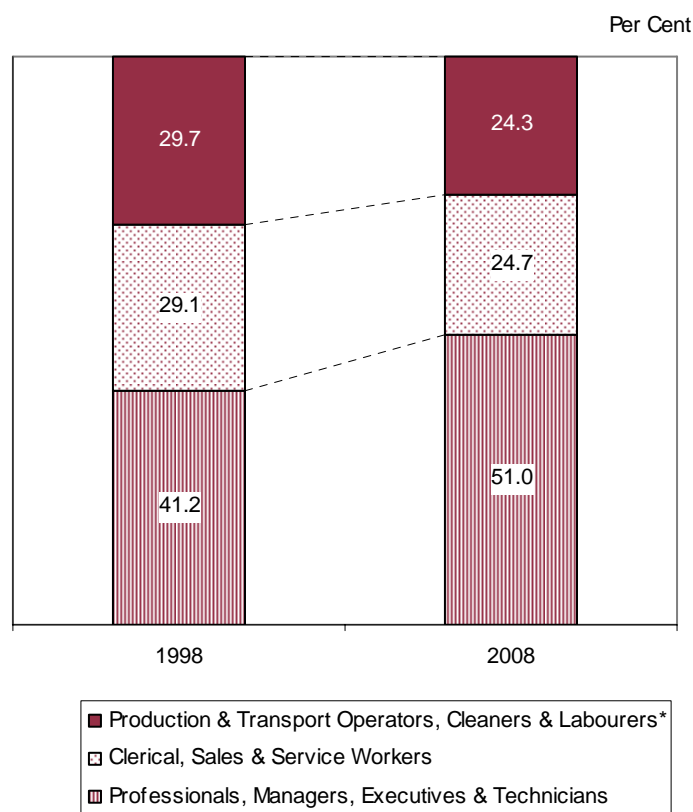
(B) 1998 to 2008 (As at June)

Per Cent

	Total	Manufacturing	Construction	Services	Others [^]
Total	100.0	-2.3	-0.8	100.5	2.7
Professionals, Managers, Executives & Technicians	90.4	13.1	2.6	72.8	1.9
Clerical, Sales & Service Workers	7.9	-1.2	0.3	8.5	0.4
Production & Transport Operators, Cleaners & Labourers*	1.7	-14.2	-3.7	19.2	0.3

- Notes: (a) Data exclude full-time National Servicemen.
 (b) * – Including Agricultural & Fishery Workers and Workers Not Classifiable by Occupation.
 (c) ^ – Includes Agriculture, Fishing, Quarrying & Utilities.
 (d) Change from 1998 (2006) to 2008 are computed by summing the employment change from (i) 1998 (2006) to 2007 (based on 2007 original figures) and (ii) 2007 to 2008 (based on 2007 adjusted figures).
 (e) The industry and occupation data across the various years may not be strictly comparable due to revisions in the industrial and occupational classifications.

Chart 8: Occupational Distribution of Employed Residents, 1998 and 2008 (As at June)

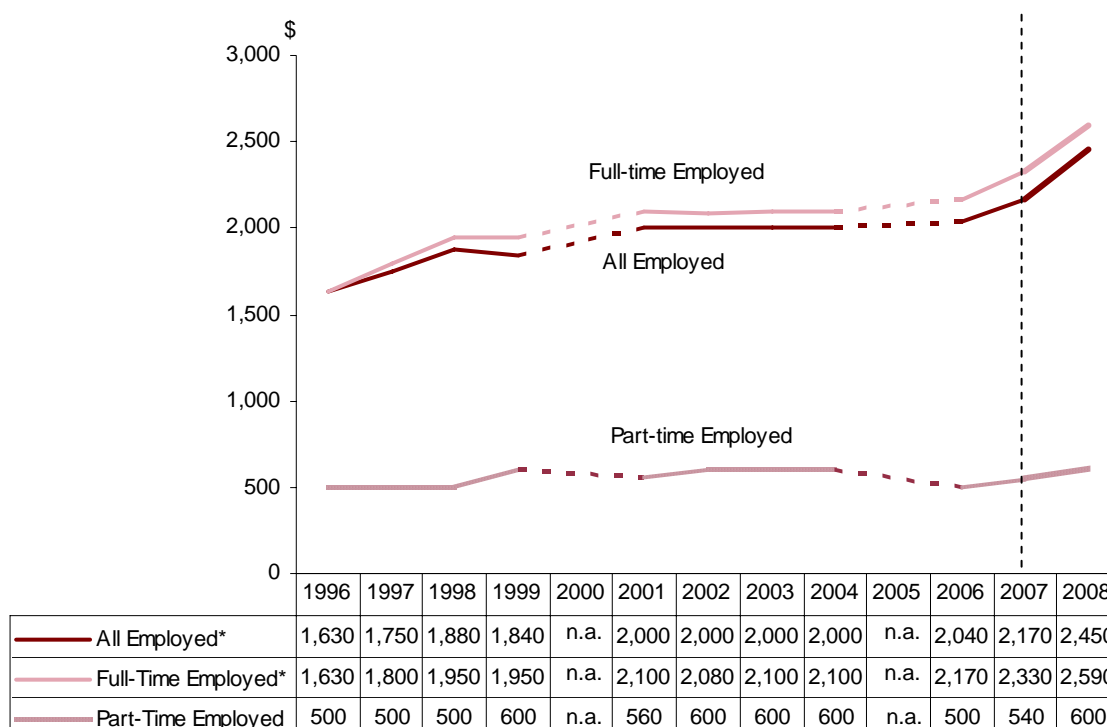


Note: * – Including Agricultural & Fishery Workers and Workers Not Classifiable by Occupation.

Real income growth moderated amid higher inflation

3.5 The median monthly income for full-time employed residents rose over the year by 11% to \$2,590 in 2008, up from the gain of 7.7% in 2007. After adjusting for higher inflation, the increase in median income was 4.6%^p compared with 5.5% in 2007. Part-timers also posted higher nominal median income of \$600 compared to \$540 a year ago. Overall, the nominal median income for all employed residents increased from \$2,170 in 2007 to \$2,450 in 2008 (Chart 9). The income growth in 2008 partly reflects the spillover effect from the strong economic performance last year and the higher proportion of PMETs, whose income is typically higher, among employed residents in 2008.

Chart 9: Median Gross Monthly Income of Employed Residents, 1996 to 2008 (As at June)



Notes: (a) * – Data exclude full-time National Servicemen.
 (b) Adjusted figures for 2007 (not shown in chart) are the same as the original figures.
 (c) 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.

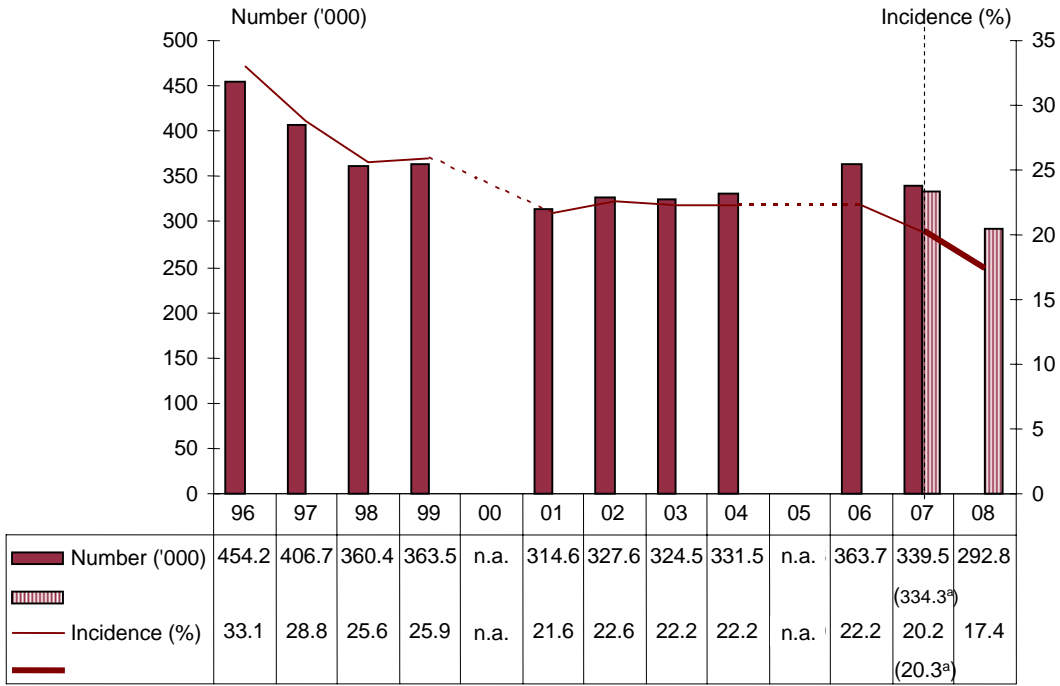
Fewer residents in low-wage employment

3.6 With the rise in income, the number of full-time employed low-wage workers with monthly income at or below \$1,200 declined for the second consecutive year from 334,300^a in 2007 to 292,800 in 2008. At 17%, the incidence of low-wage workers among full-

^p preliminary

time employed residents in 2008 fell below the 20% mark for the first time since the data series started in 1996 (Chart 10).

Chart 10: Full-Time Employed Residents with Gross Monthly Income of \$1,200 and Below, 1996 to 2008 (As at June)



- Notes:
- (a) Data exclude full-time National Servicemen.
 - (b) ^a – Adjusted figures for 2007. See footnote 1.
 - (c) 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.

Term contract and part-time employment continued to rise

3.7 Continuing the increase observed last year, the pool of resident employees on term contracts⁵ rose over the year by 4.9% to 189,100 in 2008. They formed 12.4% of all resident employees, up from 12.2%^a in 2007. The growth was led by the increase in resident employees on longer contracts of more than 2 years from 30,100^a to 35,400. In contrast, the number and share of resident employees on short-term contracts of less than 3 months (including those on casual/on-call employment) dipped from 74,300^a or 5.0%^a to 72,200 or 4.7% (Table 4).

⁵ 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.

Table 4: Resident Employees by Type of Employment, 2007 and 2008 (As at June)

TYPE OF EMPLOYMENT	2007 ^a		2008		Change (2007-2008) (%)
	Number	Share (%)	Number	Share (%)	
TOTAL	1,482,100	100.0	1,528,600	100.0	3.1
Permanent	1,301,900	87.8	1,339,500	87.6	2.9
Term Contract	180,200	12.2	189,100	12.4	4.9
Less than 1 year (including casual/on-call employment)	96,300	6.5	96,500	6.3	0.2
<i>Less than 3 months (including casual/on-call employment)</i>	74,300	5.0	72,200	4.7	-2.9
<i>3 months to less than 6 months</i>	11,700	0.8	13,200	0.9	12.6
<i>6 months to less than 1 year</i>	10,300	0.7	11,100	0.7	8.6
1 year or more	83,900	5.7	92,600	6.1	10.3
1 year	30,800	2.1	32,600	2.1	5.9
More than 1 year to 2 years	23,000	1.6	24,600	1.6	6.8
More than 2 years	30,100	2.0	35,400	2.3	17.6

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

(b) ^a – Adjusted figures for 2007. See footnote 1.

(c) 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.

3.8 Greater labour market flexibility was also reflected in an increase in part-timers⁶ in the workforce from 113,000^a or 6.3%^a of employed residents in 2007 to 126,800 or 6.8% in 2008. Even though the part-time share of employment more than doubled from 3.2% in 1998, full-timers still formed the large majority (93%) of employed residents in 2008.

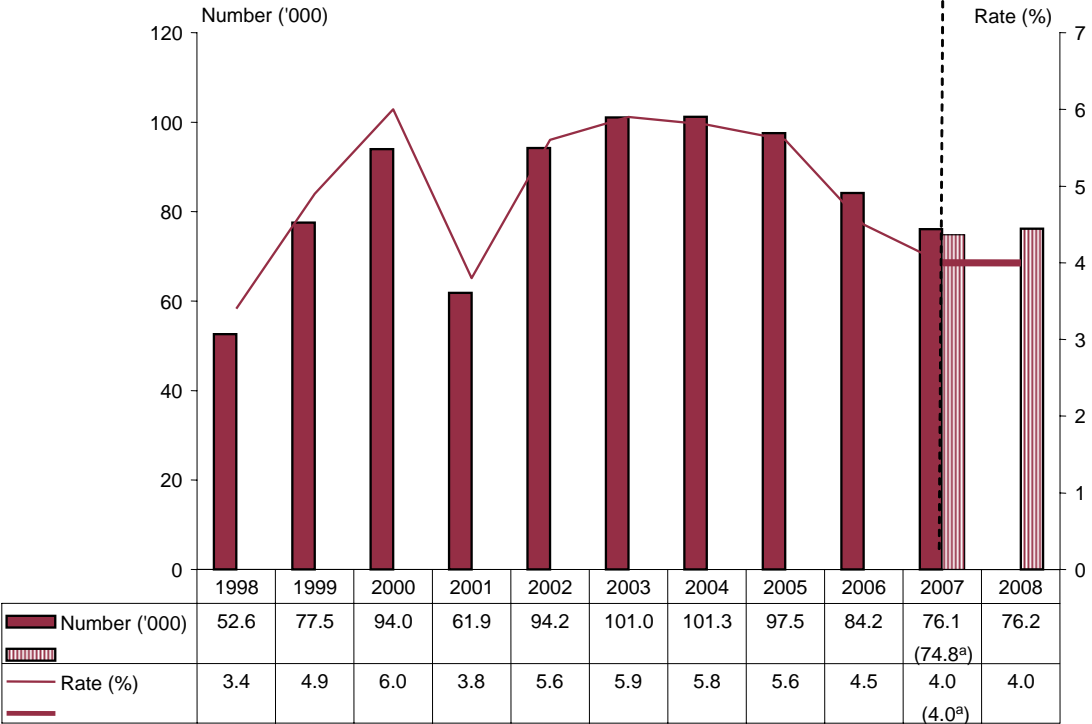
4 UNEMPLOYMENT

Unemployment rose amid weakening economy

4.1 Reflecting more cautious hiring sentiments amid the economic slowdown, the resident unemployment rate rose from a decade low of 2.4% in December 2007 to 3.1% in June 2008 (seasonally adjusted). Both the seasonally adjusted and unadjusted unemployment rates in June 2008 were at the same levels as a year ago (Chart 11). Since then, the seasonally adjusted resident unemployment rate rose further to 3.3%^p in September 2008 amid the economic contraction and continued weakening in economic outlook.

⁶ Part-timers refer to those whose normal hours of work is less than 30 hours a week.

Chart 11: Unemployed Residents and Resident Unemployment Rate, 1998 to 2008 (As at June) (Non-Seasonally Adjusted)



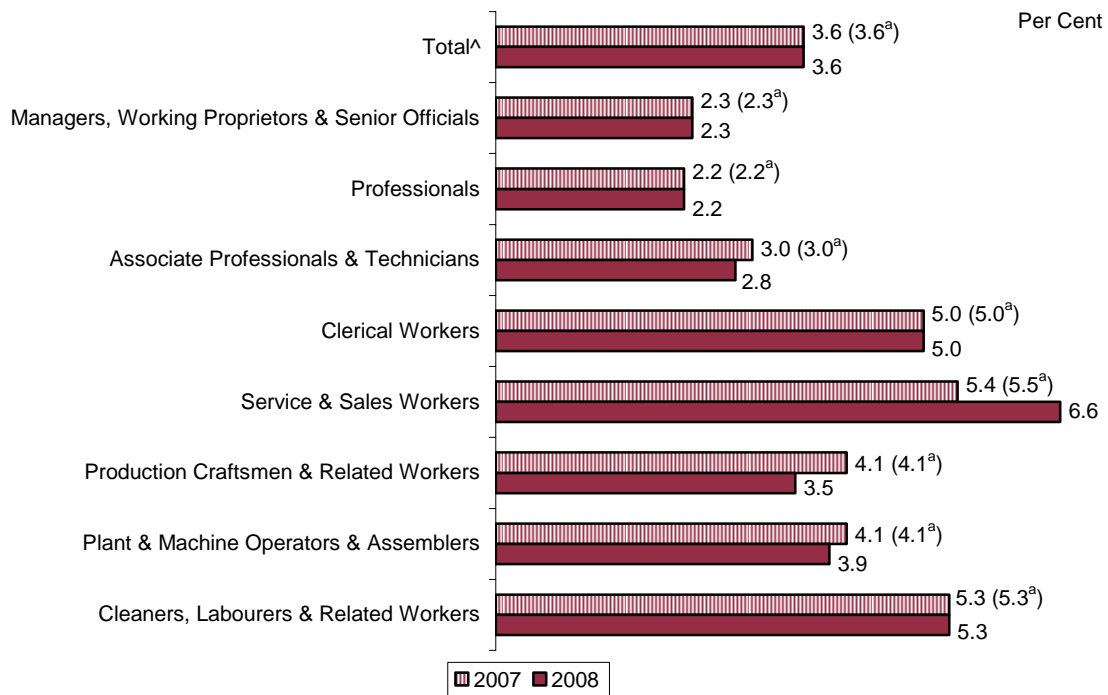
Source: Labour Force Survey (LFS), except data for 2000 and 2005 which are from the Census of Population 2000 and General Household Survey (GHS) 2005.

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

Lower-skilled workers more susceptible to unemployment

4.2 Lower-skilled workers were more susceptible to unemployment. Specifically, service & sales workers (6.6%), cleaners, labourers & related workers (5.3%) and clerical workers (5.0%) had unemployment rates that were significantly above the norm (3.6%), with service & sales workers experiencing a notable rise from a year ago (5.4%) (Chart 12).

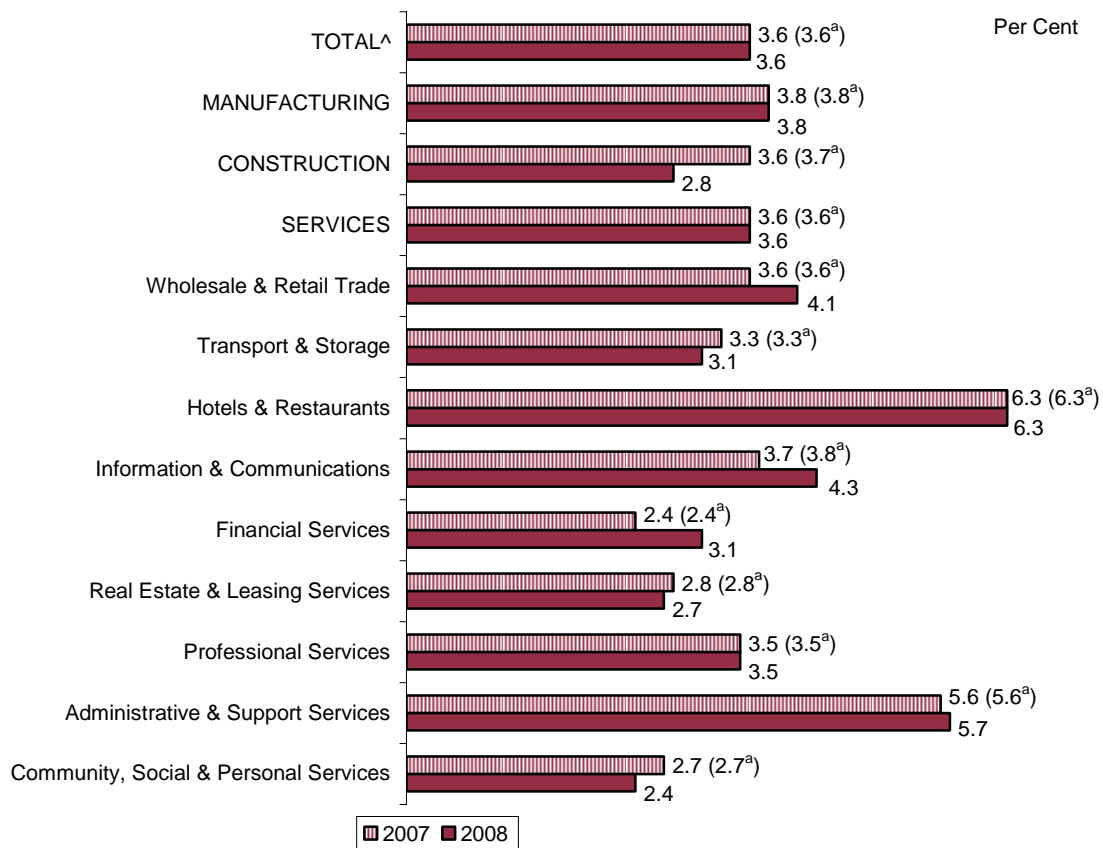
**Chart 12: Resident Unemployment Rate by Occupation*, 2007 and 2008 (As at June)
(Non-Seasonally Adjusted)**



- Notes: (a) * – For those with previous working experience only.
 (b) ^ – Includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation which are not separately reflected.
 (c) ^a – Adjusted figures for 2007. See footnote 1.

4.3 The unemployment rate for those previously employed in hotels & restaurants (6.3%), administrative & support services (5.7%), information & communications (4.3%) and wholesale & retail trade (4.1%) were notably higher than those in other industries such as community, social & personal services (2.4%), real estate & leasing services (2.7%) and construction (2.8%) (Chart 13).

**Chart 13: Resident Unemployment Rate by Industry*, 2007 and 2008 (As at June)
(Non-Seasonally Adjusted)**



- Notes: (a) * – For those with previous working experience only.
 (b) ^ – Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management which are not separately reflected.
 (c) ^a – Adjusted figures for 2007. See footnote 1.

5 ECONOMICALLY INACTIVE RESIDENTS

More potential entrants among residents outside the labour force

5.1 Slightly over one in three (34.4% or 1,010,500) residents aged 15 & over in June 2008 were neither working nor seeking employment, i.e. they were economically inactive. More than half of the economically inactive residents were at the two extreme ends of the age spectrum (aged 15 to 24 and 60 & over), especially among males. Reflecting this, about seven in ten economically inactive males outside the labour force gave full-time studies (43%) or retirement (27%) as their main reason for inactivity. The majority or 53% of the economically inactive women were not in the labour force mainly because of family responsibilities (housework, childcare or care of elderly or sick relatives) ([Table 5](#)).

Table 5: Profile of Economically Inactive Residents, June 2008

CHARACTERISTICS	Total		Males		Females	
	Number	Share (%)	Number	Share (%)	Number	Share (%)
TOTAL	1,010,500	100.0	344,000	100.0	666,500	100.0
AGE GROUP (YEARS)						
15 – 24	306,600	30.3	158,100	46.0	148,400	22.3
25 – 29	26,700	2.6	7,500	2.2	19,100	2.9
30 – 39	75,600	7.5	5,700	1.7	69,900	10.5
40 – 49	106,600	10.5	9,300	2.7	97,300	14.6
50 – 59	141,300	14.0	27,500	8.0	113,800	17.1
60 & Over	353,700	35.0	135,800	39.5	218,000	32.7
HIGHEST QUALIFICATION ATTAINED						
Primary & Below	353,900	35.0	95,500	27.7	258,500	38.8
Lower Secondary	195,300	19.3	80,000	23.3	115,300	17.3
Secondary	261,500	25.9	95,200	27.7	166,200	24.9
Upper Secondary	97,900	9.7	38,200	11.1	59,700	9.0
Polytechnic Diploma	40,400	4.0	19,800	5.8	20,700	3.1
Degree	61,500	6.1	15,400	4.5	46,100	6.9
MAIN REASON FOR ECONOMIC INACTIVITY						
Family Responsibilities*	358,900	35.5	4,700	1.4	354,200	53.1
Full-Time Studies	290,300	28.7	148,700	43.2	141,600	21.2
Poor Health/Disabled/Too Old	176,800	17.5	68,700	20.0	108,100	16.2
Retired	136,100	13.5	93,900	27.3	42,200	6.3
Taking a Break	14,100	1.4	7,200	2.1	6,900	1.0
Awaiting NS Call-Up/Examination Results	12,400	1.2	11,400	3.3	1,000	0.1
Others	22,000	2.2	9,500	2.8	12,400	1.9

Note: * – Includes housework, childcare and care of elderly or sick relatives.

5.2 Some 7,500 economically inactive residents in June 2008 were not looking for work because they believed their job search would be in vain (commonly known as discouraged workers⁷), forming 0.4% of the resident labour force inclusive of discouraged workers. This was an increase from 5,900^a or 0.3%^a a year ago. The proportion of discouraged workers in the labour force inclusive of discouraged workers was higher among the older and less educated (Table 6).

⁷ Discouraged workers are persons outside of the labour force who are currently not looking for a job because they believe their job search would be in vain. Reasons cited for being discouraged include: (1) Believes no suitable work available; (2) Employers' discrimination (e.g. prefer younger workers) and (3) Lacks necessary qualification, training, skills or experience.

Table 6: Profile of Resident Discouraged Workers, June 2008

CHARACTERISTICS	Number	As a Percentage of Economically Active (Inclusive of Discouraged Workers)
TOTAL	7,500	0.4
GENDER		
Males	4,300	0.4
Females	3,200	0.4
AGE GROUP (YEARS)		
Below 30	500	0.1
30 – 39	600	0.1
40 – 49	1,500	0.3
50 & Over	4,800	0.9
HIGHEST QUALIFICATION ATTAINED		
Below Secondary	3,600	0.8
Secondary	2,100	0.5
Upper Secondary	700	0.2
Polytechnic Diploma	400	0.2
Degree	800	0.2

Note: Discouraged workers are persons outside of the labour force who are currently not looking for a job because they believe their job search would be in vain. Reasons cited for being discouraged include: (1) Believes no suitable work available; (2) Employers' discrimination (e.g. prefer younger workers) and (3) Lacks necessary qualification, training, skills or experience.

5.3 The number and share of economically inactive residents who intend to look for a job within the next two years rose from 139,500^a or 14%^a in 2007 to 149,300 or 15% in 2008. Slightly over three in four (77%) of these potential entrants were aged 25 to 49 (39%) or younger (37%). Reflecting the higher share of females among the economically inactive, two in three (67% or 99,600) resident potential entrants were females (Table 7).

5.4 Overall, 56% or 83,900 resident potential entrants in 2008 preferred to work full-time while the remaining 44% or 65,400 preferred part-time employment. Expectedly, the bulk of the male potential entrants in prime-working age groups preferred full-time to part-time employment. In contrast, among mature females aged 40 & over and males aged 60 & over, around two in three potential entrants preferred to work part-time (Table 8).

Table 7: Profile of Resident Potential Entrants* into the Labour Force, June 2008

CHARACTERISTICS	Total		Males		Females	
	Number	Share (%)	Number	Share (%)	Number	Share (%)
TOTAL	149,300	100.0	49,700	100.0	99,600	100.0
AGE GROUP (YEARS)						
15 – 24	55,800	37.4	22,300	44.9	33,500	33.6
25 – 29	11,800	7.9	4,500	9.0	7,300	7.4
30 – 39	22,800	15.3	3,300	6.7	19,500	19.6
40 – 49	24,000	16.1	4,000	8.0	20,100	20.1
50 – 59	20,700	13.9	7,300	14.7	13,400	13.5
60 & Over	14,200	9.5	8,300	16.8	5,800	5.8
HIGHEST QUALIFICATION ATTAINED						
Primary & Below	22,200	14.8	7,900	15.9	14,300	14.3
Lower Secondary	23,500	15.7	9,200	18.5	14,300	14.3
Secondary	45,500	30.5	13,600	27.3	31,900	32.1
Upper Secondary	24,400	16.4	9,100	18.3	15,300	15.4
Polytechnic Diploma	12,900	8.7	5,000	10.2	7,900	7.9
Degree	20,800	13.9	4,900	9.8	15,900	16.0
WORK EXPERIENCE						
With Work Experience	110,500	74.0	34,600	69.6	75,900	76.3
Without Work Experience	38,800	26.0	15,100	30.4	23,600	23.7
PREFERENCE FOR FULL-TIME/PART-TIME EMPLOYMENT						
Full-Time	83,900	56.2	30,900	62.2	53,000	53.2
Part-Time	65,400	43.8	18,800	37.8	46,600	46.8

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

Table 8: Proportion of Resident Potential Entrants* Who Preferred to Work Part-Time by Gender and Age Group, June 2008

AGE GROUP (YEARS)	Per Cent		
	Total	Males	Females
TOTAL	43.8	37.8	46.8
15 – 24	33.9	38.9	30.5
25 – 29	17.5	6.2	24.5
30 – 39	38.5	18.4	41.9
40 – 49	55.7	16.2	63.5
50 – 59	58.2	41.2	67.5
60 & Over	72.0	66.7	79.6

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

6

CONCLUDING REMARKS

6.1 Supported by gains in employment rate for females, the proportion of residents in employment reached another new high. Nevertheless, the less skilled remained more vulnerable to unemployment.

SURVEY COVERAGE AND METHODOLOGY

1 INTRODUCTION

1.1 The 2008 comprehensive Labour Force Survey is the thirty-first in the series of mid-year labour force surveys conducted in Singapore by the Manpower Research and Statistics Department (MRSD) of the Ministry of Manpower. The survey was not carried out in 1990, 1995, 2000 and 2005 because of the conduct of the General Household Survey (1995 and 2005) and the Population Census (1990 and 2000) by the Singapore Department of Statistics, Ministry of Trade and Industry.

1.2 The Labour Force Survey is conducted under the Statistics Act (Chapter 317) which empowers the Director of the Manpower Research and Statistics Department to collect data on the economic activities of the population in Singapore. The Act also ensures that individual information obtained from the survey is kept confidential and used only for the purpose of producing aggregate statistics.

2 OBJECTIVE AND COVERAGE

2.1 The objective of the survey is to collect data on the economic activities of the population, including detailed information on employment and unemployment, characteristics of the labour force and economically inactive persons.

2.2 The survey covers private households on the main island of Singapore. It excludes workers living in construction worksites, dormitories and workers' quarters at the workplace and persons commuting from abroad to work in Singapore.

3 CONCEPTS AND DEFINITIONS

3.1 Reference Period

This refers to the full calendar week, i.e. Sunday to Saturday preceding the date of the survey interview.

3.2 Activity Status

Persons are classified as economically active or inactive.

Economically Active Population : This refers to persons aged fifteen years and over who were either employed or unemployed during the reference period. This group is also known as the labour force.

Economically Inactive Population : This refers to persons aged fifteen years and over who were not working, did not have a job to return to and were not actively looking for a job during the reference period.

3.3 Employed Persons

This refers to persons aged fifteen years and over who, during the reference period:

- (i) worked for one hour or more either for pay, profit or family gains; or
- (ii) had a job or business to return to but were temporarily absent because of illness, injury, breakdown of machinery at workplace, labour management dispute or other reasons.

3.4 Unemployed Persons

This refers to persons aged fifteen years and over who did not work but were available for work and were actively looking for a job during the reference period. They include persons who were not working but were taking steps to start their own business or taking up a new job after the reference period.

3.5 Unemployment Rate

This is defined as the percentage of unemployed persons to the total economically active persons aged fifteen years and over.

3.6 Age-Gender Specific Labour Force Participation Rate

This is defined as the proportion of population in the specific age and gender group who are economically active.

3.7 Age-Gender Specific Employment Rate

This is defined as the proportion of the population in the specific age and gender group who are employed.

3.8 Type of Employment

Employed persons can be categorised into those working on full-time or part-time basis.

- (i) Full-time : This refers to employment where the normal hours of work is 30 hours or more in a week.
- (ii) Part-time : This refers to employment where the normal hours of work is less than 30 hours a week.

Employees can be categorised into those employed on term contract or permanent basis.

- (i) Term Contract : 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).
- (ii) Permanent : Permanent employees refer to those employed for an unspecified duration, i.e. they are not on term contracts.

3.9 Gross Monthly Income

This refers to the total income earned from employment during the full calendar month preceding the date of the interview. For employees, this would include wages or salaries, allowances, overtime, commission, tips and bonuses. It would also include the employee's Central Provident Fund contribution but not the employer's contribution for the employee. For employers and own account workers, it refers to the total receipts from sales and services performed less the business expenses incurred.

From the 1996 survey onwards, data on the bonus received during the last 12 months preceding the survey were obtained separately to derive the gross monthly income. This gives better estimates of gross monthly income from employment.

3.10 Occupation

This refers to the type of work performed by a person, which may not necessarily be related to his training, skill or professional qualification. In the case of a person who performs two or more kinds of work, his occupation would refer to the one in which he spent the greatest part of his working time and/or from which he derived the greatest share of his income during the reference period. The classification of occupations is based on the Singapore Standard Occupational Classification (SSOC), 2005.

3.11 Industry

This refers to the major kind of activity undertaken by the establishment, enterprise, firm or organisation in which the person worked during the reference period. It is related to the principal class of goods produced or services rendered by the organisation. The classification of industries is based on the Singapore Standard Industrial Classification (SSIC), 2005.

3.12 Educational Attainment

This refers to the highest level or standard which a person has passed or attained either through attendance at an institution of learning or through correspondence or self-study. The classification of educational attainment is based on the Singapore Standard Educational Classification (SSEC), 2000.

3.13 Discouraged Workers

This refers to persons outside of the labour force who are currently not looking for a job because they believe their job search would be in vain. Reasons cited for being discouraged include belief that there is no suitable work available, employers' discrimination and lack of necessary qualifications, training, skills or experience.

3.14 Residents

Residents (also known as locals) refer to Singapore citizens and Permanent Citizens.

4 PLANNING, ORGANISATION, FIELDWORK AND DATA VERIFICATION

4.1 Field operation for the 2008 survey was carried out from 23 May to 31 July 2008. A total of 118 officers comprising 18 permanent staff and 100 temporary interviewers were involved in the survey operation.

4.2 The majority of the households completed the survey through telephone or internet. Households that did not respond through these options were enumerated through face-to-face interviews.

4.3 The work of the interviewers was closely monitored to ensure the quality of the data collection. Supervisors also conducted random field checks by calling up selected households to verify the information collected. The data were subjected to consistency and verification checks built into the computer system before processing.

5 SURVEY RESPONSE

5.1 Of the 33,000 housing units selected in the initial sample, 1,617 households were excluded from the survey as they were unoccupied, non-residential or demolished. A total of 28,313 households responded to the survey, achieving an overall response rate of 90.2%.

6 POPULATION REVISION ON LABOUR FORCE DATA

6.1 Being a sample survey, data obtained from the Labour Force Survey are grossed up using population estimates from Singapore Department of Statistics (DOS). DOS has refined the resident population estimates for June 2008 to exclude Singapore residents who have been away from Singapore for a continuous period of 12 months or longer. Prior to June 2008, the labour force data are grossed up using DOS's original resident population estimates which comprise all persons whose usual residence is in Singapore. Hence, the resident labour force data in 2008 are not strictly comparable with those published in earlier years.

6.2 To facilitate comparison with 2008, MRSD has also published the adjusted labour force estimates for 2007 based on the revised population estimates in the key time series tabulations. The adjustment assumes that the proportion of persons overseas for at least 12 months in the 2007 Labour Force Survey was the same as that in the 2008 survey. Adjusted data for 2007 are denoted by the symbol ^a. The impact of the population revision is more significant for level data of large estimates such as the resident labour force or employed residents and less so for rates and proportions derived from level data of the same year as shown below.

	June 2007	June 2007 (adjusted)	Difference
	(a)	(b)	(b) - (a)
Economically Active Residents	1,918,100	1,878,000	-40,100
Employed Residents	1,842,100	1,803,200	-38,900
Unemployed Residents	76,100	74,800	-1,300
Economically Inactive Residents	1,026,500	1,009,200	-17,300
Resident Labour Force Participation Rate (%)	65.1	65.0	-0.1
Resident Unemployment Rate (%)	4.0	4.0	0.0
Resident Employment Rate of Population Aged 25-64 (%)	76.5	76.5	0.0

TABLE 1
KEY CHARACTERISTICS OF RESIDENT LABOUR FORCE, 1991 - 2008
 (As At June)

Mid-Year	Labour Force Participation Rate (%) (Aged 15 and Over)			Labour Force Participation Rate (%) (Aged 25 - 64)			Employment Rate (%) (Aged 15 and Over)			Employment Rate (%) (Aged 25 - 64)		
	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females
1991	63.7	79.4	48.0	72.1	92.6	51.5	62.4	77.8	47.0	70.9	90.9	50.8
1992	63.9	79.4	48.6	72.5	92.3	52.8	62.1	77.2	47.2	70.9	90.0	51.9
1993	63.4	78.8	48.0	72.4	92.4	52.4	61.6	76.7	46.5	70.9	90.3	51.5
1994	63.8	79.2	48.6	73.0	92.8	53.5	62.1	77.2	47.1	71.6	90.8	52.5
1996	64.1	78.7	49.9	74.6	93.0	56.7	62.1	76.4	48.2	72.8	90.6	55.4
1997	63.7	78.2	49.5	74.5	92.8	56.5	62.1	76.3	48.2	73.0	90.7	55.5
1998	63.1	77.4	49.4	74.9	92.7	57.7	61.0	74.9	47.6	72.8	89.9	56.2
1999	64.1	77.8	50.7	75.3	92.4	58.6	61.0	74.2	48.1	72.1	88.3	56.3
2001	64.4	77.7	51.6	76.2	92.4	60.6	62.0	74.8	49.6	73.7	89.1	58.8
2002	63.6	77.2	50.6	75.9	92.4	60.0	60.0	72.9	47.7	72.1	87.3	57.3
2003	63.2	76.1	50.9	76.0	91.7	60.8	59.5	71.7	47.8	71.8	86.4	57.7
2004	63.3	75.7	51.3	76.4	91.6	61.6	59.6	71.5	48.1	72.3	86.5	58.5
2006	65.0	76.2	54.3	78.7	92.7	65.3	62.1	73.0	51.6	75.5	89.1	62.6
2007	65.1	76.5	54.3	79.2	93.0	66.0	62.6	73.7	51.9	76.5	89.9	63.6
2007 ^a	65.0	76.3	54.2	79.2	93.0	66.0	62.5	73.5	51.9	76.5	89.8	63.7
2008	65.6	76.1	55.6	79.7	92.5	67.4	63.0	73.3	53.2	77.0	89.4	65.1

Data for 1995, 2000 and 2005 are not available as the Labour Force Survey was not conducted in these years due to the conduct of the Census and General Household Survey by Department of Statistics, Ministry of Trade and Industry.

To facilitate comparison with 2008, 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. Adjusted data for 2007 are denoted by the symbol ^a.

TABLE 2
AGE - GENDER SPECIFIC RESIDENT LABOUR FORCE PARTICIPATION RATE, 1991 - 2008
 (As At June)
 (TOTAL)

Age (Years)																Per Cent
	1991	1992	1993	1994	1996	1997	1998	1999	2001	2002	2003	2004	2006	2007	2007 ^a	2008
Total	63.7	63.9	63.4	63.8	64.1	63.7	63.1	64.1	64.4	63.6	63.2	63.3	65.0	65.1	65.0	65.6
15 - 19	28.5	27.0	23.7	21.6	18.8	15.5	13.5	16.1	15.8	11.9	11.5	12.1	12.4	13.6	13.6	12.8
20 - 24	81.0	78.8	78.1	76.7	74.4	71.7	68.4	70.7	68.9	65.2	67.1	66.9	70.7	66.6	66.6	66.5
25 - 29	85.2	86.1	85.7	86.4	87.4	87.5	86.8	87.1	88.5	87.9	88.7	87.9	89.0	89.9	90.1	88.7
30 - 34	79.5	81.0	80.0	80.1	82.0	82.2	82.7	83.4	84.2	84.4	85.8	85.6	87.2	87.7	87.9	88.6
35 - 39	77.6	77.0	77.4	78.1	79.1	78.5	80.2	79.3	80.4	80.2	81.6	82.1	83.8	84.5	84.6	85.6
40 - 44	75.9	76.2	76.4	76.7	77.5	77.9	78.8	78.8	80.1	80.1	80.1	80.8	82.5	82.9	82.9	83.3
45 - 49	70.4	71.5	73.3	73.9	75.8	76.2	76.5	78.2	78.9	78.2	77.6	79.2	81.4	80.8	80.9	82.8
50 - 54	63.2	62.5	63.5	64.3	68.0	69.1	68.9	69.5	71.4	72.5	73.1	73.4	76.8	77.3	77.3	77.5
55 - 59	46.1	46.9	47.0	49.6	52.9	51.0	53.4	54.1	55.6	58.7	57.5	59.1	63.5	66.0	66.0	66.6
60 - 64	29.9	30.5	30.4	30.8	31.6	32.4	30.9	34.8	35.6	35.4	34.2	35.1	43.9	46.8	46.7	48.8
65 - 69	17.5	20.7	19.1	20.4	20.9	20.9	18.2	20.5	20.7	19.6	19.5	18.9	25.3	26.6	26.6	27.5
70 & Over	7.3	8.0	8.1	8.9	7.6	6.5	6.3	7.6	6.9	6.8	6.3	5.4	7.9	8.0	8.0	9.6

Data for 1995, 2000 and 2005 are not available as the Labour Force Survey was not conducted in these years due to the conduct of the Census and General Household Survey by Department of Statistics, Ministry of Trade and Industry.

To facilitate comparison with 2008, 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. Adjusted data for 2007 are denoted by the symbol ^a.

TABLE 2 (continued)
AGE - GENDER SPECIFIC RESIDENT LABOUR FORCE PARTICIPATION RATE, 1991 - 2008
 (As At June)
 (MALES)

Age (Years)																Per Cent
	1991	1992	1993	1994	1996	1997	1998	1999	2001	2002	2003	2004	2006	2007	2007 ^a	2008
Total	79.4	79.4	78.8	79.2	78.7	78.2	77.4	77.8	77.7	77.2	76.1	75.7	76.2	76.5	76.3	76.1
15 - 19	30.0	28.6	23.9	22.5	21.5	16.7	15.7	17.3	17.2	12.8	12.6	12.4	12.6	15.2	15.2	13.9
20 - 24	82.2	81.0	80.2	78.0	74.2	71.6	69.2	70.3	69.6	67.5	68.3	68.6	71.4	67.6	67.5	66.1
25 - 29	96.9	97.0	96.0	96.0	96.5	94.8	94.4	94.1	94.8	94.1	94.0	92.3	94.0	93.6	93.6	93.3
30 - 34	98.7	98.7	98.5	98.3	98.3	98.5	98.4	98.1	98.2	98.3	98.5	98.0	98.0	98.3	98.3	98.1
35 - 39	99.1	98.5	98.4	98.8	98.2	98.4	98.8	98.2	98.6	98.3	98.2	97.7	98.2	98.1	98.1	97.7
40 - 44	98.4	98.3	98.1	98.7	98.2	98.0	98.2	97.6	98.1	97.7	97.2	97.3	97.7	97.2	97.2	97.5
45 - 49	96.5	96.1	96.7	97.1	96.8	96.9	97.2	96.9	96.5	96.8	96.0	96.5	96.5	96.6	96.6	96.6
50 - 54	92.5	89.2	90.2	91.2	91.2	92.6	91.6	92.2	90.8	92.1	91.9	93.2	93.3	94.1	94.0	93.0
55 - 59	70.7	70.9	71.7	74.5	77.4	76.1	76.6	76.4	74.3	79.4	78.7	78.3	81.9	84.5	84.5	84.9
60 - 64	46.8	49.0	50.4	49.0	48.8	49.8	49.1	51.8	54.1	53.5	50.4	52.4	62.5	65.6	65.5	64.7
65 - 69	29.7	34.2	33.1	34.1	34.1	34.5	29.4	33.3	33.4	31.9	31.1	29.3	36.0	38.7	38.7	40.1
70 & Over	13.3	14.8	14.8	16.6	13.5	11.6	11.6	13.9	12.8	12.0	11.5	9.3	12.8	13.5	13.5	15.9

Data for 1995, 2000 and 2005 are not available as the Labour Force Survey was not conducted in these years due to the conduct of the Census and General Household Survey by Department of Statistics, Ministry of Trade and Industry.

To facilitate comparison with 2008, 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. Adjusted data for 2007 are denoted by the symbol ^a.

TABLE 2 (continued)
AGE - GENDER SPECIFIC RESIDENT LABOUR FORCE PARTICIPATION RATE, 1991 - 2008
 (As At June)
 (FEMALES)

Age (Years)	Per Cent															
	1991	1992	1993	1994	1996	1997	1998	1999	2001	2002	2003	2004	2006	2007	2007 ^a	2008
Total	48.0	48.6	48.0	48.6	49.9	49.5	49.4	50.7	51.6	50.6	50.9	51.3	54.3	54.3	54.2	55.6
15 - 19	26.9	25.3	23.4	20.6	15.9	14.3	11.1	14.8	14.3	10.8	10.2	11.8	12.1	11.7	11.8	11.6
20 - 24	79.7	76.6	75.8	75.4	74.5	71.9	67.6	71.1	68.2	62.8	65.9	65.1	70.0	65.5	65.6	67.0
25 - 29	73.4	75.3	75.1	76.8	79.4	80.7	80.0	80.8	82.9	82.4	84.1	83.8	84.5	86.5	86.9	84.5
30 - 34	60.0	62.7	62.1	62.5	66.7	66.6	68.2	69.3	71.4	72.2	74.4	74.6	77.7	78.2	78.6	80.5
35 - 39	55.3	55.8	56.4	57.2	59.8	58.5	61.5	59.8	62.6	62.2	65.5	67.4	70.4	71.4	71.7	74.4
40 - 44	53.8	54.3	54.1	54.3	56.5	57.6	59.5	60.1	61.9	62.1	62.7	63.9	67.7	69.0	69.1	69.9
45 - 49	46.1	47.6	49.4	50.2	54.1	55.1	55.8	59.6	60.8	59.8	58.9	61.7	66.2	65.5	65.7	68.7
50 - 54	33.8	36.5	37.1	38.3	44.3	44.9	46.5	46.7	51.2	51.8	54.1	52.9	59.5	60.4	60.5	62.0
55 - 59	21.0	22.5	23.8	26.1	28.8	27.2	30.4	32.4	37.7	38.8	36.2	40.1	44.7	46.8	46.9	48.0
60 - 64	12.4	12.5	10.6	12.9	14.9	15.4	13.9	19.4	18.6	19.0	18.9	18.4	26.2	29.2	29.2	33.1
65 - 69	6.3	7.3	6.4	8.0	8.8	8.8	8.2	9.1	9.5	8.0	9.6	9.7	15.6	15.6	15.6	16.6
70 & Over	2.9	3.0	2.6	3.0	3.0	3.0	2.4	2.7	2.7	3.0	2.4	2.6	4.3	4.2	4.2	4.8

Data for 1995, 2000 and 2005 are not available as the Labour Force Survey was not conducted in these years due to the conduct of the Census and General Household Survey by Department of Statistics, Ministry of Trade and Industry.

To facilitate comparison with 2008, 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. Adjusted data for 2007 are denoted by the symbol ^a.

TABLE 3
RESIDENT EMPLOYMENT RATE BY AGE AND GENDER, 1991 - 2008
(As At June)
(TOTAL)

	Per Cent															
Age (Years)	1991	1992	1993	1994	1996	1997	1998	1999	2001	2002	2003	2004	2006	2007	2007 ^a	2008
Total	62.4	62.1	61.6	62.1	62.1	62.1	61.0	61.0	62.0	60.0	59.5	59.6	62.1	62.6	62.5	63.0
15 - 19	27.2	25.2	22.0	20.0	17.3	14.8	12.5	14.4	14.0	10.5	10.4	10.7	11.1	12.4	12.4	11.8
20 - 24	78.5	74.2	73.3	71.9	69.0	67.7	62.7	64.1	64.2	57.9	60.2	59.8	64.6	60.6	60.6	60.2
25 - 29	83.3	83.4	82.8	83.6	84.3	85.0	83.3	83.0	84.7	82.7	82.8	81.7	84.6	85.6	85.8	83.9
30 - 34	78.2	79.2	78.4	78.7	80.4	80.5	80.7	80.4	81.9	81.0	81.0	82.1	83.9	85.1	85.3	85.9
35 - 39	76.3	75.6	75.8	76.7	77.4	77.1	78.1	76.3	77.8	76.6	77.4	78.3	80.7	81.8	82.0	83.3
40 - 44	74.6	74.9	75.2	75.3	75.8	76.4	76.8	75.3	77.6	76.2	75.8	76.5	79.5	80.3	80.4	80.6
45 - 49	69.5	70.0	72.1	72.7	74.3	74.8	74.4	74.3	75.9	73.7	73.5	74.9	78.4	78.1	78.2	80.2
50 - 54	62.0	61.2	62.3	63.3	66.2	67.7	66.9	66.6	69.2	68.3	68.8	69.0	73.6	74.6	74.6	75.0
55 - 59	45.6	46.3	46.2	48.8	51.6	50.0	51.8	51.8	53.6	55.4	54.5	55.9	60.6	63.3	63.3	64.2
60 - 64	29.5	30.1	29.9	30.2	30.6	31.6	30.3	33.2	34.8	33.8	33.1	33.6	41.9	44.9	44.9	47.2
65 - 69	17.4	20.4	18.8	20.3	20.6	20.5	18.0	19.5	20.4	18.8	18.8	18.1	24.2	25.7	25.7	26.3
70 & Over	7.3	8.0	8.0	8.8	7.5	6.5	6.3	7.3	6.8	6.6	6.2	5.3	7.7	7.9	7.9	9.5

Data for 1995, 2000 and 2005 are not available as the Labour Force Survey was not conducted in these years due to the conduct of the Census and General Household Survey by Department of Statistics, Ministry of Trade and Industry.

To facilitate comparison with 2008, 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. Adjusted data for 2007 are denoted by the symbol ^a.

TABLE 3 (continued)
RESIDENT EMPLOYMENT RATE BY AGE AND GENDER, 1991 - 2008
 (As At June)
 (MALES)

Age (Years)	Per Cent															
	1991	1992	1993	1994	1996	1997	1998	1999	2001	2002	2003	2004	2006	2007	2007 ^a	2008
Total	77.8	77.2	76.7	77.2	76.4	76.3	74.9	74.2	74.8	72.9	71.7	71.5	73.0	73.7	73.5	73.3
15 - 19	29.0	27.4	22.9	21.5	20.4	16.1	15.2	16.6	16.6	12.1	12.0	11.7	12.0	14.4	14.4	13.6
20 - 24	79.7	77.0	76.2	74.0	69.6	68.2	64.9	65.4	65.8	62.7	64.1	63.8	66.6	62.5	62.5	61.2
25 - 29	94.3	93.4	92.1	92.3	92.6	91.7	90.3	89.3	90.3	87.5	87.0	85.5	89.4	88.5	88.5	87.0
30 - 34	97.0	96.3	96.3	96.4	96.1	96.5	95.9	94.5	95.4	94.5	93.1	94.6	94.4	95.9	95.8	95.7
35 - 39	97.6	96.5	96.4	96.9	96.0	96.7	96.1	94.5	95.5	93.7	92.9	93.2	95.1	95.7	95.6	95.6
40 - 44	96.8	96.2	96.7	97.0	95.9	95.9	95.5	93.1	94.9	92.7	91.8	91.8	94.2	94.7	94.6	94.8
45 - 49	95.1	93.5	95.1	95.3	94.7	95.0	94.1	91.6	92.5	90.8	90.9	91.3	93.4	93.4	93.4	93.7
50 - 54	90.4	87.3	88.3	89.6	88.9	90.3	88.7	87.6	87.6	86.3	86.0	86.9	89.1	90.8	90.8	89.9
55 - 59	70.0	69.9	70.4	73.2	75.3	74.4	74.2	73.1	71.1	74.1	73.9	73.5	78.0	80.8	80.8	81.5
60 - 64	46.0	48.5	49.7	48.1	47.4	48.5	48.1	49.6	52.8	51.0	48.7	49.6	59.5	62.4	62.4	62.6
65 - 69	29.6	33.9	32.5	34.0	33.5	33.9	28.9	31.7	32.8	30.9	29.9	28.3	34.4	37.4	37.3	37.9
70 & Over	13.2	14.8	14.6	16.5	13.3	11.5	11.6	13.4	12.5	11.6	11.3	9.2	12.4	13.3	13.3	15.6

Data for 1995, 2000 and 2005 are not available as the Labour Force Survey was not conducted in these years due to the conduct of the Census and General Household Survey by Department of Statistics, Ministry of Trade and Industry.

To facilitate comparison with 2008, 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. Adjusted data for 2007 are denoted by the symbol ^a.

TABLE 3 (continued)
RESIDENT EMPLOYMENT RATE BY AGE AND GENDER, 1991 - 2008
(As At June)
(FEMALES)

Age (Years)	Per Cent															
	1991	1992	1993	1994	1996	1997	1998	1999	2001	2002	2003	2004	2006	2007	2007 ^a	2008
Total	47.0	47.2	46.5	47.1	48.2	48.2	47.6	48.1	49.6	47.7	47.8	48.1	51.6	51.9	51.9	53.2
15 - 19	25.2	22.9	21.0	18.3	13.8	13.2	9.4	11.9	11.2	8.8	8.6	9.6	10.2	10.1	10.1	9.9
20 - 24	77.2	71.5	70.3	69.7	68.3	67.2	60.5	62.8	62.4	52.9	56.0	55.5	62.5	58.6	58.7	59.2
25 - 29	72.0	73.5	73.2	75.0	77.0	78.7	77.1	77.4	79.9	78.5	79.1	78.3	80.4	83.0	83.4	81.1
30 - 34	59.3	61.5	61.1	61.4	65.6	65.2	66.6	66.7	69.6	69.1	70.2	70.8	74.8	75.5	75.9	77.4
35 - 39	54.3	55.0	55.4	56.4	58.5	57.4	60.0	57.5	60.5	59.5	62.3	64.3	67.1	68.6	68.8	71.9
40 - 44	52.9	53.8	53.1	53.2	55.3	56.6	58.3	57.6	60.3	59.4	59.4	60.8	65.1	66.4	66.5	67.2
45 - 49	45.8	47.0	48.7	49.4	53.2	54.1	54.4	57.1	58.8	56.7	55.8	58.2	63.3	63.4	63.5	66.4
50 - 54	33.5	36.0	36.5	37.9	43.0	44.5	45.5	45.5	50.0	49.5	51.5	50.5	57.4	58.4	58.4	60.2
55 - 59	20.7	22.2	23.4	25.8	28.2	26.9	29.8	31.0	36.8	37.4	35.1	38.5	42.9	45.2	45.2	46.6
60 - 64	12.4	12.3	10.4	12.5	14.3	15.2	13.6	18.2	18.2	18.1	18.6	18.3	25.2	28.6	28.6	32.0
65 - 69	6.1	7.3	6.4	7.9	8.8	8.7	8.2	8.8	9.4	7.5	9.3	9.2	15.0	15.0	15.0	16.2
70 & Over	2.9	3.0	2.5	2.9	3.0	2.9	2.4	2.5	2.7	3.0	2.4	2.6	4.2	4.1	4.1	4.8

Data for 1995, 2000 and 2005 are not available as the Labour Force Survey was not conducted in these years due to the conduct of the Census and General Household Survey by Department of Statistics, Ministry of Trade and Industry.

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