UNDEREMPLOYMENT
in Singapore

How do we identify underemployment?
As underemployment is too complex to measure with a single indicator, the research study considered multiple indicators:

🎓 **Education** — **Degree holder and above**

💼 **Employment Status and Time-based** — **Full-time work**

💰 **Salary** — **Less than S$2,000**

FINDINGS

1 Unique characteristics that are mutually exclusive: **Female, no children, employed at businesses that serve mainly the domestic market.**

2 The underemployed expressed that there is **inadequate recognition of skills** at the workplace.

" **Employers recognised educational qualifications more than skills.**

3 **Underemployment is NOT by choice, it is by circumstances** triggered by physical disability and pain that affected work.

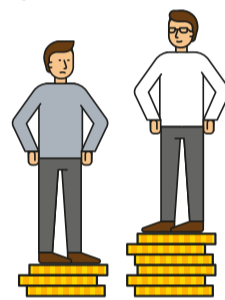**53%** affected by physical pain

43% inability to climb stairs

4 Underemployment is seen in these sectors:

TOP SECTORS
- **18%** Health & Social Services
- **12%** Financial Services
- **7%** Transport
- **7%** Education

KEY CHALLENGES

Underpayment
Pay is less than other people with the same qualifications

Status discrepancy
Status is lower than deserve

Inadequate retirement savings

Insufficient earnings for daily expenses

Lower income security

Lower job security

JOB

Despite their predicament, they have a remarkably positive attitude and resilience.
Over **75%** want to re-skill, up-skill and deep skill

HOW UNIONS CAN HELP

1. Support for stronger recognition of skills by employers and greater awareness on the areas to upskill.

2. Facilitate programmes that can help these individuals:
- Cope with work and health issues
- Scope their skills profile – purpose-driven upskilling with a clear target job, and life coaching
- Access this preferred occupation

FULL REPORT | http://bit.ly/_Underemployment

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