

Findings from IPS survey on Future of Work Singaporeans Want

Monday, 16 January 2023

9.45 am – 10.00 am

Survey Background

Purpose: Understand how prepared Singapore workers are to survive and succeed in a labour landscape facing increasingly rapid disruptions and major restructuring.

Aligned with the three key themes underlying Singapore Perspectives 2023: Work

Day 1: How to adapt and succeed in the future of work?

How prepared Singapore workers are to adapt and succeed.

Day 2: How to succeed together and ensure no one is left behind?

Analyses were performed to identify vulnerable groups who lag others in these areas, and who may need more help to adapt.

Day 3: How to balance and achieve the aspirations of Singaporeans?

How much Singaporeans value and prioritise different job aspects

Methodology

Respondents

- Singapore Citizens or PRs
- Aged 21 and above
- Economically active (Working or actively seeking work)

Quota sampling

- Based on Singapore labour force profile (*MOM 2021 report*)
- Central location based recruitment
- Weights for gender, age groups, and education levels were applied to correct for under/over sampling

Final sample n = 1,010

Survey highlights

1. What are Singaporeans' perceptions of social mobility?
2. How mentally prepared are we for the future of work?
3. Do we possess the critical core skills?
4. What matters to Singaporeans at work?
5. What are we willing to give up for what we want?

Perceived mobility

Future readiness

Critical core skills

What we want

What really matters

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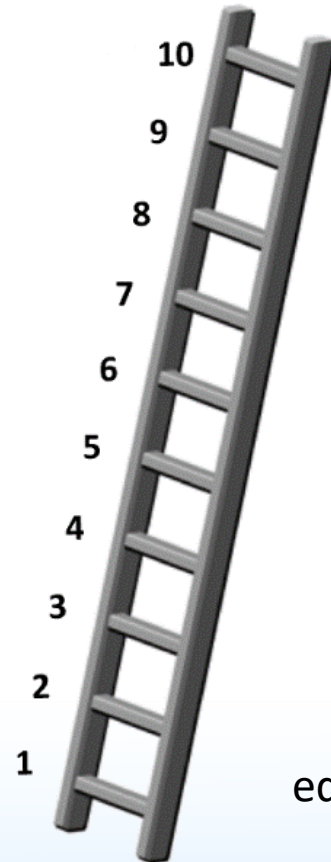
What really matters

Where would you place yourself on this ladder?

In your childhood or youth



Now (Q4 2022)?



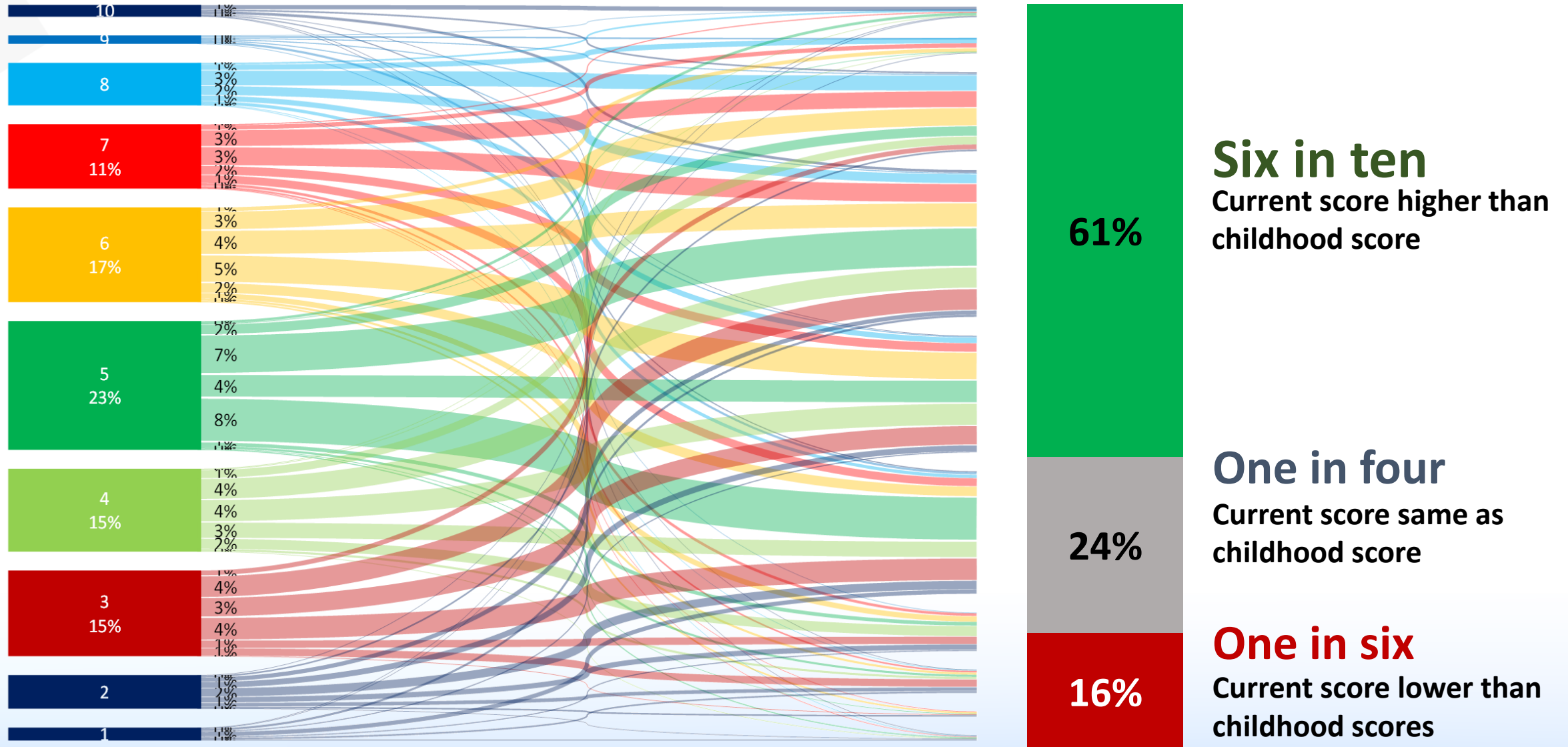
Top of the ladder (rung 10) – Best off
People who have the most money, the most education, and the most respected jobs.

MacArthur's Social Status Scale (SSS)

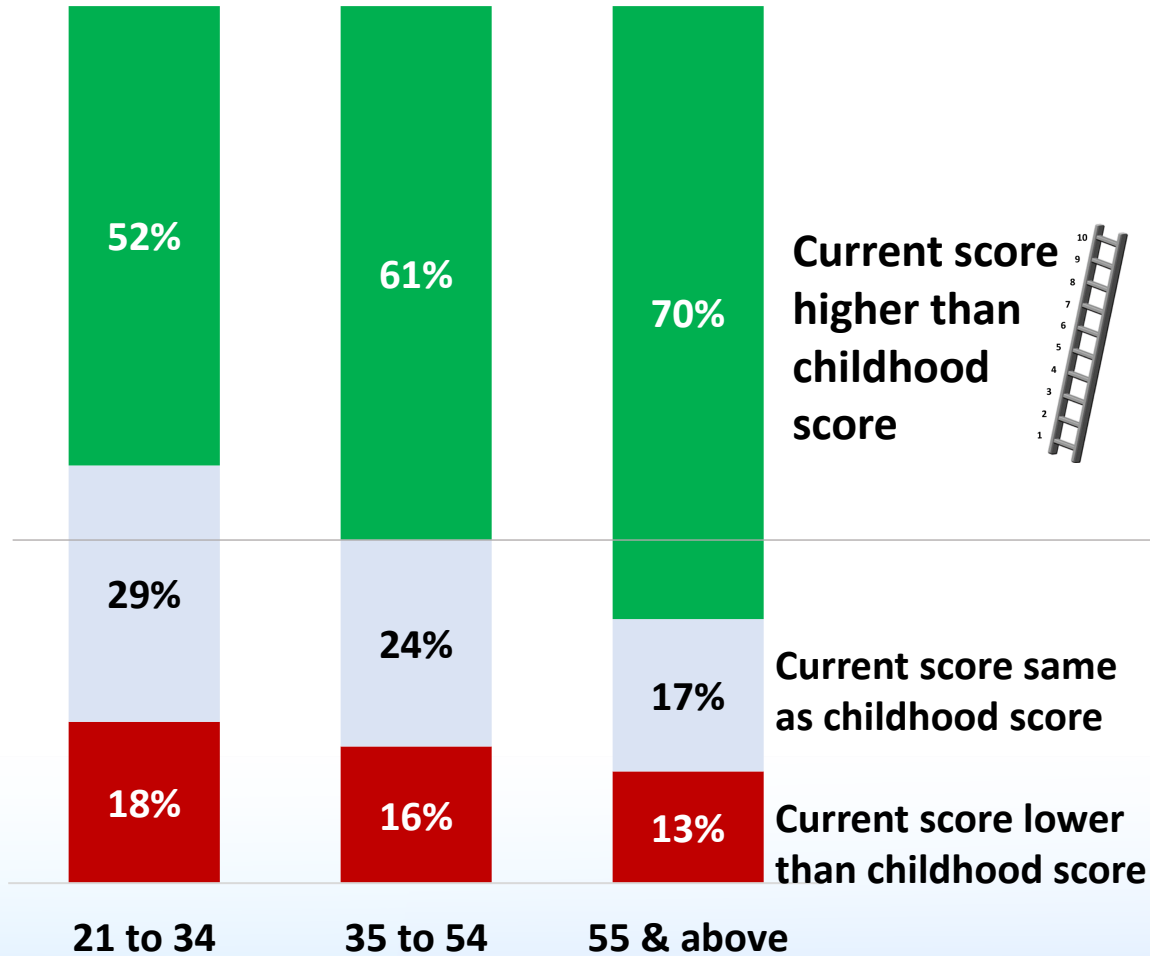
Bottom (rung 1) Worst off
People who have the least money, least education, the least respected jobs, or no job.



6 in 10 reported higher 'ladder' scores now:

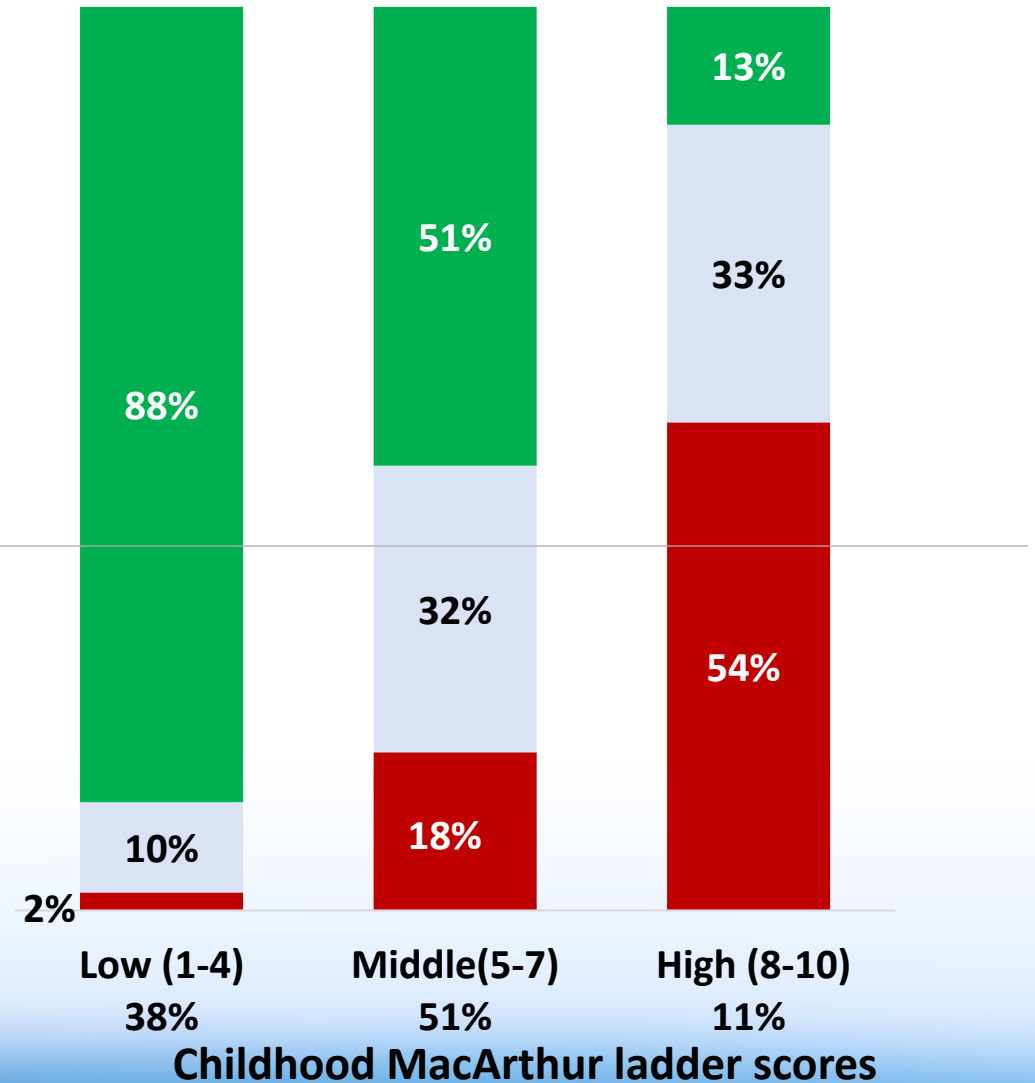


A higher proportion of older respondents reported upward mobility than younger respondents:



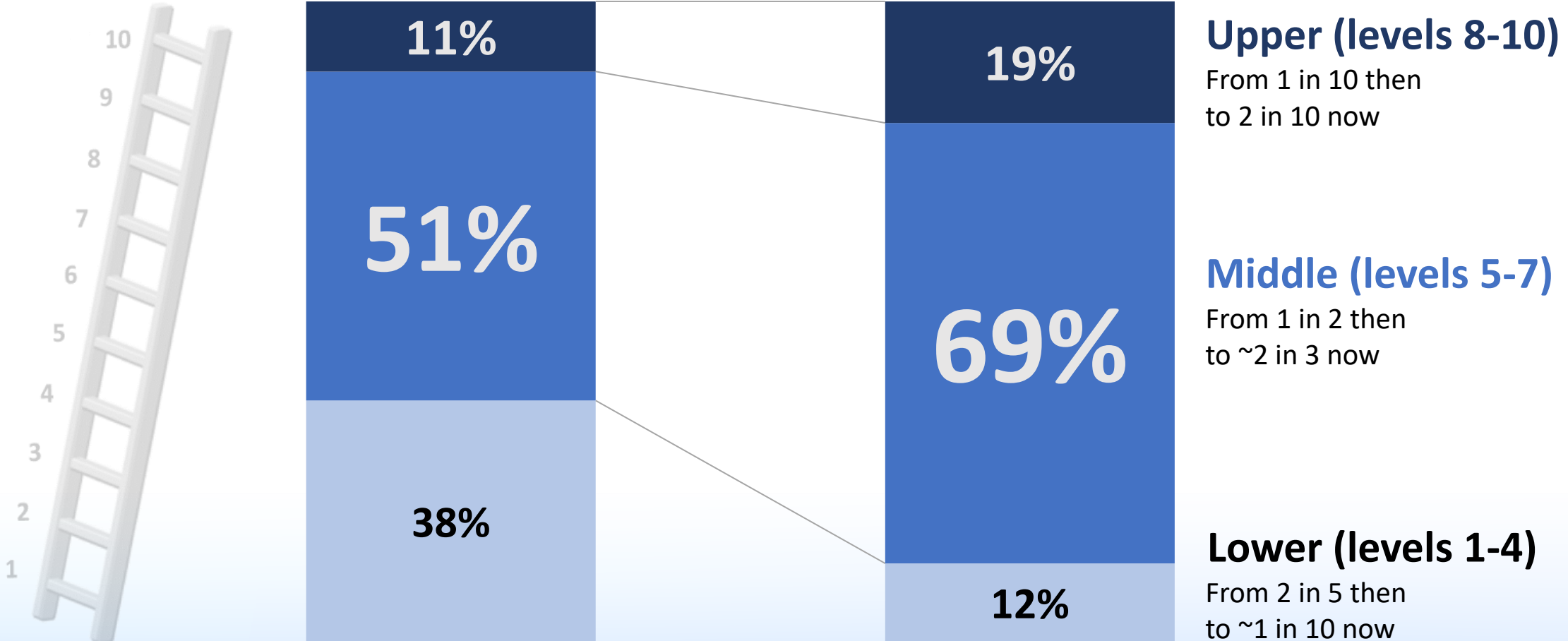
*Upward mobility not statistically different by gender and race

9 in 10 respondents who put their **childhood 'ladder' score in the lowest bracket** reported higher scores now:



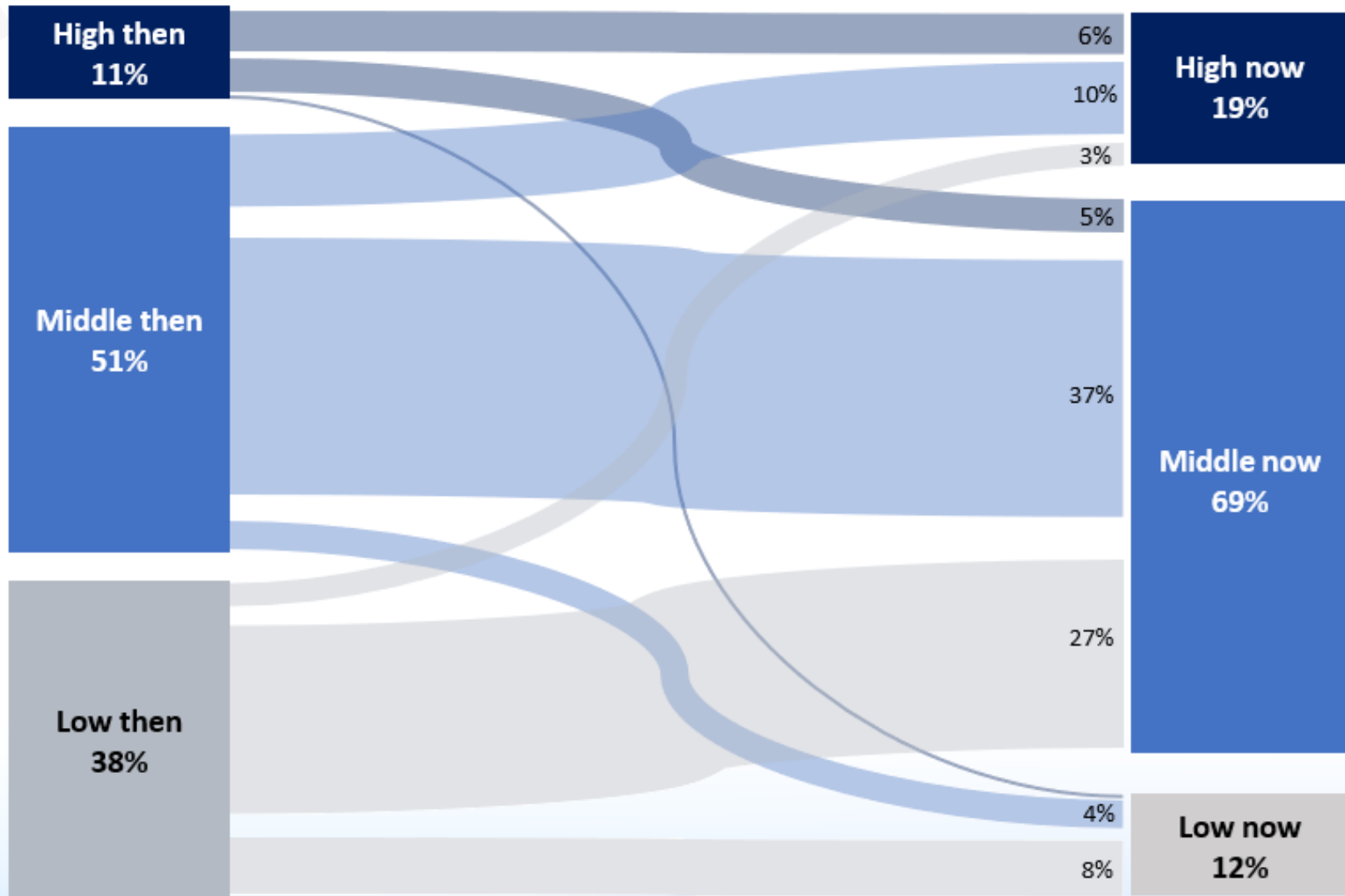
Half the respondents (51%) placed themselves in the middle social class for when they were younger; this proportion is 7 in 10 for now:

In your childhood  Now (Q4 2022)?



Where would you place yourself on this ladder? (n=1010, weighted)

2 in 5 reported upward mobility in social class:



40% upward ▲

10% middle then to high now
27% low then to middle now
3% low then to high now

51% no change

6% high then and now
37% middle then and now
8% low then and now

9% downward ▼

5% high then to middle now
4% middle then to low now

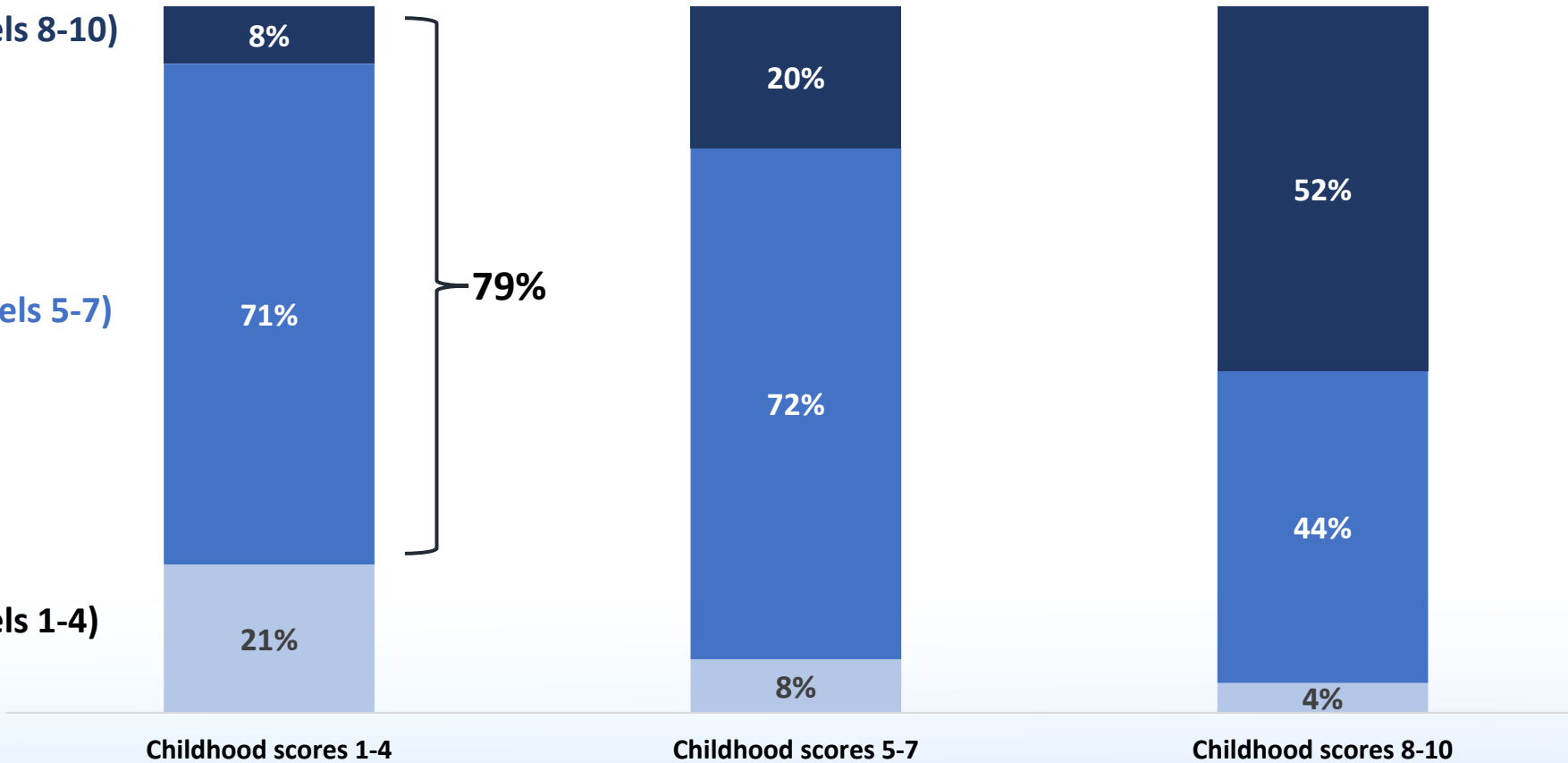
8 in 10 from lower brackets of childhood ladder scores (1-4) report upward mobility to middle or upper social brackets:

Current scores

Upper (levels 8-10)

Middle (levels 5-7)

Lower (levels 1-4)



Distribution of current social class/brackets

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SKILLS DEMAND FOR THE FUTURE ECONOMY

2022



SKILLSfuture SG

SINGAPORE PERSPECTIVES2023

Work

“To achieve lifelong learning, besides the shift in individual attitudes, we must also relook industry practices and institutional capabilities.”

Our industries cannot and must not wait passively for the “perfect worker” to be developed for them.”

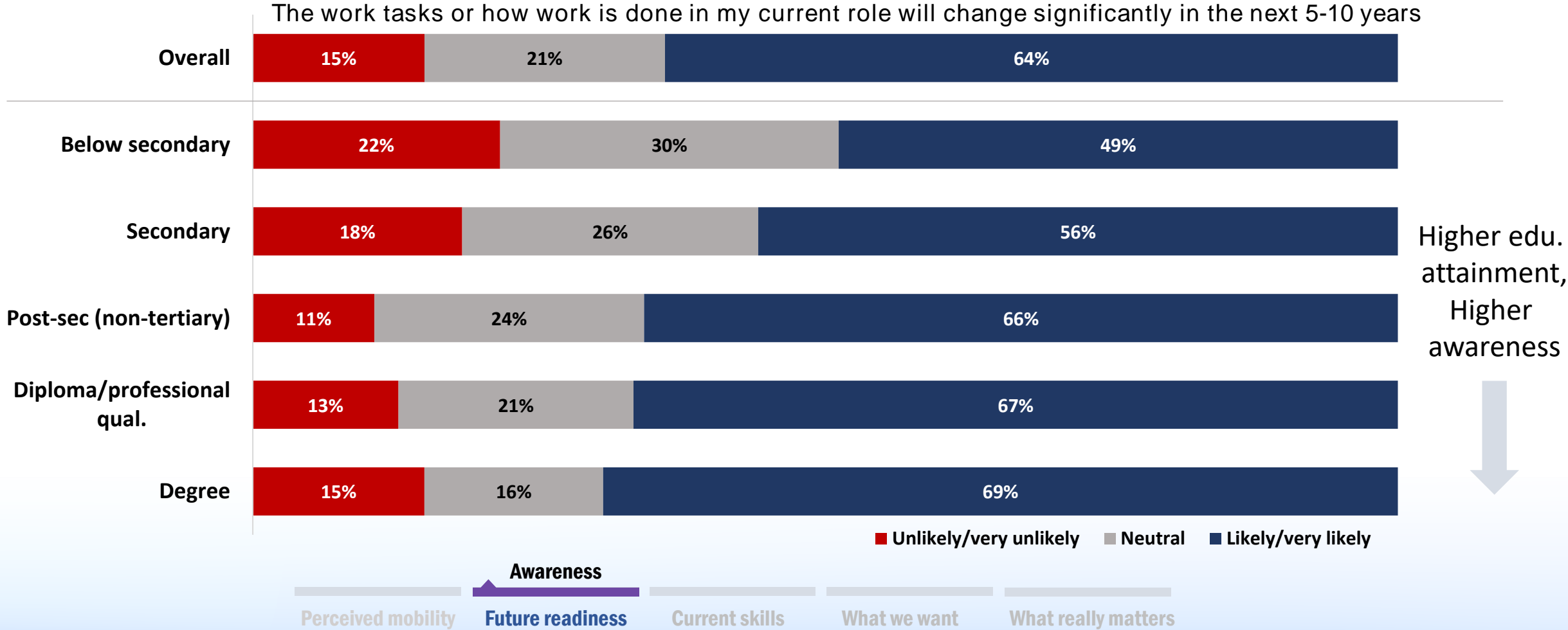


Mr Chan Chun Sing

Minister for Education

2 in 3 respondents think it likely that the way work is done in their current roles will change significantly in the next few years.

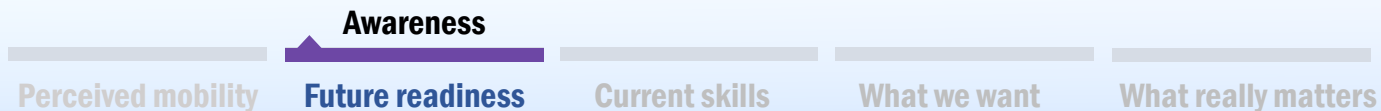
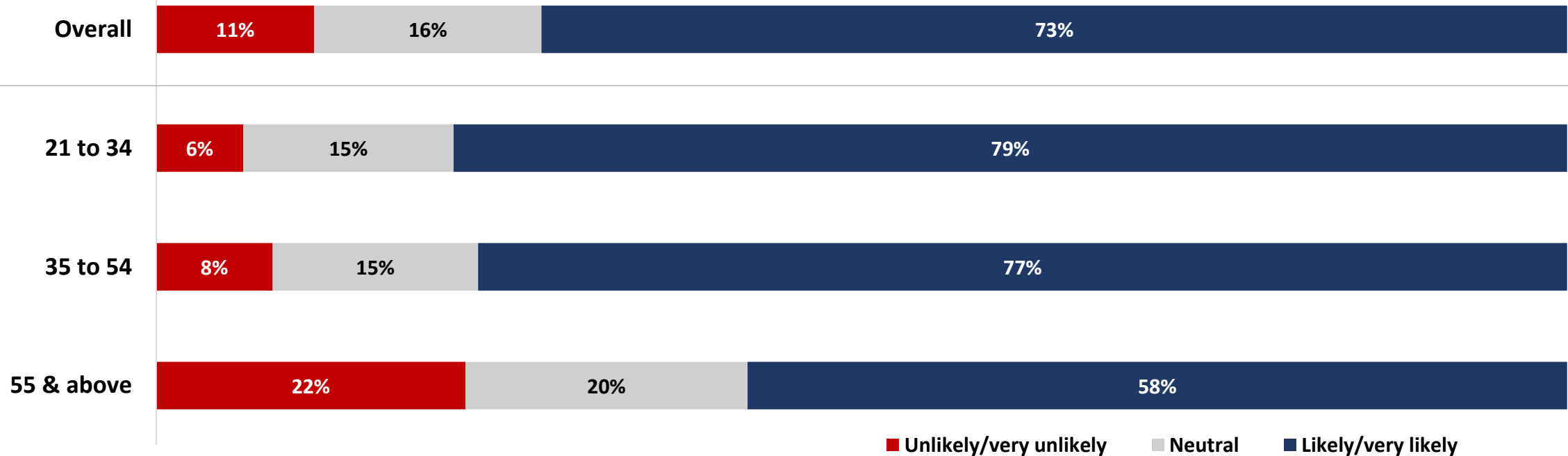
Those with higher educational attainment deem it more likely:



3 in 4 respondents think that they will likely have to reskill to adapt to work changes.

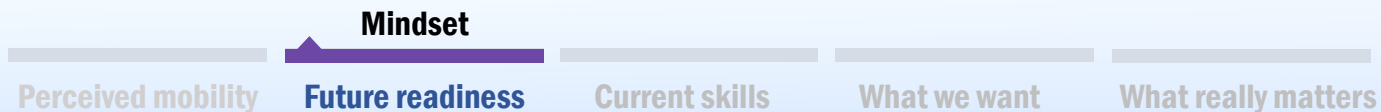
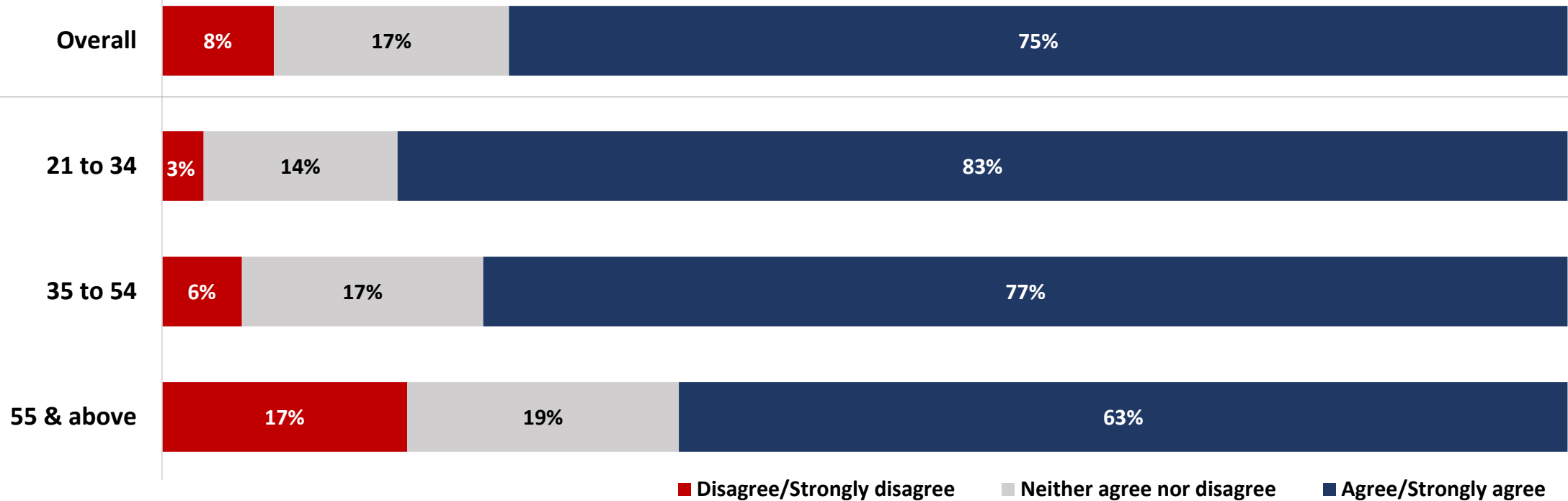
Older respondents are less likely to think the same:

I will need to reskill myself to adapt to changes in my work or career



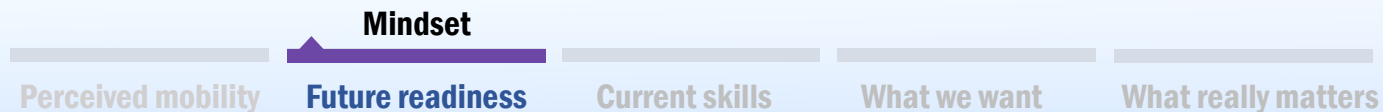
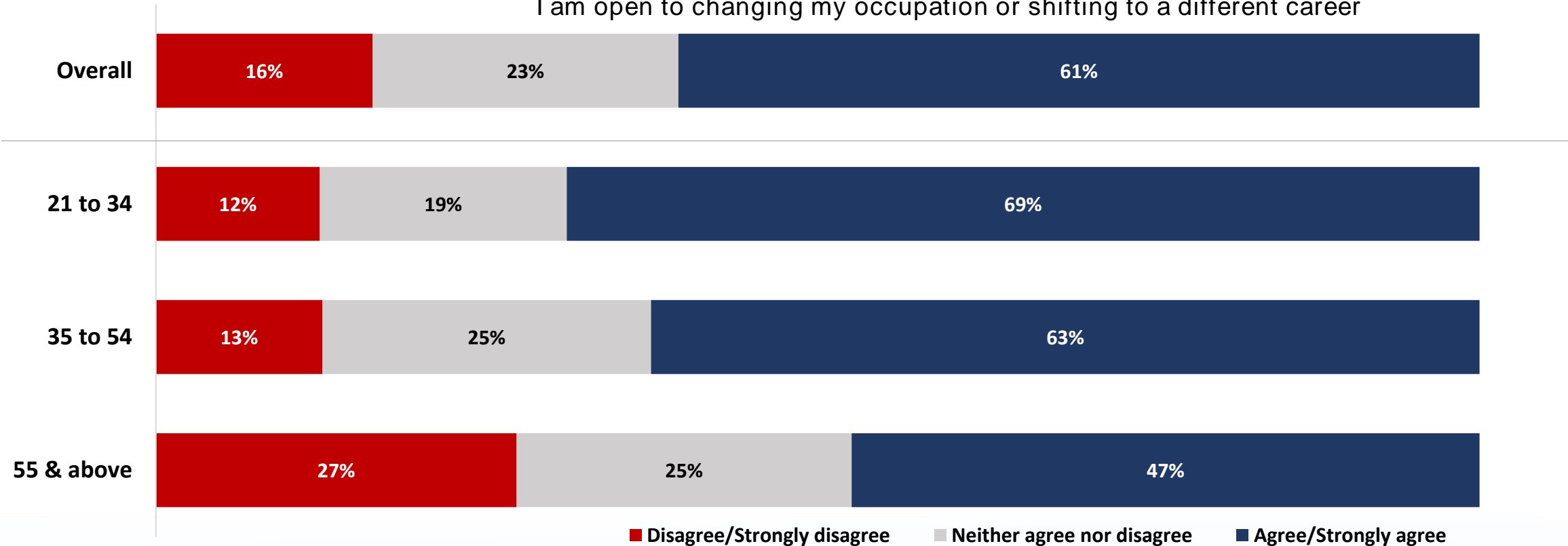
3 in 4 respondents are open to changes in their work. This openness narrows with age:

I would consider myself to be open to changes in my work or job.



6 in 10 respondents are open to changing their occupations.
1 in 4 of the older respondents are not open to doing so:

I am open to changing my occupation or shifting to a different career



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Critical Core Skills

Supporting holistic skills development

SKILLS *future* SG

Top 3 (out of 16) most important skills:

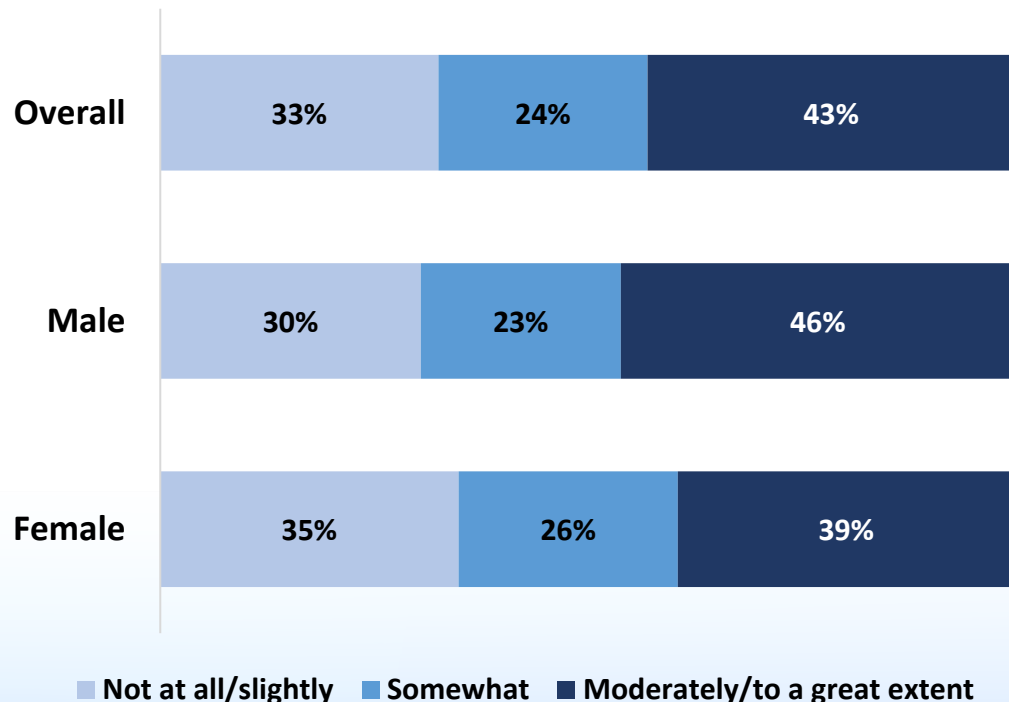
- **Self Management**
- **Creative Thinking**
- **Influence**



Compared to men, women report being less likely to pursue career self-management activities, e.g. self-directed training and networking:

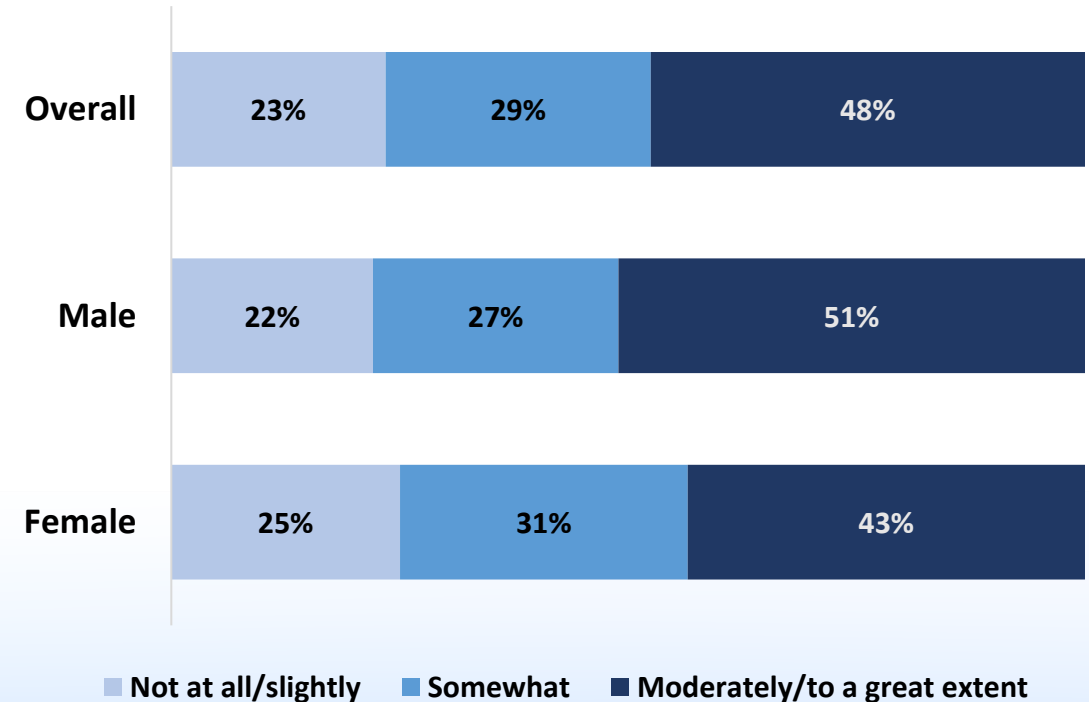
Training and Development

I seek out career-related training or development outside my organisation



Networking

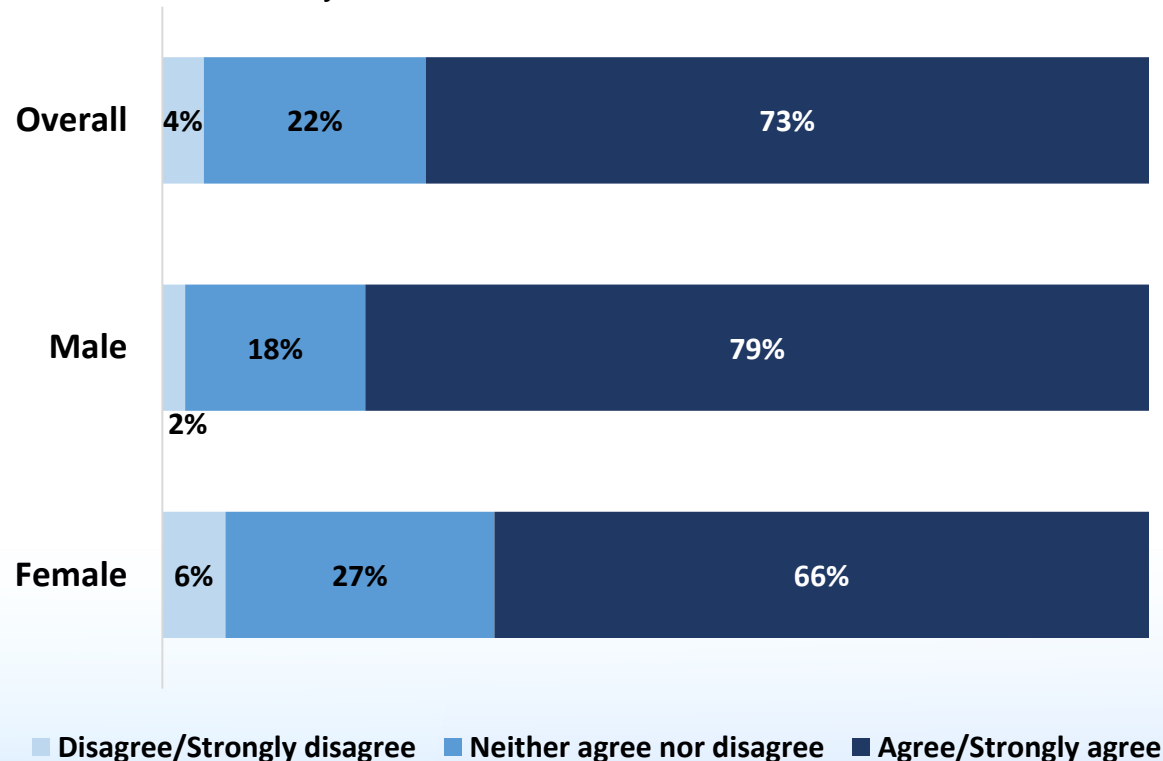
I have built or am building contacts in areas where I'd like to work



Women rate themselves lower in their self-efficacy of creativity skills and interest in creative work:

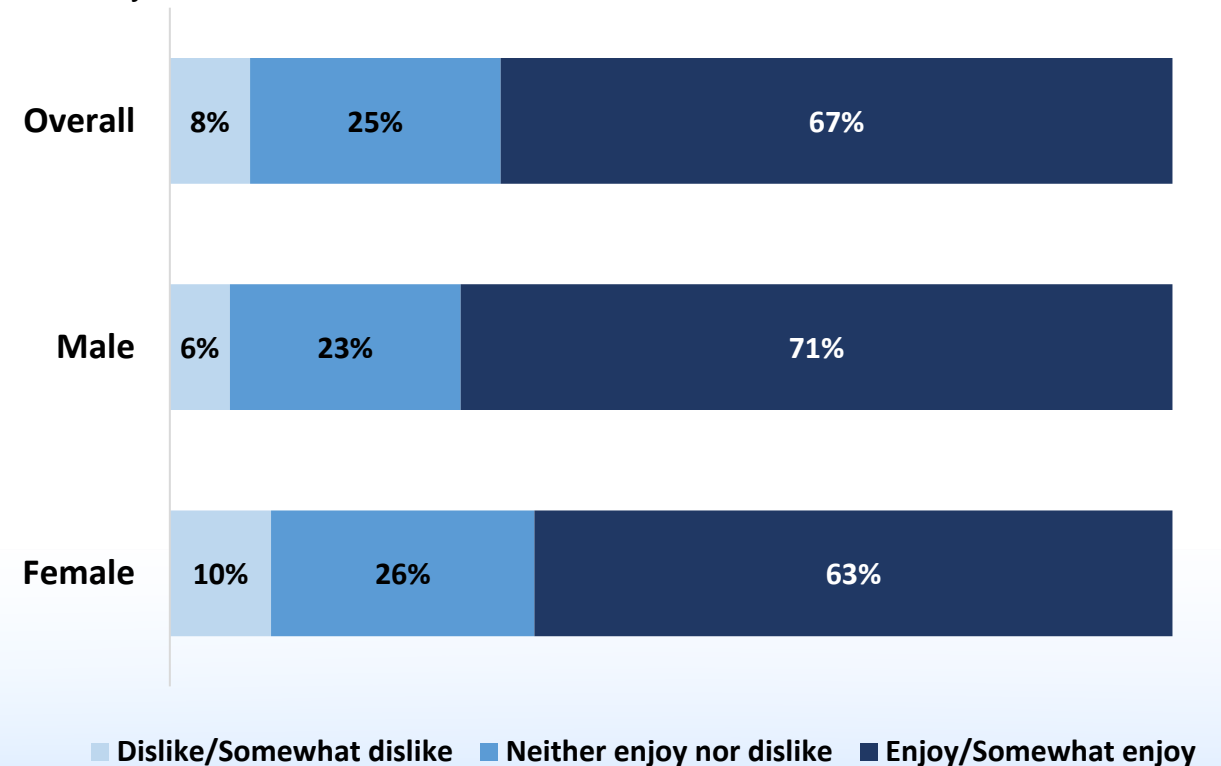
Solving problems creatively

I have confidence in my ability to solve problems creatively at work.



Work that requires creativity

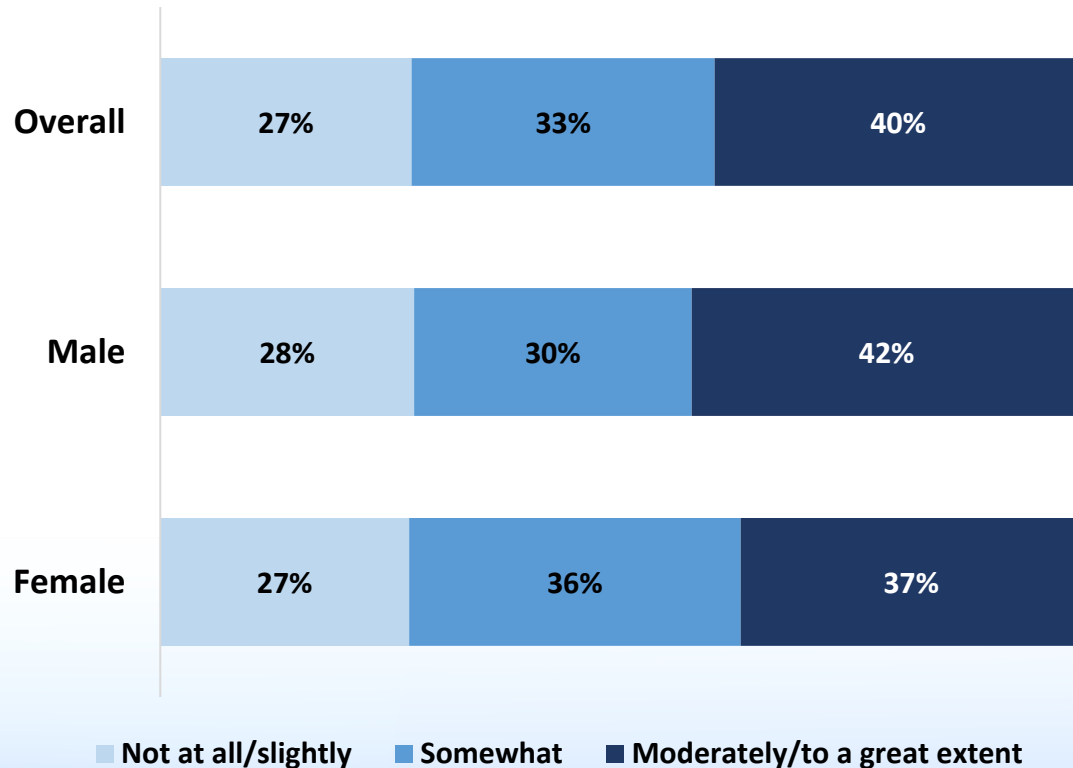
How much do you enjoy working in a job that requires you to be creative?



Compared to men, women are less likely to make sure that they get credit for the work they do:

'Working loudly'

I make sure I get credit for the work I do



Other findings of interest:

- Childhood SES 'ladder' scores are also a significant factor.
- Higher childhood SES scores associated with higher scores in career self-management pursuits and attitudes towards creativity tasks and skills, *ceteris paribus*.
- Suggests persistent effects of lower SES starting points.

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Rank	Job aspect	Mean
1	Pay adequacy	4.22
2	Workplace ethics	4.18
3	Work conditions	4.17
4	Social interaction	4.13
5	Job autonomy	4.07
6	Achievement	4.06
7	Growth/learning	4.04
8	Leisure	4.01
9	Skill variety	3.96
10	Task significance	3.90
11	Job security	3.84
12	Workplace diversity	3.84
13	Recognition	3.81
14	Career advancement	3.80
15	Task variety	3.79

Aspects of a job that matter

Pay adequacy, workplace ethics & values, and comfortable working conditions are the top 3 most important aspects of a job.

Being recognised, career advancement and task variety are least important

Rate on a scale of 1 to 5 how important **you personally** think each aspect is in a job. (1=Not at all important, 5 = Very important)

Rank	21 to 34	35 to 54	55 & above
1	Pay adequacy	Pay adequacy	Workplace ethics
2	Work conditions	Workplace ethics	Work conditions
3	Growth/learning	Work conditions	Social interaction
4	Social interaction	Social interaction	Pay adequacy
5	Workplace ethics	Job autonomy	Job autonomy
6	Achievement	Achievement	Achievement
7	Career advancement	Growth/learning	Leisure
8	Leisure	Leisure	Skill variety
9	Job autonomy	Skill variety	Task significance
10	Skill variety	Task significance	Workplace diversity
11	Task significance	Job security	Growth/learning
12	Workplace diversity	Career advancement	Job security
13	Recognition	Workplace diversity	Task variety
14	Job security	Recognition	Recognition
15	Task variety	Task variety	Career advancement

Younger workers value growth & learning and career advancement; job security is second last.

Middle-aged and older workers value job autonomy more than younger workers

Understandably, career advancement is least important for older workers

Aspects of a job that matter: Diversity & Inclusion

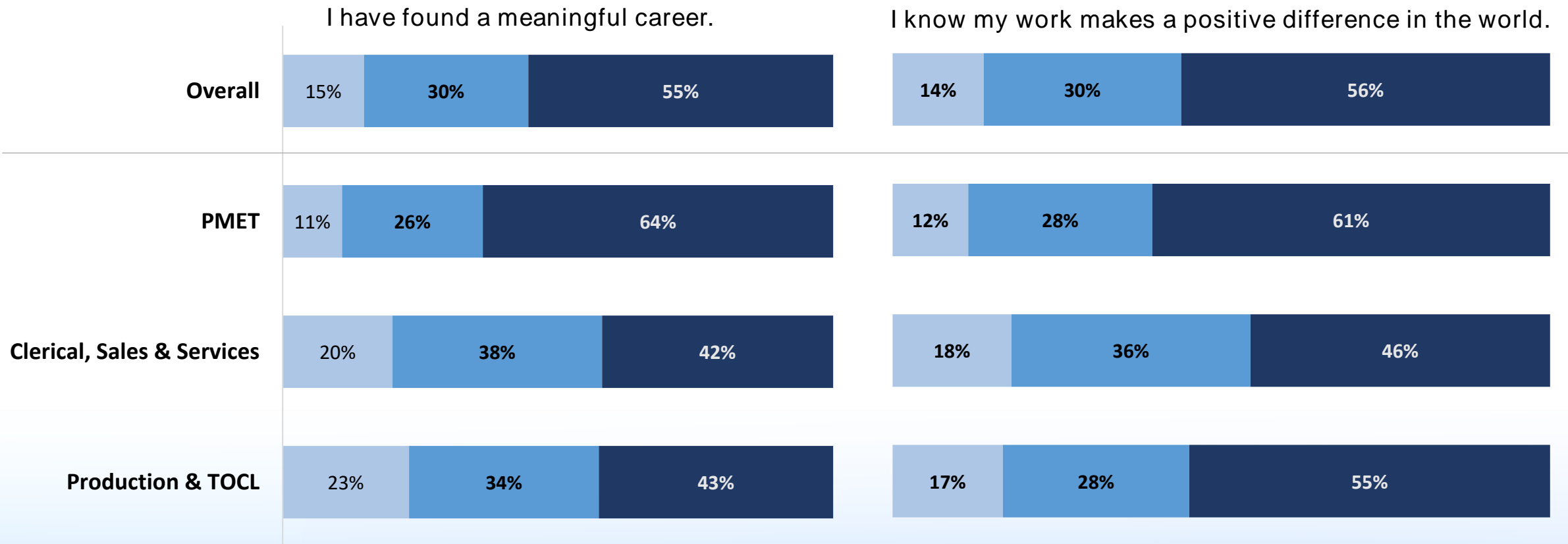
Respondents across age groups agree that it is very important to include persons with mental health conditions and persons of disability at the workplace:

Rank	Overall	21 to 34	35 to 54	55 & above
1	Persons with mental health conditions	Persons with mental health conditions	Persons with mental health conditions	Persons with mental health conditions
2	Persons of disability	Persons of disability	Persons of disability	Persons of disability
3	Age	Social class/income	Age	Age
4	Social class/income	Race	Social class/income	Social class/income
5	Race	Age	Race	Race
6	Gender	Gender	Sexual orientation	Gender
7	Sexual orientation	Religion	Gender	Religion
8	Religion	Sexual orientation	Religion	Sexual orientation

How important do you **personally** feel it is to include or consider each of the categories below in **workplace diversity, equity and inclusion efforts**?

Aspects of a job that matter: meaningful work

Professionals, managers, executives & technicians (PMETs) are more likely to believe that they have meaningful careers and make a positive difference in the world:



*Note: Production & TOCL refers to "Production & Transport Operators, Cleaners & Labourers"

■ Not at all true/slightly true ■ Somewhat true ■ True/very true

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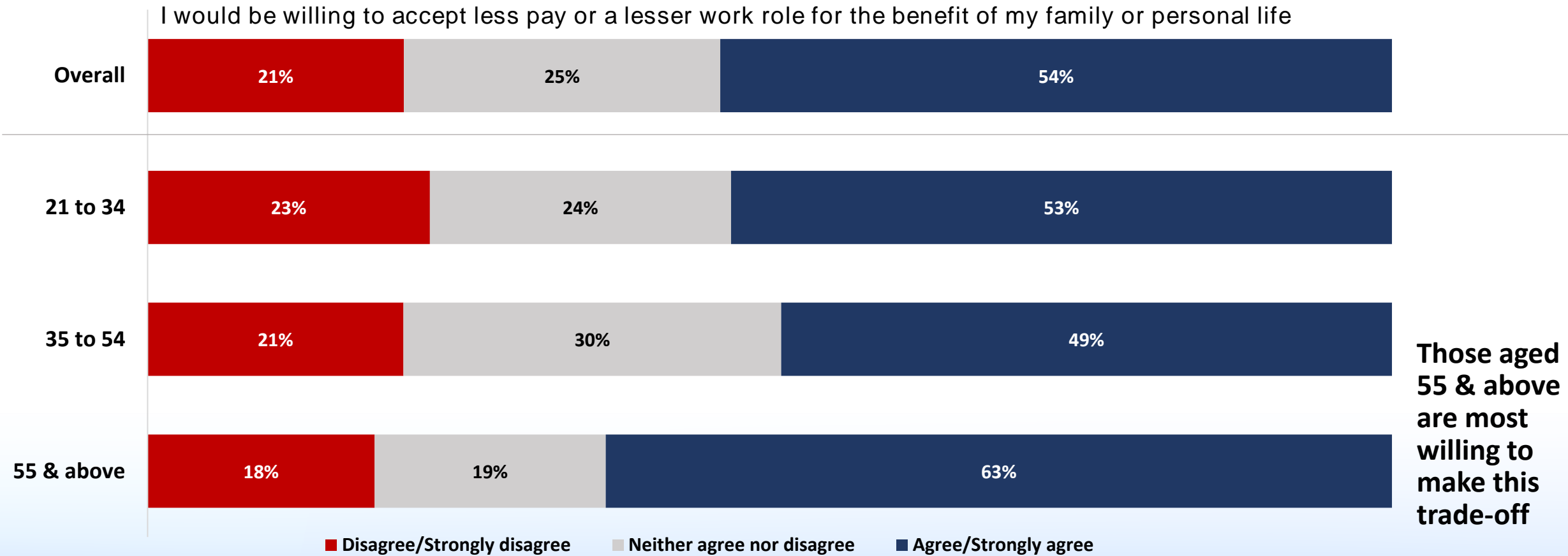
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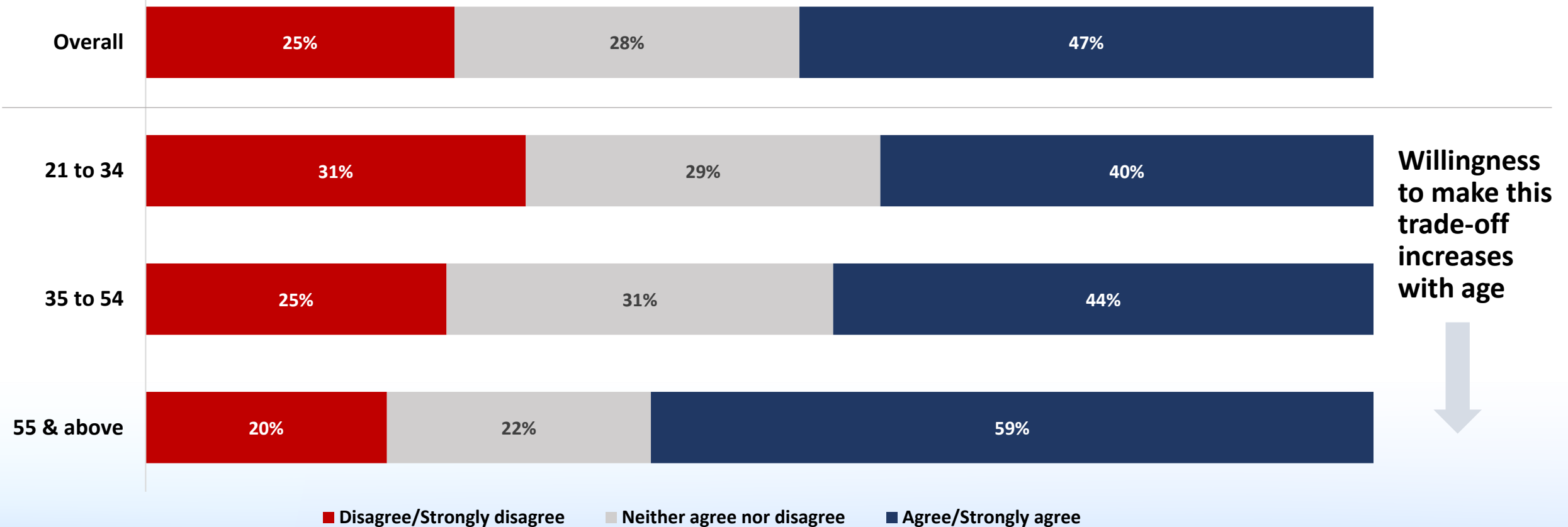
What really matters

Slightly over half the respondents (54%) would be willing to accept less pay or a lesser work role for the benefit of their family or personal life; 1 in 5 would not:



Older respondents (aged 55+) are most willing to accept less pay or a lesser work role for work that contributes to something more important or meaningful; the youth are least willing:

I would be willing to accept less pay or a lesser work role for work that contributes to something more important or meaningful.



Recap of Findings

1. Singapore's success stories in social mobility are not just reflected in economic indicators such as income growth. The majority of respondents (6 in 10) report that they are living better lives now compared to their childhood.
2. About two-thirds are aware and open-minded about changes to the workplace. Older workers and those with lower educational attainment may need more support to adapt.
3. Fewer than half are actively pursuing critical core skills. Females are less likely than males to pursue career self-management skills and report lower interest and self-efficacy in creativity skills.
4. Different generations value different aspects of their jobs. For example, youth workers value learning & growing and career advancement more and job security less.
5. Workers from different generations agree that it is very important to include persons with mental health conditions and persons of disability at the workplace.
6. More than 6 in 10 PMETS believe firmly that they have found a meaningful career and that their work makes a positive difference in the world. Only about half of clerical, sales and service workers, as well as production and transport operators, cleaners and labourers, believe so.



Thank you

