

# LABOUR TURNOVER, REDUNDANCY, JOB VACANCY AND EMPLOYMENT SERVICE

## Source of Data

Statistics on Labour Turnover, Redundancy and Job Vacancy are compiled from the Labour Market Survey conducted by the Manpower Research and Statistics Department of the Ministry of Manpower. Before 2006, the survey covered private sector establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector.

Statistics on New Registrants seeking employment and/or training assistance at the Workforce Singapore (WSG) and the Employment and Employability Institute (e2i) Career Centres, as well as job seekers placed into employment by these touch points, are compiled by WSG. WSG is a statutory board under the Ministry of Manpower. It works with individuals, businesses and partners to minimise mismatches and maximise matching between jobs and skills, workers and businesses.

## Concepts and Definitions

**Average Monthly Resignation/ Recruitment Rate** for a year is the simple average of the quarterly figures. The monthly rate during a quarter is defined as the average number of persons resigned/ recruited in a month during the quarter divided by the average number of employees in the establishment. Resignation refers to the termination of employment initiated by the employee.

The use of average monthly rate is preferred to the cumulative annual rate as the latter is liable to misinterpretation. For example, the annual resignation rate obtained by dividing the **total** number of resignations during the year by the **average** employment during the year could amount to 40 per 100 employees. This might imply that 40% of all employees voluntarily left their jobs during the year. This is probably not the case as many jobs in a given establishment are vacated and refilled more than once during the year. Over shorter periods of time, the resignation rates have less repetitive counting of employees holding the same jobs.

**Redundancy** comprises retrenchment and early release of contract workers due to redundancy.

**Retrenchment** refers to the termination of employment of a permanent employee due to redundancy. In the public sector, it includes those who left service under the Special Resignation Scheme that allows redundant non-deployable Civil Service or Statutory Board employees to leave their organisations with compensation.

**Early Release Of Contract Workers** refers to employees on term contracts which were terminated prematurely because of redundancy.

**Job Vacancy Rate** for a year is the simple average of the quarterly figures. The job vacancy rate refers to the total number of job vacancies divided by the demand for manpower at the end of the quarter. The demand for manpower is defined as the sum of the number of employees and job vacancies at the end of the quarter.

**Job Vacancy To Unemployed Person Ratio** is a ratio of the estimates of the total number of job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy is estimated based on the assumption that private sector establishments with less than 25 employees

have the same vacancy rate as private establishments with 25-49 employees. Estimates on the total number of unemployed persons are obtained from the Labour Force Survey.