Survey on Emigration Attitudes of Young Singaporeans (2016)

Institute of Policy Studies

28 September 2018

OUTLINE

Key questions:

- How did emigration attitudes compare between 2010 and 2016?

- What are the key predictors of those attitudes?

- Were there any clear archetypes of young Singaporeans?

The Findings: In Summary

- Desire to emigrate was similar from 2010 to 2016.
- The predictors of both the intention to emigrate (scale comprising items 1-5 on slide 50), and emigrate in five years (single item, item 1 on slide 57) that were common in the surveys were:

Positive predictors/ relationship	Negative predictors/ relationship
+ Social norms favouring emigration + View that emigration improves one's social status; and socio-economic security + Ability to emigrate (self-rated) + (2016, new) Personal values that were important to success in life	− Belief in the ability to improve one's lot in Singapore − Sense of national pride − Life satisfaction levels

The Findings: In Summary

Cluster analysis

- Algorithm generates clusters based on key variables. There were 4 clusters in 2010 as well as 2016 but they should not be understood as being directly comparable, but it is possible to compare across the cluster of each survey.
- In 2016, class did not matter when it did in distinguishing among the archetypes in 2010.
- In 2016, there was greater representation of English-speakers and non-Chinese among the "Explorers", who also had a higher sense of relative deprivation vis-à-vis foreigners in Singapore compared to other groups.
- In 2016, a new set of variables – personal values – was a positive predictor for clusters with high intention to emigrate.

METHODOLOGY

Methodology

- Polling was conducted through face-to-face interviews in English from 16 June 2016 to 27 November 2016 by IPS Social Lab.
- Random sampling of 2013 Singapore citizens aged 19-30 years.
- There was an underrepresentation of respondents in private housing if compared to the profile of Singapore's resident population according to the 2010 Census.
- Data has a margin of error of +/-2%.
- The researchers involved in the study were: Dr Gillian Koh, Deputy Director (Research); Ms Debbie Soon, Research Associate; and Dr Leong Chan-Hoong, Senior Research Fellow, all of IPS.

Methodology

Code	Description	Count
11	Completed Successfully	2013
41	Vacant / En-bloc / No such Address	4
51	Not in / No one answer door (aft 3 attempts)	429
61	Not Eligible (no 19-30 yo in HH)	580
62	Not Eligible (PR Household)	62
98	Refusal (By respondent)	425
99	Refusal (By others)	212
	Not Attempted	275
Grand Total		4000
	Total Base	4000
	Ineligibles (Codes 41,61,62)	646
	Not Attempted	275
	Eligible Base (Codes 11,51,98,99)	3079
	Response Rate (Code 11/Eligible base)	65.38%

Age (n=2013)

Variable	Frequency	2010 (%)	2016 (%)
19-21	604	28.2	30
22-24	543	22.8	27
25-27	481	23.5	23.9
28-30	385	25.5	19.1

Gender (n=2013)

Variable	Frequency	2010 (%)	2016 (%)
Male	1021	49.1	50.7
Female	992	50.9	49.3

Race (n=2013)

Variable	Frequency	2010 (%)	2016 (%)
Chinese	1392	75.2	69.2
Malay	404	14.3	20.1
Indian	199	9.1	9.9
Others	18	1.4	0.9

Language Spoken at Home (n=2013)

Variable	Frequency	2010 (%)	2016 (%)
English	1502	46	74.6
Mandarin	366	41.4	18.2
Malay	119	9.4	5.9
Tamil	15	2.3	0.7
Others	11	0.9	0.5

Place of Birth (n=2013)

Variable	Frequency	2010 (%)	2016 (%)
Singapore	1919	97.6	95.3
Malaysia	21	1.1	1
China	26		1.3
India	21	1.2	1
Others	26		1.2

Educational Qualification (n=2013)

Variable	Frequency	2010 (%)	2016 (%)
Primary	10	0.6	0.5
Lower Secondary	9	1.3	0.4
Secondary	241	14.4	12
Post-Secondary (non-tertiary), General & Vocational	450	23.4	22.4
Polytechnic Diploma	640	26.9	31.8
Other Diploma/Professional Qualification	102	12.1	5.1
Degree	484	20.3	24
Postgraduate Qualification	77	0.9	3.8

Religion (n=2013)

Variable	Frequency	2010 (%)	2016 (%)
Taoism	113	11.3	5.6
Buddhism	550	28.1	27.3
Islam	453	14.9	22.5
Hinduism	119	6.4	5.9
Christianity	253	18.6	12.6
Catholicism	74	4.1	3.7
Others	8	0.2	0.4
No religion	443	16.4	22

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Housing Type (n=2013)

Variable	Frequency	2010 (%)	2016 (%)
HDB 1-3 Room	484	17.5	24
HDB 4 Room	833	38.7	41.4
HDB 5 Room	419	19.7	20.8
Executive/Maisonette	156	13.1	7.7
Condominium/Apartment	56	10.9	2.8
Landed Property	64		3.2
Other	1		0

Total Gross Monthly Household Income (n=2013)

Variable	Frequency	2010 (%)	2016 (%)
Below $1000	0	1.3	0
$1,000 - $1,999	108	4.3	5.4
$2,000-$2,999	230	10.1	11.4
$3,000-$3,999	209	13.3	10.4
$4,000-$4,999	192	15	9.5
$5,000-$5,999	198	15.4	9.8
$6,000-$6,999	152	13.1	7.6
$7,000-$7,999	126	8	6.3
$8,000-$8,999	104	6.7	5.2
$9,000-$9,999	89	3.3	4.4
$10,000 and above	365	7.5	18.1
Refused	240	2.1	11.9

Employment Status (n=2013)		
Variable	Frequency	2016 (%)
Working full-time	1137	56.5
Working part-time	65	3.2
Working part-time and schooling	69	3.4
Not working, looking for a job	77	3.8
Schooling full-time	603	30.0
Homemaker	41	2.0
Other	21	1.0

Occupation Type (n=1271)		
Variable	Frequency	2016 (%)
Legislators, Senior Officials, Senior Executives and Senior Managers	88	4.4
Professionals	359	17.8
Technicians, middle to lower-level managers, foremen, and supervisors	341	16.9
Clerical Workers	70	3.5
Service Workers and Shops and Market Sales workers	191	9.5
Plant and Machine Operators and Assemblers, Semiskilled Workers	17	0.8
Cleaners, Labourers, and Related Workers, Unskilled Workers	22	1.1
Others	183	9.1

| Planning Area (n=2013)					
Planning Area	Frequency	2016 (%)	Planning Area	Frequency	2016 (%)
Ang Mo Kio	108	5.4	Marine Parade	6	0.3
Bedok	74	3.7	Novena	13	0.6
Bishan	69	3.4	Outram	3	0.1
Bukit Batok	104	5.2	Pasir Ris	90	4.5
Bukit Merah	88	4.4	Punggol	9	0.4
Bukit Panjang	89	4.4	Queenstown	48	2.4
Bukit Timah	8	0.4	Sembawang	59	2.9
Choa Chu Kang	140	7.0	Sengkang	44	2.2
Clementi	14	0.7	Serangoon	78	3.9
Geylang	78	3.9	Tampines	158	7.8
Hougang	150	7.5	Tanglin	1	0.0
Jurong East	21	1.0	Toa Payoh	80	4.0
Jurong West	41	2.0	Woodlands	217	10.8
Kallang	51	2.5	Yishun	172	8.5

EMIGRATION ATTITUDES

The desire to emigrate was similar between 2010 and 2016

In 2016

Nearly **1 in 5**

thought about *emigrating* to another country to live there *permanently* very frequently/ all the time.
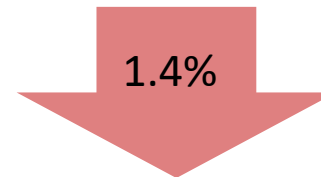
21.2% in 2010
18.3% in 2016
(Item 5, Slide 50)

2.9%
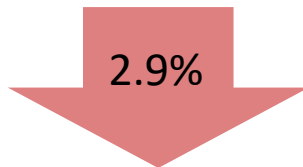
More than **1 in 4**

agreed/strongly agreed that those who have successfully emigrated overseas enjoy higher *social status* compared to those who remain in Singapore

28.8% in 2010
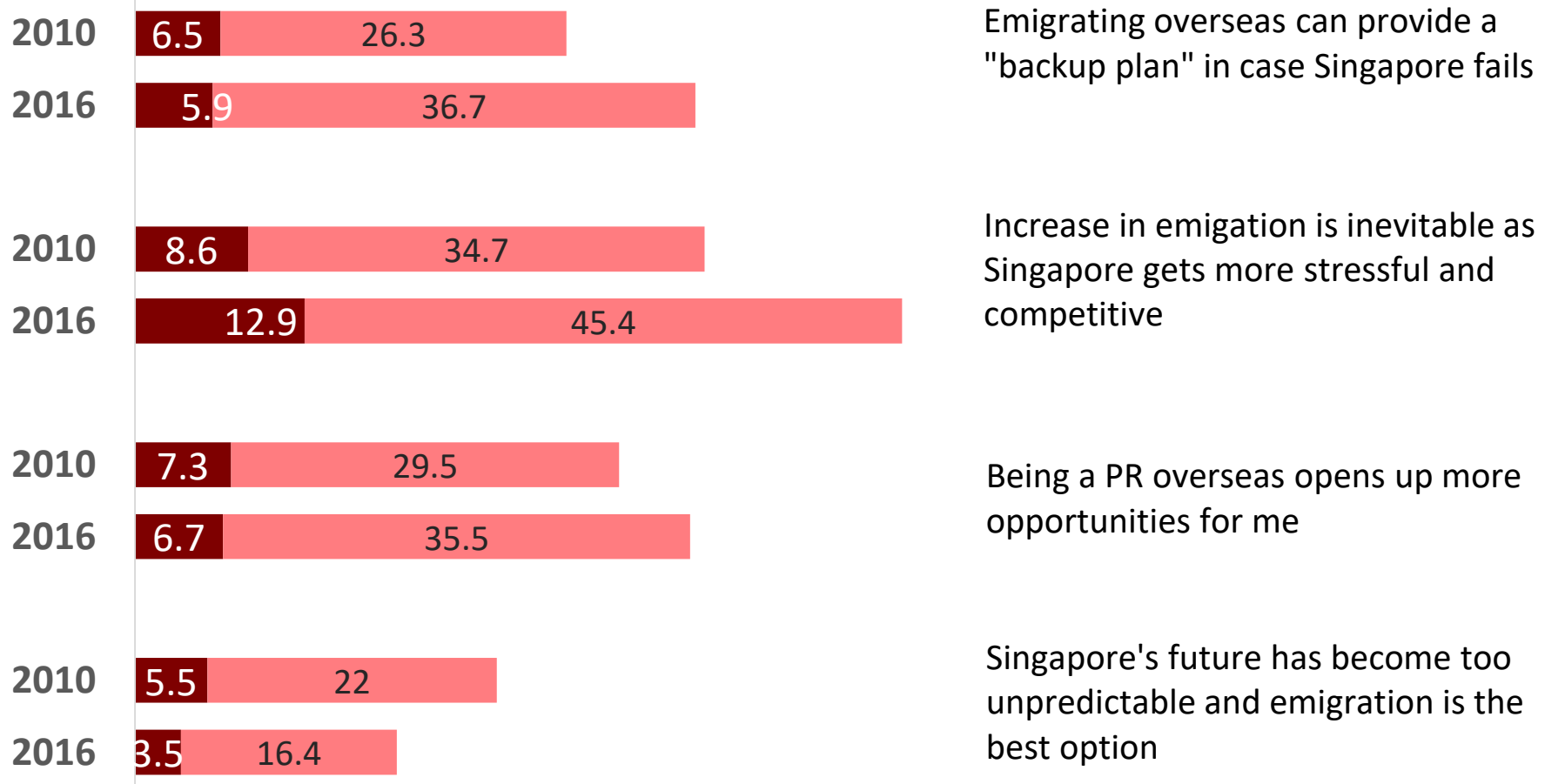27.4% in 2016
(Item 1, Slide 52)

1.4%

Nearly **1 in 3**

agreed/strongly agreed they would actively examine the possibility of *emigrating* to another country *within the next 5 years*

26.4% in 2010
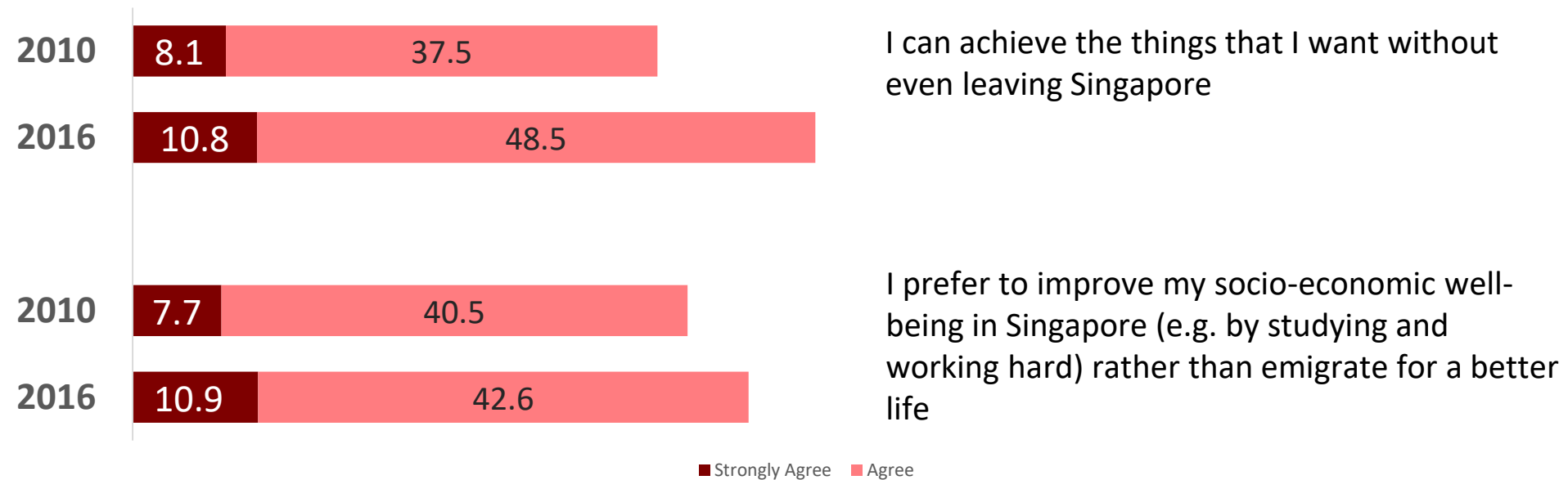29.2% in 2016
(Item 1, Slide 57)

2.8%

Increased but moderate proportion viewed emigration as a way out

Emigrating overseas can provide a "backup plan" in case Singapore fails

Year	Strongly Agree	Agree
2010	6.5	26.3
2016	5.9	36.7

Increase in emigation is inevitable as Singapore gets more stressful and competitive

Year	Strongly Agree	Agree
2010	8.6	34.7
2016	12.9	45.4

Being a PR overseas opens up more opportunities for me

Year	Strongly Agree	Agree
2010	7.3	29.5
2016	6.7	35.5

Singapore's future has become too unpredictable and emigration is the best option

Year	Strongly Agree	Agree
2010	5.5	22
2016	3.5	16.4

■ Strongly Agree   ■ Agree

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But at the same time low to moderate and increased numbers preferred to improve their lot in Singapore.

I can achieve the things that I want without even leaving Singapore

Year	Strongly Agree	Agree
2010	8.1	37.5
2016	10.8	48.5

I prefer to improve my socio-economic well-being in Singapore (e.g. by studying and working hard) rather than emigrate for a better life

Year	Strongly Agree	Agree
2010	7.7	40.5
2016	10.9	42.6

■ Strongly Agree ■ Agree

Preferred Emigration Destination

No.	Country	Freq.	2010 (%)	2016 (%)
1	Australia	716	21.7	35.6
2	New Zealand	223	-	11.1
3	United States of America (USA)	193	13.6	9.6
4	United Kingdom (UK)	128	9.7	6.4
5	Canada	113	6.1	5.6
6	Japan	94	5.9	4.7
7	Taiwan	69	3.2	3.4
8	Korea	42	2.6	2.1
9	Switzerland	32	2.6	1.6
10	Malaysia	29	2.7	1.4
11	Germany	24	1.3	1.2
12	"Europe"	17	6.3	0.8
13	Thailand	17	1.4	0.8
14	China	16	4.6	0.8
15	United Arab Emirates	16	-	0.8
16	Norway	13	-	0.6
17	Indonesia	12	-	0.6
18	Sweden	12	-	0.6
19	France	11	1.8	0.5
20	Finland	10	-	0.5
21	Hong Kong	10	1.3	0.5
22	The Netherlands	10	-	0.5
	Others*	38		1.9
	None/Never think of/No Preference	168		8.3

Australia has strengthened its position as the preferred emigration destination, New Zealand is a new contender, coming up second. Slight dip in interest in USA, UK and Canada, which come in third, fourth and fifth.

*Includes Iceland (6), Denmark (5), India (5), Brunei (3), Philippines, Turkey, Vietnam, "Asia" (2 each), Armenia, Bhutan, Croatia, Czech Republic, Ireland, Kuwait, Russia, Saudi Arabia, "Arab", "Islam Country", "Scandinavia" (1 each)

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FOREIGN TALENT IN SINGAPORE

More noted foreign talent was doing their part and the benefits of bringing them in
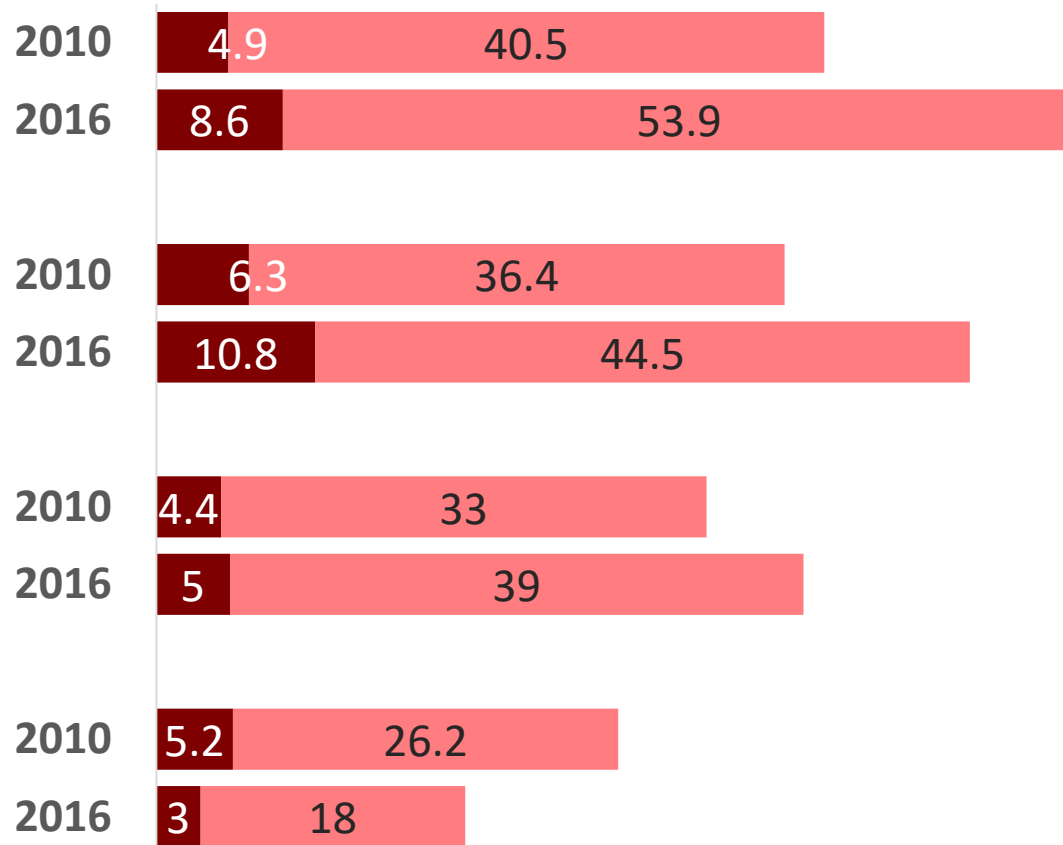
Foreign talent…

Year	Strongly Agree	Agree	Statement
2010	4.9	40.5	Contributes to Singapore's development as much as Singaporeans do
2016	8.6	53.9	
2010	6.3	36.4	Are keen to stay in Singapore permanently
2016	10.8	44.5	
2010	4.4	33	Are keen to integrate into the local community
2016	5	39	
2010	5.2	26.2	Benefits of having foreign talent not obvious
2016	3	18	

■ Strongly Agree ■ Agree

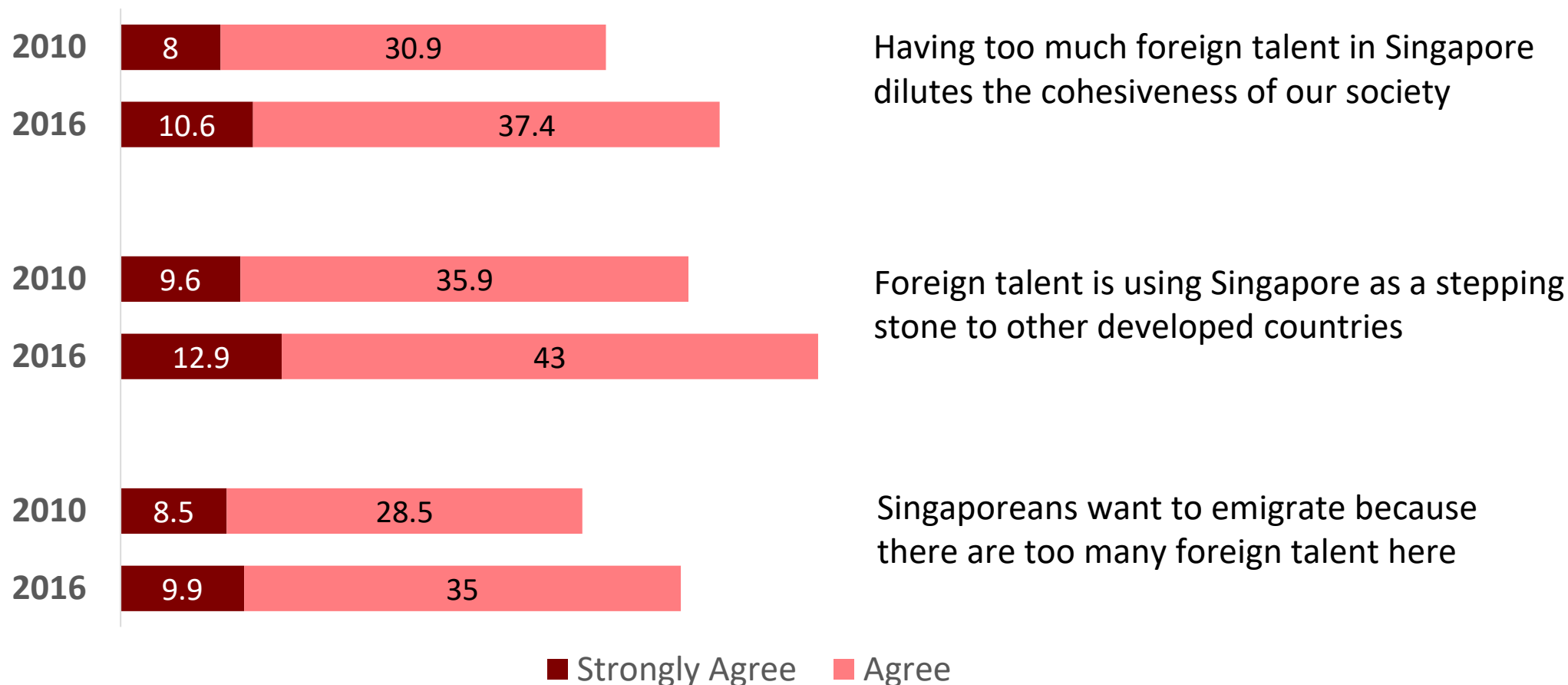# Mixed picture on issues of bread and butter and social provision as it concerned foreign talent
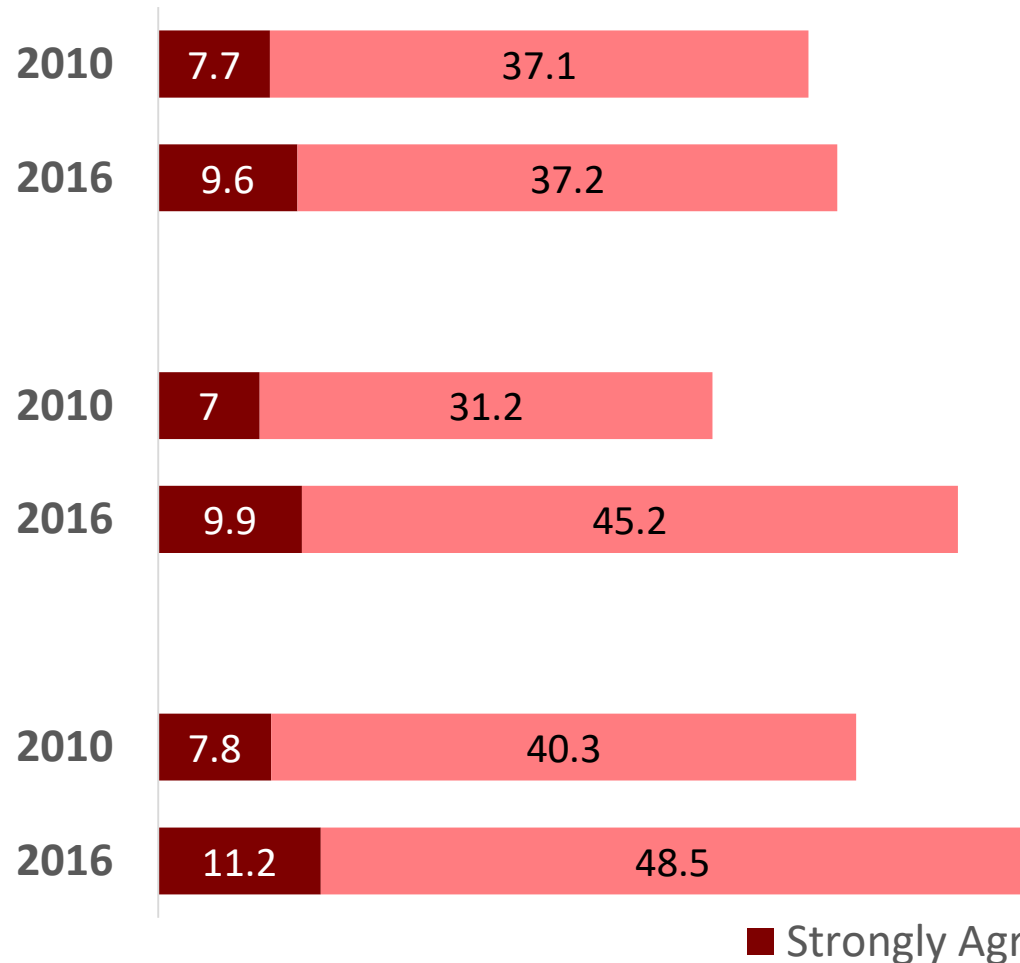
Year	Strongly Agree	Agree
2010	7.7	37.1
2016	9.6	37.2

Our job security is compromised due to the influx of foreign talent

Year	Strongly Agree	Agree
2010	7	31.2
2016	9.9	45.2

Compared to foreign talent, Singaporeans have more access to job opportunities, and other forms of social resources
(e.g. SINDA, CDAC, MENDAKI, CDCs, MP meet-the-people sessions)

Year	Strongly Agree	Agree
2010	7.8	40.3
2016	11.2	48.5

Singaporeans shoulder more social responsibilities compared to foreign talent

■ Strongly Agree ■ Agree

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Increased numbers saw the downside of immigration on societal cohesiveness, and were skeptical of the longer term commitment of immigrants

Year	Strongly Agree	Agree	Statement
2010	8	30.9	Having too much foreign talent in Singapore dilutes the cohesiveness of our society
2016	10.6	37.4	
2010	9.6	35.9	Foreign talent is using Singapore as a stepping stone to other developed countries
2016	12.9	43	
2010	8.5	28.5	Singaporeans want to emigrate because there are too many foreign talent here
2016	9.9	35	

■ Strongly Agree ■ Agree

CITIZENSHIP, SATISFACTION, ECONOMY, AND FAMILY

More wanted to hold on to their citizenship, even as becoming a PR in another country became more attractive too.

In 2016

More than ## 1 in 2

said they would not renounce Singapore citizenship although they would want to become a PR in another country.
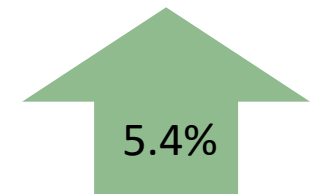
40.6% in 2010
53.1% in 2016

12.5%
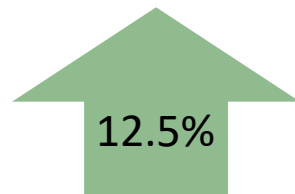
(Item 2, Slide 57)

More than ## 2 in 5

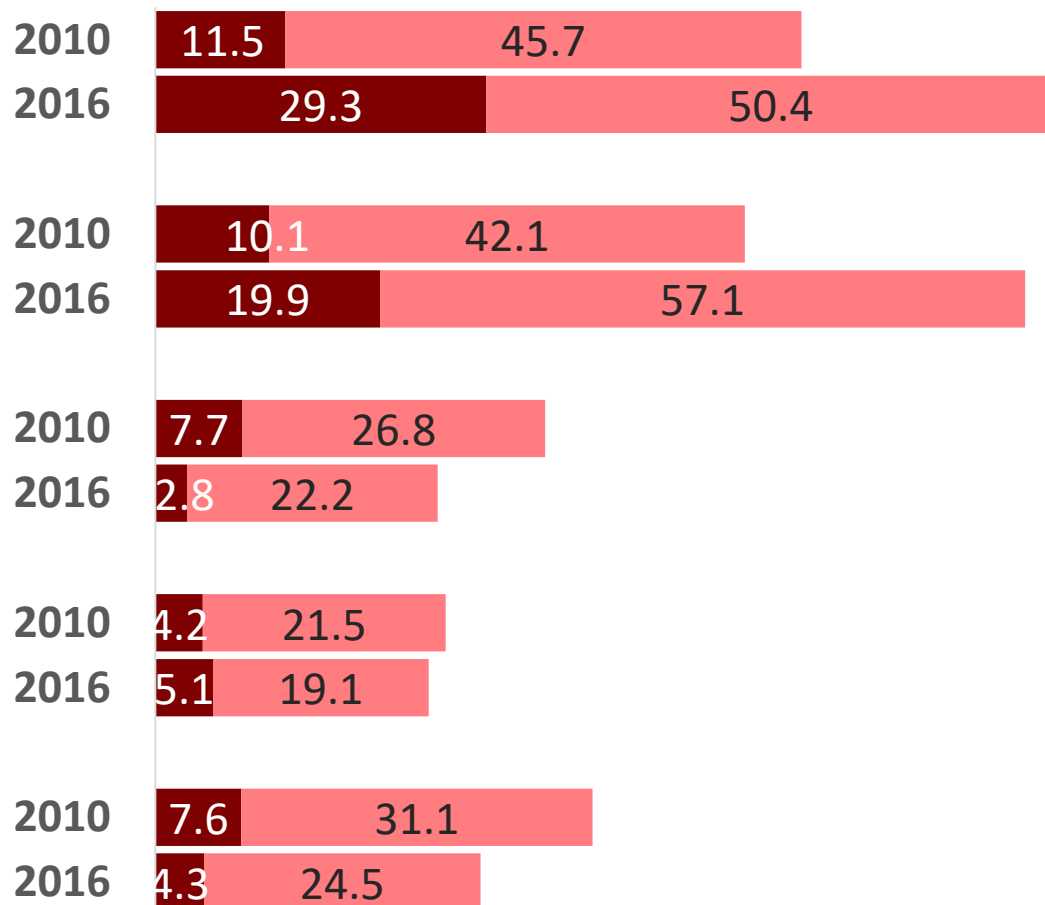agreed/strongly agreed that being a PR opens up more opportunities for them

36.8% in 2010
42.2% in 2016

5.4%

(Item 3, Slide 53)

Improvements in national pride in general

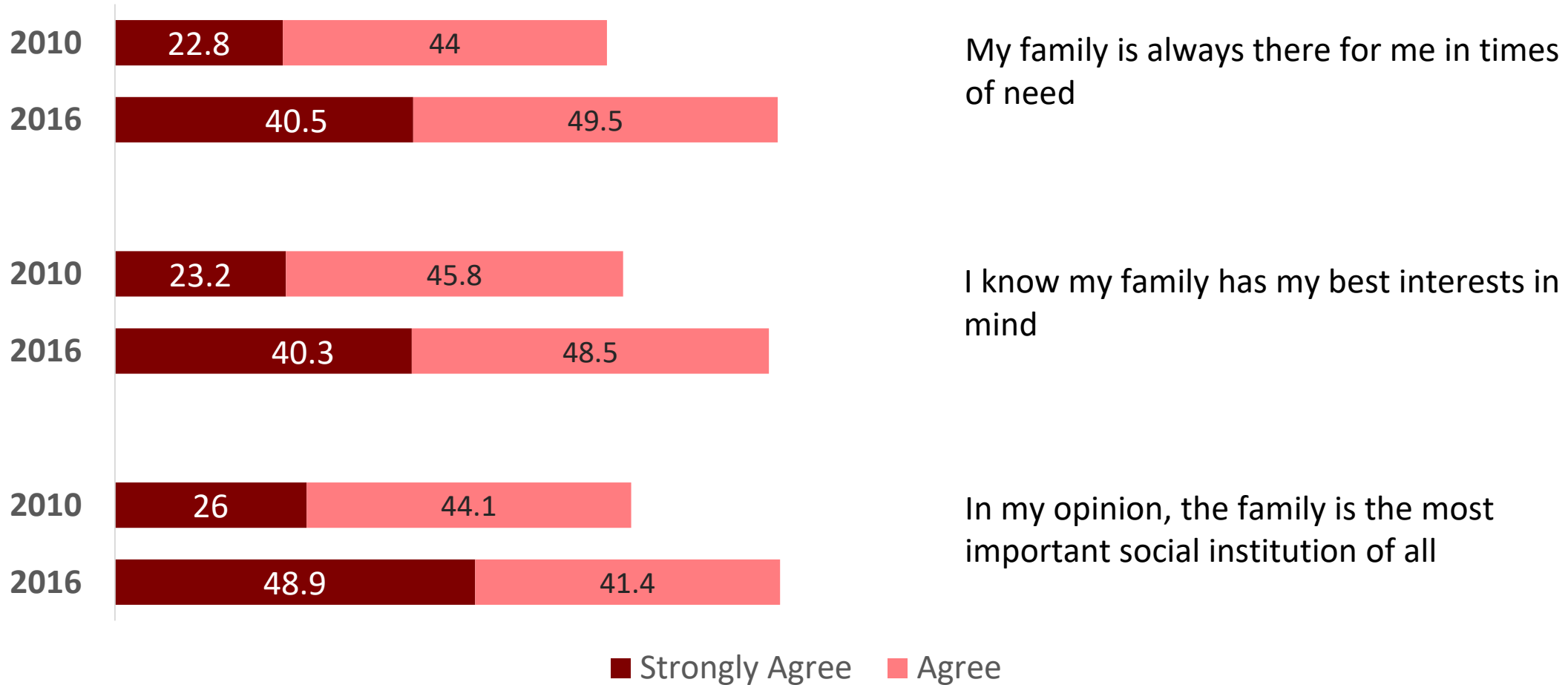|	Strongly Agree	Agree	Statement
2010	11.5	45.7	I would prefer to be a citizen of Singapore than any other country in the world
2016	29.3	50.4	
2010	10.1	42.1	Generally speaking, Singapore is a better country than most other countries
2016	19.9	57.1	
2010	7.7	26.8	There are some things about Singapore that make me feel ashamed of Singapore
2016	2.8	22.2	
2010	4.2	21.5	People should support their country even if the country is in the wrong
2016	5.1	19.1	
2010	7.6	31.1	The world would be a better place if people from other countries were more like the citizens of Singapore
2016	4.3	24.5	

■ Strongly Agree   ■ Agree

Improvements in life satisfaction

Year	Strongly Agree	Agree	Statement
2010	5.4	32.6	The conditions of my life are excellent
2016	5.7	37.8	
2010	7.2	35.9	I am satisfied with my life
2016	7.6	50.4	
2010	4.5	31.2	So far, I have gotten the important things I want in life
2016	5.5	41	

■ Strongly Agree   ■ Agree
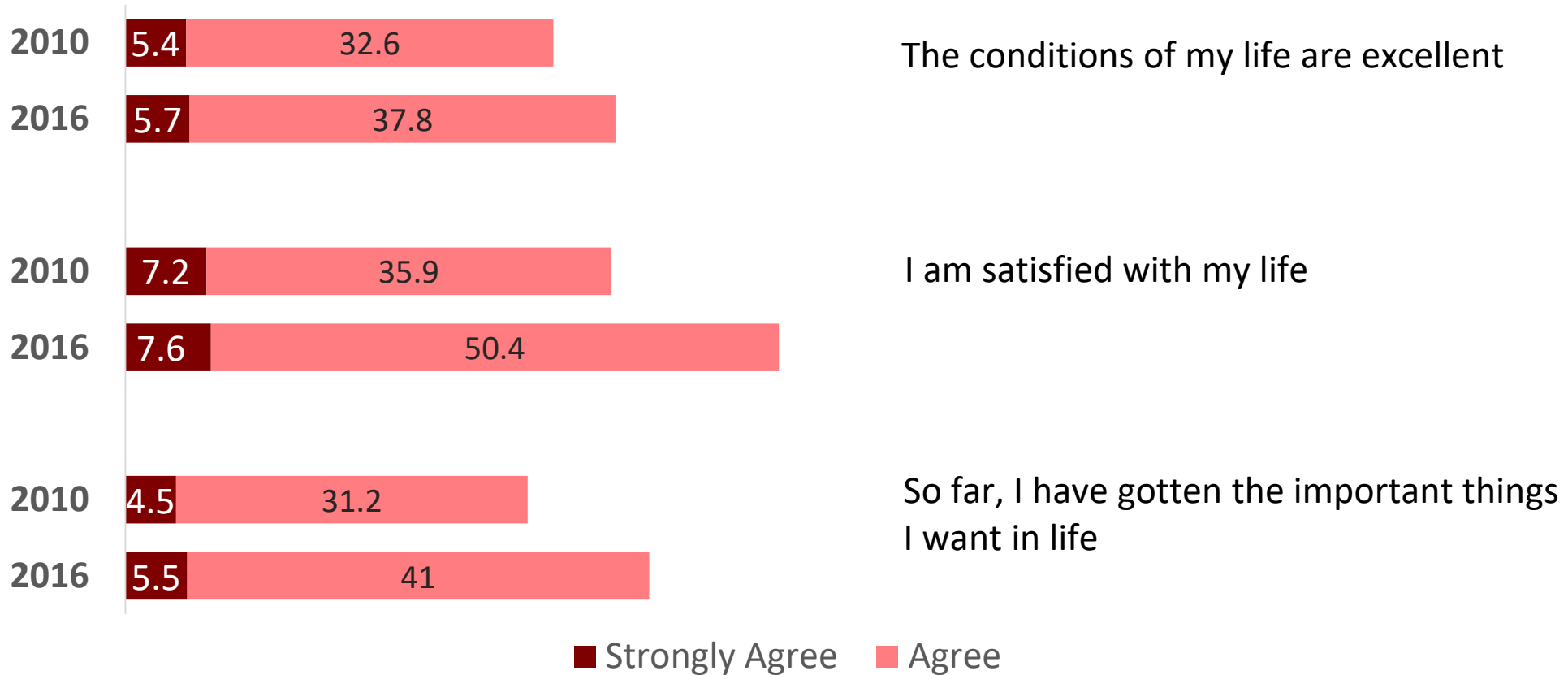
More were confident of the country's broad economic prospects but less were certain about how Singaporeans as individuals would do economically

2010 | 7.4 | 43.1

2016 | 11.4 | 48.6

Singapore will continue to be economically prosperous over the next 10 years

2010 | 7.1 | 35.6

2016 | 4.4 | 25.4

There will be sufficient jobs and opportunities for every Singaporean in the next 10 years

■ Strongly Agree   ■ Agree
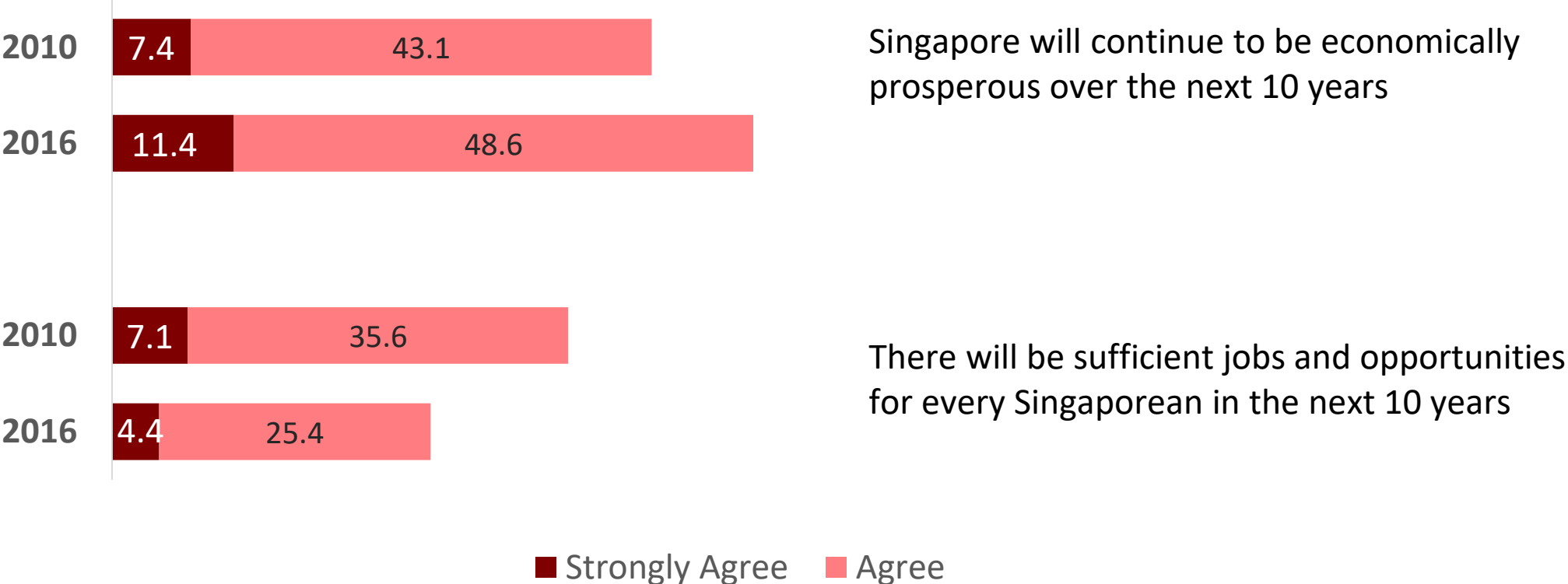
Improvements in strength and belief in the family unit

	Strongly Agree	Agree
2010	22.8	44
2016	40.5	49.5

My family is always there for me in times of need

	Strongly Agree	Agree
2010	23.2	45.8
2016	40.3	48.5

I know my family has my best interests in mind

	Strongly Agree	Agree
2010	26	44.1
2016	48.9	41.4

In my opinion, the family is the most important social institution of all

■ Strongly Agree   ■ Agree

ROOTEDNESS TO SINGAPORE

Factors of Rootedness: Top Topics

	2010			2016	
1	Having friends here	39.8%	↑ 1	Having family members here	**47.9%**
2	Having family members here	39.0%	↑ 2	Public health and safety	**44.6%**
3	Home ownership	33.4%	↓ 3	Having friends here	**35.1%**
4	Financial reward	31.9%	↑ 4	Medical care	**33.6%**
5	Public health and safety	27.5%	↑ 5	Educational opportunities	**31.9%**
5	Equal opportunity for everyone	27.5%	↑ 6	Political stability	**27.7%**
7	Medical care	23.6%	↓ 7	Home ownership	**26.2%**
8	Educational Opportunities	20.8%	↑ 8	Standard of living (e.g. balance of salary, cost of living and taxation)*	**25.3%**
8	Variety of entertainment, cultural and leisure activities	20.8%	↑ 9	Social stability (e.g. cordial relations between people of different races, religion and classes)	**23.6%**
10	Able to plan and raise a family here	20.5%	↑ 10	Connectedness to the region and the world	**20.2%**

*formerly known as "financial reward"

Key factors of rootedness

- Increase in importance of having family in Singapore, and public infrastructure and goods like public health and safety, medical care, educational opportunities and political stability

- Drop in relative importance of home ownership, having friends in Singapore, ideal of equality of opportunity for everyone

INTENTION TO EMIGRATE

In general, the intention to emigrate positively relates to and can be predicted by

+ Social norms favouring emigration
+ View that emigration improves one's social status; and socio-economic security
+ Ability to emigrate (self-rated)
+ (2016, new) personal values -- hard work, attitudes and values a person's parents taught them, drive and ambition

In general, the intention to emigrate negatively relates to and is predicted by

- – Belief in the ability to improve one's lot in Singapore
- – Sense of national pride
- – Life satisfaction levels

Similar predictors of intention to emigrate from 2010 to 2016,

- except for strength of family relations, and optimism on Singapore's economic prospects (direction 2010 was negative and in 2016, positive).
- In 2016, those with higher education levels and those who spoke English at home were more likely to think of emigrating, and younger respondents and males were more likely to think of emigrating. The Chinese were less likely to think of emigrating. In 2010, these indicators did not matter for the intention to emigrate.

CLUSTER ANALYSIS

2016

Diagram 1: Socio-psychological Profiles of Clusters (2016)

Disconnected stayer (31.6%) — Flourishing stayer (29.1%) — Disconnected (11.6%) — Explorer (27.7%)
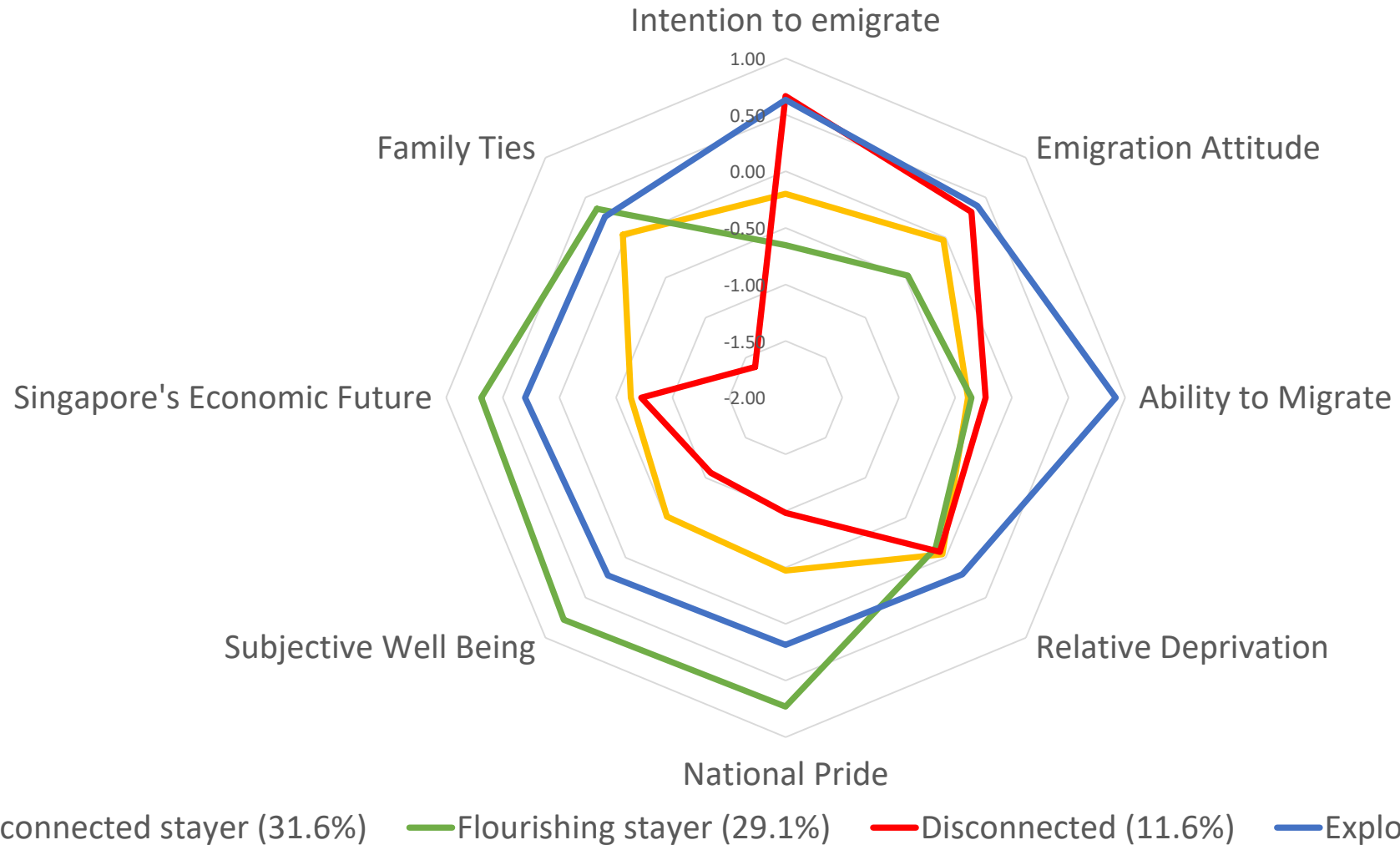
Cluster Demographics Comparison

2010 Class Mattered	2016 Class did not matter
The cluster with highest intention to emigrate had higher socio-economic status	Similar socio-economic status among clusters (Household income, types of housing)
The cluster with highest intention to emigrate had the highest educational level	Similar education level among clusters
-	There was a larger proportion of non-Chinese (38.4%) in the Explorers cluster compared to the other three clusters (27.7% & 29.6% & 26.5%)
The cluster with the highest intention to emigrate out of Singapore had a higher proportion of English speakers (58.5%) vs the other clusters (35.6%, 53.7%, 39.1%)	There was a higher proportion of English speakers in the clusters with higher intention to emigrate out of Singapore (79.1% and 79.9%) vs the other clusters (69.2% & 73.3%)

Disconnected Stayer (31.6%)

- Low level of intention to emigrate
- Moderate view of emigration and its impact on social and socio-economic status
- Little ability to emigrate
- Minimal sense of relative deprivation of locals vs foreigners
- Weak to moderate sense of national pride, subjective wellbeing and optimism of Singapore's economic future
- Moderate strength of family ties

Flourishing Stayer (29.1%)

- Low level of intention to emigrate
- Least positive view of emigration and its impact on social and socio-economic status
- Little ability to emigrate
- Minimal sense of relative deprivation of locals vs foreigners
- Strongest sense of national pride, subjective wellbeing and optimism of Singapore's economic future
- Strongest family ties

Explorer (27.7%)

- High intention to emigrate
- Most positive view of emigration and its impact on social and socio-economic status
- High ability to emigrate
- Greatest sense of relative deprivation between locals and foreigners
- Moderate to high level of national pride and sense of subjective well-being
- Moderate to high view of Singapore's economic future
- Moderate to strong family ties

Disconnected (11.6%)

- High intention to emigrate
- Very positive view of emigration and its impact on social and socio-economic status
- Low ability to emigrate
- Minimal sense of relative deprivation between locals and foreigners
- Lowest levels of national pride, subjective well-being
- Dim view of Singapore's economic future
- Weakest family ties

CONCLUSION AND REFLECTIONS

Conclusion and Reflections

The desire to emigrate was similar between the 2010 and 2016 surveys.

Positive predictors included social norms favouring emigration, the view that emigration would improve one's social status and socio-economic security, the self-rated ability to emigrate and where personal values of a certain kind – having drive and ambition for example, were perceived to be important to success in life.

Negative predictors included the belief in one's ability to improve one's lot in Singapore, the sense of national pride and life satisfaction levels.

Conclusion and Reflections

Class was not a factor in differentiating the clusters in 2016, (but the facility to speak in English did).

Is this the result of development -- where Singapore has come to a stage where an overseas experience is more open to all classes of young Singaporeans than before?

Conclusion and Reflections

The push (out of Singapore):

+ greater sense of contribution of foreign talent and benefits of immigration

- more view that immigration negatively impacts social cohesion, and are skeptical of the longer term commitment of foreign talent to Singapore

Tightening of policy on foreign workers, immigrants and focus on quality may have helped. But more can be done in terms of the softer aspects of integration by all in Singapore to improve the notion that immigration will not negatively affect social cohesion.

Conclusion and Reflections

The pull (towards other countries):

-Rise of nationalist sentiments in preferred destination countries. make it less attractive to move out of Singapore?

Given the increase in relative importance of the following factors of rootedness

- public infrastructure and goods like public health and safety, medical care, educational opportunities
- political stability
- social stability

policy developments should continue in these areas to anchor young people to Singapore.

APPENDIX

EMIGRATION ATTITUDES

Intention to Work and Live Abroad

No.	Item	Year	Never	Once in a While	Frequently	Very Frequently	All the time	Don't Know
			%	%	%	%	%	%
1	How often do you think about pursuing an overseas education?	2010	15.6	39.0	29.3	13.3	2.7	0.0
		2016	**17.7**	**45.4**	**19.1**	**13.2**	**4.5**	**0.1**
2	How often do you think about searching for better job prospects abroad?	2010	15.2	39.2	27.0	15.1	3.6	0.0
		2016	**15.3**	**38.4**	**25.2**	**15.0**	**6.0**	**0.1**
3	How often do you think about setting up a business in another country?	2010	29.1	31.8	21.7	13.9	3.5	0.0
		2016	**51.7**	**26.1**	**12.7**	**6.7**	**2.8**	**0.1**
4	How often do you think about working and living in another country for an extended period of time?	2010	14.8	35.0	27.4	17.6	5.2	0.0
		2016	**13.7**	**36.5**	**25.8**	**16.8**	**7.1**	**0.1**
5	How often do you think about emigrating to another country to live there permanently?	2010	22.2	35.7	21.0	14.6	6.6	0.0
		2016	**26.2**	**36.4**	**19.1**	**11.7**	**6.6**	**0.0**

Emigration Attitudes: Social Norm

No.	Item	Year	Strongly Disagree %	Disagree %	Neutral %	Agree %	Strongly Agree %	Don't Know %
1	Many of my Singaporean friends want to emigrate	2010	5.6	29.1	35.8	26.0	3.5	0.0
		2016	**5.1**	**21.0**	**39.5**	**27.7**	**6.6**	**0.1**
2	Only a small group of Singaporeans want to emigrate	2010	7.4	28.5	36.6	24.8	2.7	0.0
		2016	**3.7**	**23.1**	**39.3**	**31.7**	**1.8**	**0.4**
3	My friends and family members think I should emigrate	2010	15.9	34.0	32.7	14.4	2.9	0.0
		2016	**25.4**	**35.8**	**29.8**	**7.4**	**1.5**	**0.1**
4	Getting PR status in another country is becoming a popular trend among the young in Singapore	2010	8.0	23.1	35.8	27.5	5.5	0.0
		2016	**5.4**	**20.6**	**36.0**	**32.5**	**4.8**	**0.7**

Emigration Attitudes: Social Status & Stigma

No.	Item	Year	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
			%	%	%	%	%	%
1	People who have successfully emigrated overseas enjoy a higher social status compared to those who remain in Singapore	2010	7.1	27.8	36.3	24.1	4.7	0.0
		2016	**4.4**	**21.8**	**45.8**	**24.1**	**3.3**	**0.6**
2	The ability to emigrate is an indication of a person's success and competence	2010	7.4	26.6	32.8	28.0	5.2	0.0
		2016	**7.8**	**29.7**	**37.6**	**21.6**	**3.2**	**0.0**
3	There is a social stigma associated with Singaporeans who emigrated	2010	6.8	23.1	38.8	25.2	6.1	0.0
		2016	**4.5**	**25.0**	**45.9**	**22.7**	**1.7**	**0.2**

Emigration Attitudes: Socio-Economic Security (1)

No.	Item	Year	Strongly Disagree %	Disagree %	Neutral %	Agree %	Strongly Agree %	Don't Know %
1	Emigrating overseas can provide a "backup plan" in case Singapore fails	2010	7.1	26.6	33.5	26.3	6.5	0.0
		2016	**5.5**	**21.3**	**30.5**	**36.7**	**5.9**	**0.1**
2	Increase in emigration is inevitable as Singapore gets more stressful and competitive	2010	7.1	22.3	27.3	34.7	8.6	0.0
		2016	**2.2**	**12.9**	**26.5**	**45.4**	**12.9**	**0.1**
3	Being a PR overseas opens up more opportunities for me	2010	7.5	21.4	34.4	29.5	7.3	0
		2016	**2.8**	**17.2**	**37.4**	**35.5**	**6.7**	**0.5**
4	Singapore's future has become too unpredictable and emigration is the best option	2010	7.4	29.4	35.7	22.0	5.5	0.0
		2016	**7.2**	**34.3**	**38.5**	**16.4**	**3.5**	**0.1**
5	Compared to Singapore, many overseas countries can offer a better environment to raise a family	2010	8.2	26.7	35.7	24.0	5.4	0.0
		2016	**4.6**	**23.4**	**35.0**	**28.3**	**8.5**	**0.2**

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Emigration Attitudes: Socio-Economic Security (2)

No.	Item	Year	Strongly Disagree %	Disagree %	Neutral %	Agree %	Strongly Agree %	Don't Know %
6	Singaporeans want to emigrate because there are too many foreign talent here	2010	8.1	23.1	31.7	28.5	8.5	0
		2016	**3.4**	**20.8**	**30.8**	**35.0**	**9.9**	**0.2**
7	Emigration is a solution to problems related to work needs	2010	6.4	27.8	31.5	28.6	5.7	0
		2016	**3.8**	**26.0**	**35.7**	**30.8**	**3.5**	**0.2**
8	Emigration is a solution to problems related to educational needs	2010	8.5	26.0	32.2	27.8	5.4	0
		2016	**5.5**	**27.9**	**31.7**	**30.7**	**4.2**	**0.0**
9	Emigration is a solution to problems related to security needs	2010	12.2	35.3	30.2	18.3	4.0	0
		2016	**20.8**	**45.2**	**24.2**	**7.9**	**1.7**	**0.2**
10	Emigration is a solution to problems related to social needs (e.g. raising a family)	2010	9.4	26.5	35.4	23.9	4.8	0
		2016	**5.5**	**26.9**	**37.0**	**26.5**	**4.1**	**0.1**

Emigration Attitudes: Confidence in Singapore (formerly called Social Mobility)

No.	Item	Year	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
			%	%	%	%	%	%
1	I prefer to improve my socio-economic well-being in Singapore (e.g. by studying and working hard) rather than to emigrate for a better life	2010	4.2	15.8	31.7	40.5	7.7	0
		2016	**2.0**	**9.3**	**35.0**	**42.6**	**10.9**	**0.1**
2	I can achieve the things that I want even without leaving Singapore	2010	4.9	15.0	34.4	37.5	8.1	0.0
		2016	**2.2**	**10.7**	**27.7**	**48.5**	**10.8**	**0.1**

Emigration Attitudes: Ability to Emigrate

No.	Item	Year	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
			%	%	%	%	%	%
1	I can easily emigrate to other countries if I want to do so	2010	6.6	26.1	40.0	23.1	4.1	0
		2016	**4.2**	**24.1**	**43.1**	**24.6**	**3.7**	**0.3**
2	My family's social network can help me emigrate easily	2010	9.8	31.9	34.6	19.4	4.2	0
		2016	**10.9**	**38.9**	**32.6**	**14.9**	**2.4**	**0.3**
3	My family's business network can help me emigrate easily	2010	11.7	32.7	32.7	18.5	4.3	0
		2016	**16.5**	**41.4**	**32.6**	**7.5**	**1.5**	**0.4**
4	The educational qualifications that I earned in Singapore enable me to emigrate easily	2010	6.6	26.6	34.2	27.6	5.1	0
		2016	**2.3**	**14.1**	**37.4**	**40.1**	**5.9**	**0.3**

No.	Item	Year	Strongly Disagree %	Disagree %	Neutral %	Agree %	Strongly Agree %	Don't Know %
Emigration Attitudes: Attitude towards Emigrating								
1	I will actively examine the possibility of emigrating to another country within the next 5 years	2010	10.0	28.9	34.8	22.2	4.2	0
		2016	**9.0**	**26.4**	**35.3**	**22.6**	**6.6**	**0.2**
2	I will not renounce Singapore citizenship although I would want to become a PR in another country	2010	8.1	19.9	31.3	29.8	10.8	0
		2016	**6.6**	**13.8**	**26.1**	**32.9**	**20.2**	**0.4**

FOREIGN TALENT IN SINGAPORE

Attitudes toward Foreign Talent: Contributions from Foreign Talent

No.	Item	Year	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
			%	%	%	%	%	%
1	Foreign talent contributes to Singapore's development as much as Singaporeans do	2010	3.3	17.7	33.5	40.5	4.9	0.0
		2016	**1.3**	**8.2**	**27.7**	**53.9**	**8.6**	**0.1**
2	Most of the foreign talent are keen to stay in Singapore permanently	2010	5.4	19.4	32.6	36.4	6.3	0.0
		2016	**2.1**	**14.2**	**27.9**	**44.5**	**10.8**	**0.5**
3	The benefit of having foreign talent in Singapore is not obvious to me	2010	7.2	22.4	39.0	26.2	5.2	0.0
		2016	**6.7**	**35.8**	**36.5**	**18.0**	**3.0**	**0.1**

No.	Item	Year	Strongly Disagree %	Disagree %	Neutral %	Agree %	Strongly Agree %	Don't Know %
	Attitudes toward Foreign Talent: Threats from Foreign Talent							
1	Our job security is compromised due to the influx of foreign talent	2010	3.9	20.0	31.2	37.1	7.7	0
		2016	**2.3**	**16.3**	**34.5**	**37.2**	**9.6**	**0.1**
2	Having too many foreign talent in Singapore dilute the cohesiveness of our society	2010	5.8	21.5	33.7	30.9	8.0	0
		2016	**2.2**	**18.2**	**31.4**	**37.4**	**10.6**	**0.1**

Attitudes toward Foreign Talent: Integration of Foreign Talent

No.	Item	Year	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
			%	%	%	%	%	%
1	Most of the foreign talent are keen to integrate into the local community	2010	6.6	20.1	35.9	33.0	4.4	0
		2016	**2.0**	**13.9**	**39.8**	**39.0**	**5.0**	**0.2**
2	Foreign talent is using Singapore as a stepping stone to other developed countries	2010	6.1	15.2	33.2	35.9	9.6	0
		2016	**0.6**	**9.3**	**33.7**	**43.0**	**12.9**	**0.4**
3	Many foreign talent on Singapore government scholarship will break their study bond upon graduation	2010	6.1	21.0	39.5	26.7	6.7	0
		2016	**1.2**	**14.2**	**48.9**	**26.1**	**8.1**	**1.4**

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Attitudes toward Foreign Talent: Fairness and Equality

No.	Item	Year	Strongly Disagree %	Disagree %	Neutral %	Agree %	Strongly Agree %	Don't Know %
1	Foreign talent enjoys many benefits that a Singaporean is not entitled to have (e.g. housing assistance, scholarships and subsidies)	2010	7.1	22.4	36.4	27.7	6.5	0
		2016	**3.8**	**24.0**	**37.2**	**27.0**	**7.2**	**0.8**
2	Compared to foreign talent, Singaporeans have more access to job opportunities, and other forms of social resources (e.g. SINDA, CDAC, MENDAKI, CDCs, MP meet-the-people sessions)	2010	4.9	18.0	38.9	31.2	7.0	0
		2016	**1.5**	**11.0**	**32.1**	**45.2**	**9.9**	**0.2**
3	Singaporeans shoulder more social responsibilities compared to foreign talent	2010	4.5	16.4	30.8	40.3	7.8	0
		2016	**1.0**	**8.1**	**31.0**	**48.5**	**11.2**	**0.0**
4	Many foreign talent are here just for the benefits	2010	4.2	14.5	31.6	37.8	11.9	0
		2016	**1.8**	**11.5**	**32.0**	**38.1**	**16.4**	**0.1**

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Attitudes toward Foreign Talent: Number of Foreign Talent in Singapore

No.	Item	Year	Should have less	Should have slightly less	Maintain current level	Should have slightly more	Should have more
			%	%	%	%	%
1	What do you think of the overall number of foreign talent in Singapore?	2010	21.9	30.7	34.2	9.5	3.8
		2016	**20.2**	**39.1**	**37.2**	**2.7**	**0.8**

CITIZENSHIP, SATISFACTION, ECONOMY, AND FAMILY

Singapore Citizenship (National Pride)

No.	Item	Year	Strongly Disagree %	Disagree %	Neutral %	Agree %	Strongly Agree %	Don't Know %
1	I would prefer to be a citizen of Singapore than any other country in the world	2010	2.1	10.3	30.5	45.7	11.5	0
		2016	1.2	2.8	16.2	50.4	29.3	0.0
2	There are some things about Singapore that make me feel ashamed of Singapore	2010	6.0	25.1	34.4	26.8	7.7	0
		2016	9.1	34.2	31.7	22.2	2.8	0.0
3	The world would be a better place if people from other countries were more like the citizens of Singapore	2010	4.3	20.9	36.1	31.1	7.6	0
		2016	2.3	14.9	53.9	24.5	4.3	0.1
4	Generally speaking, Singapore is a better country than most other countries	2010	4.1	11.7	32.0	42.1	10.1	0
		2016	0.7	4.1	18.1	57.1	19.9	0.1
5	People should support their country even if the country is in the wrong	2010	10.7	29.0	34.6	21.5	4.2	0
		2016	10.9	31.7	33.0	19.1	5.1	0.2

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Life Satisfaction

No.	Item	Year	Strongly Disagree %	Disagree %	Neutral %	Agree %	Strongly Agree %	Don't Know %
1	In most ways, my life is close to my idea of perfection	2010	6.7	21.0	39.8	28.7	3.9	0
		2016	**2.7**	**19.6**	**49.0**	**24.9**	**3.6**	**0.1**
2	The conditions of my life are excellent	2010	5.2	20.3	36.5	32.6	5.4	0
		2016	**2.1**	**9.4**	**45.0**	**37.8**	**5.7**	**0.0**
3	I am satisfied with my life	2010	5.6	17.7	33.6	35.9	7.2	0.0
		2016	**1.8**	**7.9**	**32.2**	**50.4**	**7.6**	**0.0**
4	So far, I have gotten the important things I want in life	2010	5.8	24.0	34.5	31.2	4.5	0
		2016	**2.3**	**15.2**	**35.9**	**41.0**	**5.5**	**0.0**
5	If I could live my life over, I would change almost nothing	2010	7.1	26.0	32.7	27.7	6.5	0
		2016	**5.9**	**28.5**	**33.9**	**26.2**	**5.4**	**0.1**

Singapore's Economic Prospects

No.	Item	Year	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
			%	%	%	%	%	%
1	Singapore will continue to be economically prosperous over the next 10 years	2010	4.2	12.2	33.1	43.1	7.4	0
		2016	**1.3**	**6.3**	**31.7**	**48.6**	**11.4**	**0.6**
2	There will be sufficient jobs and opportunities for every Singaporeans in the next 10 years	2010	5.3	18.7	33.4	35.6	7.1	0
		2016	**4.8**	**22.6**	**42.0**	**25.4**	**4.4**	**0.8**
3	Singapore can continue to attract good foreign investment into the country for the next 10 years	2010	4.3	12.8	35.1	40.2	7.7	0.0
		2016	**0.6**	**6.5**	**33.6**	**49.5**	**9.4**	**0.4**

Family Relations

No.	Item	Year	Strongly Disagree %	Disagree %	Neutral %	Agree %	Strongly Agree %
1	My family is always there for me in times of need	2010	4.5	9.4	19.3	44.0	22.8
		2016	**0.4**	**1.9**	**7.7**	**49.5**	**40.5**
2	I know that my family has my best interests in mind	2010	3.0	9.0	18.9	45.8	23.2
		2016	**0.5**	**1.3**	**9.4**	**48.5**	**40.3**
3	In my opinion, the family is the most important social institution of all	2010	4.2	7.3	18.4	44.1	26.0
		2016	**0.5**	**1.1**	**8.1**	**41.4**	**48.9**

ROOTEDNESS TO SINGAPORE

Factors of Rootedness: Quality of Life

	Item	Freq.	One of Top 5 Most Important	
			2010 (%)	2016 (%)
1	Home ownership	527	33.4	**26.2**
2	Public health and safety (e.g. law & order, free from drugs & pollution)	898	27.5	**44.6**
3	Medical care	677	23.6	**33.6**
4	Educational opportunities	642	20.8	**31.9**
5	Opportunities to improve standard of living	245	18.8	**12.2**
6	Variety of entertainment, cultural and leisure activities	141	20.8	**7**

Factors of Rootedness: Finance and Career

	Item	One of Top 5 Most Important		
		Freq.	2010 (%)	**2016 (%)**
1	Standard of living* (e.g. balance of salary, cost of living & taxation)	509	31.9	**25.3**
2	Economic opportunities	144	13.5	**7.2**
3	Connectedness to the region & the world	407	11.1	**20.2**
4	Career development (e.g. able to establish a career track record here)	270	22	**13.4**
	*formerly titled "financial reward"			

Factors of Rootedness: Social Bonding and Well-Being

	Item		One of Top 5 Most Important	
		Freq.	2010 (%)	**2016 (%)**
1	Having friends here	706	39.8	**35.1**
2	Having family members here	964	39.0	**47.9**
3	Having familiar landmarks and authentic buildings	110	10.0	**5.5**
4	Able to plan and raise a family here	378	20.5	**18.8**
5	Able to lead an enjoyable life	264	20.4	**13.1**
6	Able to lead a spiritual life	105	12.3	**5.2**
7	A fair, compassionate and caring society	266	11.9	**13.2**
8	Openness to diversity (e.g. welcoming of people with different lifestyles & political views)	219	18.4	**10.9**

		One of Top 5 Most Important		
	Item	Freq.	2010 (%)	**2016 (%)**
1	Equal opportunity for everyone	253	27.5	**12.6**
2	Multicultural values	336	-	**16.7**
3	Cosmopolitan outlook	74	-	**3.7**
4	Meritocracy in public administration	87	7.7	**4.3**
5	Transparency & accountability	173	8.1	**8.6**
6	Political stability (e.g. no political unrest, stable & predictable government)	557	20.5	**27.7**
7	Social stability (e.g. cordial relations between people of different races, religion & classes)	475	18.9	**23.6**
8	Competent government (e.g. efficient government services & administration)	354	11.1	**17.6**
9	Political engagement (e.g. freedom of expression, ability to influence public policy)	55	5.1	**2.7**
10	Personal freedom (e.g. independent of government control or no need to conform to many social norms)	66	3.5	**3.3**

Factors of Rootedness: Socio-Political Considerations

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PERCEPTIONS OF SOCIAL MOBILITY

Factors Important in Helping Individuals Succeed in Life

No.	Item	Not Important at All		Not Important		Neutral		Important		Very Important		Don't Know/NA	
		Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%
1	Hard work	1	0.0	13	0.6	99	4.9	962	47.8	937	46.5	1	0.0
2	Attitudes and values a person's parents taught them	3	0.1	15	0.7	111	5.5	835	41.5	1049	52.1	0	0.0
3	A person's drive and ambition	0	0.0	4	0.2	97	4.8	949	47.1	963	47.8	0	0.0
4	Quality education	4	0.2	53	2.6	399	19.8	951	47.2	605	30.1	1	0.0
5	Growing up in family with two parents	23	1.1	133	6.6	586	29.1	786	39.0	484	24.0	1	0.0
6	Knowing the right people	11	0.5	61	3.0	291	14.5	927	46.1	722	35.9	1	0.0
7	Getting a degree or a diploma	19	0.9	140	7.0	553	27.5	818	40.6	483	24.0	0	0.0
8	State of the economy	4	0.2	23	1.1	320	15.9	1144	56.8	520	25.8	2	0.1
9	Coming from a financially successful family	79	3.9	395	19.6	825	41.0	510	25.3	204	10.1	0	0.0
10	Having well educated parents	118	5.9	472	23.4	822	40.8	444	22.1	157	7.8	0	0.0
11	Growing up in a good neighbourhood	93	4.6	303	15.1	728	36.2	703	34.9	186	9.2	0	0.0
12	Luck	187	9.3	247	12.3	725	36.0	516	25.6	336	16.7	2	0.1
13	Access to loans	68	3.4	219	10.9	799	39.7	771	38.3	149	7.4	7	0.3
14	A person's race	388	19.3	573	28.5	630	31.3	310	15.4	109	5.4	3	0.1
15	Gender	456	22.7	648	32.2	652	32.4	213	10.6	44	2.2	0	0.0

OVERSEAS EXPERIENCE

- 67.7% felt that overseas work experience was important
- Of these, the top reasons were to acquire skills/knowledge, for career development and to experience the world beyond Singapore
- Most saw that the period of 1-2 years and 2-5 years as the optimal duration for being abroad
- Top obstacles cited to working overseas were that of finding the right opportunity, financial cost and concerns for personal safety
- 7.6% had resided abroad for more than a year, most for their studies or to stay with family.
- Most of these felt a moderate sense of belonging to their country of residence

Overseas Work Experience is Important

Variable	Frequency	%
Yes	1362	67.7
No	651	32.3

Reasons for Importance (n=1362)

		Yes		No		Don't Know/NA	
	Reason	Freq.	%	Freq.	%	Freq.	%
1	Financial reward	792	58.1	564	41.4	6	0.4
2	Career development	1336	98.1	26	1.9	0	0.0
3	Employers' expectations	900	66.1	445	32.7	17	1.2
4	Family business overseas	329	24.2	1008	74.0	25	1.8
5	Build a network of connections	1280	94.0	77	5.7	0	0.0
6	Acquire skills/knowledge	1341	98.5	19	1.4	2	0.1
7	Be closer to the global centres of activities	1190	87.4	167	12.3	5	0.4
8	Explore new markets and potentials	1299	95.4	61	4.5	2	0.1
9	Experience the world beyond Singapore	1341	98.5	19	1.4	2	0.1
10	Other reasons*	2	0.1	1360	99.9	0	0.0
	*"would be more independent"						

Ideal Duration Spent Working Abroad (n=1362)

Variable	Frequency	%
Up to 1 year	201	14.8
1-2 years	459	33.7
2-5 years	535	39.3
More than 5 years	127	9.3
Don't know	40	2.9

Obstacles Faced in Deciding to Work Abroad (n=1362)

		Yes		No		Don't Know/NA	
	Reason	Freq.	%	Freq.	%	Freq.	%
1	Financial cost	1148	84.3	208	15.3	6	0.4
2	Finding the right opportunity	1231	90.4	128	9.4	3	0.2
3	Objections from family and friends	601	44.1	756	55.5	5	0.4
4	Not motivated to search for information on working abroad	427	31.4	924	67.8	11	0.8
5	Unable to speak the language	809	59.4	546	40.1	7	0.5
6	Concerns for personal safety	1030	75.6	326	23.9	6	0.4
7	Concerns that I cannot cope with living abroad	771	56.6	584	42.9	7	0.5
8	Opportunity cost for leaving Singapore	941	69.1	413	30.3	8	0.6
9	Do not know if any company will hire me	982	72.1	361	26.5	19	1.4
10	Others*	10	0.7	1352	99.3	0	0.0
	*includes immigration policy, NS, and racism concerns.						

Resided Abroad for More than a Year

Variable	Frequency	%
Yes	153	7.6
No	1860	92.4

Key Purpose for Residing Abroad (n=153)

Variable	Frequency	%
Work	21	13.7
Study	72	47.1
Stay with Family	55	35.9
Others	5	3.3

Sense of Belonging to Country Resided in (n=153)

Variable	Frequency	%
Very Weak	14	9.2
Weak	27	17.6
Moderate	72	47.1
Strong	29	19.0
Very Strong	11	7.2

Country Resided in (n=153)			
No.	Country	Freq.	%
1	Australia	28	18.3
2	United Kingdom (UK)	24	15.7
3	China	17	11.1
4	United States (US)	16	10.5
5	Malaysia	12	7.8
6	India	11	7.2
7	Japan	4	2.6
8	Thailand	4	2.6
9	Brunei	4	2.6
10	Taiwan	4	2.6
11	Hong Kong	3	2.0
12	Indonesia	3	2.0
13	France	3	2.0
14	Myanmar	3	2.0
15	United Arab Emirates	3	2.0
16	Others*	17	9.1
	*includes Vietnam (2), Turkey (2), Philippines, "Africa", Croatia, Denmark, Egypt, Germany, Holland, S. Korea, New Zealand (1 each)		

Length of Residence (n=153)		
No. of Years	Freq.	%
1	35	1.7
2	34	1.7
3	25	1.2
4	15	0.7
5	14	0.7
6	7	0.3
7	5	0.2
8	3	0.1
9	1	0.0
10	1	0.0
11	2	0.1
12	2	0.1
13	1	0.0
15	1	0.0
16	1	0.0
18	2	0.1
21	1	0.0
Cannot remember	3	0.1

PREDICTORS OF INTENTION TO EMIGRATE

Descriptive Statistics by Scale

Concept	No. of Items	Cronbach's Alpha	Mean	Standard Deviation	Range
Intention to Emigrate (DV1)	5	0.84	2.37	0.86	1.00-5.00
Intention to Emigrate in next 5 yrs (DV2)	1	-	2.91	1.05	1.00-5.00
Emigration Attitude	15	0.86	2.92	0.57	1.00-5.00
Social Norm	3	0.61	2.81	0.72	1.00-5.00
Social Status	2	0.44*	2.91	0.78	1.00-5.00
Socio-Economic Security	10	0.83	3.04	0.61	1.00-5.00
Ability to Emigrate	4	0.72	2.82	0.67	1.00-5.00
Confidence in Singapore	2	0.50*	3.53	0.78	1.00-5.00
Threat from FT	2	0.54*	3.36	0.84	1.00-5.00
Relative Deprivation	5	0.65	3.42	0.58	1.40-5.00
National Pride (S'pore Citizenship)	5	0.48	3.42	0.51	1.00-5.00
Subjective Well-being (Life Satisfaction)	5	0.82	3.25	0.66	1.00-5.00
Economic Optimism	3	0.70	3.42	0.66	1.00-5.00
Family Ties	3	0.87	4.31	0.64	1.00-5.00
Critical Success Factors – Socio-Economic Conditions	5	0.76	3.48	0.67	1.20-5.00
Critical Success Factors – Internal Drivers (Personal values)	3	0.61	4.43	0.47	2.00-5.00
Critical Success Factors – Ascribed Identity	2	0.75*	2.48	1.00	1.00-5.00

*For 2-item measures, Spearman's rho is used as an indicator of reliability

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	Intention to Emigrate (DV1)	-																
2	Intention to Emigrate in next 5 yrs (DV2)	.543**	-															
3	Emigration Attitude	.464**	.482**	-														
4	Social Norm	.442**	.429**	.810**	-													
5	Social Status	.291**	.311**	.818**	.432**	-												
6	Socio-Economic Security	.413**	.454**	.815**	.545**	.513**	-											
7	Ability to Emigrate	.194**	.278**	.241**	.268**	.118**	.211**	-										
8	Confidence in Singapore	-.294**	-.313**	-.212**	-.181**	-.145**	-.199**	.129**	-									
9	Threat from FT	.091**	.118**	.342**	.236**	.240**	.379**	.087**	-.065**	-								
10	Relative Deprivation	.150**	.126**	.336**	.233**	.256**	.346**	.130**	-0.01	.518**	-							
11	National Pride	-.189**	-.220**	-.113**	-.119**	-0.005	-.171**	.060**	.314**	0.03	.114**	-						
12	Subjective Well-being (Life Satisfaction)	-.210**	-.164**	-.172**	-.133**	-.099**	-.203**	.148**	.343**	-.088**	-.065**	.455**	-					
13	Economic Optimism	-.091**	-.096**	-.127**	-.125**	-.046*	-.151**	.060**	.256**	-.093**	-.058**	.401**	.428**	-				
14	Family Ties	-0.03	-.052*	-0.036	-0.037	-0.011	-0.043	.089**	.247**	.055*	.104**	.279**	.304**	.218**	-			
15	Critical Success Factors – Socio-Economic Conditions	.093**	.062**	.149**	.072**	.165**	.125**	.057*	-0.033	.108**	.161**	.107**	0.04	-0.021	0.012	-		
16	Critical Success Factors – Internal Drivers (Personal values)	.091**	0.02	0.039	.057**	0.022	0.012	0.038	.145**	.065**	.084**	.137**	.088**	.103**	.294**	.078**	-	
17	Critical Success Factors – Ascribed Identity	.062**	.074**	.131**	.082**	.119**	.121**	.065**	-.058**	.103**	.061**	-0.017	0.004	-0.001	-.084**	.310**	-.045*	-

* Correlation is significant at the 0.05 level (2-tailed); ** Correlation is significant at the 0.01 level (2-tailed)

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Comparison between 2010 and 2016

Intention to Emigrate		Predictors	Emigrate in Next 5 Years	
2010	2016		2010	2016
-	Negative (Younger more likely)	Age	-	-
-	Negative (Male more likely)	Gender (Female dummy)	-	-
-	-	Housing Type	-	-
-	Positive	Speak English at Home (dummy)	-	Positive
-	Positive	Highest Education Attainment	-	-
-	-	Monthly Household Income	-	-
-	-	Employed (dummy)	-	Negative
-	Negative (Chinese less likely)	Chinese (dummy)	-	-
-	-	Malay (dummy)	-	-
Positive	Positive	Social Norm	Positive	Positive
Positive	Positive	Social Status	Positive	Positive
Positive	Positive	Socio-Economic Security	Positive	Positive
Negative	Negative	Social Mobility/Confidence in Singapore	Negative	Negative
Positive	Positive	Ability to Emigrate	Positive	Positive
Negative	Negative	Threats from FT	-	Negative
-	Positive	Relative Deprivation	Positive	-
Negative	Negative	National Pride	-	Negative
Negative	Positive	Family Relations	-	-
Negative	Positive	SG's Econ Prospects	-	Positive
Negative	Negative	Subjective Well-being	-	-

Regression: Predictors between Clusters (2016) – Intention to Emigrate (DV1)*

Predictors	Overall (n=2013)	Disconnected Stayer (n=636)	Flourishing Stayer (n=584)	Explorer (n=556)	Disconnected (n=233)
Age	Negative (Younger more likely)	-	Negative	-	
Gender (Female dummy)	Negative (Male more likely)	-	Negative (Male more likely)	Negative (Male more likely)	
Speak English at Home (dummy)	Positive	-	-	-	
Highest Education Attainment	Positive	Positive	Positive	-	
Chinese (dummy)	-	Negative (Chinese less likely)	-	-	
Social Norm	Positive	Positive	Positive	Positive	Positive
Social Status and Stigma	Positive	Positive	-	-	
Socio-Economic Security	Positive	Positive	Positive	Positive	Positive
Social Mobility/Confidence in Singapore	Negative	Negative	Negative	Negative	Negative
Ability to Emigrate	Positive	Negative	Negative	Positive	
Threats from FT	Negative	Negative	Negative	-	
Relative Deprivation	-	-	-	-	
National Pride	Negative	-	Positive	-	
Family Relations	-	Positive	Positive	-	Positive
SG's Econ Prospects	Positive	-	Positive	-	
Subjective Well-being	Negative	-	-	-	
Critical Success Factors – Internal Drivers (Personal values)	Positive	-	-	Positive	Positive

* Predictors may differ from 2010/2016 comparison as addition predictors in step 3 affect the final results. Housing type, monthly household income, being employed, being Malay, critical success factors of socio-economic conditions and ascribed identity were non-significant for all groups, and thus not shown here.

Predictors between Clusters (2016) – Emigrate in Next 5 Years (DV2)*

Predictors	Overall (n=2013)	Disconnected Stayer (n=636)	Flourishing Stayer (n=584)	Explorer (n=556)	Disconnected (n=233)
Speak English at Home (dummy)	Positive	-	-	-	Positive
Highest Education Attainment	-	-	-	-	
Monthly Household Income	-	-	-	-	
Employed (dummy)	Negative	-	Negative	-	
Chinese (dummy)	Negative (Chinese less likely)	-	-	Negative	
Social Norm	Positive	Positive	-	Positive	Positive
Social Status and Stigma	Positive	-	-	-	
Socio-Economic Security	Positive	Positive	Positive	Positive	Positive
Social Mobility/Confidence in Singapore	Negative	Negative	Negative	Negative	Negative
Ability to Emigrate	Positive	Positive	Positive	Positive	Positive
Threats from FT	Negative	Negative	Negative	-	
Relative Deprivation	-	-	Negative	-	
National Pride	Negative	-	-	Negative	
SG's Econ Prospects	Positive	-	-	-	
Critical Success Factors – Internal Drivers (Personal values)	-	-	-	-	

* Predictors may differ from 2010/2016 comparison as addition predictors in step 3 affect the final results. Age, gender, monthly household income, being Malay, family relations, subjective well-being, and critical success factors of socio-economic conditions and ascribed identity were non-significant for all groups, and thus not shown here.

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DV 1: Significant Predictors (Intention to Emigrate)

Positively Correlated	Negative Correlated
Speak English at Home	Age
Highest Education	Gender
Social Norms	Confidence in SG
Social Status	
Socio-Economic Security	Threats from FT
Ability to Emigrate	National Pride
SG Economic Prospects	Subjective Well-Being
Critical Success Factor (Internal Drivers-Personal values)	-

DV 2: Significant Predictors Emigrate in Next 5 Years

Positively Correlated	Negative Correlated
Speak English at Home	Employed
Social Norms	Chinese
Social Status	Confidence in SG
Socio-Economic Security	Threats from FT
Ability to Emigrate	National Pride
SG Economic Prospects	

2016 Overall Sample N= 2013

DV 1: Significant Predictors (Intention to Emigrate)

Positively Correlated	Negative Correlated
Highest Education Attained	Chinese
Social Norms	Confidence in SG
Social Status and Stigma	Ability to Emigrate
Socio-Economic Security	Threats from FT
Family relations	

DV 2: Significant Predictors Emigrate in Next 5 Years

Positively Correlated	Negative Correlated
Social Norms	Confidence in SG
Socio-Economic Security	Threats from FT
Ability to Emigrate	

**Cluster 1
Disconnected Stayer
n=637**

DV 1: Significant Predictors (Intention to Emigrate)

Positively Correlated	Negative Correlated
Highest Education Attained	Age
Social Norms	Gender (Female dummy)
Socio-Economic Security	Confidence in SG
National Pride	Ability to Emigrate
Family Relations	Threats from FT
SG's Econ Prospects	

DV 2: Significant Predictors Emigrate in Next 5 Years

Positively Correlated	Negative Correlated
Employed	Confidence in SG
Socio-Economic Security	Threats from FT
Ability to Emigrate	Relative Deprivation

Cluster 2
Flourishing Stayer
n=585

DV 1: Significant Predictors (Intention to Emigrate)

Positively Correlated	Negative Correlated
Social Norms	Confidence in SG
Socio-Economic Security	
Family Relations	
Critical Success Factors – Internal Drivers (Personal values)	

DV 2: Significant Predictors Emigrate in Next 5 Years

Positively Correlated	Negative Correlated
Speak English at Home	Confidence in SG
Social Norms	
Socio-Economic Security	
Ability to Emigrate	

Cluster 3 Disconnected N=234

DV 1: Significant Predictors (Intention to Emigrate)

Positively Correlated	Negative Correlated
Social Norms	Gender
Socio-Economic Security	Confidence in SG
Critical Success Factors – Internal Drivers (Personal values)	Ability to Emigrate

DV 2: Significant Predictors Emigrate in Next 5 Years

Positively Correlated	Negative Correlated
Social Norms	Chinese
Socio-Economic Security	Confidence in SG
Critical Success Factors – Internal Drivers (Personal values)	National Pride
	Critical Success Factors – Internal Drivers (Personal values)

Cluster 4 Explorers N=557

REGRESSION: COMPARING TO 2010

2010 (n=2012)

Step	Predictor (std. beta at Step 2)	DV 1: Intention to Emigrate	DV 2: Emigrate in next 5 years
1	Age	-0.045	0.029
	Gender (Female dummy)	-0.027	-0.003
	Housing Type	0.048	0.001
	Speak English at Home (dummy)	0.002	0.038
	Highest Education Attainment	0.009	0.012
	Monthly Household Income	-0.037	0.030
	Employed (dummy)	-0.019	-0.037
	Chinese (dummy)	0.030	-0.005
	Malay (dummy)	-0.040	0.017
2	Social Norm	0.130***	0.123***
	Social Status and Stigma	0.112***	0.081***
	Socio-Economic Security	0.135***	0.206***
	Social Mobility	-0.110***	-0.085***
	Ability to Emigrate	0.139***	0.145***
	Threats from FT	-0.079***	0.024
	Relative Deprivation	-0.032	0.052*
	National Pride	-0.076***	-0.041
	Family Relations	-0.095***	-0.021
	SG's Econ Prospects	-0.047*	-0.020
	Subjective Well-being	-0.070**	0.020

Predictors for 2010 data may differ as the regression analyses were run on a more compact list of variables from the release of the 2010 study, to exclude non-significant variables from the 2016 study.

DV1: Intention to Migrate
- **Significant Regression Equation $F_{(20,1992)}$ = 25.849, $p < 0.001$, with an R^2 of 0.206**

DV2: Migrate next five years
- **Significant Regression Equation $F_{(20,1992)}$ = 27.152, $p < 0.001$, with an R^2 of 0.214**

Legend:

Sig. < 0.001 → ***
Sig. < 0.010 → **
Sig. < 0.050 → *

	DV 1	DV 2
Step 1 R2	0.022	0.030
Step 2 R2	0.206	0.214

R2 Change	DV 1	DV 2
Step 1	0.022***	0.030***
Step 2	0.184***	0.184***

2016 (n=2013)

Step	Predictor (std. beta at Step 2)	DV 1: Intention to Emigrate	DV 2: Emigrate in next 5 years
1	Age	-0.079***	0.014
	Gender (Female dummy)	-0.078***	0.000
	Housing Type	0.013	0.029
	Speak English at Home (dummy)	0.074***	0.047*
	Highest Education Attainment	0.086***	0.027
	Monthly Household Income	0.003	-0.011
	Employed (dummy)	0.023	-0.077***
	Chinese (dummy)	-0.062*	-0.063
	Malay (dummy)	-0.023	0.010
2	Social Norm	0.246***	0.163***
	Social Status	0.046*	0.069***
	Socio-Economic Security	0.194***	0.239***
	Confidence in SG (formerly Social Mobility)	-0.208***	-0.232***
	Ability to Emigrate	0.096***	0.205***
	Threats from FT	-0.101***	-0.064**
	Relative Deprivation	0.048*	0.000
	National Pride	-0.050*	-0.108***
	Family Relations	0.053**	0.028
	SG's Econ Prospects	0.066**	0.051*
	Subjective Well-being	-0.106***	-0.029

DV1: Intention to Migrate
- Significant Regression Equation $F_{(20,1992)}$ = 49.447, $p < 0.001$, with an R^2 of 0.332

DV2: Migrate next five years
- Significant Regression Equation $F_{(20,1992)}$ = 57.187, $p < 0.001$, with an R^2 of 0.365

Legend:

Sig. < 0.001 → ***
Sig. < 0.010 → **
Sig. < 0.050 → *

	DV 1	DV 2
Step 1 R2	0.047	0.042
Step 2 R2	0.332	0.364

R2 Change	DV 1	DV 2
Step 1	0.047***	0.042***
Step 2	0.285***	0.323***

REGRESSION: 2016 ANALYSES

2010 (n=2012)

Step	Predictor (std. beta at Step 2)	DV 1: Intention to Emigrate	DV 2: Emigrate in next 5 years
1	Age	-0.045	0.029
	Gender (Female dummy)	-0.027	-0.003
	Housing Type	0.048	0.001
	Speak English at Home (dummy)	0.002	0.038
	Highest Education Attainment	0.009	0.012
	Monthly Household Income	-0.037	0.030
	Employed (dummy)	-0.019	-0.037
	Chinese (dummy)	0.030	-0.005
	Malay (dummy)	-0.040	0.017
2	Social Norm	0.130***	0.123***
	Social Status and Stigma	0.112***	0.081***
	Socio-Economic Security	0.135***	0.206***
	Social Mobility	-0.110***	-0.085***
	Ability to Emigrate	0.139***	0.145***
	Threats from FT	-0.079***	0.024
	Relative Deprivation	-0.032	0.052*
	National Pride	-0.076***	-0.041
	Family Relations	-0.095***	-0.021
	SG's Econ Prospects	-0.047*	-0.020
	Subjective Well-being	-0.070**	0.020

Predictors for 2010 data may differ as the regression analyses were run on a more compact list of variables from the release of the 2010 study, to exclude non-significant variables from the 2016 study.

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- **Significant Regression Equation $F_{(20,1992)}$ = 25.849, $p < 0.001$, with an R^2 of 0.206**

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Legend:

Sig. < 0.001 → ***
Sig. < 0.010 → **
Sig. < 0.050 → *

	DV 1	DV 2
Step 1 R2	0.022	0.030
Step 2 R2	0.206	0.214

R2 Change	DV 1	DV 2
Step 1	0.022***	0.030***
Step 2	0.184***	0.184***

Step	Predictor (std. beta at Step 2)	DV 1: Intention to Emigrate	DV 2: Emigrate in next 5 years
1	Age	-0.079***	0.014
	Gender (Female dummy)	-0.078***	0.000
	Housing Type	0.013	0.029
	Speak English at Home (dummy)	0.074***	0.047*
	Highest Education Attainment	0.086***	0.027
	Monthly Household Income	0.003	-0.011
	Employed (dummy)	0.023	-0.077***
	Chinese (dummy)	-0.062*	-0.063
	Malay (dummy)	-0.023	0.010
2	Social Norm	0.246***	0.163***
	Social Status	0.046*	0.069***
	Socio-Economic Security	0.194***	0.239***
	Confidence in SG (formerly Social Mobility)	-0.208***	-0.232***
	Ability to Emigrate	0.096***	0.205***
	Threats from FT	-0.101***	-0.064**
	Relative Deprivation	0.048*	0.000
	National Pride	-0.050*	-0.108***
	Family Relations	0.053**	0.028
	SG's Econ Prospects	0.066**	0.051*
	Subjective Well-being	-0.106***	-0.029

DV1: Intention to Migrate
- **Significant Regression Equation $F_{(20,1992)}$ = 49.447, $p < 0.001$, with an R^2 of 0.332**

DV2: Migrate next five years
- **Significant Regression Equation $F_{(20,1992)}$ = 57.187, $p < 0.001$, with an R^2 of 0.365**

Legend:
Sig. < 0.001 → ***
Sig. < 0.010 → **
Sig. < 0.050 → *

	DV 1	DV 2
Step 1 R2	0.047	0.042
Step 2 R2	0.332	0.364

R2 Change	DV 1	DV 2
Step 1	0.047***	0.042***
Step 2	0.285***	0.323***

2016 (inc. CSF)

Overall Sample N= 2013

Step	Predictor (std. beta at Step 3)	DV 1: Intention to Emigrate	DV 2: Emigrate in next 5 years
1	Age	-0.074**	0.017
	Gender (Female dummy)	-0.075***	0.000
	Housing Type	0.013	0.030
	Speak English at Home (dummy)	0.069***	0.046*
	Highest Education Attainment	0.085***	0.026
	Monthly Household Income	0.002	-0.011
	Employed (dummy)	-0.023	-0.077***
	Chinese (dummy)	-0.054	-0.061*
	Malay (dummy)	-0.020	0.011
2	Social Norm	0.240***	0.160***
	Social Status and Stigma	0.043	0.070**
	Socio-Economic Security	0.193***	0.240***
	Confidence in SG (formerly Social Mobility)	-0.215***	-0.235***
	Ability to Emigrate	0.099***	0.206***
	Threats from FT	-0.104***	-0.065**
	Relative Deprivation	0.043	-0.001
	National Pride	-0.059**	-0.110***
	Family Relations	0.030	0.018
	SG's Econ Prospects	0.065**	0.050*
	Subjective Well-being	-0.104***	-0.028

Legend:

Sig. < 0.001 → ***
Sig. < 0.010 → **
Sig. < 0.050 → *

	DV 1	DV 2
Step 1 R2	0.047	0.042
Step 2 R2	0.332	0.365
Step 3 R2	0.341	0.366

R2 Change	DV 1	DV 2
Step 1	0.047***	0.042***
Step 2	0.285***	0.323***
Step 3	0.009***	0.001

Step	Predictor (std. beta at Step 3)	DV 1: Intention to Emigrate	DV 2: Emigrate in next 5 years
3	Critical Success Factor (Socio-Economic Conditions)	0.034	0.000
	Critical Success Factor (Internal Drivers – Personal values)	0.093***	0.037
	Critical Success Factor (Ascribed Identity)	-0.002	-0.004

Overall Sample
N= 2013

DV1: Intention to Migrate
- **Significant Regression Equation F(20,1989) = 44.720, p < 0.001, with an R2 of 0.341**

DV2: Migrate next five years
- **Significant Regression Equation 1989) = 49.921, p < 0.001, with an R2 of 0.366**

Legend:

Sig. < 0.001 → ***
Sig. < 0.010 → **
Sig. < 0.050 → *

	DV 1	DV 2
Step 1 R2	0.047	0.042
Step 2 R2	0.332	0.365
Step 3 R2	0.341	0.366

R2 Change	DV 1	DV 2
Step 1	0.047***	0.042***
Step 2	0.285***	0.323***
Step 3	0.009***	0.001

2016 (inc. CSF)

Disconnected
N = 234

Step	Predictor (std. beta at Step 3)	DV 1: Intention to Emigrate	DV 2: Emigrate in next 5 years
1	Age	- 0.040	0.029
	Gender (Female dummy)	- 0.067	0.000
	Housing Type	0.049	0.009
	Speak English at Home (dummy)	0.109	0.154**
	Highest Education Attainment	0.056	0.111
	Monthly Household Income	0.045	0.020
	Employed (dummy)	0.049	- 0.115
	Chinese (dummy)	- 0.095	- 0.084
	Malay (dummy)	- 0.014	0.008
2	Social Norm	0.149*	0.203**
	Social Status and Stigma	0.066	- 0.020
	Socio-Economic Security	0.164*	0.169*
	Confidence in SG (formerly Social Mobility)	- 0.345***	- 0.360***
	Ability to Emigrate	0.079	0.188**
	Threats from FT	- 0.098	0.034
	Relative Deprivation	0.051	0.004
	National Pride	- 0.022	- 0.069
	Family Relations	0.216***	0.046
	SG's Econ Prospects	0.040	0.087
	Subjective Well-being	0.001	- 0.031

Legend:

Sig. < 0.001 → ***
Sig. < 0.010 → **
Sig. < 0.050 → *

	DV 1	DV 2
Step 1 R2	0.085	0.123
Step 2 R2	0.406	0.437
Step 3 R2	0.426	0.438

R2 Change	DV 1	DV 2
Step 1	0.085	0.123
Step 2	0.321	0.314
Step 3	0.020	0.002

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Step	Predictor (std. beta at Step 3)	DV 1: Intention to Emigrate	DV 2: Emigrate in next 5 years
3	Critical Success Factor (Socio-Economic Conditions)	0.050	0.003
	Critical Success Factor (Internal Drivers – Personal values)	0.136**	- 0.038
	Critical Success Factor (Ascribed Identity)	- 0.022	0.019

DV1: Intention to Migrate
- **Significant Regression Equation $F_{(23, 233)} = 6.778$, $p < 0.001$, with an R^2 of 0.426**

DV2: Migrate next five years
- **Significant Regression Equation $F_{(23, 233)} = 0.7128$, $p < 0.001$, with an R^2 of 0.438**

Legend:

Sig. < 0.001 → ***
Sig. < 0.010 → **
Sig. < 0.050 → *

	DV 1	DV 2
Step 1 R2	0.085	0.123
Step 2 R2	0.406	0.437
Step 3 R2	0.426	0.438

R2 Change	DV 1	DV 2
Step 1	0.085	0.123
Step 2	0.321	0.314
Step 3	0.020	0.002

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2016 (inc. CSF)

Explorer
N = 557

Step	Predictor (std. beta at Step 3)	DV 1: Intention to Emigrate	DV 2: Emigrate in next 5 years
1	Age	- 0.069	- 0.053
	Gender (Female dummy)	- 0.084*	- 0.045
	Housing Type	- 0.001	- 0.044
	Speak English at Home (dummy)	0.042	0.075
	Highest Education Attainment	0.025	- 0.011
	Monthly Household Income	- 0.059	0.016
	Employed (dummy)	0.006	- 0.007
	Chinese (dummy)	- 0.035	- 0.152**
	Malay (dummy)	- 0.028	- 0.077
2	Social Norm	0.275***	0.206***
	Social Status and Stigma	0.015	- 0.004
	Socio-Economic Security	0.177***	0.278***
	Confidence in SG (formerly Social Mobility)	- 0.187***	- 0.188***
	Ability to Emigrate	- 0.210***	0.051
	Threats from FT	- 0.086	- 0.048
	Relative Deprivation	0.065	- 0.051
	National Pride	- 0.001	- 0.091*
	Family Relations	0.064	.020
	SG's Econ Prospects	0.055	.063
	Subjective Well-being	0.007	.054

Legend:
Sig. < 0.001 → ***
Sig. < 0.010 → **
Sig. < 0.050 → *

	DV 1	DV 2
Step 1 R2	0.050	0.080
Step 2 R2	0.291	0.285
Step 3 R2	0.312	0.294

R2 Change	DV 1	DV 2
Step 1	0.050	0.080
Step 2	0.241	0.206
Step 3	0.021	0.009

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Step	Predictor (std. beta at Step 3)	DV 1: Intention to Emigrate	DV 2: Emigrate in next 5 years
3	Critical Success Factor (Socio-Economic Conditions)	0.054	- 0.040
	Critical Success Factor (Internal Drivers – Personal values)	0.137***	0.091*
	Critical Success Factor (Ascribed Identity)	- 0.042	0.049

2016 (inc. CSF)

Explorer
N = 557

DV1: Intention to Migrate
- **Significant Regression Equation $F_{(23,556)} = 10.516$, $p < 0.001$, with an R^2 of 0.312**

DV2: Migrate next five years
- **Significant Regression Equation $F_{(23, 556)} = 9.670$, $p < 0.001$, with an R^2 of 0.294**

Legend:

Sig. < 0.001 → ***
Sig. < 0.010 → **
Sig. < 0.050 → *

	DV 1	DV 2
Step 1 R2	0.050	0.080
Step 2 R2	0.291	0.285
Step 3 R2	0.312	0.294

R2 Change	DV 1	DV 2
Step 1	0.050	0.080
Step 2	0.241	0.206
Step 3	0.021	0.009

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2016 (inc. CSF)

Flourishing stayer
N = 585

Step	Predictor (std. beta at Step 3)	DV 1: Intention to Emigrate	DV 2: Emigrate in next 5 years
1	Age	- 0.140**	0.073
	Gender (Female dummy)	- 0.084*	0.044
	Housing Type	0.028	0.049
	Speak English at Home (dummy)	0.070	- 0.018
	Highest Education Attainment	0.108*	- 0.024
	Monthly Household Income	0.074	- 0.002
	Employed (dummy)	0.059	- 0.105*
	Chinese (dummy)	0.109	0.089
	Malay (dummy)	0.073	0.083
2	Social Norm	0.171***	0.083
	Social Status and Stigma	0.033	0.176
	Socio-Economic Security	0.245***	0.203***
	Confidence in SG (formerly Social Mobility)	- 0.168***	- 0.225***
	Ability to Emigrate	- 0.144***	0.125***
	Threats from FT	- 0.140**	- 0.096**
	Relative Deprivation	- 0.057	- 0.017*
	National Pride	.096*	- 0.048
	Family Relations	.098*	0.030
	SG's Econ Prospects	.135***	0.015
	Subjective Well-being	- 0.016	0.019

Legend:

Sig. < 0.001 → ***
Sig. < 0.010 → **
Sig. < 0.050 → *

	DV 1	DV 2
Step 1 R2	0.048	0.022
Step 2 R2	0.237	0.252
Step 3 R2	0.240	0.254

R2 Change	DV 1	DV 2
Step 1	0.048	0.022
Step 2	0.189	0.230
Step 3	0.003	0.002

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Step	Predictor (std. beta at Step 3)	DV 1: Intention to Emigrate	DV 2: Emigrate in next 5 years
3	Critical Success Factor (Socio-Economic Conditions)	0.026	0.041
	Critical Success Factor (Internal Drivers – Personal values)	0.045	0.014
	Critical Success Factor (Ascribed Identity)	0.020	- 0.002

2016 (inc. CSF)

Flourishing stayer
N = 585

DV1: Intention to Migrate
- **Significant Regression Equation F(23, 584) = 7.689, p < 0.001, with an R2 of 0.240**

DV2: Migrate next five years
- **Significant Regression Equation F(23, 584) = 8.288, p < 0.001, with an R2 of 0.254**

Legend:

Sig. < 0.001 → ***
Sig. < 0.010 → **
Sig. < 0.050 → *

	DV 1	DV 2
Step 1 R2	0.048	0.022
Step 2 R2	0.237	0.252
Step 3 R2	0.240	0.254

R2 Change	DV 1	DV 2
Step 1	0.048	0.022
Step 2	0.189	0.230
Step 3	0.003	0.002

Step	Predictor (std. beta at Step 3)	DV 1: Intention to Emigrate	DV 2: Emigrate in next 5 years
1	Age	- 0.047	0.005
	Gender (Female dummy)	- 0.061	0.020
	Housing Type	0.047	0.060
	Speak English at Home (dummy)	0.066	0.046
	Highest Education Attainment	.0116**	0.064
	Monthly Household Income	0.018	- 0.038
	Employed (dummy)	- 0.096*	- 0.058
	Chinese (dummy)	- 0.157*	- 0.032
	Malay (dummy)	- 0.076	0.083
2	Social Norm	0.251***	0.180***
	Social Status and Stigma	0.107**	0.079
	Socio-Economic Security	0.093*	0.212***
	Confidence in SG (formerly Social Mobility)	- 0.136***	- 0.174***
	Ability to Emigrate	- 0.110**	0.124**
	Threats from FT	- 0.108*	- 0.084*
	Relative Deprivation	0.012	0.036
	National Pride	0.004	- 0.071
	Family Relations	0.151***	- 0.003
	SG's Econ Prospects	- 0.012	0.009
	Subjective Well-being	- 0.052	- 0.067

Legend:

Sig. < 0.001 → ***
Sig. < 0.010 → **
Sig. < 0.050 → *

	DV 1	DV 2
Step 1 R2	0.062	0.051
Step 2 R2	0.268	0.282
Step 3 R2	0.274	0.289

R2 Change	DV 1	DV 2
Step 1	0.062	0.051
Step 2	0.206	0.231
Step 3	0.006	0.007

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Step	Predictor (std. beta at Step 3)	DV 1: Intention to Emigrate	DV 2: Emigrate in next 5 years
3	Critical Success Factor (Socio-Economic Conditions)	0.006	- 0.019
	Critical Success Factor (Internal Drivers – Personal values)	0.069	0.043
	Critical Success Factor (Ascribed Identity)	0.044	- 0.069

2016 (inc. CSF)

Disconnected stayer
N = 637

DV1: Intention to Migrate
- **Significant Regression Equation F(23, 636) = 10.055, p < 0.001, with an R2 of 0.274**

DV2: Migrate next five years
- **Significant Regression Equation F(23, 636) = 10.859, p < 0.001, with an R2 of 0.289**

Legend:

Sig. < 0.001 → ***
Sig. < 0.010 → **
Sig. < 0.050 → *

	DV 1	DV 2
Step 1 R2	0.062	0.051
Step 2 R2	0.268	0.282
Step 3 R2	0.274	0.289

R2 Change	DV 1	DV 2
Step 1	0.048	0.051
Step 2	0.189	0.231
Step 3	0.003	0.007

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MEANS COMPARISON OF CRITICAL SUCCESS FACTORS BY CLUSTER

Perceptions of Attitudes on Social Mobility

3 Factors

Factor 1 (Socio-Economic Conditions):
E, growing up in family with two parents
F, knowing the right people
I, from financially successful family
J, well educated parents
K, grow up good neighborhood

Factor 2 (Internal Drivers):
A, hard work
B, attitudes and values
C, drive and ambition

Factor 3 (Ascribed Identity):
N, race
O, gender

Cronbach Alpha

Factor 1 (Socio-Economic Conditions):
Cronbach Alpha: 0.755

Factor 2 (Internal Drivers):
Cronbach Alpha: 0.611

Factor 3 (Ascribed Identity):
Cronbach Alpha: 0.846

ANOVA of 4 Clusters w.r.t CSF

ANOVA	Df	Mean Square	F
Socio-Economic Conditions	3	1.352	3.012*
Internal Drivers	3	4.626	22.004***
Ascribed Identity	3	3.970	4.016**

There was a significant effect of Cluster Grouping on CSF (Socio-Economic Conditions) [F(3, 2013) =3.012, P <0.050]

There was a significant effect of Cluster Grouping on CSF (Internal Drivers) [F(3, 2013) = 22.004, P <0.001]

There was a significant effect of Cluster Grouping on CSF (Ascribed Identity) [F(3, 2013) = 4.016, P <0.010]

Socio-Economic Conditions	N	Mean	Standard Dev.	Standard Error
Disconnected	234	3.5137	0.69250	0.04527
Explorer	557	3.5357	0.69155	0.02930
Flourishing Stayer	585	3.4872	0.67833	0.02805
Disconnected Stayer	637	3.4232	0.63371	0.02511

Internal Drivers	N	Mean	Standard Dev.	Standard Error
Disconnected	234	4.2179	0.53977	0.03529
Explorer	557	4.4934	0.44784	0.01898
Flourishing Stayer	585	4.4655	0.44397	0.0136
Disconnected Stayer	637	4.4040	0.44830	0.01776

ANOVA of 4 Clusters w.r.t CSF

ANOVA	Df	Mean Square	F
Socio-Economic Conditions	3	1.352	3.012*
Internal Drivers	3	4.626	22.004***
Ascribed Identity	3	3.970	4.016**

There was a significant effect of Cluster Grouping on CSF (Socio-Economic Conditions) [F(3, 2013) =3.012, P <0.050]

There was a significant effect of Cluster Grouping on CSF (Internal Drivers) [F(3, 2013) = 22.004, P <0.001]

There was a significant effect of Cluster Grouping on CSF (Ascribed Identity) [F(3, 2013) = 4.016, P <0.010]

Ascribed Identity	N	Mean	Standard Dev.	Standard Error
Disconnected	234	2.5940	1.03570	0.06771
Explorer	557	2.5616	1.02740	0.04535
Flourishing Stayer	585	2.3880	1.00463	0.04154
Disconnected Stayer	637	2.4609	0.93806	0.03717

Post-Hoc 1: CSF Socio-Economic Conditions

Post-hoc comparison using the Tukey HSD test indicated that:

Mean score for Explorer (M = 3.54, SD = 0.69) was significantly different from the Disconnected Stayer (M = 3.42, SD = 0.63)

Dependent Variable: Socio-Economic Conditions Factor
Turkey HSD

Clusters	Clusters	Mean Diff.	Std. Error	Sig.
Disconnected	Explorer	- 0.02205	0.05219	0.975
	Flourishing Stayer	0.02650	0.05182	0.956
	Disconnected Stayer	0.09047	0.05121	0.290
Explorer	Disconnected	0.02205	0.05219	0.975
	Flourishing Stayer	0.04855	0.03966	0.612
	Disconnected Stayer	0.11252*	0.03887	0.020
Flourishing Stayer	Disconnected	-0.02650	0.05182	0.956
	Explorer	-0.04855	0.03966	0.612
	Disconnected Stayer	0.06397	0.03837	0.341
Disconnected Stayer	Disconnected	-0.09047	0.05121	0.290
	Explorer	-0.11252*	0.03887	0.020
	Flourishing Stayer	-0.06397	0.03837	0.341

* The mean difference is significant at the 0.05 level.

Post-Hoc 1: CSF Socio-Economic Conditions

Post-hoc comparison using the Tukey HSD test indicated that:

Mean score for Explorer (M = 3.54, SD = 0.69) was significantly different from the Disconnected Stayer (M = 3.42, SD = 0.63)

Dependent Variable: Socio-Economic Conditions Factor
Turkey HSD

Environment Clusters	N	Mean	Standard Dev.	Standard Error
Disconnected	234	3.5137	0.69250	0.04527
Explorer	557	3.5357	0.69155	0.02930
Flourishing Stayer	585	3.4872	0.67833	0.02805
Disconnected Stayer	637	3.4232	0.63371	0.02544

Post-Hoc 2: CSF Internal Drivers

Post-hoc comparison using the Tukey HSD test indicated that:

Mean score for Disconnected (M = 4.22, SD = 0.54) was significantly different from the Explorer (M = 4.49, SD = 0.45)

Mean score for Disconnected (M = 4.22, SD = 0.54) was significantly different from the Flourishing Stayer (M = 4.47, SD = 0.45)

Mean score for Disconnected (M = 4.22, SD = 0.54) was significantly different from the Disconnected Stayer (M = 4.40, SD = 0.45)

Mean score for Explorer (M = 3.54, SD = 0.69) was significantly different from the Disconnected Stayer (M = 4.40, SD = 0.45)

Dependent Variable: Internal Drivers
Turkey HSD

Clusters	Clusters	Mean Diff.	Std. Error	Sig.
Disconnected	Explorer	-0.27541*	0.03572	0.000
	Flourishing Stayer	-0.24758*	0.03546	0.000
	Disconnected Stayer	-0.18603*	0.03505	0.000
Explorer	Disconnected	0.27541*	0.03572	0.000
	Flourishing Stayer	0.02783	0.02714	0.735
	Disconnected Stayer	0.08938*	0.02660	0.004
Flourishing Stayer	Disconnected	0.24758*	0.03546	0.000
	Explorer	-0.02783	0.02714	0.735
	Disconnected Stayer	0.06155	0.02626	0.089
Disconnected Stayer	Disconnected	0.18603*	0.03505	0.000
	Explorer	-0.08938*	0.02660	0.004
	Flourishing Stayer	-0.06155	0.02626	0.089

* The mean difference is significant at the 0.05 level.

Post-Hoc 2: CSF Internal Drivers

Post-hoc comparison using the Tukey HSD test indicated that:

Mean score for Disconnected (M = 4.22, SD = 0.54) was significantly different from the Explorer (M = 4.49, SD = 0.45)

Mean score for Disconnected (M = 4.22, SD = 0.54) was significantly different from the Flourishing Stayer (M = 4.47, SD = 0.45)

Mean score for Disconnected (M = 4.22, SD = 0.54) was significantly different from the Disconnected Stayer (M = 4.40, SD = 0.45)

Mean score for Explorer (M = 3.54, SD = 0.69) was significantly different from the Disconnected Stayer (M = 4.40, SD = 0.45)

Dependent Variable: Internal Drivers
Turkey HSDc

Environment Clusters	N	Mean	Standard Dev.	Standard Error
Disconnected	234	4.2179	0.53977	0.03529
Explorer	557	4.4934	0.44784	0.01898
Flourishing Stayer	585	4.4655	0.44397	0.01836
Disconnected Stayer	637	4.4040	0.44830	0.01776

Post-Hoc 3: CSF Ascribed Identity

Post-hoc comparison using the Tukey HSD test indicated that:

Mean score for Disconnected (M = 2.55, SD = 1.02) was significantly different from the Flourishing Stayer (M = 2.39, SD = 1.00)

Mean score for Explorer (M = 2.56, SD = 1.02) was significantly different from the Flourishing Stayer (M = 2.39, SD = 1.00)

Dependent Variable: Ascribed Identity
Turkey HSD

Clusters	Clusters	Mean Diff.	Std. Error	Sig.
Disconnected	Explorer	0.03244	0.07745	0.975
	Flourishing Stayer	0.20598*	0.07690	0.037
	Disconnected Stayer	0.13312	0.07600	0.297
Explorer	Disconnected	-0.03244	0.07745	0.975
	Flourishing Stayer	0.17354*	0.05886	0.017
	Disconnected Stayer	0.10068	0.05768	0.300
Flourishing Stayer	Disconnected	-0.20598*	0.07690	0.037
	Explorer	-0.17354*	0.05886	0.017
	Disconnected Stayer	-0.07286	0.05693	0.576
Disconnected Stayer	Disconnected	-0.13312	0.07600	0.297
	Explorer	-1.0068	0.05768	0.300
	Flourishing Stayer	0.07286	0.05693	0.576

* The mean difference is significant at the 0.05 level.

Post-Hoc 3: CSF Ascribed Identity

Post-hoc comparison using the Tukey HSD test indicated that:

Mean score for Disconnected (M = 2.55, SD = 1.02) was significantly different from the Flourishing Stayer (M = 2.39, SD = 1.00)

Mean score for Explorer (M = 2.56, SD = 1.02) was significantly different from the Flourishing Stayer (M = 2.39, SD = 1.00)

Dependent Variable: Ascribed Identity
Turkey HSD

Environment Clusters	N	Mean	Standard Dev.	Standard Error
Disconnected	234	2.5940	1.03570	0.06771
Explorer	557	2.5616	1.02140	0.04353
Flourishing Stayer	585	2.3880	1.00463	0.04154
Disconnected Stayer	637	2.4609	0.93806	0.03717

CLUSTER ANALYSIS

Demographic Breakdown of Sample by Clusters (%) - K means 4 cluster solution				
Variable	(n = 637) "Disconnected stayer"	(n=585) "Flourishing stayer"	(n=557) "Explorer"	(n=234) "Disconnected"
Age Group				
19 to 21 years	29.7%	32.3%	26.8%	32.9%
22 to 24 years	29.0%	23.8%	25.9%	32.1%
25 to 27 years	22.8%	22.6%	28.0%	20.5%
28 to 30 years	18.5%	21.4%	19.4%	14.5%
Language Spoken at Home				
English	73.3%	69.2%	79.9%	79.1%
All Others	26.7%	30.8%	20.1%	20.9%
Place of Birth				
Singapore	95.8%	95.7%	94.1%	96.2%
All Others	4.2%	4.3%	5.9%	3.8%
Gender				
Male	52.6%	45.3%	52.6%	54.7%
Female	47.4%	54.7%	47.4%	45.3%
Race				
Chinese	73.5%	70.4%	61.6%	72.2%
Malay	19.3%	18.8%	23.2%	17.9%
Indian	6.9%	10.3%	13.6%	8.1%
Others	0.3%	0.5%	1.6%	1.7%

Variable	(n = 637) "Disconnected stayer"	(n=585) "Flourishing stayer"	(n=557) "Explorer"	(n=234) "Disconnected"
Highest Educational Qualification*				
Primary	0.5%	0.5%	0.4%	0.9%
Lower Secondary	0.6%	0.3%	0.4%	0.4%
Secondary	10.7%	14.4%	9.2%	16.2%
Post-Secondary (non-tertiary)	22.3%	23.6%	21.4%	21.8%
Polytechnic Diploma	36.7%	28.4%	29.6%	32.1%
Other Diploma/Professional Qualification	3.9%	3.6%	6.3%	9.0%
Degree	22.0%	23.9%	29.3%	17.5%
Postgraduate qualification	3.3%	5.3%	3.6%	2.1%
Religion				
Taoism	5.8%	6.2%	5.4%	4.3%
Buddhism	29.7%	32.0%	21.9%	22.2%
Islam	19.8%	22.4%	26.4%	20.9%
Hinduism	4.7%	5.5%	8.8%	3.4%
Christianity	13.8%	10.6%	13.5%	12.0%
Catholicism	3.1%	3.4%	3.1%	7.3%
Others	0.5%	0.2%	0.5%	0.4%
No religion	22.6%	19.8%	20.5%	29.5%

Demographic Breakdown of Sample by Clusters (%) - K means 4 cluster solution

*No data points for Highest Educational Qualification < Primary

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Demographic Breakdown of Sample by Clusters (%) - K means 4 cluster solution

Variable	(n = 637) "Disconnected stayer"	(n=585) "Flourishing stayer"	(n=557) "Explorer"	(n=234) "Disconnected"
Income Group*				
$1,000 to $1,999	5.2%	6.1%	5.2%	11.1%
$2,000 to $2,999	16.1%	12.2%	9.4%	15.3%
$3,000 to $3,999	10.7%	12.6%	11.8%	12.7&
$4,000 to $4,999	14.5%	9.3%	8.6%	10.1%
$5,000 to $5,999	11.6%	10.9%	10.4%	12.7%
$6,000 to $6,999	8.0%	8.4%	10.0%	6.9%
$7,000 to $7,999	7.7%	7.2%	6.8%	5.8%
$8,000 to $8,999	3.9%	5.7%	7.6%	7.4%
$9,000 to $9,999	4.3%	5.5%	5.0%	5.8%
$10,000 and above	18.0%	22.1%	25.1%	12.2%
Refused				
House Type				
HDB 1-3 Room	21.8%	23.2%	24.8%	30.3%
HDB 4 Room	43.0%	42.1%	39.9%	38.9%
HDB 5 Room	22.3%	20.7%	20.3%	18.4%
Executive/Maisonette	8.3%	7.2%	7.9%	7.3%
Condominium/HUDC/Terrace/Semi-Detached/Bungalow	2.4%	3.1%	2.9%	3.0%
Others	2.2%	3.8%	4.3%	2.1%

*No data points for income <$1,000

Cluster Demographics Comparison

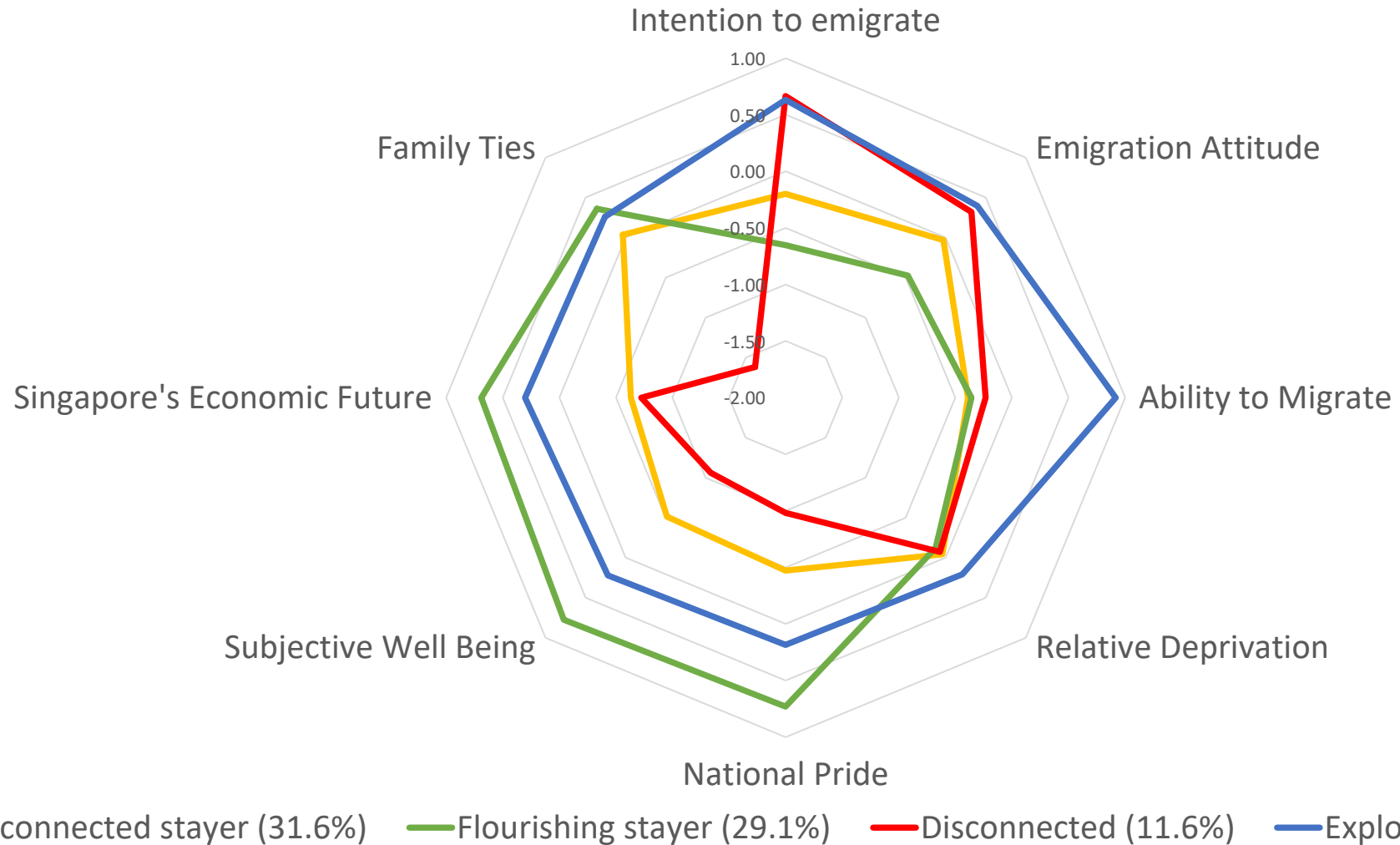| 2010	2016
The cluster with highest intention to emigrate had higher socio-economic status	Similar socio-economic status among clusters (Household income, types of housing)
The cluster with highest intention to emigrate had the highest educational level	Similar education level among clusters
-	Explorers have a larger proportion of non-Chinese (38.4%) compared to the other three clusters (27.7% & 29.6% & 26.5%)
The cluster with the highest intention to emigrate out of Singapore had a higher proportion of English speakers (58.5%) vs the other clusters (35.6%, 53.7%, 39.1%)	The clusters with higher intention to emigrate out of Singapore had a higher proportion of English speakers (79.1% and 79.9%) vs the other clusters (69.2% & 73.3%)

2010
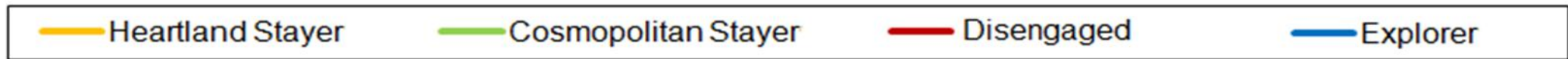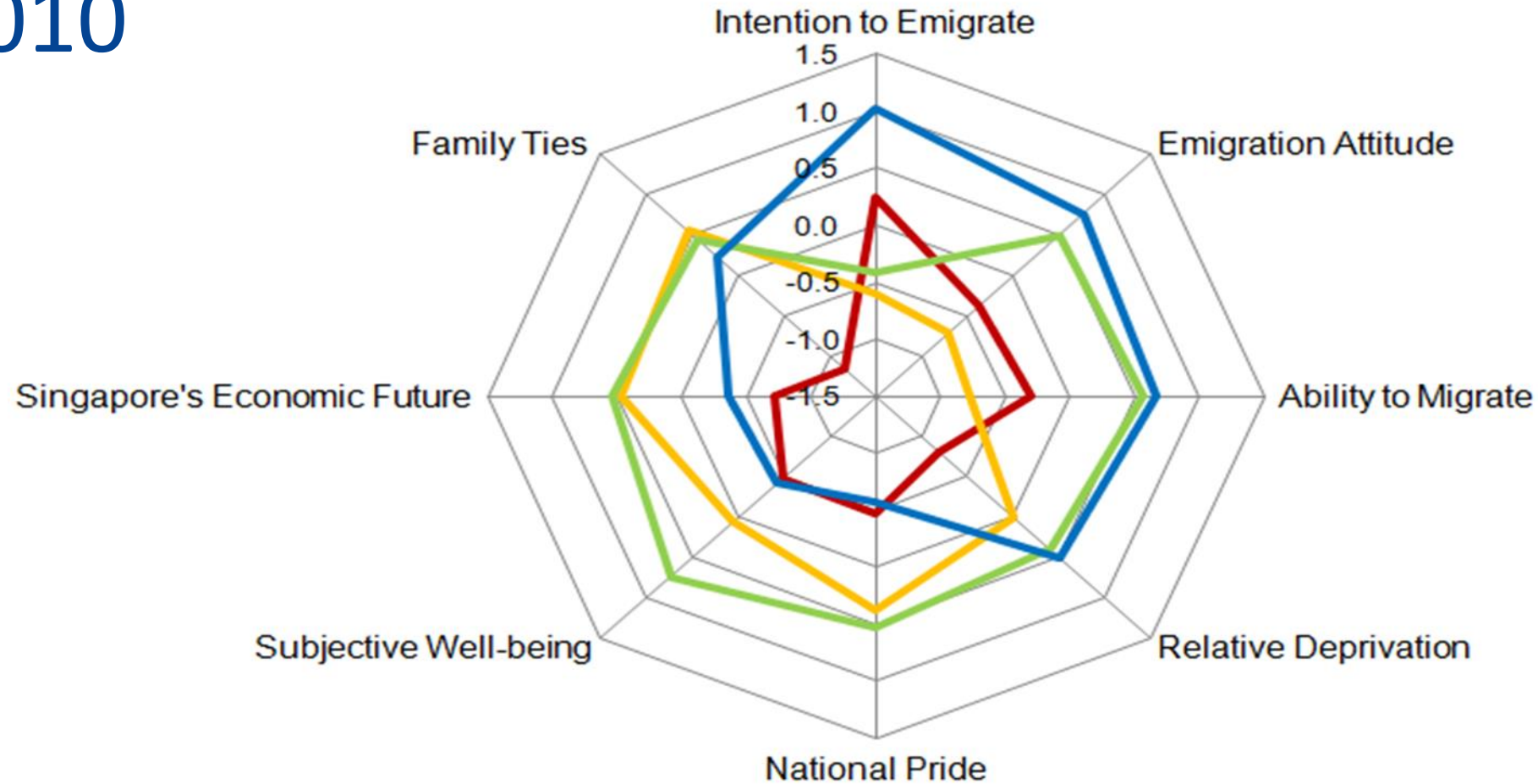
Heartland Stayer: 26.5%   Cosmopolitan Stayer: 26.7%   Disengaged: 26.5%   Explorer: 20.2%

Diagram 1: Socio-psychological Profiles of Clusters (2016)

- Disconnected stayer (31.6%)
- Flourishing stayer (29.1%)
- Disconnected (11.6%)
- Explorer (27.7%)

No.	Country	Disconnected Stayer (%)	Flourishing Stayer (%)	Explorer (%)	Disconnected (%)	Total
	Preferred Emigration Destination					
1	Australia	35.9	34.4	41.7	23.1	35.6
2	New Zealand	11.8	10.1	11.0	12.0	11.1
3	United States of America (USA)	8.3	8.0	10.1	15.8	9.6
4	United Kingdom (UK)	7.2	5.6	6.8	4.7	6.4
5	Canada	5.5	4.1	6.8	6.8	5.6
6	Japan	5.3	5.0	3.1	6.0	4.7
7	Taiwan	4.1	5.0	1.1	3.4	3.4
8	Korea	1.4	2.4	1.1	2.6	1.7
9	Switzerland	0.9	2.2	1.6	1.7	1.6
10	Malaysia	1.6	1.9	0.5	2.1	1.4
11	Germany	1.3	0.9	1.6	0.9	1.2
12	Thailand	0.9	0.7	1.3	0.0	0.8
13	"Europe"	0.8	0.5	1.1	1.3	0.8
14	China	0.9	0.7	1.1	0.0	0.8
15	Norway	0.8	0.7	0.4	0.9	0.6
16	United Arab Emirates	0.3	0.7	1.1	0.4	0.6
17	Sweden	0.6	0.7	0.2	1.3	0.6
18	Indonesia	0.5	0.0	0.9	1.7	0.6
19	France	0.6	0.3	0.5	0.9	0.5
20	Hong Kong	0.2	0.9	0.5	0.4	0.5
21	Finland	0.8	0.3	0.4	0.4	0.5
22	South Korea	0.3	0.5	0.2	0.4	0.3

Preferred emigration destination is largely mirrored in the clusters, with the exception of the Disconnected who rank USA slightly over New Zealand.

Regression: Predictors between Clusters (2016) – Intention to Emigrate (DV1)*

Predictors	Overall (n=2013)	Disconnected Stayer (n=636)	Flourishing Stayer (n=584)	Explorer (n=556)	Disconnected (n=233)
Age	Negative (Younger more likely)	-	Negative	-	
Gender (Female dummy)	Negative (Male more likely)	-	Negative (Male more likely)	Negative (Male more likely)	
Speak English at Home (dummy)	Positive	-	-	-	
Highest Education Attainment	Positive	Positive	Positive	-	
Chinese (dummy)	-	Negative (Chinese less likely)	-	-	
Social Norm	Positive	Positive	Positive	Positive	Positive
Social Status and Stigma	Positive	Positive	-	-	
Socio-Economic Security	Positive	Positive	Positive	Positive	Positive
Social Mobility/Confidence in Singapore	Negative	Negative	Negative	Negative	Negative
Ability to Emigrate	Positive	Negative	Negative	Positive	
Threats from FT	Negative	Negative	Negative	-	
Relative Deprivation	-	-	-	-	
National Pride	Negative	-	Positive	-	
Family Relations	-	Positive	Positive	-	Positive
SG's Econ Prospects	Positive	-	Positive	-	
Subjective Well-being	Negative	-	-	-	
Critical Success Factors – Internal Drivers (Personal values)	Positive	-	-	Positive	Positive

* Predictors may differ from 2010/2016 comparison as addition predictors in step 3 affect the final results. Housing type, monthly household income, being employed, being Malay, critical success factors of socio-economic conditions and ascribed identity were non-significant for all groups, and thus not shown here.

Institute of Policy Studies   Lee Kuan Yew School of Public Policy   NUS National University of Singapore

Predictors between Clusters (2016) – Emigrate in Next 5 Years (DV2)*

Predictors	Overall (n=2013)	Disconnected Stayer (n=636)	Flourishing Stayer (n=584)	Explorer (n=556)	Disconnected (n=233)
Speak English at Home (dummy)	Positive	-	-	-	Positive
Highest Education Attainment	-	-	-	-	-
Monthly Household Income	-	-	-	-	-
Employed (dummy)	Negative	-	Negative	-	-
Chinese (dummy)	Negative (Chinese less likely)	-	-	Negative	-
Social Norm	Positive	Positive	-	Positive	Positive
Social Status and Stigma	Positive	-	-	-	-
Socio-Economic Security	Positive	Positive	Positive	Positive	Positive
Social Mobility/Confidence in Singapore	Negative	Negative	Negative	Negative	Negative
Ability to Emigrate	Positive	Positive	Positive	Positive	Positive
Threats from FT	Negative	Negative	Negative	-	-
Relative Deprivation	-	-	Negative	-	-
National Pride	Negative	-	-	Negative	-
SG's Econ Prospects	Positive	-	-	SG -	-
Critical Success Factors – Internal Drivers (Personal values)	-	-	-	-	-

* Predictors may differ from 2010/2016 comparison as addition predictors in step 3 affect the final results. Age, gender, monthly household income, being Malay, family relations, subjective well-being, and critical success factors of socio-economic conditions and ascribed identity were non-significant for all groups, and thus not shown here.