

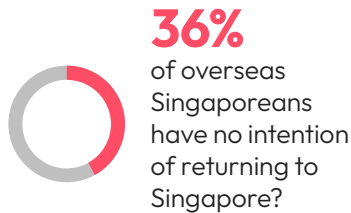
Mindset of overseas Singaporeans

With regards to moving back

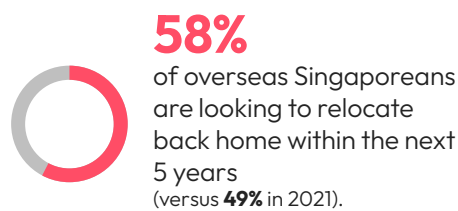


ROBERT WALTERS

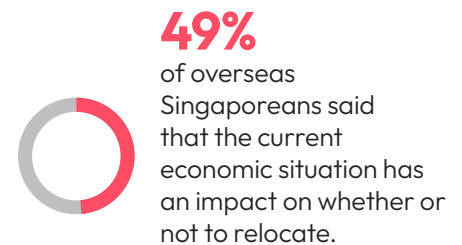
Did you know only



In fact,



And



Top 5 factors influencing overseas Singaporeans to return to Singapore

To take care of aging parents/to be closer to family/spouse/partner in Singapore

76%

(vs **94%** in 2021)

Emotional, social, and cultural connection to Singapore

41%

(vs **37%** in 2021)

Attractive career opportunities in Singapore

20%

(vs **16%** in 2021)

To give back to Singapore

17%

(vs **27%** in 2021)

To get children into the Singapore education system

14%

(vs **28%** in 2021)

Top 5 factors hindering overseas Singaporeans from returning to Singapore

Unfavourable work circumstances in Singapore (e.g., less opportunities, working style)

52%

(vs **53%** in 2021)

Compensation and benefit differences

47%

The immediate family has established happiness and adaptability to life overseas

32%

(vs **37%** in 2021)

Finding housing in Singapore

20%

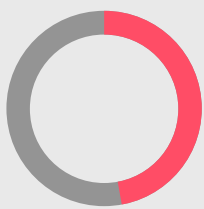
(vs **27%** in 2021)

Being away from family/spouse/partner who can't come with me for the time being

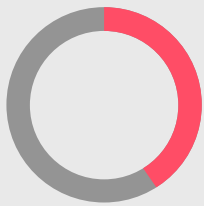
17%

The impact of economic factors on overseas Singaporeans' desire to return home

Encouraging economic factors



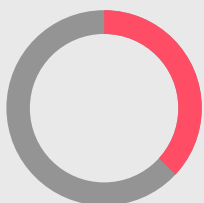
48%
Confidence in Singapore's economic stability and growth



42%
Confidence in Singapore Government initiatives and incentives

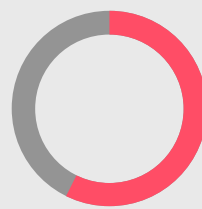


35%
Better salary to cost of living ratio in Singapore

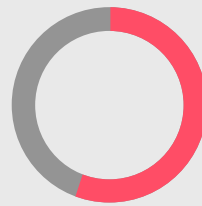


35%
Better chances as a citizen/PR in Singapore

Discouraging economic factors



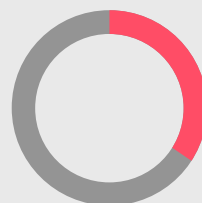
67%
Skillsets are better valued overseas



67%
Better salary to cost of living ratio overseas



52%
The job market overseas is more attractive



24%
Lack of industry growth in Singapore

The impact of careers and salary on overseas Singaporeans' desire to come back

Overseas Singaporeans' perception about Singapore job market that discourages them from returning



71%
It won't be able to match my expected compensation package



43%
Work processes are rigid



43%
Long working hours



43%
Inflexible working arrangements



14%
Projects are not exciting enough



Basic compensation package acceptable to overseas Singaporeans if they were to relocate to Singapore



39%
Must be more than my current salary



28%
Market aligned salary for my experience and the role in Singapore



19%
Must match my current pay after conversion



8%
Okay to consider a 30% or less reduction



1%
Okay to consider more than 30% reduction

The results are based on data collected from 810 respondents during July 2023, as part of the South East Asia Overseas Professionals survey conducted by Robert Walters.

