

3 OUT OF 5 PROFESSIONALS WILL ACCEPT A CONTRACT ROLE IF UNABLE TO SECURE DESIRED PERMANENT EMPLOYMENT

With more employers now seeking to hire contractors, professional recruitment consultancy **Page Personnel** conducted a survey to find out what Singapore's working population thinks about contracting, and how employers can best attract contract talent.

60%

professionals in Singapore will only accept a contracting role if they cannot find a permanent job.

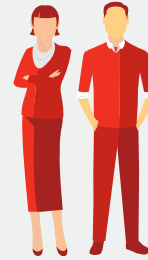
55%

of respondents view contracting positively, of which:

26% fear job insecurity

24% are discouraged by lack of employee benefits

23% feel a lower sense of belonging to the company



23% value exposure to different industries

20% value the opportunity to get into a specific organization

19% value the flexibility and work-life balance

ATTRACTING THE RIGHT TALENT

Senior level candidates with **more than 10 years of working experience** are more likely to consider contracting.

Survey respondents of these levels are most receptive to contracting roles:

- VPs
- Directors
- Head of Departments
- Partners
- CXOs



WHAT CANDIDATES WILL BE DRAWN TO

#1

Being offered higher than market rate salary

30%



#2

Equal benefits as other permanent staff

26%



#3

Assurance of conversion into a permanent role

21%



SURVEY DEMOGRAPHICS

3861
professionals in Singapore
surveyed

Survey conducted from
**October – November
2017**

Gender

60% Male

40% Female

Age

53% Generation X
between 37-53 years old

39% Millennials
between 18-36 years old

8% Baby Boomers
Above 53 years old

Current Employment Status

70% Permanent job

15% Contract job

15% Unemployed

Most Represented Functions

15%  Information
Technology

13%  Engineering &
Manufacturing

12%  Banking &
Financial Services

ABOUT PAGE PERSONNEL

Part of PageGroup, Page Personnel delivers a specialised, high-quality recruitment service that places professionals either in permanent or contracting positions across financial services, finance and accounting, human resources, sales & marketing, technology and secretarial and office support sectors.

The Group operates through 140 offices in 36 countries worldwide. First established in London in 1976, we have been bringing job seekers and employers together for more than 40 years.

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