

LABOUR MARKET 2013



MINISTRY OF
MANPOWER

Manpower Research and Statistics Department
Singapore

March 2014

ISSN : 0219 - 2527

COPYRIGHT NOTICE

Brief extracts from the report may be reproduced for non-commercial use, provided the source is acknowledged. Request for extensive reproduction should be made to:

Director
Manpower Research and Statistics Department
Ministry of Manpower
18 Havelock Road #05-01
MOM Building
Singapore 059764
Republic of Singapore

Fax: 63171804

Email: mom_rsd@mom.gov.sg

Manpower Research and Statistics Department

MISSION

*To provide timely and reliable
national statistical information on the labour market
to facilitate informed decision-making within the government and community-at-large*

Statistical activities conducted by the Manpower Research and Statistics Department are governed by the provisions of the Statistics Act (Chapter 317). The Act guarantees the confidentiality of information collected from individuals and companies. It spells out the legislative authority and responsibility of the Director, Manpower Research and Statistics Department. The Statistics Act is available in the Singapore Department of Statistics website at www.singstat.gov.sg.

CONTENTS

	Page
NOTATIONS AND ABBREVIATIONS	vi
HIGHLIGHTS	vii
LABOUR MARKET, 2013	1
Overview	1
Unemployment	1
Employment	7
Redundancy	14
Re-entry into Employment	19
Job Vacancy	21
Labour Turnover	24
Hours Worked	26
Income from Work	28
STATISTICAL UPDATES	A1
UNEMPLOYMENT	
1.1 Resident Unemployment Rate by Gender, Age and Educational Attainment	A1
1.2 Unemployed Residents by Gender, Age and Educational Attainment	A2
1.3 Resident Long-Term Unemployment Rate by Gender, Age and Educational Attainment	A3
1.4 Long-Term Unemployed Residents by Gender, Age and Educational Attainment	A4
EMPLOYMENT	
2.1 Employment	A5
REDUNDANCY	
3.1 Workers Made Redundant by Industry and Occupational Group	A6
3.2 Workers Made Redundant by Industry, Reasons for Redundancy and Occupational Group	A7

CONTENTS (Cont'd)

	Page
3.3 Retrenched Workers by Industry and Occupational Group	A8
3.4 Early Release of Contract Workers by Industry and Occupational Group	A9
4.1 Workers on Short Work-week or Temporary Lay-off by Sector and Occupational Group	A10
RE-ENTRY INTO EMPLOYMENT	
5.1 Proportion of Residents Made Redundant Who Re-entered Employment Within 6 Months after Redundancy by Gender, Age, Educational Attainment and Occupational Group Prior to Redundancy	A11
JOB VACANCY	
6.1 Job Vacancy by Industry and Occupational Group	A12
6.2 Job Vacancy Rate by Industry and Occupational Group	A13
6.3 Job Vacancy and Job Vacancy Rate by Industry and Occupational Group	A14
LABOUR TURNOVER	
7.1 Average Monthly Recruitment Rate by Industry and Occupational Group	A15
7.2 Average Monthly Resignation Rate by Industry and Occupational Group	A16
7.3 Average Monthly Recruitment Rate and Resignation Rate by Industry and Occupational Group	A17
HOURS WORKED	
8.1 Average Weekly <u>Total</u> Paid Hours Worked Per Employee by Industry	A18
8.2 Average Weekly Paid <u>Overtime</u> Hours Worked Per Employee by Industry	A19
INCOME FROM WORK	
9.1 Gross Monthly Income from Work (Including Employer CPF) of Full-Time Employed Singapore Citizens	A20
9.2 Gross Monthly Income from Work (Excluding Employer CPF) of Full-Time Employed Singapore Citizens	A21
EXPLANATORY NOTES	A22

Notations

- : nil or negligible
- Q : Quarter
- M : March
- J : June
- S : September
- D : December
- n.a. : not applicable/not available
- No. : number
- s : data suppressed due to small number of observations

Abbreviations

- CPF : Central Provident Fund
- CPI : Consumer Price Index
- excl : Excluding
- MOM : Ministry of Manpower
- PMETs : Professionals, Managers, Executives & Technicians
- Prod & Tpt Op, Cleaners & Labourers : Production & Transport Operators, Cleaners & Labourers
- Prof, Mgrs, Execs & Tech : Professionals, Managers, Executives & Technicians
- SSIC : Singapore Standard Industrial Classification
- SSOC : Singapore Standard Occupation Classification

Highlights

- Unemployment remained low. For the whole of 2013, the annual average overall and citizen unemployment rates dipped by 0.1%-point over the year to 1.9% and 2.9% respectively, while the resident rate was unchanged at 2.8%. On average, 59,800 residents including 52,900 Singapore citizens were unemployed in 2013. The corresponding figures in 2012 were 60,000 and 53,900.
- Employment creation remained high, mainly driven by locals, as the gains in foreigners continued to moderate amid tightened foreign manpower controls. Total employment grew by 136,200 or 4.1% in 2013, slightly higher than the increase of 129,100 or 4.0% in 2012. The growth in local employment (82,900 or 4.0%) was more than in 2012 (58,700 or 2.9%), while foreign employment gains slowed (2013: 53,300 or 4.2%; 2012: 70,400 or 5.9%). Excluding construction and foreign domestic workers, the growth in foreign employment in 2013 (16,800 or 2.3%) was only half that in 2012 (32,200 or 4.6%).
- In December 2013, there were 2,172,200 locals and 1,321,600 foreigners (or 1,107,100 excluding foreign domestic workers) employed in Singapore. In other words, locals accounted for 66.2% of persons employed (excluding foreign domestic workers), with foreigners forming 33.8%.
- Amid economic restructuring, 11,560 workers were laid off, slightly higher than the 11,010 in 2012¹. Despite the increase, the rate of re-entry into employment improved for the third successive quarter. Based on CPF records, 59% of residents laid off in the third quarter of 2013 secured employment by December 2013. This rate of re-entry into employment within six months of redundancy rose from 52% in September, 51% in June and 49% in March 2013.
- More job openings were available to job seekers, as vacancies rose while unemployment remained low in 2013. The seasonally adjusted ratio of job vacancies to unemployed persons rose to an eight-year high² of 144 job openings for every 100 job seekers in December 2013, up substantially from 105 per 100 a year ago.
- Real income growth strengthened, amid the tight labour market and lower inflation³. The growth in real median monthly income (including employer CPF contributions) for full-time employed Singapore citizens was 4.6% in 2013, up from 1.2% in 2012. Over the past five years from 2008 to 2013, real median income increased by 1.7% p.a. Over the same period, real income growth at the 20th percentile was 2.0% p.a., keeping pace with real income growth at the median.

¹ Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

² Since the start of comparable data series in 2006.

³ The Consumer Price Index for all items rose over the year by 2.4% in 2013, substantially lower than the increase of 4.6% in 2012.

Overview

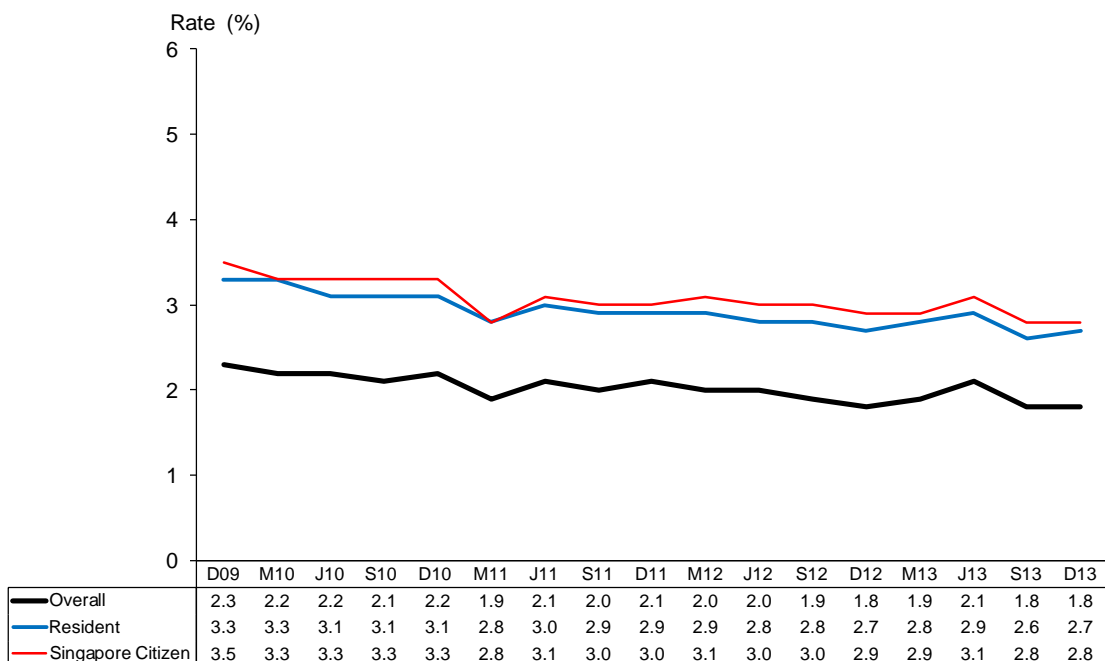
More job openings were available to job seekers, as vacancies rose while unemployment remained low in 2013. Local employment rose more quickly than in 2012, while the growth in foreign employment continued to moderate amid the foreign manpower tightening measures. Meanwhile, real income growth strengthened, driven by the tight labour market and lower inflation.

Unemployment

Unemployment remained low

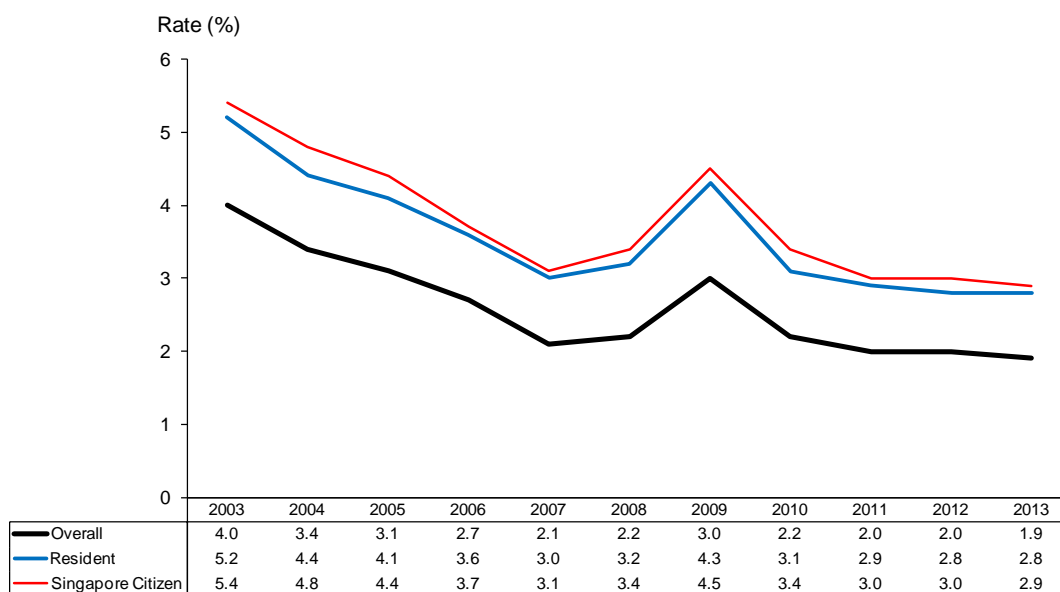
The seasonally adjusted overall (1.8%) and citizen (2.8%) unemployment rates in December 2013 were unchanged from September 2013, while the resident unemployment rate edged up slightly by 0.1%-point to 2.7% over the same period. An estimated 50,400 residents including 45,800 Singapore citizens were unemployed in December 2013. The seasonally adjusted figures were 57,400 for residents and 51,400 for citizens.

Chart 1: Unemployment Rate
(Seasonally Adjusted)



For the whole of 2013, the annual average overall and citizen unemployment rates dipped by 0.1%-point over the year to 1.9% and 2.9% respectively while the resident rate was unchanged at 2.8%. On average, 59,800 residents including 52,900 Singapore citizens were unemployed in 2013. The corresponding figures in 2012 were 60,000 and 53,900.

Chart 2: Unemployment Rate
(Annual Average)



Source: Labour Force Survey, MOM except for data for June 2005 which are from the General Household Survey 2005 conducted by Department of Statistics, Ministry of Trade and Industry.

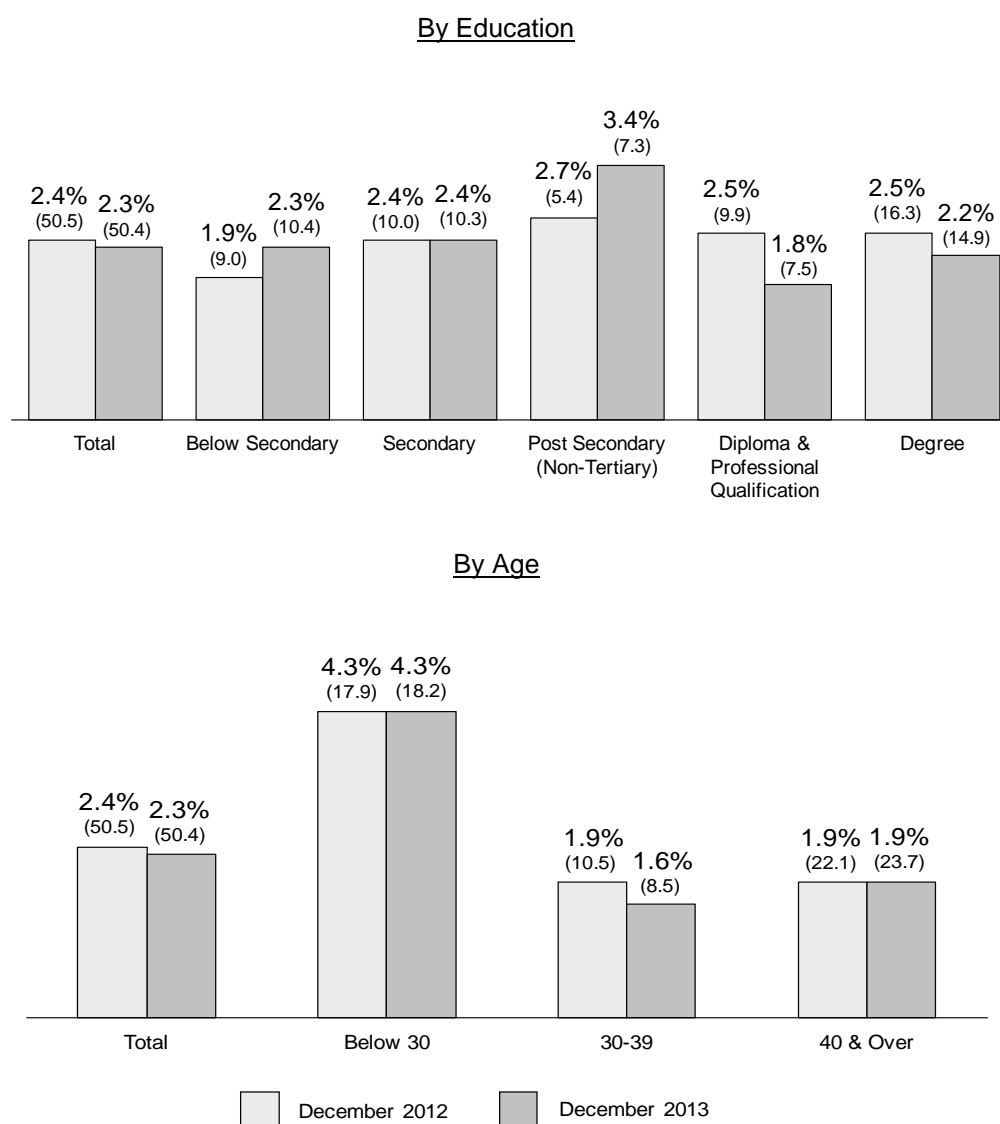
Note: Annual figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals.

On a non-seasonally adjusted basis, the resident unemployment rate fell to 2.3% in December 2013 from 2.4% in December 2012. Unemployment declined for residents with diploma & professional qualifications (from 2.5% to 1.8%) and degrees (from 2.5% to 2.2%), the latter following four consecutive quarters of year-on-year increases. Notwithstanding, degree holders were the largest group among the unemployed residents at 14,900 or 29% in December 2013, reflecting their large composition in the resident labour force. Many of the unemployed degree holders were aged 40 & over (6,500 or 13% of all unemployed residents), followed by those aged below 30 (4,200 or 8.4%) and in their 30s (4,100 or 8.2%).

The unemployment rate rose over the year for below secondary and post-secondary educated residents, while it was unchanged for those with secondary qualifications. The increase in unemployment rate for the lower-educated residents could reflect their greater job search activity as more of them were encouraged to enter the labour force, amid the rise in lower-skilled job openings as tightened foreign manpower measures took effect.

Unemployment declined for residents in their 30s and was unchanged for those aged below 30 and 40 & over. While their unemployment rate was below the resident average,⁴ mature residents aged 40 & over made up the largest share among the unemployed residents in December 2013, reflecting an ageing labour force.

Chart 3: Resident Unemployment Rate And Number By Age And Education
(Non-Seasonally Adjusted)



Note: Figures in brackets refer to the number of unemployed in thousands. They may not add up to the total due to rounding.

⁴ The unemployment rate for all residents was pulled up by the greater extent of job search among younger residents, many of whom are new entrants to the labour market and even after starting work tend to change jobs more frequently than those older.

Long-term unemployment edged up over the year

12,100 residents making up 0.6% of the resident labour force had been looking for work for at least 25 weeks in December 2013, up slightly from 11,400 or 0.5% a year ago. For the whole of 2013, the resident long-term unemployment rate and number averaged 0.6% and 13,400, similar to 0.6% and 12,600 in 2012.

Chart 4: Resident Long-Term Unemployment Rate
(Non-Seasonally Adjusted)

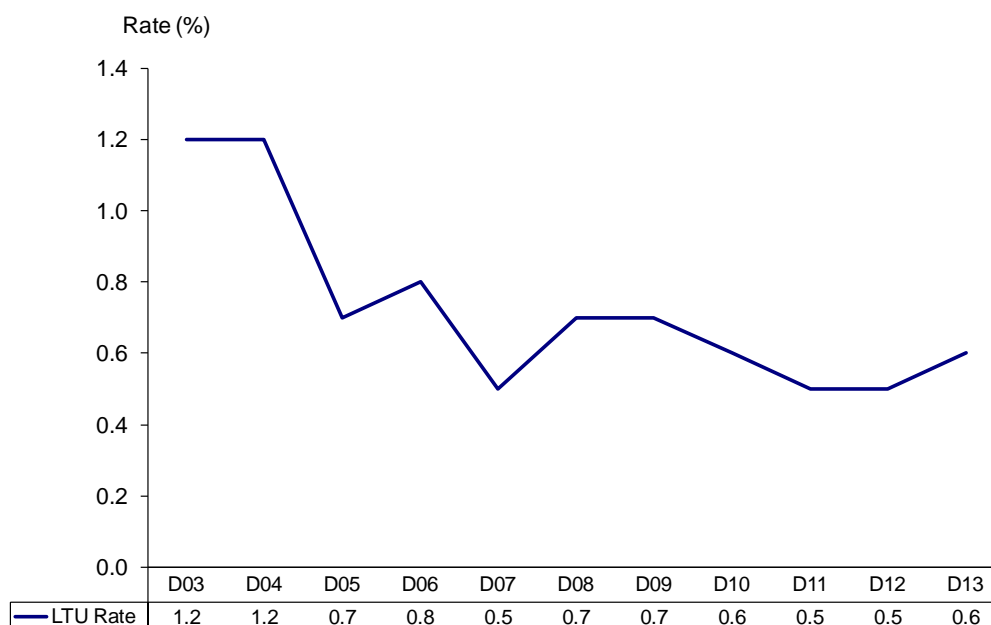
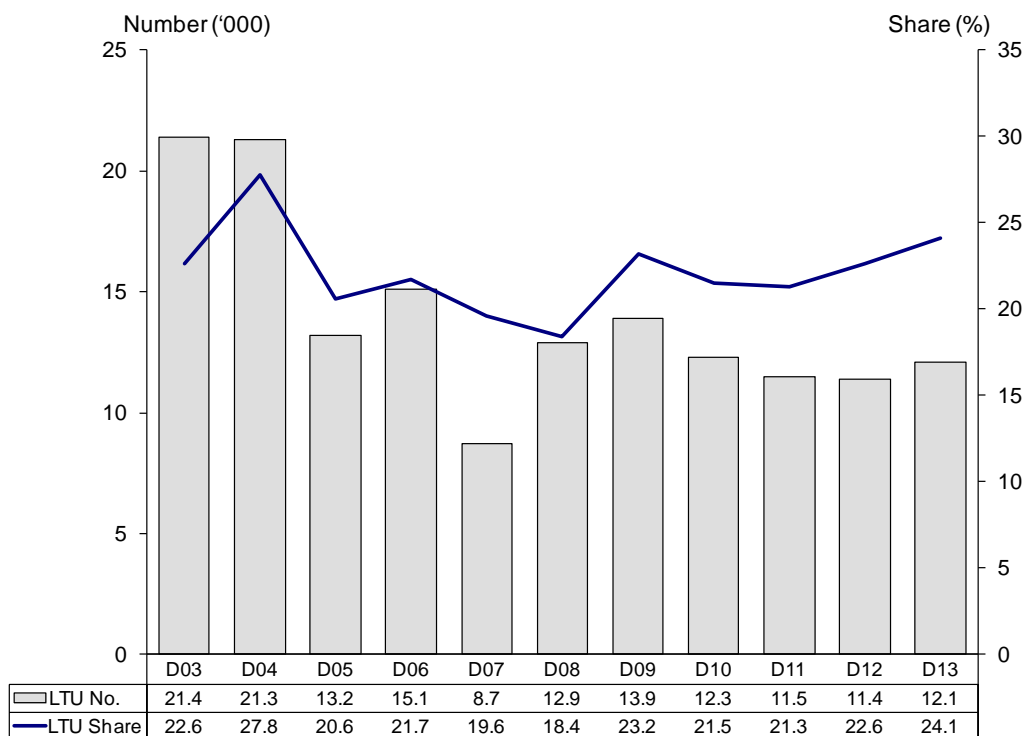


Chart 5: Number And Share Of Resident Long-Term Unemployed
(Non-Seasonally Adjusted)



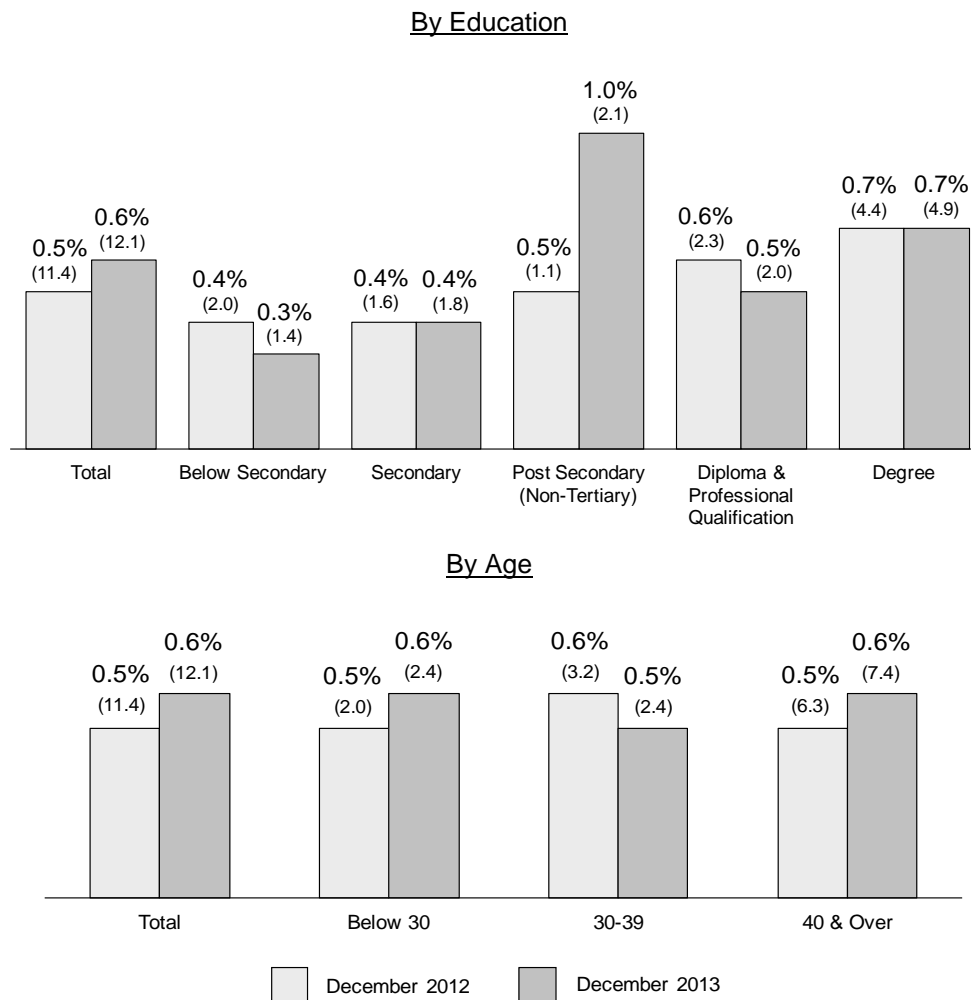
Notes:

- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) The share represents the long-term unemployed as a proportion of unemployed residents.

The long-term unemployment rate improved over the year for residents with below secondary qualifications and diploma & professional qualification holders, and was unchanged for the secondary educated and degree holders in December 2013. Over the same period, residents with post-secondary (non-tertiary) qualifications saw an increase in long-term unemployment rate, though their absolute number was not large.

Long-term unemployment rate rose over the year in December 2013 for younger residents aged below 30 and mature residents aged 40 & over, but decreased for those in their 30s.

Chart 6: Resident Long-Term Unemployment Rate And Number By Age And Education (Non-Seasonally Adjusted)



Note: Figures in brackets refer to the number of long-term unemployed in thousands. They may not add up to the total due to rounding.

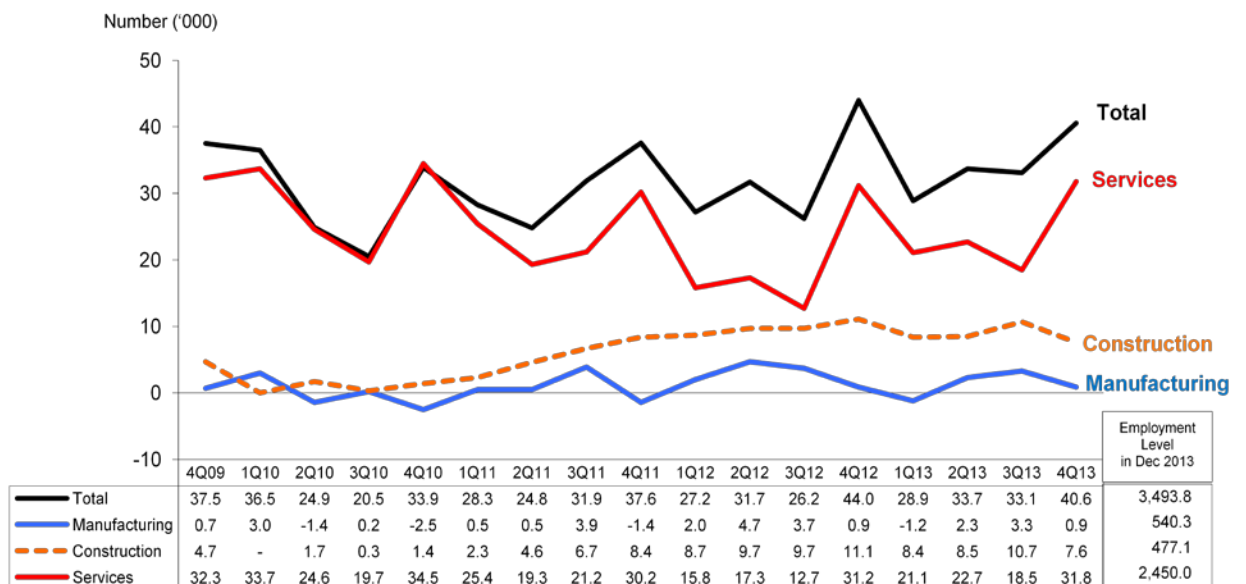
Employment

Employment creation remained high...

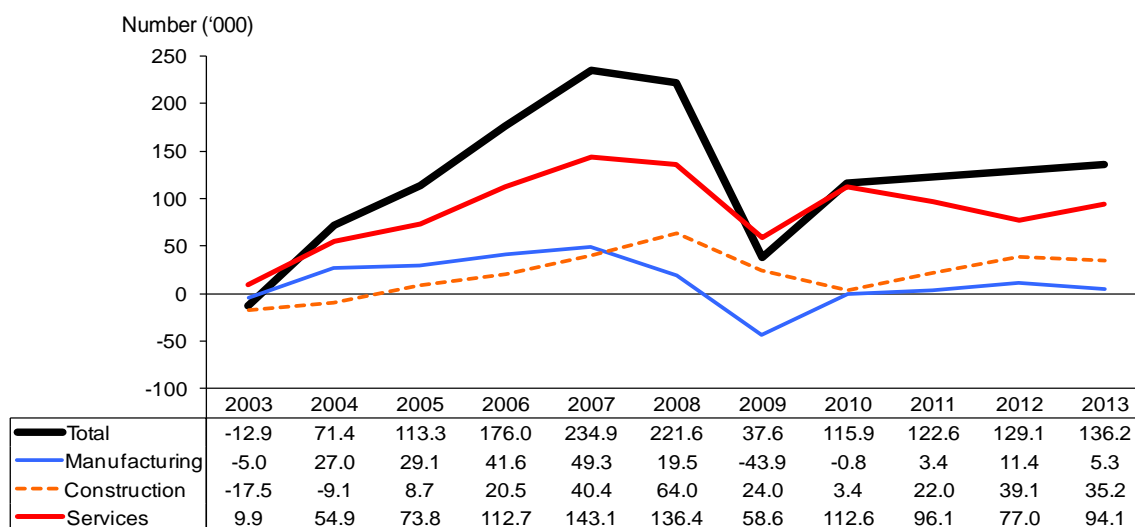
Supported by hirings for year-end festivities, total employment growth was higher in the fourth quarter of 2013 (40,600) than in the previous quarter (33,100), but lower than in the fourth quarter last year (44,000). This brought the full-year total employment growth to 136,200 or 4.1% in 2013, slightly higher than the 129,100 or 4.0% in 2012. The growth was mainly driven by locals, as the gains in foreign employment continued to slow amid tightened foreign manpower controls.

Chart 7: Employment Change By Sector

Quarterly



Annual



- : nil or negligible

Notes:

- (1) Data for the three major sectors do not add up to the total as the latter includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
- (2) The industries are classified based on SSIC 2010 from 2009 onwards and SSIC 2005 before 2009.

Most of the employment gains in 2013 were in services (94,100 or 89,300 excl FDW), up from the preceding year (77,000 or 73,800 excl FDW). On the other hand, construction (35,200) and manufacturing (5,300) saw slower employment growth than in 2012 (39,100 and 11,400) respectively.

Table 1: Total Employment Change By Industry

In Thousands

Industry	Quarterly Change								Annual Change		Employment Level
	2012				2013				2012	2013	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q			Dec 13
Total	27.2	31.7	26.2	44.0	28.9	33.7	33.1	40.6	129.1	136.2	3,493.8
Total (excl FDW)	25.3	31.6	27.0	42.0	28.5	32.7	32.3	37.9	125.8	131.3	3,279.3
Manufacturing	2.0	4.7	3.7	0.9	-1.2	2.3	3.3	0.9	11.4	5.3	540.3
Construction	8.7	9.7	9.7	11.1	8.4	8.5	10.7	7.6	39.1	35.2	477.1
Services	15.8	17.3	12.7	31.2	21.1	22.7	18.5	31.8	77.0	94.1	2,450.0
Services (excl FDW)	13.9	17.2	13.5	29.2	20.7	21.7	17.8	29.1	73.8	89.3	2,235.5
Wholesale & Retail Trade	0.7	2.0	0.1	7.3	2.6	-1.1	3.2	8.4	10.1	13.1	479.7
Transportation & Storage	2.2	2.2	1.5	2.8	2.5	3.6	1.4	1.3	8.6	8.8	226.5
Accommodation & Food Services	-0.5	-0.9	1.5	7.9	-0.1	2.2	1.1	6.6	8.0	9.7	226.8
Information & Communications	-0.1	0.5	0.4	0.1	1.5	4.6	1.1	0.9	0.9	8.1	113.5
Financial & Insurance Services	-	1.8	2.9	1.7	1.9	-1.3	2.2	1.9	6.5	4.6	187.7
Real Estate Services	1.9	1.2	1.0	0.7	0.7	-0.4	-0.6	0.7	4.8	0.4	88.9
Professional Services	-0.5	2.9	3.7	2.8	3.4	5.5	4.8	1.3	9.0	14.9	222.4
Administrative & Support Services	3.4	4.6	0.2	0.5	2.2	4.9	1.2	3.2	8.7	11.4	187.3
Community, Social & Personal Services	8.8	3.0	1.4	7.3	6.3	5.0	4.3	7.5	20.4	23.1	717.3
Community, Social & Personal Services (excl FDW)	6.9	2.9	2.1	5.2	5.9	3.9	3.5	4.8	17.1	18.2	502.8

- : nil or negligible

Notes:

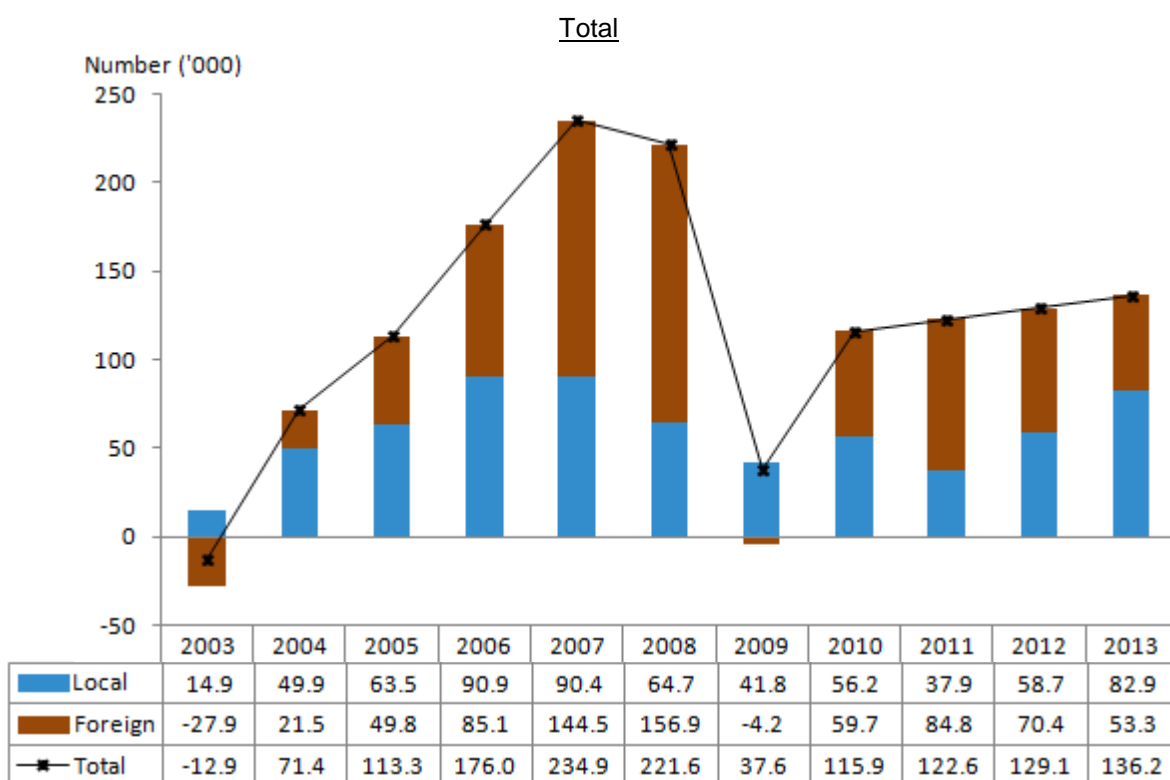
- (1) Data for the three major sectors do not add up to the total as the latter includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
- (2) Data may not add up to the total due to rounding.
- (3) 'excl FDW' refers to excluding foreign domestic workers.

Local⁵ Employment

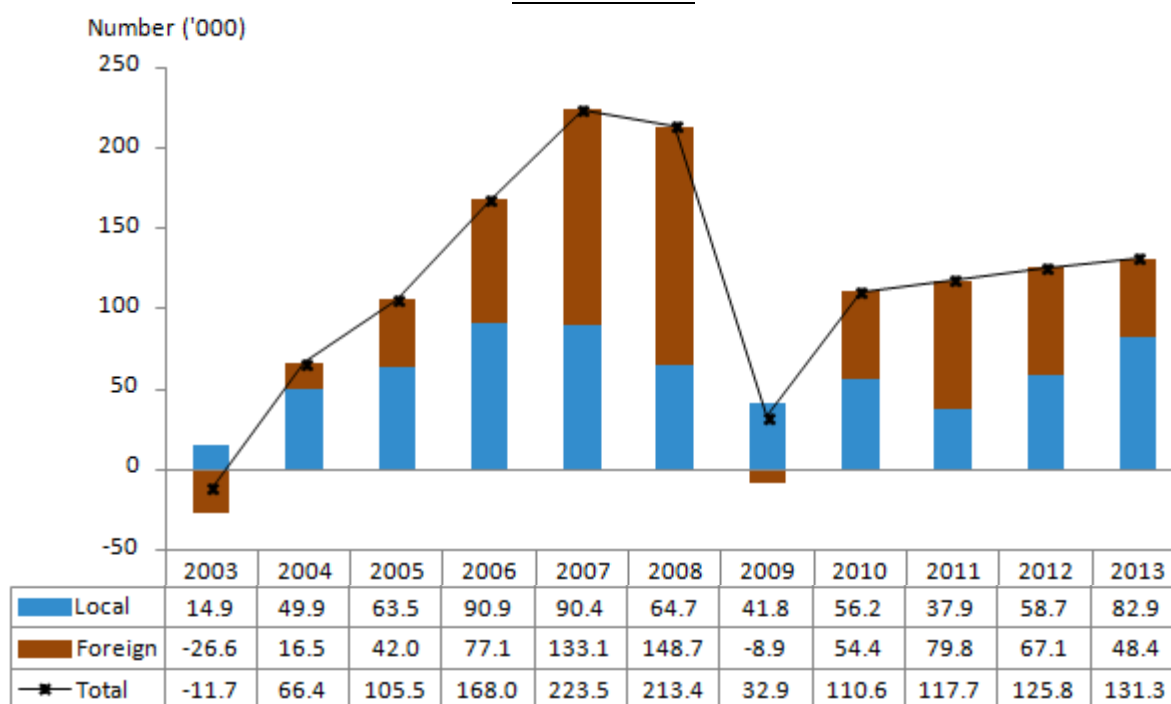
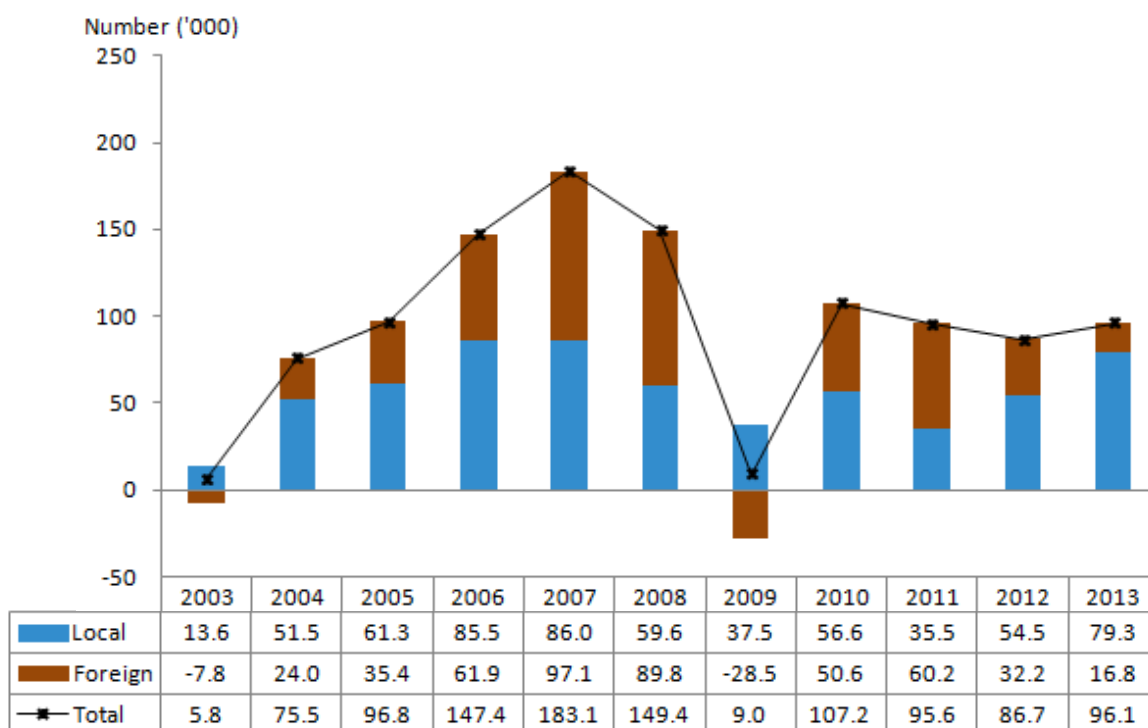
...with gains mainly from locals

Local employment growth in 2013 (82,900 or 4.0%) was higher than in 2012 (58,700 or 2.9%). The bulk of the local gains came from services (77,100), up from 2012 (51,000). Construction and manufacturing added only 3,700 and 900 locals in 2013, down from the corresponding increase of 4,200 and 2,100 in the preceding year.

Chart 8: Annual Employment Change By Residential Status



⁵ Locals (also known as residents) refer to Singapore citizens and permanent residents.

Total excl FDWTotal excl FDW and Construction

Notes:

- (1) Locals also known as residents refer to Singapore citizens and permanent residents.
- (2) 'excl FDW' refers to excluding foreign domestic workers.
- (3) Data may not add up to total due to rounding.

Foreign Employment

... as growth in foreigners slowed amid tightened foreign manpower controls

Growth in foreigners slowed to 53,300 or 4.2% in 2013 from 70,400 or 5.9% in 2012. Excluding foreign domestic workers, the increase was 48,400 or 4.6%, down from 67,100 or 6.8% in 2012. Driven by infrastructural and housing projects, the foreign gains came mainly from construction (31,600), though this was down from 2012 (34,900). Excluding construction and foreign domestic workers, the growth in foreign employment in 2013 (16,800 or 2.3%) was only half that in 2012 (32,200 or 4.6%).

Foreign employment growth slowed sharply in services, excluding foreign domestic workers (2013: 12,100; 2012: 22,800). Manufacturing added fewer foreigners (4,400), also notably lower than the increase in 2012 (9,400).

In December 2013, there were 2,172,200 locals and 1,321,600 foreigners (or 1,107,100 excl FDW) employed in Singapore. Of every three persons in employment (excl FDW), two were locals (66.2%) and one was a foreigner (33.8%).

Table 2: Employment Change By Residential Status And Industry

	Employment Change											Employment Level
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Dec 13
Overall												
Total	-12.9	71.4	113.3	176.0	234.9	221.6	37.6	115.9	122.6	129.1	136.2	3,493.8
<i>Total (excl FDW)</i>	-11.7	66.4	105.5	168.0	223.5	213.4	32.9	110.6	117.7	125.8	131.3	3,279.3
Local	14.9	49.9	63.5	90.9	90.4	64.7	41.8	56.2	37.9	58.7	82.9	2,172.2
Foreign	-27.9	21.5	49.8	85.1	144.5	156.9	-4.2	59.7	84.8	70.4	53.3	1,321.6
<i>Foreign (excl FDW)</i>	-26.6	16.5	42.0	77.1	133.1	148.7	-8.9	54.4	79.8	67.1	48.4	1,107.1
Manufacturing												
Total	-5.0	27.0	29.1	41.6	49.3	19.5	-43.9	-0.8	3.4	11.4	5.3	540.3
Local	-1.1	7.4	9.7	11.0	7.3	-4.6	-9.5	-0.1	-2.8	2.1	0.9	258.5
Foreign	-3.8	19.6	19.4	30.6	42.0	24.1	-34.3	-0.7	6.1	9.4	4.4	281.8
Construction												
Total	-17.5	-9.1	8.7	20.5	40.4	64.0	24.0	3.4	22.0	39.1	35.2	477.1
Local	1.4	-1.6	2.2	5.3	4.4	5.2	4.3	-0.4	2.4	4.2	3.7	118.0
Foreign	-18.8	-7.5	6.5	15.2	36.0	58.9	19.7	3.8	19.6	34.9	31.6	359.0
Services												
Total	9.9	54.9	73.8	112.7	143.1	136.4	58.6	112.6	96.1	77.0	94.1	2,450.0
<i>Total (excl FDW)</i>	11.1	49.9	65.9	104.7	131.7	128.2	53.9	107.3	91.1	73.8	89.3	2,235.5
Local	15.0	45.7	50.4	73.7	77.2	63.1	48.2	56.3	37.5	51.0	77.1	1,773.6
Foreign	-5.1	9.2	23.4	39.0	65.9	73.4	10.4	56.2	58.6	26.1	17.0	676.4
<i>Foreign (excl FDW)</i>	-3.9	4.2	15.6	31.0	54.5	65.2	5.7	50.9	53.7	22.8	12.1	461.9

Notes:

- (1) Data for the three major sectors do not add up to the total as the latter includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
- (2) Data may not add up to the total due to rounding.
- (3) The industries are classified based on SSIC 2010 from 2009 onwards and based on SSIC 2005 before 2009.
- (4) 'excl FDW' refers to excluding foreign domestic workers.

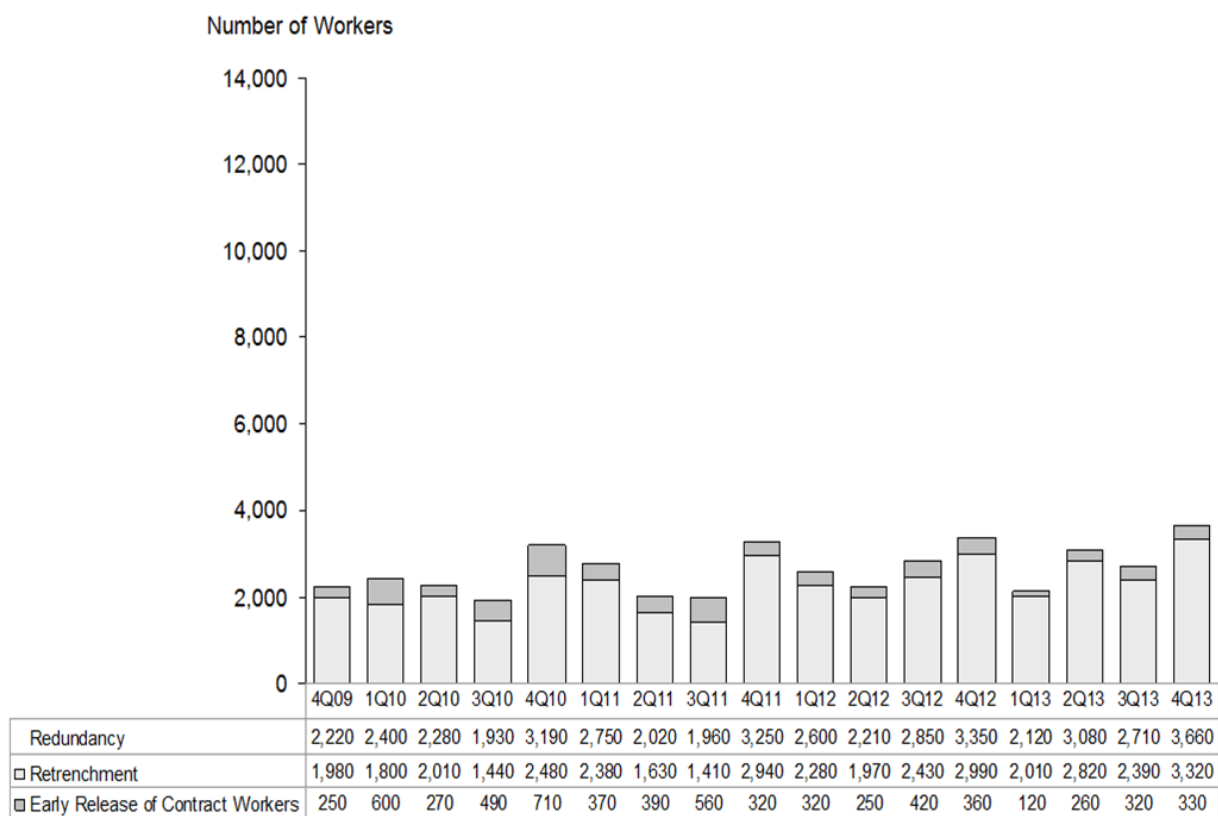
Redundancy

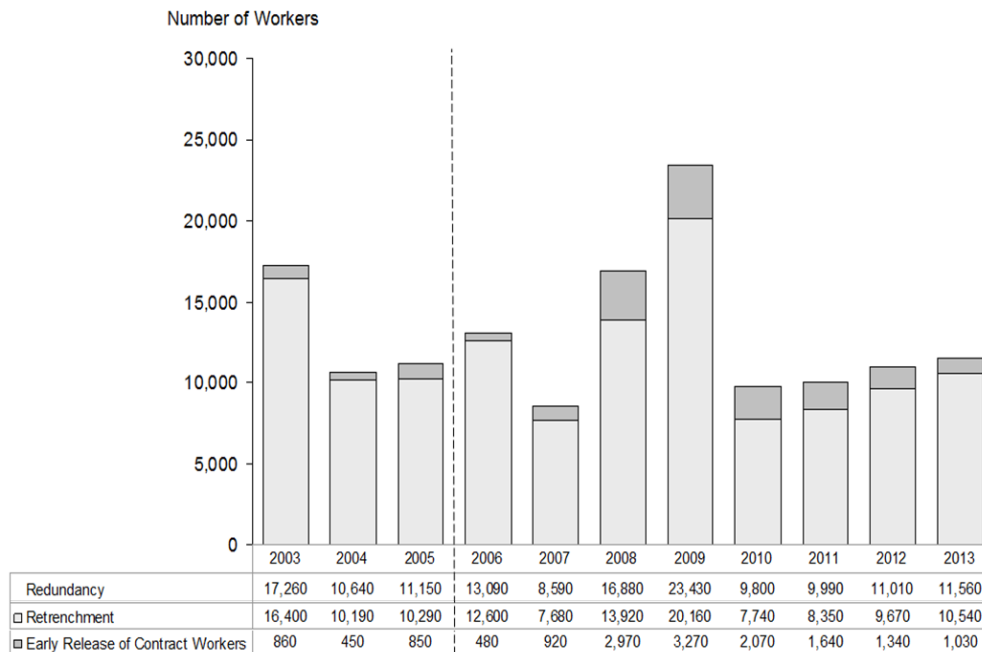
Layoffs rose amid economic restructuring

More workers were laid off in the fourth quarter of 2013 (3,660) than the preceding quarter (2,710). For the full year 2013, 11,560 workers were laid off, slightly higher than the 11,010 in 2012. The increase in layoffs stemmed from manufacturing (from 4,050 workers in 2012 to 5,000 workers in 2013) and construction (from 650 to 1,120). This more than offset the decrease in layoffs in services (from 6,300 to 5,430).

Chart 9: Redundancy

Quarterly



Annual

Notes:

- (1) Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, data also include the public sector.
- (2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

PMETs formed two-thirds (66%) of residents laid off in 2013, followed by production & related workers (23%) and clerical, sales & service workers (11%).

Younger workers aged below 30 were less affected by layoffs, forming only 7.3% of the residents laid off. In contrast, close to two in three (65%) of residents laid off were aged 40 & over, while the remaining 27% were in their 30s.

Table 3: Profile Of Residents Made Redundant, 2013

Characteristics	Per Cent
	Residents Made Redundant, 2013
Total	100.0
<u>Sex</u>	
Males	57.3
Females	42.7
<u>Age Group</u>	
Below 30	7.3
30 – 39	27.2
40 & Over	65.5
<u>Educational Attainment</u>	
Below Secondary	14.2
Secondary	20.3
Post Secondary (Non-Tertiary)	8.1
Diploma & Professional Qualification	18.5
Degree	38.9
<u>Occupational Group</u>	
Professionals, Managers, Executives & Technicians	65.7
Clerical, Sales & Service Workers	11.2
Production & Transport Operators, Cleaners & Labourers	23.0

Notes:

- (1) Data on residents made redundant pertain to private sector establishments each with at least 25 employees and the public sector.
- (2) Data may not add up to the total due to rounding.

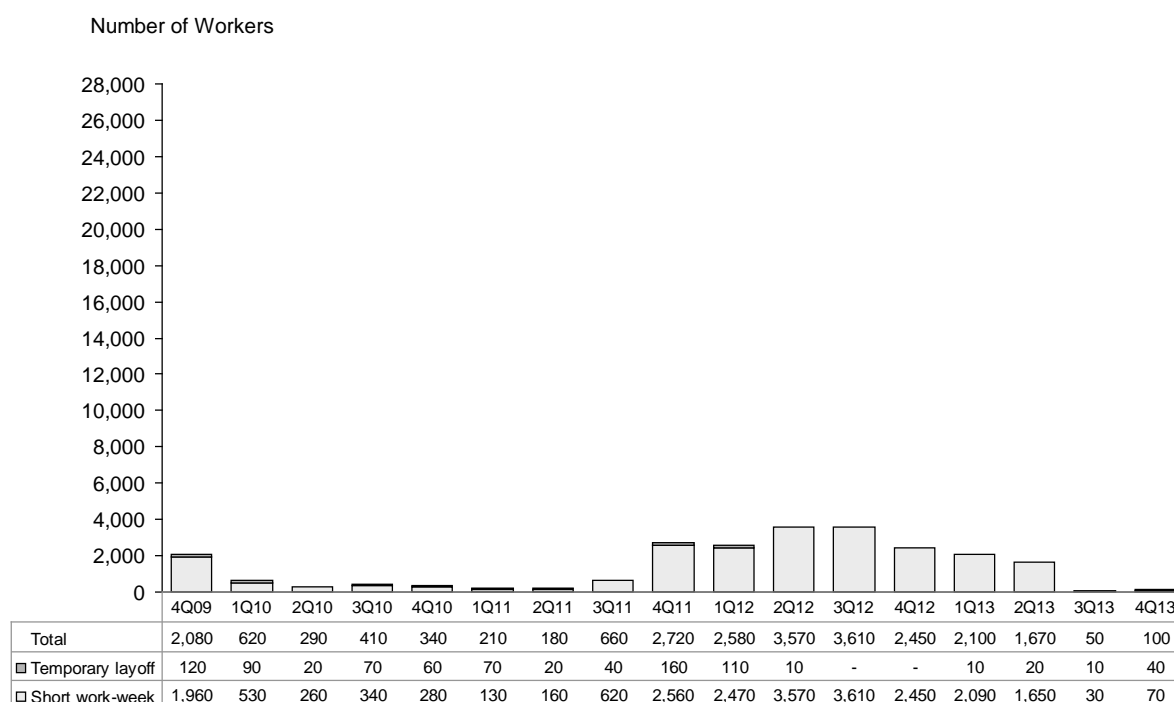
Workers on short work-week/temporary layoff fell in 2013

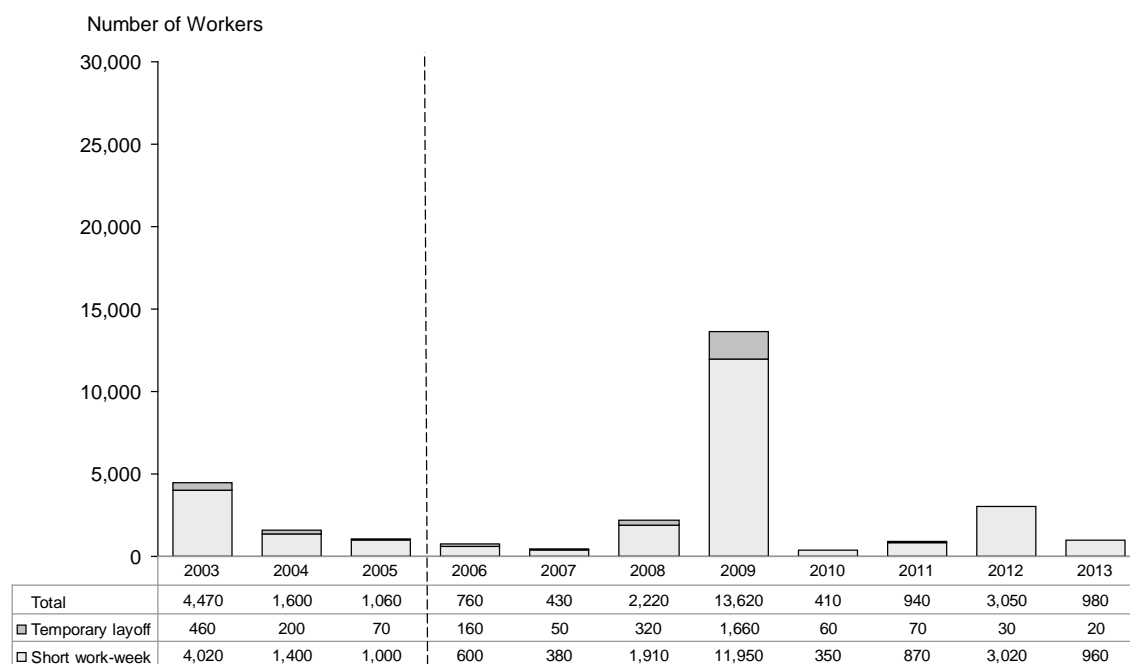
Some 100 workers were placed on short-work week or temporary layoff in the fourth quarter, up from 50 in the preceding quarter, after declining sharply from 1,670 in the second and 2,100 in the first quarter of 2013. A lower average of 980 workers per quarter were placed on short work-week/temporary layoff in 2013 than in 2012 (3,050). Nearly all workers (98% or 960) were placed on short work-week, while only a small minority (2.0% or 20) were laid off temporarily in 2013.

In 2013, workers on short work-week/ temporary layoff were mainly from manufacturing (92%), with services (7.1%) and construction (1.6%) forming the rest. Four in five (80%) were production & related workers, followed by PMETs (19%) and clerical, sales & service workers (1.8%).

Chart 10: Number Of Workers On Short Work-week Or Temporary Layoff

Quarterly



Annual

- : nil or negligible.

Notes:

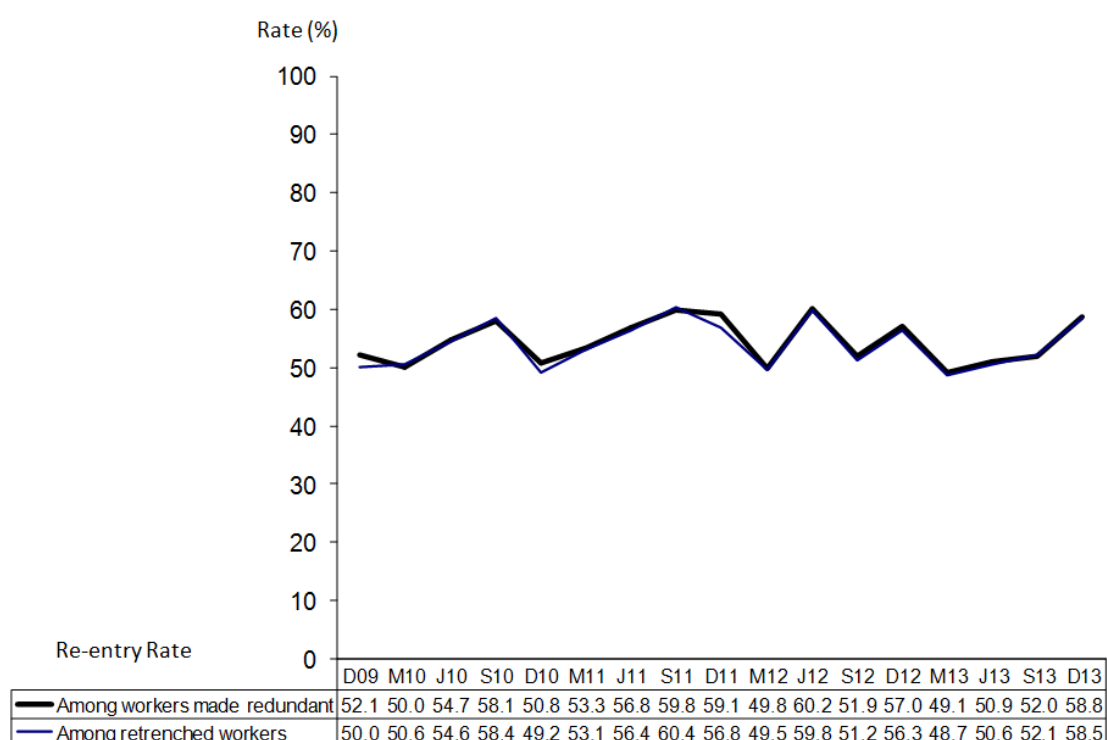
- (1) Before 2006, data pertain to private sector establishments each with at least 25 employees.
From 2006 onwards, data also include the public sector.
- (2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

Re-entry Into Employment ⁶

Rate of re-entry into employment improved for the third successive quarter

Based on CPF records, 59% of residents laid off in the third quarter of 2013 secured employment by December 2013. This rate of re-entry into employment within six months of redundancy rose from 52% in September, 51% in June and 49% in March 2013.

Chart 11: Rate Of Re-entry Into Employment Of Residents Made Redundant (Within Six Months Of Redundancy)

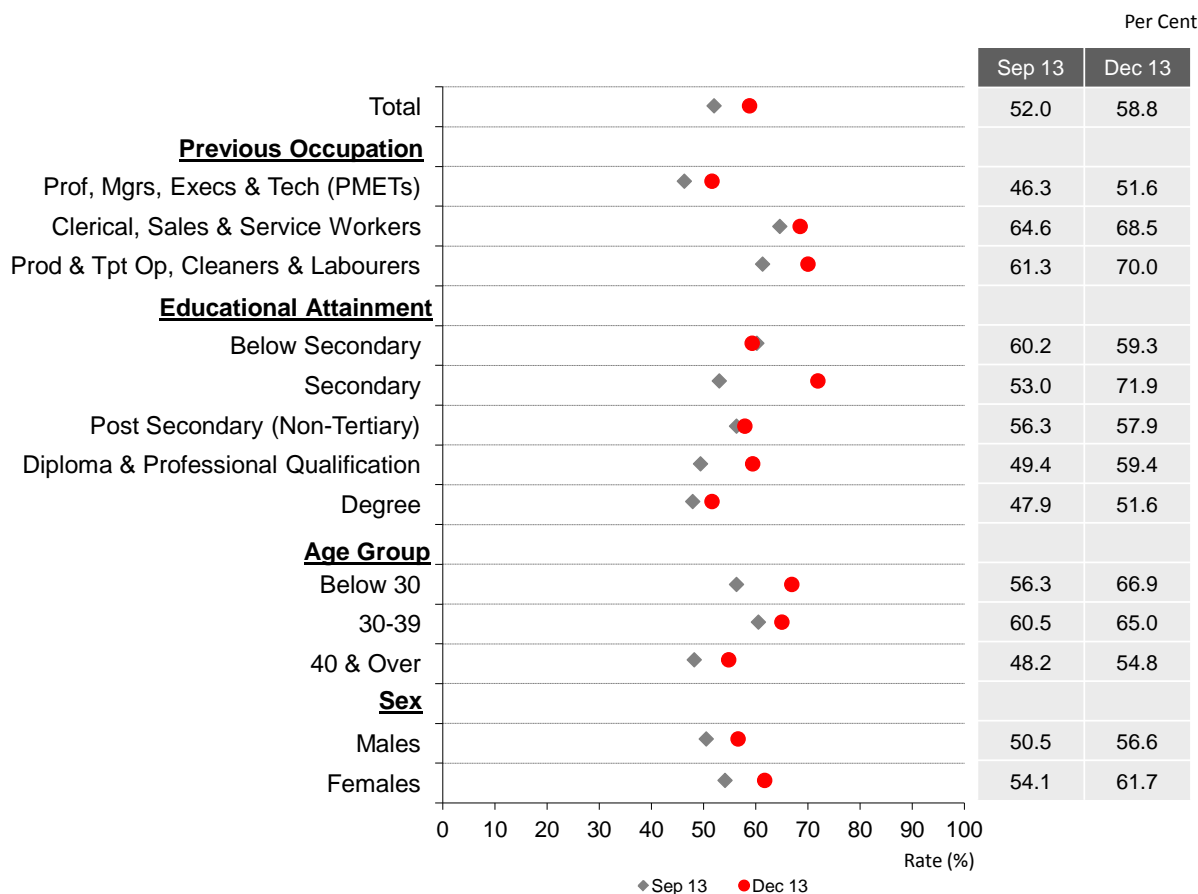


Note: Data refer to the proportion of residents retrenched/ made redundant by private sector establishments (each with at least 25 employees) and the public sector, who re-entered employment within six months of redundancy.

⁶ Data on re-entry into employment are cohort-specific. Two different cohorts of workers laid off could yield different rates of re-entry depending on the profile of the workers involved. Also, the data based on CPF records do not capture workers who enter into self or informal employment or undergo training while looking for a job.

The improvement over the quarter was seen across many age as well as educational groups, especially among residents with secondary qualifications, as well as residents aged below 30.

Chart 12: Rate Of Re-entry Into Employment Of Residents Made Redundant (Within Six Months Of Redundancy)



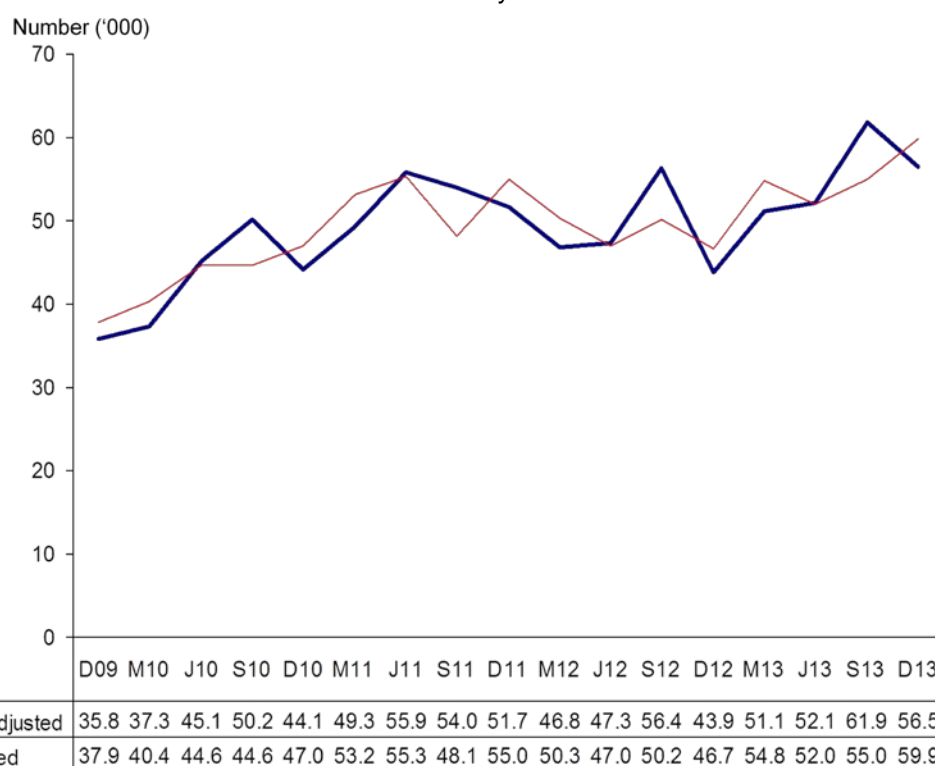
Note: Data pertain to residents who were made redundant by private sectors establishments (each with at least 25 employees) and the public sector in the second / third quarter of 2013 who re-entered employment by September 2013 / December 2013 respectively.

Job Vacancy

Job openings increased, resulting in a rise in job vacancies to job seekers ratio to an eight-year high

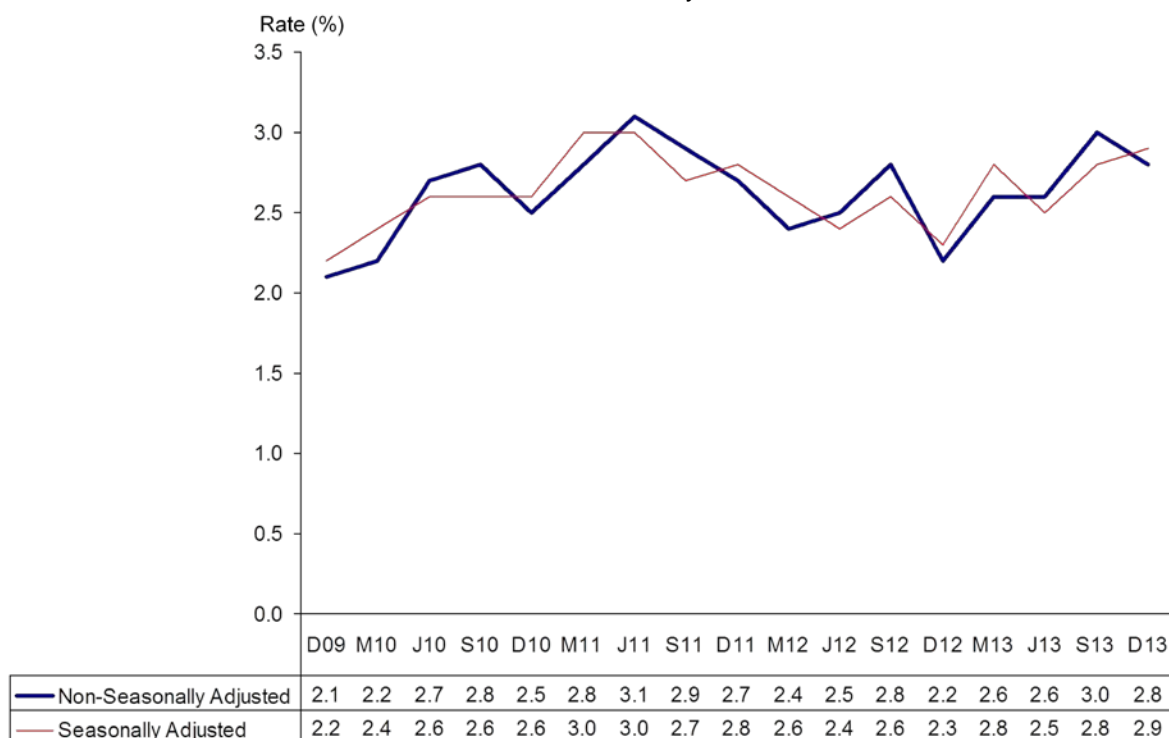
The number of job vacancies continued to rise. The seasonally adjusted job vacancies rose by 8.9% in December 2013, up for a second consecutive quarter, following a 5.9% rise in September 2013. On a non-seasonally adjusted basis, there were 56,500 vacancies representing 2.8% of manpower demand in December 2013, higher than the 43,900 or 2.2% a year ago.

Chart 13: Job Vacancy



Note: Data pertain to private sector establishments each with at least 25 employees and the public sector.

Chart 14: Job Vacancy Rate

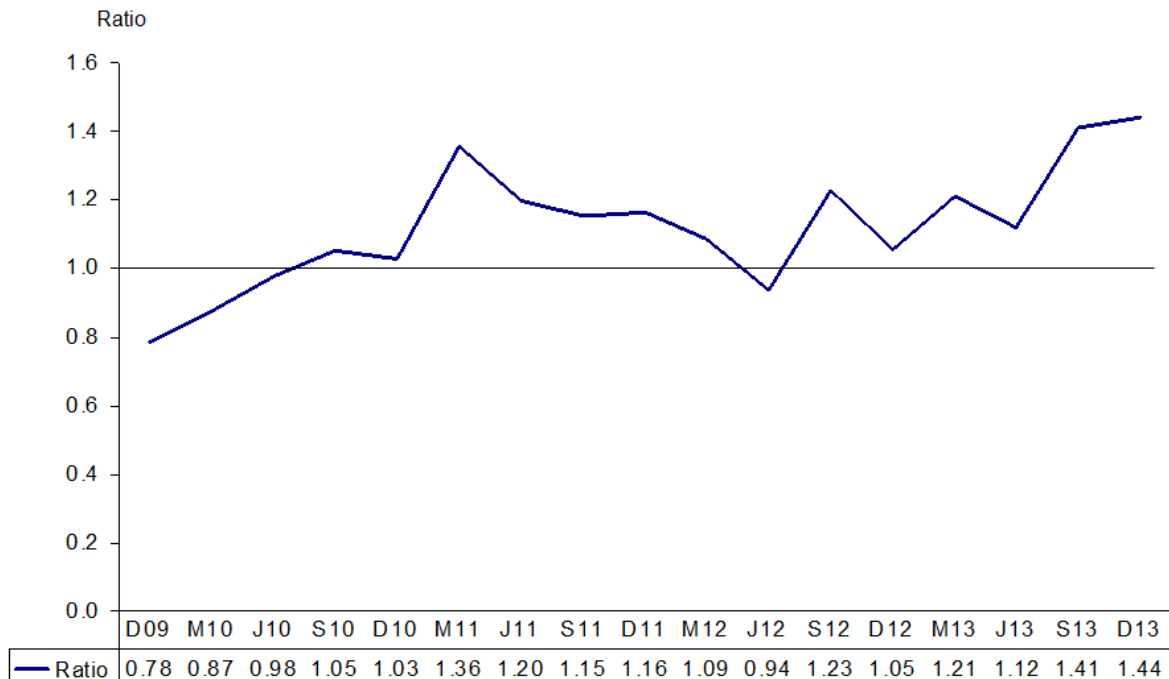


Note: Data pertain to private sector establishments each with at least 25 employees and the public sector.

Vacancies were available across the skill levels. 24,100 or 43% of the vacancies in December 2013 were for professionals, managers, executives and technicians (PMETs) and 32,400 or 57% were for non-PMETs. The latter comprised 16,500 positions for clerical, services & sales workers and 15,900 for production, transport operators, cleaners & labourers.

Job openings outnumbered job seekers, as vacancies rose while unemployment remained low. The seasonally adjusted ratio of job vacancies to unemployed persons rose to an eight-year high⁷ of 144 job openings for every 100 job seekers in December 2013, up substantially from 105 per 100 a year ago.

Chart 15: Ratio Of Job Vacancies To Unemployed Persons (Seasonally Adjusted)



Note: Job vacancy to unemployed ratio is calculated by taking the ratio of the estimates of the total job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy are estimated assuming that private sector establishments with less than 25 employees have the same vacancy rate as those with 25-49 employees.

⁷ Since the start of comparable data series in 2006.

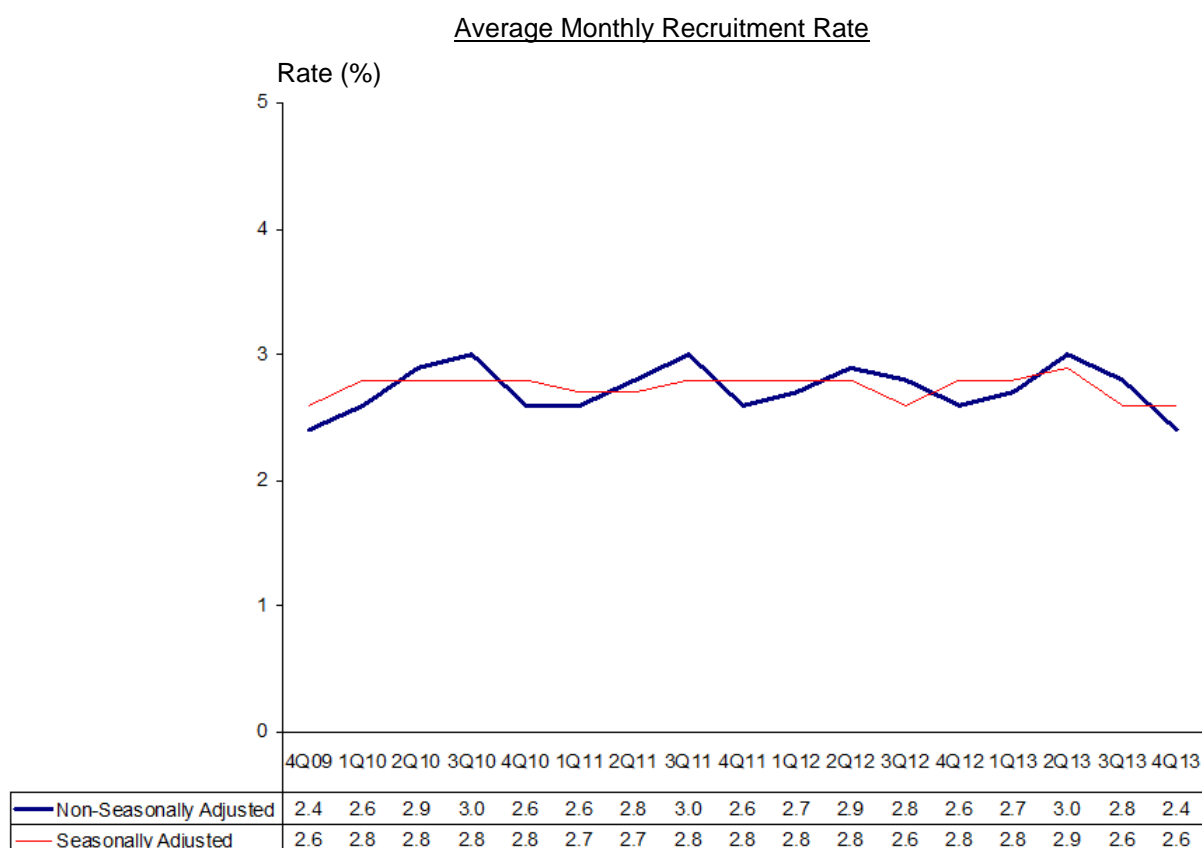
Labour Turnover

Recruitment rate stabilised while resignation rate edged up from previous quarter

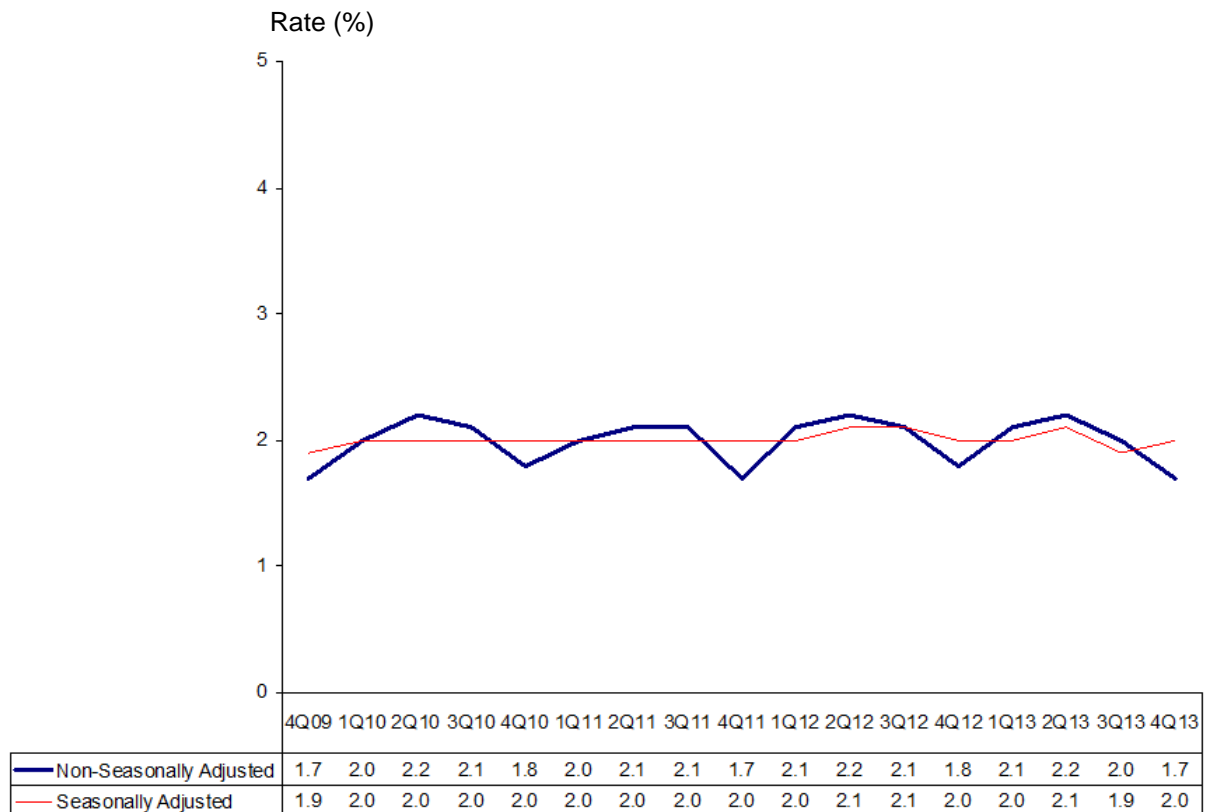
The seasonally adjusted average monthly recruitment rate stabilised at 2.6%, while the resignation rate edged up by 0.1%-point to 2.0% in the fourth quarter of 2013, after declining in the previous quarter.

On a non-seasonally adjusted basis, the recruitment and resignation rates fell over the year by 0.2%-point and 0.1%-point respectively to 2.4% and 1.7% in the fourth quarter of 2013.

Chart 16: Average Monthly Recruitment And Resignation Rates



Average Monthly Resignation Rate



Notes:

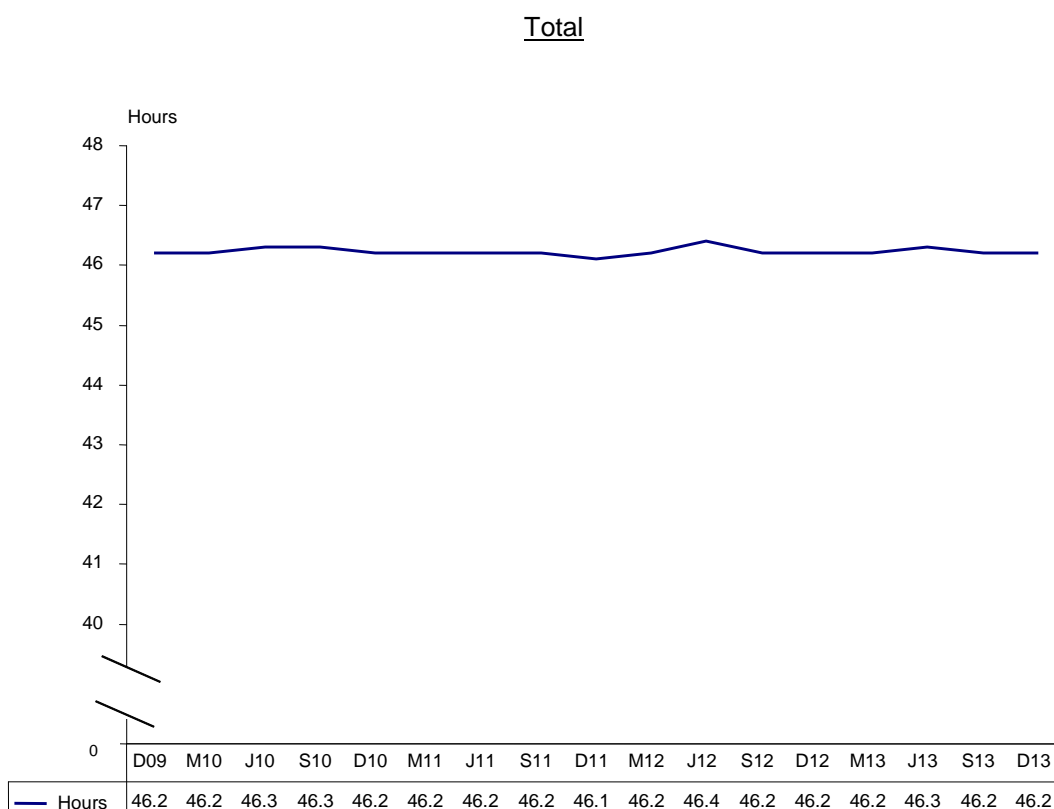
- (1) Data pertain to private establishment each with at least 25 employees and the public sector.
- (2) The average monthly resignation/recruitment rate is defined as the average number of person who resigned / who were recruited in a month divided by the average number of employees in the establishment.

Hours Worked

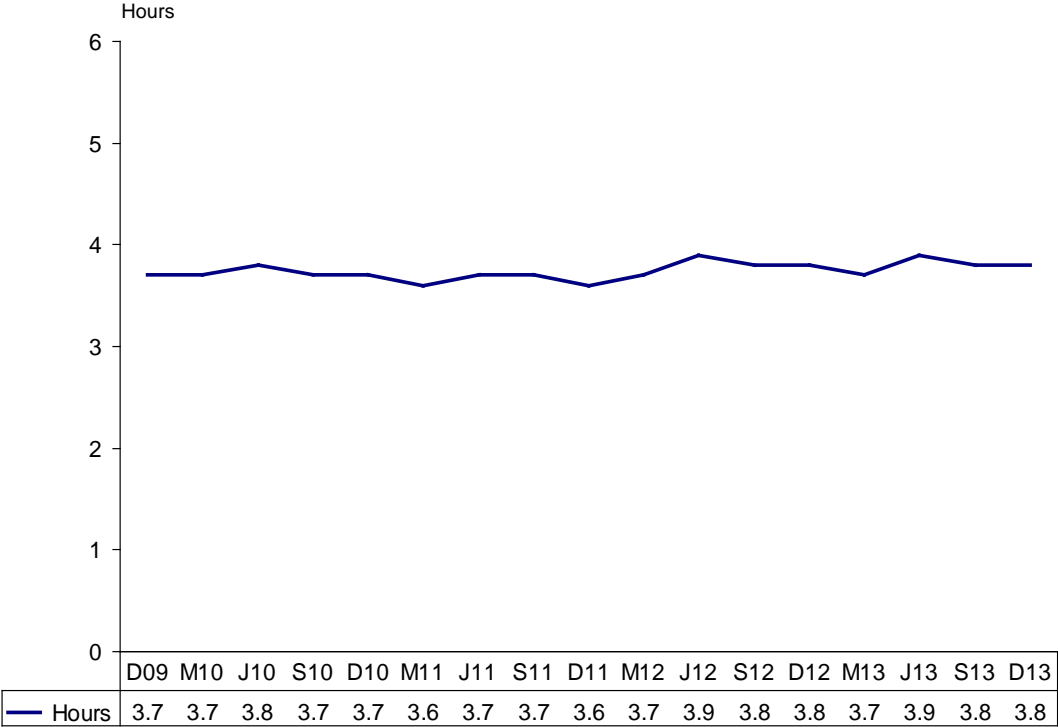
Paid hours worked per employee unchanged at the overall level

At the overall level, both the average total weekly paid hours (46.2 hours) and paid over-time hours (3.8 hours) worked per employee in December 2013 were unchanged from a quarter and a year ago.

Chart 17: Average Weekly Paid Hours Worked Per Employee



Overtime



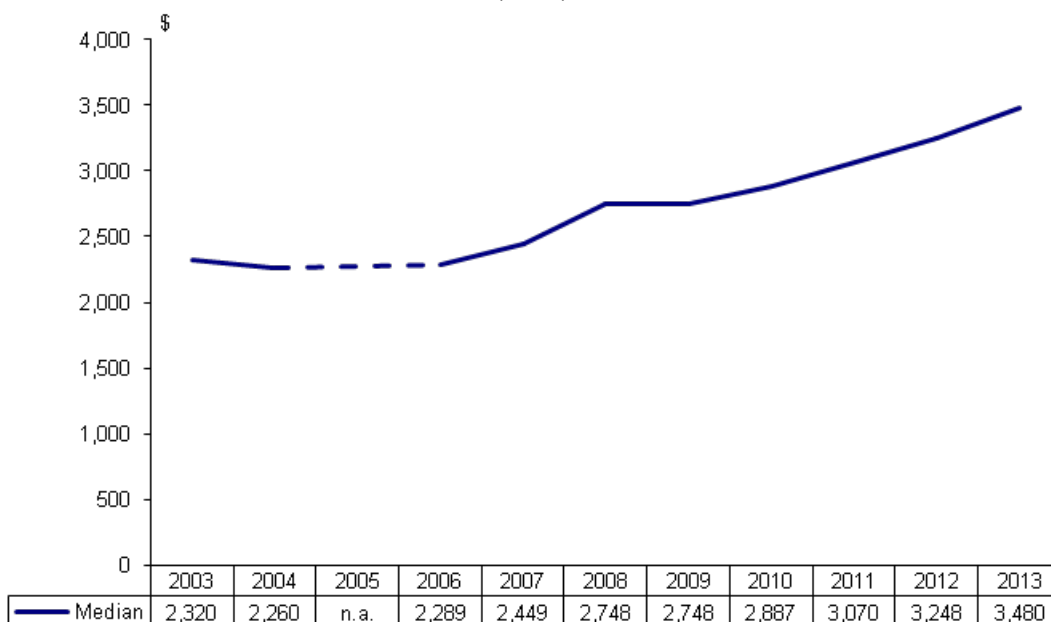
Note: Data pertain to private sector establishments each with at least 25 employees and the public sector.

Income from Work

Income growth strengthened in 2013, amid the tight labour market.

The nominal median monthly income from work of full-time employed citizens (including employer CPF contributions) increased over the year by 7.1% to \$3,480 in June 2013, up from gains of 5.8% in the preceding year. As inflation eased,⁸ the growth in real median income, deflated by Consumer Price Index (CPI) for all items, accelerated from 1.2% in 2012 to 4.6% in 2013. When adjusted using CPI less imputed rentals on owner-occupied accommodation, which relates more directly to the actual spending of households, real median income growth strengthened from 2.1% in 2012 to 5.2% in 2013.

Chart 18: Median Gross Monthly Income From Work Of Full-Time Employed Singapore Citizens, 2003 To 2013 (June)



Source: Comprehensive Labour Force Survey, MOM

Notes:

- (1) Income from work includes employer CPF contributions for employees.
- (2) Data exclude full-time National Servicemen.
- (3) n.a. – Not available. The Comprehensive Labour Force Survey was not conducted in 2005 due to the conduct of the General Household Survey 2005 by the Department of Statistics, Ministry of Trade and Industry.

⁸ The Consumer Price Index for all items rose over the year by 2.4% in 2013, substantially lower than the increase of 4.6% in 2012.

Cumulatively, the median income (including employer CPF contributions) of full-time employed citizens rose by 27% from \$2,748 in 2008 to \$3,480 in 2013, or 4.8% p.a. After adjusting for inflation using CPI for all items, real median income grew by 8.7% or 1.7% p.a. over the recent five years.

Income growth at the 20th percentile kept pace with that at the median in recent five years

Income growth at the 20th percentile kept pace with that at the median in the recent five years. Income (including employer CPF contributions) at the 20th percentile of full-time employed citizens rose by 29% from \$1,400 in 2008 to \$1,800 in 2013, or 5.2% p.a.⁹ After adjusting for inflation, the increase was 10% or 2.0% p.a.

Table 4: Change In Gross Monthly Income From Work Of Full-Time Employed Singapore Citizens, 2008 To 2013 (June)

	Nominal		Real*	
	Cumulative (%)	Annualised (% p.a.)	Cumulative (%)	Annualised (% p.a.)
Median (50th Percentile)	26.6	4.8	8.7	1.7
			(11.9)	(2.3)
20th Percentile	28.6	5.2	10.4	2.0
			(13.6)	(2.6)

Source: Comprehensive Labour Force Survey, MOM

Notes:

- (1) Income from work includes employer CPF contributions for employees.
- (2) Data exclude full-time National Servicemen.
- (3) * – Deflated by Consumer Price Index for all items at 2009 prices (2009 = 100). Figures in brackets are deflated by Consumer Price Index less imputed rentals on owner-occupied accommodation at 2009 prices (2009 = 100).

The time series on gross monthly income from work of full-time employed Singapore citizens at the 50th and 20th percentile is in the [Statistical Updates](#).

⁹ As the data are captured from a sample survey, the income changes for the 20th percentile nearer the end of the income spectrum tend to be more volatile over shorter (e.g. year-on-year) than longer periods (e.g. 5 or 10 years). Studying income at the 20th percentile level over longer periods allows for more meaningful analysis of the income growth, as the year-on-year volatility in the data gets smoothed out.

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND EDUCATIONAL ATTAINMENT

Per Cent

Characteristics	2011	2012	2013	2012	2013			
				Dec	Mar	Jun	Sep	Dec
TOTAL	2.9	2.8	2.8	2.4	2.7	3.9	2.2	2.3
				(2.7)	(2.8)	(2.9)	(2.6)	(2.7)
GENDER								
Males	2.6	2.7	2.7	2.3	2.7	3.4	2.3	2.3
Females	3.2	3.1	2.9	2.4	2.6	4.4	2.2	2.3
AGE GROUP (YEARS)								
Below 30	5.0	5.1	5.2	4.3	5.3	7.3	3.9	4.3
30 - 39	2.4	2.2	2.2	1.9	1.9	3.2	1.9	1.6
40 & Over	2.4	2.3	2.2	1.9	2.1	3.0	1.8	1.9
EDUCATIONAL ATTAINMENT								
Below Secondary	2.8	2.6	2.4	1.9	1.8	3.9	1.6	2.3
Secondary	3.5	2.9	2.9	2.4	3.0	4.0	2.0	2.4
Post-Secondary (Non-Tertiary)	3.2	3.5	3.5	2.7	3.6	4.0	3.1	3.4
Diploma & Professional Qualification	2.7	2.8	2.7	2.5	2.6	3.9	2.4	1.8
Degree	2.6	2.7	2.8	2.5	2.8	3.6	2.5	2.2

() seasonally adjusted

Source : Labour Force Survey, MOM

Note :

1) Annual figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals.

1.2 UNEMPLOYMENT

UNEMPLOYED RESIDENTS BY GENDER, AGE AND EDUCATIONAL ATTAINMENT

In Thousands

Characteristics	2011	2012	2013	2012	2013				
				Dec	Mar	Jun	Sep	Dec	
TOTAL	60.6	60.0	59.8	50.5	57.8	82.6	48.3	50.4	
				(57.1)	(60.6)	(63.2)	(56.0)	(57.4)	
GENDER									
Males	30.6	31.2	32.1	27.4	32.8	40.7	27.0	27.8	
Females	30.0	28.8	27.7	23.1	25.0	41.9	21.3	22.6	
AGE GROUP (YEARS)									
Below 30	21.0	21.1	21.3	17.9	21.7	29.0	16.2	18.2	
30 - 39	12.6	11.9	11.2	10.5	10.2	16.2	10.1	8.5	
40 & Over	26.9	27.1	27.3	22.1	25.9	37.4	22.1	23.7	
EDUCATIONAL ATTAINMENT									
Below Secondary	12.8	11.9	10.7	9.0	8.4	16.6	7.2	10.4	
Secondary	14.9	12.4	11.9	10.0	12.7	16.1	8.5	10.3	
Post-Secondary (Non-Tertiary)	7.4	7.7	7.9	5.4	7.6	10.0	6.5	7.3	
Diploma & Professional Qualification	10.1	11.1	10.7	9.9	10.2	15.5	9.6	7.5	
Degree	15.4	17.0	18.6	16.3	18.8	24.4	16.4	14.9	

() seasonally adjusted

Source : Labour Force Survey, MOM

Notes :

- 1) Annual figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals.
- 2) Data may not add up to the total due to rounding.

1.3 LONG-TERM UNEMPLOYMENT

RESIDENT LONG-TERM UNEMPLOYMENT RATE BY GENDER, AGE AND EDUCATIONAL ATTAINMENT

Per Cent

Characteristics	2011	2012	2013	2012	2013			
				Dec	Mar	Jun	Sep	Dec
				TOTAL	0.6	0.6	0.6	0.5
GENDER								
Males	0.6	0.7	0.7	0.6	0.7	0.8	0.6	0.7
Females	0.5	0.6	0.5	0.5	0.6	0.6	0.5	0.4
AGE GROUP (YEARS)								
Below 30	0.5	0.5	0.6	0.5	0.6	0.5	0.6	0.6
30 - 39	0.5	0.5	0.5	0.6	0.4	0.6	0.6	0.5
40 & Over	0.7	0.7	0.7	0.5	0.7	0.8	0.6	0.6
EDUCATIONAL ATTAINMENT								
Below Secondary	0.6	0.6	0.5	0.4	0.4	0.8	0.3	0.3
Secondary	0.7	0.6	0.6	0.4	0.6	0.8	0.4	0.4
Post-Secondary (Non-Tertiary)	0.5	0.7	0.7	0.5	0.4	0.6	0.8	1.0
Diploma & Professional Qualification	0.6	0.6	0.6	0.6	0.7	0.7	0.6	0.5
Degree	0.5	0.6	0.8	0.7	0.9	0.7	0.8	0.7

Source : Labour Force Survey, MOM

Note :

- 1) Annual figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals.

1.4 LONG-TERM UNEMPLOYMENT

LONG-TERM UNEMPLOYED RESIDENTS BY GENDER, AGE AND EDUCATIONAL ATTAINMENT

In Thousands

Characteristics	2011	2012	2013	2012	2013			
				Dec	Mar	Jun	Sep	Dec
				TOTAL	12.2	12.6	13.4	11.4
GENDER								
Males	7.1	7.4	8.3	6.6	8.2	9.6	7.7	7.9
Females	5.0	5.2	5.1	4.8	5.5	5.7	4.9	4.2
AGE GROUP (YEARS)								
Below 30	2.0	2.3	2.4	2.0	2.6	2.0	2.6	2.4
30 - 39	2.3	2.4	2.7	3.2	2.3	2.9	3.1	2.4
40 & Over	7.9	8.0	8.3	6.3	8.8	10.4	6.8	7.4
EDUCATIONAL ATTAINMENT								
Below Secondary	2.7	2.5	2.1	2.0	1.8	3.5	1.5	1.4
Secondary	3.0	2.7	2.3	1.6	2.5	3.0	1.8	1.8
Post-Secondary (Non-Tertiary)	1.2	1.5	1.6	1.1	0.9	1.5	1.8	2.1
Diploma & Professional Qualification	2.0	2.1	2.5	2.3	2.7	2.7	2.5	2.0
Degree	3.2	3.8	5.1	4.4	5.7	4.6	5.0	4.9

Source : Labour Force Survey, MOM

Notes :

- 1) Annual figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals.
- 2) Data may not add up to the total due to rounding.

2.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2010)	Total Employment Change								Total Employment Level in Dec 2013
	2011	2012	2013	2012	2013				
				4Q	1Q	2Q	3Q	4Q	
TOTAL	122.6	129.1	136.2	44.0	28.9	33.7	33.1	40.6	3 493.8
C10-32 MANUFACTURING	3.4	11.4	5.3	0.9	-1.2	2.3	3.3	0.9	540.3
C10-12 Food, Beverages & Tobacco	0.6	1.8	2.1	1.0	0.5	-	0.7	1.0	40.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	-0.5	-1.0	-1.3	-0.7	-0.2	-0.5	-0.4	-0.2	37.8
C19-21 Petroleum, Chemical & Pharmaceutical Products	-1.4	11.1	1.4	1.4	0.1	-0.3	0.4	1.2	65.3
C25,28 Fabricated Metal Products, Machinery & Equipment	4.1	1.7	0.7	-0.3	-0.4	0.1	0.6	0.4	109.0
C26 Electronic, Computer & Optical Products	-4.7	-3.1	-2.5	-0.8	-1.7	0.1	-0.4	-0.6	89.9
C29-30 Transport Equipment	5.8	0.5	4.1	0.3	0.5	1.9	2.5	-0.8	136.7
Other Manufacturing Industries	-0.3	0.4	0.8	0.1	0.1	0.9	-0.1	-0.1	61.3
F41-43 CONSTRUCTION	22.0	39.1	35.2	11.1	8.4	8.5	10.7	7.6	477.1
G-U SERVICES	96.1	77.0	94.1	31.2	21.1	22.7	18.5	31.8	2 450.0
G46-47 WHOLESALE AND RETAIL TRADE	15.9	10.1	13.1	7.3	2.6	-1.1	3.2	8.4	479.7
G46 Wholesale Trade	8.8	3.1	9.2	2.9	2.8	1.4	2.5	2.5	316.7
G47 Retail Trade	7.1	7.0	3.9	4.3	-0.1	-2.6	0.7	5.9	163.0
H49-53 TRANSPORTATION AND STORAGE	6.7	8.6	8.8	2.8	2.5	3.6	1.4	1.3	226.5
H49,5221 Land Transport & Supporting Services	1.3	2.5	2.7	1.0	0.9	0.9	0.4	0.5	87.7
H50,5222, 5225 Water Transport & Supporting Services	1.3	0.6	2.2	0.4	0.8	0.8	0.5	0.1	49.0
H51,5223 Air Transport & Supporting Services	1.8	2.1	1.5	0.2	0.2	0.6	0.3	0.4	29.1
Other Transportation & Storage Services	2.2	3.5	2.5	1.3	0.5	1.3	0.3	0.4	60.7
I55-56 ACCOMMODATION AND FOOD SERVICES	9.2	8.0	9.7	7.9	-0.1	2.2	1.1	6.6	226.8
I55 Accommodation	1.3	1.5	0.4	1.0	-0.6	-0.4	0.8	0.6	35.5
I56 Food & Beverage Services	7.8	6.5	9.3	7.0	0.6	2.5	0.3	6.0	191.3
J58-63 INFORMATION AND COMMUNICATIONS	8.0	0.9	8.1	0.1	1.5	4.6	1.1	0.9	113.5
J58-61 Telecommunications, Broadcasting & Publishing	1.2	-0.8	2.8	-0.4	0.2	2.1	0.4	0.1	39.7
J62-63 IT & Other Information Services	6.8	1.7	5.4	0.5	1.4	2.5	0.7	0.8	73.8
K64-66 FINANCIAL AND INSURANCE SERVICES	10.9	6.5	4.6	1.7	1.9	-1.3	2.2	1.9	187.7
K64 & 66 (excl.662) Financial Services	10.4	5.4	3.9	1.8	1.7	-1.4	2.1	1.5	157.3
K65 & 662 Insurance Services	0.5	1.1	0.7	-	0.2	0.1	0.1	0.3	30.4
L68 REAL ESTATE SERVICES	3.1	4.8	0.4	0.7	0.7	-0.4	-0.6	0.7	88.9
M69-75 PROFESSIONAL SERVICES	10.7	9.0	14.9	2.8	3.4	5.5	4.8	1.3	222.4
M69-70 Legal, Accounting & Management Services	4.6	2.7	7.8	2.1	2.0	2.3	2.9	0.5	106.2
M71 Architectural & Engineering Services	3.2	3.6	4.0	0.4	0.5	2.2	0.9	0.4	64.4
Other Professional Services	2.9	2.7	3.2	0.3	0.9	1.0	1.0	0.4	51.8
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	7.2	8.7	11.4	0.5	2.2	4.9	1.2	3.2	187.3
N80 Security & Investigation	1.9	2.3	1.3	0.1	0.1	1.1	0.2	-0.1	37.6
N81 Cleaning & Landscaping	0.3	3.7	3.0	-0.4	1.0	0.1	0.8	1.0	47.0
Other Administrative & Support Services	5.0	2.7	7.1	0.7	1.1	3.6	0.2	2.3	102.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	24.3	20.4	23.1	7.3	6.3	5.0	4.3	7.5	717.3
O84,P85 Public Administration & Education	7.5	9.9	6.3	2.3	3.2	0.7	0.9	1.5	225.3
Q86-88 Health & Social Services	7.5	9.0	8.5	1.4	1.9	2.9	1.7	2.0	120.9
R90-93 Arts, Entertainment & Recreation	3.4	-1.6	-1.2	0.8	-0.6	-1.1	-0.4	0.9	53.4
S,T,U Other Community, Social & Personal Services	5.9	3.0	9.6	2.7	1.9	2.4	2.1	3.1	317.8
A,B,D,E,V OTHERS*	1.1	1.5	1.5	0.8	0.5	0.2	0.6	0.3	26.5

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Source : Administrative Records

'-' : nil or negligible

Notes :

- 1) Change in employment is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- 2) Data may not add up to the total due to rounding.

3.1 REDUNDANCY

WORKERS MADE REDUNDANT BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Workers

	2011	2012	2013	2012	2013			
				4Q	1Q	2Q	3Q	4Q
TOTAL	9 990	11 010	11 560	3 350	2 120	3 080	2 710	3 660
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	4 460	4 050	5 000	1 580	680	1 630	1 250	1 430
C10-12 Food, Beverages & Tobacco	10	30	40	-	10	10	20	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	660	590	380	220	40	110	150	80
C19-21 Petroleum, Chemical & Pharmaceutical Products	330	240	220	40	-	10	40	170
C25,28 Fabricated Metal Products, Machinery & Equipment	630	750	660	330	200	210	180	80
C26 Electronic, Computer & Optical Products	2 060	1 820	2 490	700	290	720	580	910
C29-30 Transport Equipment	180	130	220	10	10	70	60	90
Other Manufacturing Industries	600	510	980	290	140	500	230	120
F41-43 CONSTRUCTION	1 050	650	1 120	70	130	250	260	480
G-U SERVICES	4 430	6 300	5 430	1 690	1 300	1 190	1 200	1 740
G46-47 WHOLESALE AND RETAIL TRADE	1 050	1 830	1 280	470	270	270	320	430
G46 Wholesale Trade	750	1 270	1 180	250	260	250	310	360
G47 Retail Trade	300	560	100	220	10	20	-	70
H49-53 TRANSPORTATION AND STORAGE	230	280	450	30	90	80	110	160
H49,5221 Land Transport & Supporting Services	70	10	10	-	10	-	-	-
H50,5222,5225 Water Transport & Supporting Services	70	150	140	10	10	30	50	60
H51,5223 Air Transport & Supporting Services	30	10	100	-	20	30	50	-
Other Transportation & Storage Services	70	110	200	30	60	20	20	100
I55-56 ACCOMMODATION AND FOOD SERVICES	350	270	220	10	50	60	40	70
I55 Accommodation	210	100	10	-	-	-	10	-
I56 Food & Beverage Services	140	170	210	10	50	60	40	70
J58-63 INFORMATION AND COMMUNICATIONS	480	710	800	180	200	220	120	270
J58-61 Telecommunications, Broadcasting & Publishing	250	340	480	130	120	130	50	180
J62-63 IT & Other Information Services	220	370	330	50	70	90	70	90
K64-66 FINANCIAL AND INSURANCE SERVICES	860	1 380	1 270	390	320	260	290	400
K64 & 66 (excl.662) Financial Services	790	1 310	1 230	320	310	250	270	400
K65 & 662 Insurance Services	70	80	40	60	10	10	10	-
L68 REAL ESTATE SERVICES	130	60	30	-	-	-	20	10
M69-75 PROFESSIONAL SERVICES	940	1 230	960	510	310	210	190	240
M69-70 Legal, Accounting & Management Services	450	560	590	130	170	140	110	180
M71 Architectural & Engineering Services	200	470	240	280	130	60	20	30
Other Professional Services	290	200	120	90	10	20	60	30
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	130	300	240	70	30	60	60	80
N80 Security & Investigation	-	20	-	10	-	-	-	-
N81 Cleaning & Landscaping	20	20	10	-	-	10	-	-
Other Administrative & Support Services	110	260	230	60	30	50	60	80
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	260	240	190	20	30	40	50	80
O84,P85 Public Administration & Education	10	50	30	10	10	10	-	10
Q86-88 Health & Social Services	-	40	10	-	-	-	-	10
R90-93 Arts, Entertainment & Recreation	50	100	40	-	10	10	10	10
S,T,U Other Community, Social & Personal Services	190	60	120	20	10	20	30	50
A,B,D,E,V OTHERS*	50	10	10	-	10	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	4 170	5 960	6 430	1 750	1 450	1 770	1 390	1 810
Clerical, Sales & Service Workers	1 080	1 480	1 140	420	230	280	210	420
Production & Transport Operators, Cleaners & Labourers	4 750	3 570	4 000	1 170	440	1 020	1 100	1 430

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Source : Labour Market Survey, MOM

'-' : nil or negligible

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

3.2 REDUNDANCY

WORKERS MADE REDUNDANT BY INDUSTRY, REASONS FOR REDUNDANCY
AND OCCUPATIONAL GROUP, 2013

Industry (SSIC 2010)	Reasons For Redundancy							Occupational Group			
	Recessio- n/ Down- turn In Industry	Poor Business/ Business Failure *	High Costs	Reorga- nisation / Restruc- turing	Product Line Was Disconti- nued	Early Comple- tion of Project	Others	Total	Profes- sionals, Managers, Executives & Techni- cians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
TOTAL	1 820	2 360	6 780	7 260	880	640	170	11 560	6 430	1 140	4 000
C10-32 MANUFACTURING	890	1 000	4 220	2 950	690	40	10	5 000	2 020	400	2 580
C10-12 Food, Beverages & Tobacco	-	10	20	20	-	-	-	40	-	20	20
C17,18,22 Paper / Rubber / Plastic Products & Printing	40	80	440	50	160	10	-	380	80	20	280
C19-21 Petroleum, Chemical & Pharmaceutical Products	30	170	210	210	-	-	-	220	90	20	110
C25,28 Fabricated Metal Products, Machinery & Equipment	240	120	490	370	20	-	-	660	260	50	360
C26 Electronic, Computer & Optical Products	170	150	2 320	1 940	130	-	-	2 490	1 120	240	1 140
C29-30 Transport Equipment	70	130	100	120	-	-	-	220	100	10	120
Other Manufacturing Industries	340	350	650	250	380	30	10	980	370	50	560
F41-43 CONSTRUCTION	370	570	770	80	-	250	70	1 120	220	30	870
G-U SERVICES	560	780	1 780	4 230	190	350	90	5 430	4 190	710	540
G46-47 WHOLESALE AND RETAIL TRADE	110	170	550	1 120	50	20	-	1 280	910	200	170
G46 Wholesale Trade	80	120	520	1 090	50	20	-	1 180	890	140	160
G47 Retail Trade	30	50	40	30	-	-	-	100	20	70	10
H49-53 TRANSPORTATION AND STORAGE	100	90	60	260	30	50	20	450	240	50	150
H49,5221 Land Transport & Supporting Services	-	-	10	-	-	-	-	10	-	10	-
H50,5222,5225 Water Transport & Supporting Services	20	80	30	50	-	-	20	140	70	20	50
H51,5223 Air Transport & Supporting Services	80	-	-	90	-	-	-	100	90	10	-
Other Transportation & Storage Services	10	10	30	120	30	50	-	200	90	20	100
I55-56 ACCOMMODATION AND FOOD SERVICES	20	80	140	30	10	-	40	220	40	120	70
I55 Accommodation	-	10	10	-	-	-	-	10	-	10	-
I56 Food & Beverage Services	20	70	130	30	10	-	40	210	40	110	70
J58-63 INFORMATION AND COMMUNICATIONS	50	210	180	510	40	60	-	800	770	30	-
J58-61 Telecommunications, Broadcasting & Publishing	10	100	160	320	10	20	-	480	450	30	-
J62-63 IT & Other Information Services	40	120	20	190	40	40	-	330	320	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	70	30	480	1 380	30	110	-	1 270	1 200	60	-
K64 & 66 (excl.662) Financial Services	70	20	480	1 350	20	110	-	1 230	1 170	60	-
K65 & 662 Insurance Services	-	10	-	30	10	-	-	40	30	-	-
L68 REAL ESTATE SERVICES	-	-	-	-	10	20	-	30	10	10	10
M69-75 PROFESSIONAL SERVICES	120	140	250	720	10	60	-	960	830	60	70
M69-70 Legal, Accounting & Management Services	30	40	70	590	10	-	-	590	550	40	10
M71 Architectural & Engineering Services	90	50	140	80	-	50	-	240	160	20	70
Other Professional Services	-	50	50	50	-	-	-	120	120	10	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	80	50	30	140	-	20	10	240	140	50	40
N80 Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	-	-	-	-	-	-	10	10	-	-	10
Other Administrative & Support Services	80	50	30	130	-	20	-	230	140	50	40
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10	20	100	70	10	20	30	190	50	120	20
O84,P85 Public Administration & Education	-	-	-	20	-	-	-	30	20	10	-
Q86-88 Health & Social Services	-	-	-	10	-	-	-	10	-	10	-
R90-93 Arts, Entertainment & Recreation	-	20	30	10	-	10	-	40	10	20	10
S,T,U Other Community, Social & Personal Services	-	-	60	30	10	10	30	120	20	90	20
A,B,D,E,V OTHERS**	10	10	20	-	-	-	-	10	10	-	10

* Not due to recession.

Source : Labour Market Survey, MOM

** Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

'-' : nil or negligible

Notes :

- 1) Establishments can indicate more than one reason for their redundancies.
- 2) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 3) Data are rounded to the nearest 10. Hence, they may not add up to the total.

3.3 RETRENCHMENT

RETRENCHED WORKERS BY INDUSTRY AND OCCUPATIONAL GROUP

				Number of Workers							
				2012	2013						
				4Q	1Q	2Q	3Q	4Q			
				2011	2012	2013					
TOTAL				8 350	9 670	10 540	2 990	2 010	2 820	2 390	3 320
INDUSTRY (SSIC 2010)											
C10-32	MANUFACTURING			3 920	3 710	4 830	1 530	670	1 610	1 210	1 350
C10-12	Food, Beverages & Tobacco			10	10	20	-	10	10	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing			640	540	360	220	40	100	150	70
C19-21	Petroleum, Chemical & Pharmaceutical Products			320	230	210	40	-	10	40	160
C25,28	Fabricated Metal Products, Machinery & Equipment			410	670	650	290	190	210	180	80
C26	Electronic, Computer & Optical Products			2 050	1 750	2 480	700	290	720	580	890
C29-30	Transport Equipment			70	40	150	10	10	70	40	30
	Other Manufacturing Industries			410	480	970	280	140	490	230	120
F41-43	CONSTRUCTION			470	450	710	40	90	160	170	300
G-U	SERVICES			3 920	5 500	4 980	1 410	1 240	1 050	1 020	1 670
G46-47	WHOLESALE AND RETAIL TRADE			980	1 780	1 250	470	260	260	300	430
G46	Wholesale Trade			690	1 230	1 150	240	250	240	300	360
G47	Retail Trade			300	560	100	220	10	20	-	70
H49-53	TRANSPORTATION AND STORAGE			150	260	320	30	70	60	40	150
H49,5221	Land Transport & Supporting Services			30	-	10	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services			60	150	120	10	10	30	30	60
H51,5223	Air Transport & Supporting Services			30	10	20	-	10	10	-	-
	Other Transportation & Storage Services			40	100	180	20	50	20	20	90
I55-56	ACCOMMODATION AND FOOD SERVICES			350	230	200	10	40	40	40	70
I55	Accommodation			210	100	10	-	-	-	10	-
I56	Food & Beverage Services			140	140	190	10	40	40	40	70
J58-63	INFORMATION AND COMMUNICATIONS			410	580	750	180	190	200	100	260
J58-61	Telecommunications, Broadcasting & Publishing			250	340	470	130	120	120	50	180
J62-63	IT & Other Information Services			160	240	280	50	70	80	50	80
K64-66	FINANCIAL AND INSURANCE SERVICES			840	1 360	1 250	390	310	260	280	400
K64 & 66 (excl.662)	Financial Services			770	1 290	1 220	320	300	250	270	400
K65 & 662	Insurance Services			70	80	40	60	10	10	10	-
L68	REAL ESTATE SERVICES			80	30	10	-	-	-	-	10
M69-75	PROFESSIONAL SERVICES			790	870	900	310	310	170	190	220
M69-70	Legal, Accounting & Management Services			390	540	590	120	170	140	110	180
M71	Architectural & Engineering Services			120	130	180	90	130	20	20	20
	Other Professional Services			280	200	120	90	10	10	60	30
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			90	170	140	20	30	40	20	60
N80	Security & Investigation			-	-	-	-	-	-	-	-
N81	Cleaning & Landscaping			10	20	10	-	-	10	-	-
	Other Administrative & Support Services			90	140	130	20	30	30	20	60
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			220	230	170	20	20	40	40	80
O84,P85	Public Administration & Education			10	50	20	-	10	10	-	10
Q86-88	Health & Social Services			-	40	10	-	-	-	-	10
R90-93	Arts, Entertainment & Recreation			40	100	20	-	10	10	-	10
S,T,U	Other Community, Social & Personal Services			170	50	120	20	10	20	30	50
A,B,D,E,V	OTHERS*			50	10	10	-	10	-	-	-
OCCUPATIONAL GROUP											
	Professionals, Managers, Executives & Technicians			3 940	5 550	6 110	1 660	1 420	1 670	1 250	1 780
	Clerical, Sales & Service Workers			970	1 390	1 040	400	200	250	190	410
	Production & Transport Operators, Cleaners & Labourers			3 440	2 720	3 380	930	390	900	960	1 140

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Source : Labour Market Survey, MOM

'-' : nil or negligible

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

3.4 EARLY RELEASE OF CONTRACT WORKERS

EARLY RELEASE OF CONTRACT WORKERS BY INDUSTRY AND OCCUPATIONAL GROUP

				Number of Workers							
				2012	2013						
				4Q	1Q	2Q	3Q	4Q			
				2011	2012	2013					
TOTAL				1 640	1 340	1 030	360	120	260	320	330
INDUSTRY (SSIC 2010)											
C10-32	MANUFACTURING			540	340	160	50	10	30	40	90
C10-12	Food, Beverages & Tobacco			-	10	10	-	-	-	10	-
C17,18,22	Paper / Rubber / Plastic Products & Printing			10	50	20	-	-	10	-	-
C19-21	Petroleum, Chemical & Pharmaceutical Products			-	10	10	-	-	-	-	10
C25,28	Fabricated Metal Products, Machinery & Equipment			220	80	20	40	10	-	-	-
C26	Electronic, Computer & Optical Products			10	70	20	-	-	-	-	20
C29-30	Transport Equipment			120	90	70	10	-	-	20	50
	Other Manufacturing Industries			190	30	10	10	-	10	-	-
F41-43	CONSTRUCTION			580	200	410	30	40	100	90	180
G-U	SERVICES			520	800	450	280	60	140	190	70
G46-47	WHOLESALE AND RETAIL TRADE			70	50	40	10	10	10	20	10
G46	Wholesale Trade			70	50	30	10	10	10	20	10
G47	Retail Trade			10	-	-	-	-	-	-	-
H49-53	TRANSPORTATION AND STORAGE			80	20	130	10	20	30	70	10
H49,5221	Land Transport & Supporting Services			50	-	-	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services			10	-	20	-	-	-	20	-
H51,5223	Air Transport & Supporting Services			-	-	80	-	10	20	50	-
	Other Transportation & Storage Services			30	20	20	10	10	-	-	10
I55-56	ACCOMMODATION AND FOOD SERVICES			-	30	20	-	10	10	-	-
I55	Accommodation			-	-	-	-	-	-	-	-
I56	Food & Beverage Services			-	30	20	-	10	10	-	-
J58-63	INFORMATION AND COMMUNICATIONS			70	130	60	10	10	20	20	10
J58-61	Telecommunications, Broadcasting & Publishing			-	-	10	-	10	10	-	-
J62-63	IT & Other Information Services			70	130	40	10	-	20	20	10
K64-66	FINANCIAL AND INSURANCE SERVICES			20	20	10	-	10	-	-	-
K64 & 66 (excl.662)	Financial Services			20	20	10	-	10	-	-	-
K65 & 662	Insurance Services			-	-	-	-	-	-	-	-
L68	REAL ESTATE SERVICES			50	30	20	-	-	-	20	-
M69-75	PROFESSIONAL SERVICES			150	360	60	200	-	40	-	20
M69-70	Legal, Accounting & Management Services			60	20	-	10	-	-	-	-
M71	Architectural & Engineering Services			80	340	60	190	-	40	-	20
	Other Professional Services			10	-	-	-	-	-	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			40	130	100	60	-	20	50	30
N80	Security & Investigation			-	10	-	10	-	-	-	-
N81	Cleaning & Landscaping			10	-	-	-	-	-	-	-
	Other Administrative & Support Services			20	120	90	40	-	20	40	30
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			40	20	20	-	10	-	10	-
O84,P85	Public Administration & Education			-	-	-	-	-	-	-	-
Q86-88	Health & Social Services			-	-	-	-	-	-	-	-
R90-93	Arts, Entertainment & Recreation			10	-	10	-	10	-	10	-
S,T,U	Other Community, Social & Personal Services			20	10	-	-	-	-	-	-
A,B,D,E,V	OTHERS*			-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP											
	Professionals, Managers, Executives & Technicians			220	410	320	100	40	100	150	30
	Clerical, Sales & Service Workers			110	80	100	20	30	30	30	10
	Production & Transport Operators, Cleaners & Labourers			1 310	840	610	250	50	130	150	290

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Source : Labour Market Survey, MOM

'-' : nil or negligible

Notes :

1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

4.1 WORKERS ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF

WORKERS ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF BY SECTOR
AND OCCUPATIONAL GROUP

	Number of Workers							
	2011	2012	2013	2012	2013			
				4Q	1Q	2Q	3Q	4Q
<u>WORKERS ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	940	3 050	980	2 450	2 100	1 670	50	100
SECTOR								
Manufacturing	560	1 370	900	2 300	1 920	1 620	-	50
Construction	30	10	20	-	20	-	10	20
Services	350	1 680	70	140	160	50	30	40
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	110	1 600	180	290	370	290	30	30
Clerical, Sales & Service Workers	150	150	20	80	40	10	10	10
Production & Transport Operators, Cleaners & Labourers	680	1 310	780	2 080	1 680	1 360	10	60
<u>WORKERS ON SHORT WORK-WEEK</u>								
TOTAL	870	3 020	960	2 450	2 090	1 650	30	70
SECTOR								
Manufacturing	530	1 360	890	2 300	1 920	1 600	-	50
Construction	20	-	10	-	10	-	-	10
Services	320	1 670	60	140	160	50	30	10
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	100	1 590	170	290	370	290	20	-
Clerical, Sales & Service Workers	140	140	20	80	40	10	10	-
Production & Transport Operators, Cleaners & Labourers	630	1 290	770	2 070	1 680	1 350	10	60
<u>WORKERS ON TEMPORARY LAY-OFF</u>								
TOTAL	70	30	20	-	10	20	10	40
SECTOR								
Manufacturing	30	20	10	-	-	20	-	-
Construction	20	-	10	-	10	-	10	10
Services	30	10	10	-	-	-	-	30
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	10	10	10	-	-	-	10	30
Clerical, Sales & Service Workers	10	-	-	-	-	10	-	10
Production & Transport Operators, Cleaners & Labourers	50	20	10	-	10	20	-	-

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Source : Labour Market Survey, MOM

'-' : nil or negligible

Notes :

- 1) Annual figures are simple averages of the quarterly figures. It refers to the average number of workers on short work-week or temporary lay-off per quarter.
- 2) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 3) Data are rounded to the nearest 10. Hence, they may not add up to the total.

5.1 RE-ENTRY INTO EMPLOYMENT

PROPORTION OF RESIDENTS MADE REDUNDANT WHO RE-ENTERED EMPLOYMENT WITHIN 6 MONTHS OF REDUNDANCY BY GENDER, AGE, EDUCATIONAL ATTAINMENT AND OCCUPATIONAL GROUP PRIOR TO REDUNDANCY

Per Cent

Characteristics	2012	2013	2012	2013			
			4Q	1Q	2Q	3Q	4Q
TOTAL	54.7	52.7	57.0	49.1	50.9	52.0	58.8
GENDER							
Males	52.9	51.2	54.1	50.8	47.0	50.5	56.6
Females	57.0	54.7	61.1	46.6	56.4	54.1	61.7
AGE GROUP (YEARS)							
Below 30	65.2	63.7	64.7	64.8	66.7	56.3	66.9
30 - 39	59.1	59.6	62.4	56.0	57.0	60.5	65.0
40 & Over	50.6	48.0	52.4	42.2	46.7	48.2	54.8
EDUCATIONAL ATTAINMENT							
Below Secondary	66.9	61.4	68.6	57.3	68.9	60.2	59.3
Secondary	59.7	57.8	59.9	47.0	59.3	53.0	71.9
Post-Secondary (Non-Tertiary)	52.3	55.5	55.0	57.5	50.4	56.3	57.9
Diploma & Professional Qualification	57.3	52.8	58.5	53.6	48.9	49.4	59.4
Degree	45.2	47.3	49.6	44.6	45.1	47.9	51.6
OCCUPATIONAL GROUP PRIOR TO REDUNDANCY							
Professionals, Managers, Executives & Technicians	48.6	47.8	52.6	46.6	46.8	46.3	51.6
Clerical, Sales & Service Workers	60.2	61.4	62.2	58.1	54.5	64.6	68.5
Production & Transport Operators, Cleaners & Labourers	68.6	63.7	71.8	54.5	69.0	61.3	70.0

Notes :

- 1) The quarterly rates show the rates of re-entry into employment as at end of the quarter for residents made redundant in the previous quarter.
- 2) The annual rates are the simple average of the quarterly rates of re-entry into employment.
- 3) Data refer to the proportion of residents made redundant by private sector establishments (each with at least 25 employees) and the public sector, who re-entered employment within six months of redundancy.

Source : Labour Market Survey, MOM and derived based on data from Central Provident Fund Board

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2011	2012	2013	2012	2013			
				Dec	Mar	Jun	Sep	Dec
TOTAL	52.7	48.6	55.4	43.9	51.1	52.1	61.9	56.5
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	8.9	7.1	7.8	6.0	7.7	7.7	8.2	7.4
C10-12 Food, Beverages & Tobacco	0.7	0.5	0.7	0.5	0.7	0.5	0.8	0.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.5	0.4	0.5	0.3	0.5	0.5	0.4	0.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.4	0.4	0.5	0.4	0.7	0.5	0.5	0.4
C25,28 Fabricated Metal Products, Machinery & Equipment	2.1	2.1	2.0	1.3	1.9	1.7	2.3	1.9
C26 Electronic, Computer & Optical Products	2.5	1.7	1.7	1.6	1.8	1.8	1.4	1.7
C29-30 Transport Equipment	2.1	1.3	1.5	1.2	1.2	1.6	1.8	1.4
Other Manufacturing Industries	0.6	0.6	0.9	0.6	0.9	1.1	0.9	0.7
F41-43 CONSTRUCTION	3.6	3.4	3.8	2.7	3.8	3.7	3.9	3.9
G-U SERVICES	39.6	37.3	43.2	34.3	38.8	40.1	49.0	44.8
G46-47 WHOLESALE AND RETAIL TRADE	5.7	5.9	7.0	5.7	6.6	6.2	7.8	7.2
G46 Wholesale Trade	3.3	3.1	3.5	2.5	3.4	3.3	3.9	3.5
G47 Retail Trade	2.4	2.8	3.4	3.2	3.2	2.9	4.0	3.7
H49-53 TRANSPORTATION AND STORAGE	3.5	3.3	3.8	2.7	4.1	3.6	3.8	3.8
H49,5221 Land Transport & Supporting Services	1.2	0.9	0.9	0.8	0.9	0.8	1.0	1.0
H50,5222, 5225 Water Transport & Supporting Services	0.5	0.5	0.9	0.3	1.3	0.9	0.8	0.6
H51,5223 Air Transport & Supporting Services	1.2	1.1	1.0	0.7	1.0	1.0	0.8	1.1
Other Transportation & Storage Services	0.7	0.9	1.0	0.9	0.9	0.9	1.1	1.1
I55-56 ACCOMMODATION AND FOOD SERVICES	4.3	4.9	6.2	5.0	4.9	4.9	7.9	7.0
I55 Accommodation	1.1	1.1	1.5	1.2	1.2	1.4	1.7	1.6
I56 Food & Beverage Services	3.2	3.8	4.7	3.9	3.7	3.5	6.1	5.4
J58-63 INFORMATION AND COMMUNICATIONS	1.7	1.5	1.7	1.5	1.4	1.4	1.9	2.1
J58-61 Telecommunications, Broadcasting & Publishing	0.7	0.6	0.6	0.6	0.5	0.6	0.5	0.7
J62-63 IT & Other Information Services	1.0	0.9	1.1	0.9	0.9	0.8	1.3	1.4
K64-66 FINANCIAL AND INSURANCE SERVICES	2.8	2.5	2.8	2.1	2.4	2.8	3.1	2.9
K64 & 66 (excl.662) Financial Services	2.3	2.1	2.4	1.6	1.9	2.3	2.7	2.6
K65 & 662 Insurance Services	0.5	0.4	0.4	0.5	0.5	0.5	0.4	0.4
L68 REAL ESTATE SERVICES	1.9	1.8	2.1	1.3	2.0	1.9	2.5	2.0
M69-75 PROFESSIONAL SERVICES	2.5	2.5	2.9	2.4	2.9	3.0	3.3	2.5
M69-70 Legal, Accounting & Management Services	1.1	1.1	1.2	0.9	0.9	1.2	1.5	1.1
M71 Architectural & Engineering Services	0.7	0.8	1.0	0.8	1.1	1.1	1.1	0.7
Other Professional Services	0.7	0.7	0.7	0.7	0.9	0.7	0.7	0.6
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.5	3.7	4.4	3.3	3.4	3.5	5.5	5.1
N80 Security & Investigation	2.3	1.5	1.6	1.3	1.2	1.2	2.0	1.9
N81 Cleaning & Landscaping	1.1	1.2	1.5	0.8	1.1	1.3	1.9	1.6
Other Administrative & Support Services	1.1	1.0	1.3	1.1	1.0	1.0	1.6	1.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	12.6	11.2	12.4	10.3	11.2	12.8	13.3	12.3
O84,P85 Public Administration & Education	7.1	6.3	6.5	5.8	5.7	7.1	7.1	6.0
Q86-88 Health & Social Services	2.6	2.5	3.0	2.1	2.6	3.1	3.0	3.6
R90-93 Arts, Entertainment & Recreation	1.9	1.4	1.5	1.4	1.5	1.5	1.5	1.5
S,T,U Other Community, Social & Personal Services	1.0	1.0	1.4	1.0	1.4	1.1	1.8	1.2
A,B,D,E,V OTHERS*	0.6	0.8	0.6	0.9	0.8	0.5	0.7	0.4
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	22.8	20.4	23.5	18.4	21.9	23.8	24.3	24.1
Clerical, Sales & Service Workers	15.0	14.6	15.9	13.9	13.7	13.3	20.2	16.5
Production & Transport Operators, Cleaners & Labourers	14.9	13.5	16.0	11.6	15.5	14.9	17.4	15.9

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Source : Labour Market Survey, MOM

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data may not add up to the total due to rounding.
- 3) Annual figures are the simple averages of the figures obtained at quarterly intervals.

6.2 JOB VACANCY

JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP

									Per Cent
	2011	2012	2013	2012	2013				
				Dec	Mar	Jun	Sep	Dec	
TOTAL	2.8	2.5	2.7	2.2	2.6	2.6	3.0	2.8	
INDUSTRY (SSIC 2010)									
C10-32 MANUFACTURING	2.3	1.8	1.9	1.5	1.9	1.9	2.0	1.8	
C10-12 Food, Beverages & Tobacco	3.0	2.2	2.7	2.2	2.5	1.9	3.1	3.2	
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.9	1.6	1.8	1.3	1.8	1.9	1.7	1.7	
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.6	1.6	2.0	1.5	2.7	2.0	1.8	1.6	
C25,28 Fabricated Metal Products, Machinery & Equipment	2.2	2.1	2.0	1.4	2.0	1.7	2.3	1.9	
C26 Electronic, Computer & Optical Products	2.6	1.9	2.0	1.8	2.1	2.1	1.6	2.0	
C29-30 Transport Equipment	2.2	1.3	1.5	1.2	1.3	1.6	1.7	1.4	
Other Manufacturing Industries	1.9	1.7	2.3	1.7	2.5	2.9	2.2	1.8	
F41-43 CONSTRUCTION	1.5	1.2	1.3	1.0	1.4	1.3	1.3	1.3	
G-U SERVICES	3.3	3.0	3.3	2.7	3.1	3.1	3.7	3.4	
G46-47 WHOLESALE AND RETAIL TRADE	2.6	2.7	3.0	2.5	2.9	2.7	3.4	3.1	
G46 Wholesale Trade	2.1	2.0	2.2	1.6	2.2	2.1	2.4	2.2	
G47 Retail Trade	3.7	4.4	4.9	4.8	4.8	4.3	5.5	4.8	
H49-53 TRANSPORTATION AND STORAGE	2.6	2.4	2.6	1.9	2.8	2.5	2.6	2.6	
H49,5221 Land Transport & Supporting Services	4.0	3.0	2.9	2.5	2.8	2.6	3.1	3.1	
H50,5222, 5225 Water Transport & Supporting Services	1.3	1.4	2.5	0.9	3.4	2.5	2.2	1.7	
H51,5223 Air Transport & Supporting Services	4.1	3.4	3.1	2.3	3.3	3.2	2.5	3.3	
Other Transportation & Storage Services	1.7	2.1	2.2	2.1	2.0	2.0	2.5	2.5	
I55-56 ACCOMMODATION AND FOOD SERVICES	4.1	4.4	5.3	4.6	4.6	4.4	6.4	5.9	
I55 Accommodation	4.7	4.8	6.3	5.3	5.3	6.3	7.2	6.5	
I56 Food & Beverage Services	4.0	4.2	5.1	4.4	4.3	4.0	6.2	5.8	
J58-63 INFORMATION AND COMMUNICATIONS	2.9	2.4	2.8	2.6	2.4	2.4	2.9	3.3	
J58-61 Telecommunications, Broadcasting & Publishing	3.0	2.4	2.3	2.2	2.0	2.4	2.1	2.8	
J62-63 IT & Other Information Services	2.8	2.5	3.1	2.8	2.6	2.5	3.4	3.7	
K64-66 FINANCIAL AND INSURANCE SERVICES	2.5	2.0	2.2	1.7	1.9	2.3	2.5	2.3	
K64 & 66 (excl.662) Financial Services	2.4	1.9	2.1	1.4	1.7	2.1	2.5	2.3	
K65 & 662 Insurance Services	3.2	2.8	2.9	3.3	3.3	3.4	2.6	2.3	
L68 REAL ESTATE SERVICES	3.5	3.1	3.5	2.3	3.3	3.2	4.1	3.3	
M69-75 PROFESSIONAL SERVICES	2.2	2.0	2.2	1.8	2.2	2.3	2.5	1.9	
M69-70 Legal, Accounting & Management Services	2.1	1.9	1.9	1.5	1.5	2.0	2.5	1.9	
M71 Architectural & Engineering Services	1.7	1.7	2.0	1.6	2.2	2.2	2.3	1.5	
Other Professional Services	3.3	3.0	3.5	3.1	4.1	3.4	3.0	3.4	
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.4	3.5	3.8	3.0	3.0	3.1	4.6	4.4	
N80 Security & Investigation	6.9	4.3	4.2	3.8	3.3	3.5	5.2	5.0	
N81 Cleaning & Landscaping	3.3	3.1	3.7	2.1	2.8	3.1	4.8	4.2	
Other Administrative & Support Services	3.1	2.9	3.5	3.2	3.0	2.9	3.9	4.1	
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	4.3	3.6	3.9	3.3	3.6	4.1	4.1	3.8	
O84,P85 Public Administration & Education	4.6	3.9	3.9	3.6	3.6	4.3	4.2	3.6	
Q86-88 Health & Social Services	3.6	3.2	3.6	2.6	3.2	3.7	3.5	4.0	
R90-93 Arts, Entertainment & Recreation	4.7	3.4	3.8	3.5	3.6	3.8	3.7	3.8	
S,T,U Other Community, Social & Personal Services	3.6	3.3	4.5	3.5	4.7	3.7	5.6	4.1	
A,B,D,E,V OTHERS*	3.1	4.1	3.2	4.4	4.2	2.7	3.4	2.4	
OCCUPATIONAL GROUP									
Professionals, Managers, Executives & Technicians	3.0	2.5	2.7	2.3	2.6	2.8	2.7	2.7	
Clerical, Sales & Service Workers	3.6	3.4	3.8	3.2	3.3	3.2	4.7	4.0	
Production & Transport Operators, Cleaners & Labourers	2.3	1.9	2.2	1.6	2.2	2.1	2.4	2.2	

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Source : Labour Market Survey, MOM

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Annual figures are the simple averages of the figures obtained at quarterly intervals.

6.3 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2013

Industry (SSIC 2010)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
TOTAL	55.4	2.7	23.5	2.7	15.9	3.8	16.0	2.2
C10-32 MANUFACTURING	7.8	1.9	3.2	2.1	0.6	2.1	3.9	1.8
C10-12 Food, Beverages & Tobacco	0.7	2.7	0.1	2.3	0.2	3.2	0.4	2.6
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.5	1.8	0.1	1.7	0.1	1.8	0.3	1.9
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.5	2.0	0.4	2.0	-	-	0.2	2.2
C25,28 Fabricated Metal Products, Machinery & Equipment	2.0	2.0	0.7	2.4	0.1	2.0	1.1	1.8
C26 Electronic, Computer & Optical Products	1.7	2.0	1.0	2.0	-	-	0.7	1.9
C29-30 Transport Equipment	1.5	1.5	0.6	2.1	0.1	1.6	0.8	1.2
Other Manufacturing Industries	0.9	2.3	0.2	2.2	0.1	2.1	0.6	2.4
F41-43 CONSTRUCTION	3.8	1.3	1.0	2.0	0.3	1.7	2.5	1.1
G-U SERVICES	43.2	3.3	18.9	2.8	14.9	4.0	9.3	3.6
G46-47 WHOLESALE AND RETAIL TRADE	7.0	3.0	1.8	2.1	4.0	4.3	1.2	2.4
G46 Wholesale Trade	3.5	2.2	1.4	2.0	1.1	2.6	1.0	2.3
G47 Retail Trade	3.4	4.9	0.3	2.6	2.9	5.8	0.2	3.1
H49-53 TRANSPORTATION AND STORAGE	3.8	2.6	0.7	1.7	1.0	2.3	2.2	3.4
H49,5221 Land Transport & Supporting Services	0.9	2.9	0.1	1.1	0.1	2.5	0.7	3.4
H50,5222, 5225 Water Transport & Supporting Services	0.9	2.5	0.3	1.7	0.1	1.5	0.6	3.5
H51,5223 Air Transport & Supporting Services	1.0	3.1	0.2	2.8	0.5	2.5	0.3	6.9
Other Transportation & Storage Services	1.0	2.2	0.1	1.2	0.2	2.4	0.6	2.7
I55-56 ACCOMMODATION AND FOOD SERVICES	6.2	5.3	0.7	4.0	4.0	5.2	1.4	6.9
I55 Accommodation	1.5	6.3	0.3	4.5	0.7	6.7	0.5	7.6
I56 Food & Beverage Services	4.7	5.1	0.5	3.9	3.3	5.0	0.9	6.5
J58-63 INFORMATION AND COMMUNICATIONS	1.7	2.8	1.4	2.7	0.2	2.8	0.1	3.9
J58-61 Telecommunications, Broadcasting & Publishing	0.6	2.3	0.4	2.0	0.1	3.2	-	-
J62-63 IT & Other Information Services	1.1	3.1	1.0	3.1	0.1	2.3	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	2.8	2.2	2.4	2.3	0.3	2.0	-	-
K64 & 66 (excl.662) Financial Services	2.4	2.1	2.1	2.2	0.2	1.8	-	-
K65 & 662 Insurance Services	0.4	2.9	0.3	3.0	0.1	2.6	-	-
L68 REAL ESTATE SERVICES	2.1	3.5	0.4	2.2	0.4	4.0	1.3	4.1
M69-75 PROFESSIONAL SERVICES	2.9	2.2	2.0	2.2	0.5	3.0	0.4	1.7
M69-70 Legal, Accounting & Management Services	1.2	1.9	0.7	1.7	0.3	3.0	0.1	1.9
M71 Architectural & Engineering Services	1.0	2.0	0.7	2.3	0.1	1.7	0.3	1.6
Other Professional Services	0.7	3.5	0.6	3.5	0.1	4.4	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.4	3.8	0.7	3.4	1.9	4.1	1.8	3.7
N80 Security & Investigation	1.6	4.2	0.1	5.1	1.4	4.0	0.1	12.6
N81 Cleaning & Landscaping	1.5	3.7	-	-	0.1	3.7	1.4	3.9
Other Administrative & Support Services	1.3	3.5	0.6	3.5	0.4	4.7	0.3	2.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	12.4	3.9	8.7	3.8	2.8	4.2	0.9	4.0
O84,P85 Public Administration & Education	6.5	3.9	5.8	4.0	0.6	4.2	0.1	1.7
Q86-88 Health & Social Services	3.0	3.6	2.0	3.3	0.9	4.6	0.2	3.6
R90-93 Arts, Entertainment & Recreation	1.5	3.8	0.6	4.6	0.7	3.2	0.2	3.8
S,T,U Other Community, Social & Personal Services	1.4	4.5	0.3	2.9	0.5	5.2	0.5	6.0
A,B,D,E,V OTHERS*	0.6	3.2	0.4	3.7	0.1	5.6	0.2	2.2

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Source : Labour Market Survey, MOM

'-' : nil or negligible

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data may not add up to the total due to rounding.

7.1 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP

									Per Cent
	2011	2012	2013	2012	2013				
				4Q	1Q	2Q	3Q	4Q	
TOTAL	2.7	2.8	2.7	2.6	2.7	3.0	2.8	2.4	
INDUSTRY (SSIC 2010)									
C10-32 MANUFACTURING	2.0	1.9	1.9	1.6	1.6	2.2	2.1	1.6	
C10-12 Food, Beverages & Tobacco	3.1	3.1	3.2	3.1	3.2	3.3	3.3	3.0	
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.0	2.1	1.8	1.6	1.8	2.1	1.9	1.5	
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.4	1.6	1.8	1.1	1.7	1.9	2.0	1.5	
C25,28 Fabricated Metal Products, Machinery & Equipment	2.1	2.2	1.9	1.7	1.4	2.1	2.3	1.7	
C26 Electronic, Computer & Optical Products	1.8	1.6	1.5	0.9	1.3	1.9	1.6	1.1	
C29-30 Transport Equipment	1.8	1.5	1.8	1.5	1.5	2.1	2.1	1.4	
Other Manufacturing Industries	2.2	2.2	2.0	2.2	1.9	2.4	2.1	1.8	
F41-43 CONSTRUCTION	2.8	3.4	3.3	3.6	3.6	3.7	3.1	2.8	
G-U SERVICES	3.0	2.9	2.8	2.7	2.8	3.0	2.9	2.6	
G46-47 WHOLESALE AND RETAIL TRADE	3.2	3.4	3.5	3.5	3.5	4.1	3.1	3.4	
G46 Wholesale Trade	2.6	2.8	2.8	2.8	3.0	3.5	2.5	2.4	
G47 Retail Trade	4.7	4.9	5.1	5.3	4.8	5.6	4.5	5.5	
H49-53 TRANSPORTATION AND STORAGE	2.4	2.3	2.3	2.2	2.4	2.5	2.4	1.9	
H49,5221 Land Transport & Supporting Services	2.5	2.5	2.2	2.4	2.3	2.4	2.2	1.8	
H50,5222,5225 Water Transport & Supporting Services	2.1	2.2	2.3	2.6	2.2	2.7	2.6	1.6	
H51,5223 Air Transport & Supporting Services	1.7	1.7	1.5	1.2	1.4	1.6	1.5	1.5	
Other Transportation & Storage Services	3.0	2.8	3.0	2.4	3.3	3.0	3.0	2.5	
I55-56 ACCOMMODATION AND FOOD SERVICES	4.9	4.6	4.6	4.9	4.3	4.9	4.3	4.9	
I55 Accommodation	3.7	3.5	3.4	3.1	3.3	4.1	3.6	2.6	
I56 Food & Beverage Services	5.2	4.8	4.9	5.4	4.5	5.1	4.5	5.5	
J58-63 INFORMATION AND COMMUNICATIONS	3.0	2.8	2.7	2.6	2.5	2.8	3.1	2.6	
J58-61 Telecommunications, Broadcasting & Publishing	2.5	2.6	2.3	2.3	2.1	2.3	2.6	2.3	
J62-63 IT & Other Information Services	3.3	2.9	3.0	2.8	2.8	3.2	3.4	2.8	
K64-66 FINANCIAL AND INSURANCE SERVICES	2.4	1.9	2.1	1.7	1.7	2.1	2.6	1.9	
K64 & 66 (excl.662) Financial Services	2.4	1.8	2.0	1.6	1.6	2.1	2.6	1.9	
K65 & 662 Insurance Services	3.0	2.5	2.4	2.3	2.2	2.6	2.7	2.2	
L68 REAL ESTATE SERVICES	4.1	4.1	3.6	4.1	3.6	3.7	3.7	3.2	
M69-75 PROFESSIONAL SERVICES	2.8	2.9	2.5	2.5	2.4	2.7	3.0	1.8	
M69-70 Legal, Accounting & Management Services	2.9	2.6	2.5	2.4	2.3	2.4	3.4	2.0	
M71 Architectural & Engineering Services	2.6	3.5	2.4	2.7	2.5	2.9	2.6	1.8	
Other Professional Services	2.8	2.5	2.4	2.1	2.4	2.8	2.8	1.6	
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.9	4.6	4.8	4.0	5.1	4.7	4.5	4.8	
N80 Security & Investigation	5.6	5.1	5.0	4.4	6.4	5.0	4.5	4.2	
N81 Cleaning & Landscaping	5.0	5.0	4.9	4.2	4.9	5.0	4.3	5.2	
Other Administrative & Support Services	4.0	3.7	4.3	3.5	3.9	4.0	4.6	4.9	
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.9	1.8	1.6	1.4	1.7	1.7	1.9	1.2	
O84,P85 Public Administration & Education	1.3	1.3	1.1	0.9	1.2	1.0	1.6	0.7	
Q86-88 Health & Social Services	2.3	2.3	2.0	1.7	2.0	2.6	2.0	1.7	
R90-93 Arts, Entertainment & Recreation	2.9	2.4	2.2	2.1	2.5	2.0	2.4	2.0	
S,T,U Other Community, Social & Personal Services	2.9	2.9	2.6	2.6	2.5	3.1	2.8	2.0	
A,B,D,E,V OTHERS*	2.1	2.4	2.2	2.1	2.2	2.4	2.3	1.7	
OCCUPATIONAL GROUP									
Professionals, Managers, Executives & Technicians	2.1	1.9	1.9	1.6	1.8	2.0	2.2	1.6	
Clerical, Sales & Service Workers	3.8	3.7	3.8	3.7	3.7	4.0	3.6	3.8	
Production & Transport Operators, Cleaners & Labourers	2.8	3.1	3.1	3.1	3.1	3.5	3.0	2.7	

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Source : Labour Market Survey, MOM

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Annual figures are the simple averages of the quarterly figures.

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

									Per Cent
	2011	2012	2013	2012	2013				
				4Q	1Q	2Q	3Q	4Q	
TOTAL	2.0	2.1	2.0	1.8	2.1	2.2	2.0	1.7	
INDUSTRY (SSIC 2010)									
C10-32 MANUFACTURING	1.6	1.6	1.5	1.2	1.6	1.6	1.6	1.2	
C10-12 Food, Beverages & Tobacco	2.7	2.5	2.5	2.2	2.4	2.5	2.6	2.3	
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.0	2.0	1.8	1.4	1.9	2.0	1.8	1.4	
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.9	1.0	1.0	0.7	0.9	1.0	1.1	0.9	
C25,28 Fabricated Metal Products, Machinery & Equipment	1.6	1.6	1.6	1.3	1.6	1.8	1.8	1.3	
C26 Electronic, Computer & Optical Products	1.6	1.5	1.4	1.0	1.7	1.4	1.5	0.9	
C29-30 Transport Equipment	1.3	1.3	1.1	1.0	1.1	1.2	1.2	1.0	
Other Manufacturing Industries	1.8	1.8	1.7	1.4	1.9	2.0	1.7	1.4	
F41-43 CONSTRUCTION	1.7	1.8	2.0	1.8	2.1	2.2	1.7	1.9	
G-U SERVICES	2.2	2.3	2.2	2.0	2.3	2.4	2.2	1.9	
G46-47 WHOLESALE AND RETAIL TRADE	2.6	2.9	2.9	2.6	3.2	3.4	2.5	2.4	
G46 Wholesale Trade	1.9	2.2	2.2	2.0	2.5	2.9	1.9	1.8	
G47 Retail Trade	4.2	4.4	4.3	3.9	5.0	4.6	4.0	3.7	
H49-53 TRANSPORTATION AND STORAGE	1.6	1.6	1.7	1.4	1.7	1.7	1.8	1.4	
H49,5221 Land Transport & Supporting Services	1.7	1.5	1.4	1.2	1.4	1.4	1.5	1.2	
H50,5222, 5225 Water Transport & Supporting Services	1.3	1.5	1.7	1.4	1.6	1.9	2.2	1.1	
H51,5223 Air Transport & Supporting Services	0.9	0.9	0.9	0.7	1.0	0.9	1.0	0.8	
Other Transportation & Storage Services	2.3	2.4	2.4	2.0	2.4	2.4	2.5	2.2	
I55-56 ACCOMMODATION AND FOOD SERVICES	4.2	4.3	4.1	3.7	4.2	4.5	3.9	3.7	
I55 Accommodation	2.8	3.2	3.1	2.8	3.1	3.7	3.2	2.3	
I56 Food & Beverage Services	4.6	4.6	4.3	4.0	4.5	4.7	4.0	4.0	
J58-63 INFORMATION AND COMMUNICATIONS	1.9	2.0	2.0	1.9	1.9	2.2	2.1	1.7	
J58-61 Telecommunications, Broadcasting & Publishing	1.7	1.7	1.6	1.5	1.7	1.8	1.7	1.4	
J62-63 IT & Other Information Services	2.0	2.2	2.2	2.2	2.1	2.5	2.4	1.9	
K64-66 FINANCIAL AND INSURANCE SERVICES	1.5	1.2	1.4	1.1	1.2	1.5	1.7	1.1	
K64 & 66 (excl.662) Financial Services	1.4	1.2	1.3	1.0	1.1	1.4	1.7	1.1	
K65 & 662 Insurance Services	1.7	1.6	1.6	1.5	1.4	1.9	1.8	1.5	
L68 REAL ESTATE SERVICES	3.2	3.3	3.0	3.0	3.0	2.9	3.3	2.9	
M69-75 PROFESSIONAL SERVICES	1.8	1.8	1.8	1.6	1.8	1.9	2.0	1.4	
M69-70 Legal, Accounting & Management Services	1.9	1.9	1.9	1.6	2.0	1.9	2.1	1.5	
M71 Architectural & Engineering Services	1.6	1.7	1.7	1.5	1.7	1.9	1.9	1.2	
Other Professional Services	2.1	2.0	1.7	1.6	1.7	2.0	1.8	1.4	
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.9	4.1	3.8	3.6	3.9	3.8	3.7	3.8	
N80 Security & Investigation	4.5	4.6	4.0	4.0	4.2	4.2	3.9	3.7	
N81 Cleaning & Landscaping	4.5	4.7	4.3	4.1	4.4	4.1	4.1	4.4	
Other Administrative & Support Services	2.8	3.1	3.1	2.7	3.0	3.0	3.2	3.2	
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.2	1.2	1.1	1.0	1.2	1.2	1.3	0.9	
O84,P85 Public Administration & Education	0.7	0.7	0.7	0.5	0.7	0.7	0.8	0.5	
Q86-88 Health & Social Services	1.4	1.3	1.2	1.0	1.4	1.3	1.3	1.0	
R90-93 Arts, Entertainment & Recreation	1.9	1.9	2.0	1.8	1.9	2.0	2.2	1.7	
S,T,U Other Community, Social & Personal Services	2.5	2.5	2.4	2.3	2.4	2.7	2.6	1.8	
A,B,D,E,V OTHERS*	1.7	1.7	1.5	1.4	1.8	1.9	1.6	0.8	
OCCUPATIONAL GROUP									
Professionals, Managers, Executives & Technicians	1.4	1.3	1.3	1.1	1.3	1.4	1.5	1.1	
Clerical, Sales & Service Workers	3.0	3.1	3.1	2.7	3.4	3.3	3.0	2.7	
Production & Transport Operators, Cleaners & Labourers	2.1	2.2	2.2	2.0	2.3	2.4	2.1	2.0	

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Source : Labour Market Survey, MOM

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Annual figures are the simple averages of the quarterly figures.

7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY
AND OCCUPATIONAL GROUP, 2013

Per Cent

Industry (SSIC 2010)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
TOTAL	2.7	2.0	1.9	1.3	3.8	3.1	3.1	2.2
C10-32 MANUFACTURING	1.9	1.5	1.4	1.1	2.3	2.1	2.1	1.7
C10-12 Food, Beverages & Tobacco	3.2	2.5	2.2	1.4	3.6	3.1	3.3	2.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.8	1.8	1.5	1.4	1.9	2.2	1.9	1.9
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.8	1.0	1.8	0.8	1.6	1.3	2.0	1.2
C25,28 Fabricated Metal Products, Machinery & Equipment	1.9	1.6	1.7	1.3	2.2	1.9	2.0	1.7
C26 Electronic, Computer & Optical Products	1.5	1.4	1.1	1.0	1.5	1.5	2.0	2.0
C29-30 Transport Equipment	1.8	1.1	1.3	0.9	1.9	1.6	2.0	1.2
Other Manufacturing Industries	2.0	1.7	1.9	1.3	2.6	2.1	2.0	1.8
F41-43 CONSTRUCTION	3.3	2.0	2.8	1.9	3.0	2.3	3.5	2.0
G-U SERVICES	2.8	2.2	1.9	1.3	3.9	3.2	3.6	2.9
G46-47 WHOLESALE AND RETAIL TRADE	3.5	2.9	2.0	1.4	4.9	4.1	3.6	3.0
G46 Wholesale Trade	2.8	2.2	1.9	1.3	3.6	2.8	3.6	3.0
G47 Retail Trade	5.1	4.3	2.6	1.9	6.0	5.3	3.5	2.7
H49-53 TRANSPORTATION AND STORAGE	2.3	1.7	1.7	1.4	2.1	1.6	2.8	1.9
H49,5221 Land Transport & Supporting Services	2.2	1.4	1.9	1.1	2.6	2.1	2.1	1.2
H50,5222, 5225 Water Transport & Supporting Services	2.3	1.7	1.8	1.5	2.5	2.0	2.7	1.8
H51,5223 Air Transport & Supporting Services	1.5	0.9	0.9	0.6	1.5	0.9	2.9	1.6
Other Transportation & Storage Services	3.0	2.4	2.0	1.8	3.0	2.5	3.4	2.6
I55-56 ACCOMMODATION AND FOOD SERVICES	4.6	4.1	2.7	2.5	5.1	4.5	4.5	3.8
I55 Accommodation	3.4	3.1	2.5	2.5	3.8	3.4	3.7	3.1
I56 Food & Beverage Services	4.9	4.3	2.8	2.6	5.3	4.7	4.9	4.1
J58-63 INFORMATION AND COMMUNICATIONS	2.7	2.0	2.6	1.9	3.4	2.4	6.5	2.4
J58-61 Telecommunications, Broadcasting & Publishing	2.3	1.6	2.1	1.4	3.5	2.6	3.2	1.6
J62-63 IT & Other Information Services	3.0	2.2	2.9	2.2	3.3	2.1	7.9	2.8
K64-66 FINANCIAL AND INSURANCE SERVICES	2.1	1.4	2.0	1.3	2.6	1.8	1.7	1.1
K64 & 66 (excl.662) Financial Services	2.0	1.3	2.0	1.3	2.6	1.8	1.8	1.2
K65 & 662 Insurance Services	2.4	1.6	2.5	1.6	2.3	1.7	0.7	0.5
L68 REAL ESTATE SERVICES	3.6	3.0	2.0	1.6	3.4	2.5	4.6	4.1
M69-75 PROFESSIONAL SERVICES	2.5	1.8	2.2	1.6	3.4	2.9	2.7	1.8
M69-70 Legal, Accounting & Management Services	2.5	1.9	2.3	1.5	3.5	3.2	3.0	1.9
M71 Architectural & Engineering Services	2.4	1.7	2.2	1.6	2.7	2.1	2.7	1.8
Other Professional Services	2.4	1.7	2.3	1.7	3.7	2.5	2.4	1.5
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.8	3.8	3.6	2.5	5.2	3.9	4.9	4.2
N80 Security & Investigation	5.0	4.0	3.8	2.6	4.9	3.9	9.9	7.4
N81 Cleaning & Landscaping	4.9	4.3	2.6	2.2	2.9	4.2	5.2	4.4
Other Administrative & Support Services	4.3	3.1	3.7	2.5	6.8	3.7	3.6	3.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.6	1.1	1.4	0.9	2.3	1.8	1.9	1.7
O84,P85 Public Administration & Education	1.1	0.7	1.1	0.6	1.7	0.9	0.9	0.6
Q86-88 Health & Social Services	2.0	1.2	1.9	1.1	2.5	1.5	2.0	1.4
R90-93 Arts, Entertainment & Recreation	2.2	2.0	2.5	1.8	2.1	2.1	1.8	1.9
S,T,U Other Community, Social & Personal Services	2.6	2.4	2.1	1.7	3.3	3.1	2.7	2.4
A,B,D,E,V OTHERS*	2.2	1.5	1.1	0.6	1.9	1.2	3.3	2.5

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Source : Labour Market Survey, MOM

Note :

1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2010)		Hours							
		2011	2012	2013	2012	2013			
					Dec	Mar	Jun	Sep	Dec
TOTAL		46.2	46.2	46.2	46.2	46.2	46.3	46.2	46.2
C10-32	MANUFACTURING	50.2	50.2	50.1	50.2	50.2	50.4	50.1	49.9
C10-12	Food, Beverages & Tobacco	48.5	47.8	47.0	47.2	46.5	46.5	46.7	48.1
C17,18,22	Paper / Rubber / Plastic Products & Printing	49.2	48.6	49.1	48.7	49.2	49.2	49.1	49.0
C19-21	Petroleum, Chemical & Pharmaceutical Products	45.9	45.1	44.7	44.9	44.7	44.8	44.9	44.2
C25,28	Fabricated Metal Products, Machinery & Equipment	52.1	52.5	52.6	52.4	52.5	52.5	52.5	52.7
C26	Electronic, Computer & Optical Products	47.1	46.9	46.9	46.3	46.4	47.4	47.0	46.9
C29-30	Transport Equipment	53.1	53.6	53.1	54.0	54.1	53.5	52.6	52.0
	Other Manufacturing Industries	49.7	49.6	50.2	50.1	49.8	50.8	50.4	49.8
F41-43	CONSTRUCTION	52.8	53.0	53.2	52.8	53.0	53.4	53.0	53.5
G-U	SERVICES	43.4	43.5	43.4	43.5	43.4	43.4	43.4	43.3
G46-47	WHOLESALE AND RETAIL TRADE	43.7	43.6	43.2	43.6	43.4	43.5	43.0	42.9
G46	Wholesale Trade	43.6	43.7	43.6	43.8	43.8	43.9	43.3	43.5
G47	Retail Trade	43.8	43.3	42.3	42.9	42.6	42.6	42.2	41.9
H49-53	TRANSPORTATION AND STORAGE	46.2	46.1	45.7	46.2	45.6	45.4	45.9	46.1
H49,5221	Land Transport & Supporting Services	48.4	48.4	46.8	48.1	46.2	45.9	46.6	48.3
H50,5222,5225	Water Transport & Supporting Services	44.8	44.5	44.3	44.2	44.4	44.3	44.3	44.2
H51,5223	Air Transport & Supporting Services	44.6	44.8	45.1	45.4	44.6	44.2	46.2	45.3
	Other Transportation & Storage Services	47.1	46.8	46.7	47.0	46.8	46.8	46.5	46.9
I55-56	ACCOMMODATION AND FOOD SERVICES	41.6	42.1	43.0	42.0	42.4	42.8	43.4	43.2
I55	Accommodation	45.8	45.9	46.6	46.1	46.3	46.4	46.7	47.0
I56	Food & Beverage Services	40.4	41.1	42.0	41.0	41.4	41.9	42.7	42.3
J58-63	INFORMATION AND COMMUNICATIONS	41.5	41.5	41.7	41.7	41.7	41.7	41.7	41.5
J58-61	Telecommunications, Broadcasting & Publishing	41.4	41.6	42.3	42.1	42.1	42.2	42.5	42.2
J62-63	IT & Other Information Services	41.6	41.4	41.2	41.3	41.5	41.3	41.2	41.0
K64-66	FINANCIAL AND INSURANCE SERVICES	41.2	41.2	41.2	41.1	41.2	41.1	41.3	41.1
K64 & 66 (excl.662)	Financial Services	41.4	41.3	41.3	41.3	41.3	41.3	41.5	41.3
K65 & 662	Insurance Services	39.8	40.0	40.0	40.0	40.0	39.8	40.0	40.1
L68	REAL ESTATE SERVICES	44.6	44.5	44.6	44.5	44.7	44.7	44.3	44.5
M69-75	PROFESSIONAL SERVICES	43.1	43.6	43.6	43.9	43.7	43.8	43.6	43.1
M69-70	Legal, Accounting & Management Services	41.1	41.5	41.3	41.2	41.2	41.1	41.5	41.3
M71	Architectural & Engineering Services	45.7	46.6	47.0	47.9	47.7	47.9	46.8	45.8
	Other Professional Services	42.9	42.2	41.8	41.9	41.7	42.0	42.0	41.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	48.5	48.5	47.5	47.7	47.3	47.4	47.8	47.3
N80	Security & Investigation	54.6	55.5	52.8	52.9	51.6	52.7	53.3	53.4
N81	Cleaning & Landscaping	45.7	45.3	44.9	45.7	45.5	45.6	44.9	43.7
	Other Administrative & Support Services	45.7	45.0	44.8	44.9	44.7	44.2	45.4	44.9
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	42.1	42.1	42.1	42.1	42.1	42.1	42.0	42.1
O84,P85	Public Administration & Education	41.4	41.3	41.3	41.4	41.3	41.3	41.3	41.4
Q86-88	Health & Social Services	42.1	42.1	42.0	42.1	42.1	42.1	42.0	41.8
R90-93	Arts, Entertainment & Recreation	43.4	43.8	43.9	44.1	43.7	43.8	44.0	44.3
S,T,U	Other Community, Social & Personal Services	44.3	44.2	43.8	43.7	43.7	44.1	43.4	44.1
A,B,D,E,V	OTHERS*	45.8	45.7	45.7	45.7	46.0	45.5	45.9	45.6

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Source : Labour Market Survey, MOM

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Annual figures are the simple averages of the figures obtained at quarterly intervals.

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2010)	Hours								
	2011	2012	2013	2012	2013				
				Dec	Mar	Jun	Sep	Dec	
TOTAL	3.7	3.8	3.8	3.8	3.7	3.9	3.8	3.8	3.8
C10-32 MANUFACTURING	7.0	7.2	7.1	7.1	7.1	7.4	7.0	6.9	6.9
C10-12 Food, Beverages & Tobacco	5.0	4.3	4.1	4.3	3.7	3.9	4.2	4.7	4.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	5.8	5.1	5.7	5.3	5.7	5.8	5.7	5.7	5.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	3.2	3.2	2.9	3.1	2.9	3.1	3.1	2.4	2.4
C25,28 Fabricated Metal Products, Machinery & Equipment	8.5	9.1	9.0	9.0	9.0	9.0	9.0	8.9	8.9
C26 Electronic, Computer & Optical Products	4.7	4.8	4.8	4.4	4.2	5.3	4.8	5.0	5.0
C29-30 Transport Equipment	9.4	9.9	9.5	10.2	10.4	9.8	9.0	8.5	8.5
Other Manufacturing Industries	6.8	6.7	7.2	7.1	6.9	7.7	7.2	6.9	6.9
F41-43 CONSTRUCTION	7.9	8.2	8.5	8.1	8.3	8.6	8.3	8.6	8.6
G-U SERVICES	1.7	1.8	1.7	1.8	1.7	1.7	1.8	1.7	1.7
G46-47 WHOLESALE AND RETAIL TRADE	1.7	1.7	1.7	1.6	1.5	1.7	1.7	1.7	1.7
G46 Wholesale Trade	1.6	1.6	1.5	1.5	1.4	1.5	1.6	1.5	1.5
G47 Retail Trade	2.1	2.0	2.0	1.9	1.8	2.1	1.9	2.1	2.1
H49-53 TRANSPORTATION AND STORAGE	3.3	3.3	3.0	3.4	2.8	2.8	3.0	3.3	3.3
H49,5221 Land Transport & Supporting Services	4.9	5.2	3.8	4.9	3.2	3.1	3.4	5.4	5.4
H50,5222, 5225 Water Transport & Supporting Services	1.9	1.8	1.7	1.6	1.7	1.7	1.8	1.8	1.8
H51,5223 Air Transport & Supporting Services	2.3	2.4	2.2	3.1	2.3	1.9	2.8	1.9	1.9
Other Transportation & Storage Services	4.3	4.1	4.0	4.1	4.0	4.2	3.9	4.1	4.1
I55-56 ACCOMMODATION AND FOOD SERVICES	1.5	1.7	2.3	2.2	2.0	2.4	2.4	2.4	2.4
I55 Accommodation	1.9	2.1	2.6	2.4	2.4	2.5	2.6	3.0	3.0
I56 Food & Beverage Services	1.4	1.7	2.2	2.1	1.9	2.3	2.3	2.3	2.3
J58-63 INFORMATION AND COMMUNICATIONS	0.5	0.5	0.5	0.6	0.6	0.6	0.5	0.3	0.3
J58-61 Telecommunications, Broadcasting & Publishing	0.8	0.7	0.8	0.9	0.8	0.9	0.8	0.5	0.5
J62-63 IT & Other Information Services	0.3	0.3	0.3	0.4	0.4	0.4	0.3	0.2	0.2
K64-66 FINANCIAL AND INSURANCE SERVICES	0.2	0.2	0.2	0.2	0.2	0.2	0.3	0.2	0.2
K64 & 66 (excl.662) Financial Services	0.2	0.2	0.2	0.2	0.2	0.2	0.3	0.2	0.2
K65 & 662 Insurance Services	0.4	0.3	0.3	0.4	0.3	0.3	0.3	0.3	0.3
L68 REAL ESTATE SERVICES	2.0	1.9	2.2	1.9	2.5	2.5	2.2	1.8	1.8
M69-75 PROFESSIONAL SERVICES	1.7	2.0	2.1	2.4	2.3	2.4	2.0	1.8	1.8
M69-70 Legal, Accounting & Management Services	0.6	0.8	0.8	0.7	0.7	0.7	0.8	0.9	0.9
M71 Architectural & Engineering Services	3.1	3.9	4.3	5.0	4.8	5.1	3.9	3.5	3.5
Other Professional Services	1.5	0.9	0.7	0.9	0.8	0.8	0.8	0.5	0.5
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.3	5.6	4.8	4.7	4.3	4.6	5.3	4.9	4.9
N80 Security & Investigation	10.5	12.1	9.6	9.4	8.0	9.5	10.5	10.3	10.3
N81 Cleaning & Landscaping	2.6	2.3	2.3	2.5	2.5	2.6	2.5	1.8	1.8
Other Administrative & Support Services	3.2	2.7	2.6	2.7	2.5	2.1	3.2	2.6	2.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.5	0.6	0.5	0.5	0.4	0.5	0.5	0.5	0.5
O84,P85 Public Administration & Education	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Q86-88 Health & Social Services	0.5	0.5	0.4	0.5	0.4	0.4	0.5	0.4	0.4
R90-93 Arts, Entertainment & Recreation	1.3	1.4	1.2	1.4	1.0	1.1	1.3	1.5	1.5
S,T,U Other Community, Social & Personal Services	1.9	2.0	1.7	1.7	1.5	1.8	1.4	2.1	2.1
A,B,D,E,V OTHERS*	3.1	3.1	3.1	3.1	3.2	3.0	3.2	3.0	3.0

* Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Source : Labour Market Survey, MOM

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Annual figures are the simple averages of the figures obtained at quarterly intervals.

9.1 INCOME FROM WORK

GROSS MONTHLY INCOME FROM WORK (INCLUDING EMPLOYER CPF) OF FULL-TIME EMPLOYED SINGAPORE CITIZENS, 2003 - 2013
(June)

Mid-Year	Median (50th Percentile)	20th Percentile
	Level (Dollars)	
2003	2,320	1,276
2004	2,260	1,243
2005	n.a.	n.a.
2006	2,289	1,224
2007	2,449	1,300
2008	2,748	1,400
2009	2,748	1,468
2010	2,887	1,500
2011	3,070	1,617
2012	3,248	1,647
2013	3,480	1,800
	Nominal Change (Per Cent Per Annum)	
2003 - 2013	4.1	3.5
2003 - 2008	3.4	1.9
2008 - 2013	4.8	5.2
	Real* Change (Per Cent Per Annum)	
2003 - 2013	1.4 (1.7)	0.8 (1.1)
2003 - 2008	1.1 (1.2)	-0.5 (-0.4)
2008 - 2013	1.7 (2.3)	2.0 (2.6)

n.a. : not available

Source : Comprehensive Labour Force Survey, MOM

Notes :

- 1) Data exclude full-time National Servicemen.
- 2) The Comprehensive Labour Force Survey was not conducted in 2005 due to the conduct of the General Household Survey 2005 by the Department of Statistics, Ministry of Trade and Industry.
- 3) As the income data are captured from a sample survey, the income changes for the 20th percentile nearer the end of the income spectrum tend to be more volatile over shorter (e.g. year-on-year) than longer periods (e.g. 5 or 10 years).
- 4) * - Deflated by Consumer Price Index for all items at 2009 prices (2009 = 100). Figures in brackets are deflated by Consumer Price Index less imputed rentals on owner-occupied accommodation at 2009 prices (2009 = 100).

9.2 INCOME FROM WORK

GROSS MONTHLY INCOME FROM WORK (EXCLUDING EMPLOYER CPF) OF FULL-TIME EMPLOYED SINGAPORE CITIZENS, 2003 - 2013

(June)

Mid-Year	Median (50th Percentile)	20th Percentile
	Level (Dollars)	
2003	2,000	1,192
2004	2,000	1,170
2005	n.a.	n.a.
2006	2,072	1,100
2007	2,167	1,200
2008	2,492	1,300
2009	2,500	1,300
2010	2,588	1,400
2011	2,708	1,500
2012	2,925	1,500
2013	3,052	1,613
	Nominal Change (Per Cent Per Annum)	
2003 - 2013	4.3	3.1
2003 - 2008	4.5	1.7
2008 - 2013	4.1	4.4
	Real* Change (Per Cent Per Annum)	
2003 - 2013	1.5 (1.9)	0.3 (0.7)
2003 - 2008	2.1 (2.2)	-0.6 (-0.5)
2008 - 2013	1.0 (1.6)	1.3 (1.9)

n.a. : not available

Source : Comprehensive Labour Force Survey, MOM

Notes :

- 1) Data exclude full-time National Servicemen.
- 2) The Comprehensive Labour Force Survey was not conducted in 2005 due to the conduct of the General Household Survey 2005 by the Department of Statistics, Ministry of Trade and Industry.
- 3) As the income data are captured from a sample survey, the income changes for the 20th percentile nearer the end of the income spectrum tend to be more volatile over shorter (e.g. year-on-year) than longer periods (e.g. 5 or 10 years).
- 4) * - Deflated by Consumer Price Index for all items at 2009 prices (2009 = 100). Figures in brackets are deflated by Consumer Price Index less imputed rentals on owner-occupied accommodation at 2009 prices (2009 = 100).

Explanatory Notes

Labour Market, 2013

Unemployment

Source

Labour Force Survey

Coverage

The survey covers private households on the main island of Singapore. It excludes workers living in construction worksites, dormitories and workers' quarters at the workplace and persons commuting from abroad to work in Singapore. Estimates of the total labour force are derived by combining data on residents (also known as locals) obtained from the survey with foreign workforce data compiled from administrative records.

Concepts and Definitions

Unemployed persons refer to persons aged 15 years and over who did not work but were actively looking and available for work during the reference period. They include persons who were not working but were taking steps to start their own business or taking up a new job after the reference period.

Unemployment rate is defined as the percentage of unemployed persons to the total number of economically active persons (i.e. employed and unemployed persons) aged 15 years and over.

Long-term unemployed persons refer to persons aged 15 years and over who have been unemployed for 25 weeks or more.

Long-term unemployment rate is defined as the percentage of long-term unemployed persons to all economically active persons.

Uses and Limitations

The unemployment rate is probably the best-known measure of the labour market. It measures unutilised labour supply and is useful in the study of the economic cycle as it is closely related to economic fluctuations.

Unemployment can have frictional, cyclical and structural elements. As it takes time for job seekers and employers to find a match, there is always a certain level of frictional unemployment due to people changing jobs and from new entrants looking for work for the first time. Unemployment can also be structural e.g. arising from a mismatch between the job seekers and the job openings available. With structural unemployment, even if job vacancies and job seekers coexist in the labour market, they may not be matched over a long period of time. Finally, unemployment can be cyclical. This occurs when there is a general decline in demand for manpower as aggregate demand for goods and services fall in the event of a cyclical downturn. Unlike structural and frictional unemployment where the problem is in matching job openings with job seekers, cyclical unemployment occurs when there are not enough jobs to go around.

Unemployment can vary due to changes in demand or supply of manpower. It can decline if more people succeed in securing employment or when the unemployed persons stop looking for a job and leave the labour force either temporarily (e.g. to take up training) or permanently (e.g. to retire). Conversely, unemployment may rise due to increase in labour supply from new entrants or re-entrants to the labour market. It will also rise if more people quit their jobs to look for alternative employment or if there is an increase in layoffs.

Unemployment rates by specific groups, defined e.g. by age and educational attainment are useful in identifying groups of workers most vulnerable to unemployment.

Employment

Source

Primarily from administrative records. The self-employed component is estimated from the Labour Force Survey.

Coverage

The employment data comprise all persons in employment i.e. employees and the self-employed. However, it excludes males who are serving their 2-year full-time national service liability in the Singapore Armed Forces, Police and Civil Defence Forces.

Data on the number of local (also known as resident) employees are compiled from the Central Provident Fund (CPF) Board's administrative records of active contributors defined as local employees who have at least one CPF contribution paid for him/her. A local (also known as resident) employee is any Singapore citizen or Permanent Resident who is employed by an employer under a contract of service or other agreement entered into in Singapore. Every local employee and his/her employer are required to make monthly contributions to the CPF which is a compulsory savings scheme to provide workers financial security in old age and helps meet the needs of healthcare, home-ownership, family protection and asset enhancement.

Data on foreigners working in Singapore are compiled from administrative records of foreigners on valid work passes issued by the Ministry of Manpower. Foreigners can work in Singapore only if they have valid work passes issued by the Ministry of Manpower.

The number of self-employed residents is estimated from the Labour Force Survey. The self-employed comprises persons aged 15 years and over who are own account workers, employers or contributing family workers.

Concepts and Definitions

Employment change refers to the change in the number of persons who are in employment, derived by taking the difference in the employment level at the end of the reference period compared with the end of the preceding period. A positive change refers to the additional number of persons who are in employment, while a negative change refers to the decline in number of persons in employment.

Uses and Limitations

This data series allows users to identify individual industries where employment is growing or stagnating. An analysis of the data over time also helps in understanding the impact of cyclical and structural changes in the economy on the demand for workers.

Conceptually, the change in employment over the reference period is the difference between people entering and exiting employment during the period. Users should not mistake an increase in employment as gross job creation.

Redundancy

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private sector establishments each with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Concepts and Definitions

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.

Uses and Limitations

Data on redundancy are useful in the analysis of re-structuring or ailing industries.

The number of persons retrenched or made redundant (flow) should not be confused with persons unemployed (stock). Not all persons retrenched or made redundant will be unemployed as some will re-enter into employment or decide to leave the workforce.

Re-entry into Employment

Source

Labour Market Survey and derived based on data from Central Provident Fund Board

Coverage

Information on resident workers made redundant is obtained from the Labour Market Survey. Before 2007, data pertain to residents retrenched from private sector establishments each with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector. With effect from the second quarter of 2009, the coverage is further expanded to include employees on term contracts which were terminated prematurely due to redundancy. The status of re-entry into employment of these workers is tracked using CPF records. Hence, it does not capture workers made redundant who went into self or informal employment or undergo training while looking for a job.

Concepts and Definitions

Re-entry rate is defined as the proportion of residents made redundant who re-entered employment. The re-entry rate within six months of redundancy for a quarter refers to the re-entry rate as at end of the quarter for the residents made redundant in the previous quarter. For example, the re-entry rate for second quarter 2009 shows the proportion of residents made redundant in the first quarter of 2009 who had re-entered employment by June 2009. The annual average re-entry rate is the simple average of the quarterly figures. The "Re-employment" (of workers made redundant) series has been renamed "Re-entry into Employment". This is to avoid confusion with the use of the term "Re-employment" in the Retirement and Re-employment Act, which refers to the re-employment of workers past the retirement age.

Uses and Limitations

This indicator measures the prospects of re-entry into employment of workers made redundant. It allows us to identify vulnerable workers who find it difficult to secure re-entry into employment after layoff.

A low re-entry rate could also be the result of workers taking a break from the labour force rather than a weak job market. An analysis of the change in re-entry rate over time should therefore be made in the context of other indicators on the labour market. Also, the indicator could be cohort-specific. Even if the state of the labour market is unchanged, two different cohorts of workers could yield different re-entry rates, depending on the profile of the workers involved. Also, the data based on CPF records do not capture workers who went into self or informal employment or undergo training while looking for a job.

Job Vacancy

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private sector establishments each with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Concepts and Definitions

Job vacancy refers to the number of unfilled posts for which an establishment is actively recruiting employees from outside the establishment. They exclude:

- a) Positions for which the employees have been appointed, but have not yet commenced duty;
- b) Positions open only to internal transfers, promotion.

Recruitment action to fill a post includes advertising in newspapers, posting notices on the internet (e.g. on online job banks), making word-of-mouth announcements, soliciting employees through employment agencies or job fairs, contacting or interviewing registered job applicants.

Job vacancy rate for a quarter is defined as the total number of job vacancies divided by the total demand for manpower at the end of the quarter. The total demand for manpower is defined as the sum of the number of employees and job vacancies at the end of the quarter. The annual figures are the simple averages of the quarterly figures.

Job vacancy to unemployed ratio is calculated by taking the 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.

Uses and Limitations

Job vacancy statistics measure unmet demand for manpower and are useful for assessing changes in the manpower demand over time. They enable users to identify industries and occupations where employers are seeking workers. This can have operational use e.g. in improving vocational guidance and helping job seekers and employers make more informed choices.

Data on job vacancies can assist in pinpointing emerging labour shortages. To identify labour shortages, trends in vacancy data would have to be evaluated together with other labour market indicators as well as background information on the occupations and factors affecting demand and supply of workers. This is because persistent job vacancies may indicate either real shortages or factors such as low wages, poor working conditions and unrealistic hiring specifications.

Labour Turnover

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private sector establishments each with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Concepts and Definitions

Average monthly recruitment rate during a quarter is defined as the average number of persons recruited in a month during the quarter divided by the average number of employees in the establishment. The annual figures are the simple averages of the quarterly figures.

Average monthly resignation rate during a quarter is defined as the average number of persons who resigned in a month during the quarter divided by the average number of employees in the establishment. The annual figures are the simple averages of the quarterly figures.

Uses and Limitations

In good times when job openings are plentiful, recruitment and resignation rates tend to be high reflecting movement of workers between jobs. In periods of economic downturn, high layoffs are usually coupled with low resignation and recruitment rates.

The resignation rates by industry are valuable to employers for comparing their staff turnover against the industry norm. Low resignation rate in a company relative to the industry average is usually considered to be an indicator of good labour-management relations. Labour turnover also reflects the unique labour market dynamics of the various industries. For example, accommodation and food services typically have higher turnover rates because of their heavy reliance on temporary and part-time workers to cope with fluctuations in demand.

Paid Hours Worked

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private sector establishments each with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Concepts and Definitions

Total paid hours worked refer to the total number of paid hours worked during a week by an employee. It is the sum of standard hours and paid overtime hours worked.

Standard hours worked refer to the number of hours, excluding meal breaks worked by an employee during a normal working week.

Paid overtime hours worked refers to the number of hours worked by an employee during a week in excess of the standard hours for which the employees were paid. It excludes overtime hours worked for which "time-off" was granted instead of wage payment.

Uses and Limitations

Data on number of paid overtime hours are used as a gauge of the level of economic activities and working conditions of the various industries. The data can also be used for social studies on family and community life.

The data however do not capture unpaid overtime worked e.g. by executives and management staff who are normally not paid for working overtime. Users can refer to separate statistics on usual hours worked collected from the mid-year Comprehensive Labour Force Survey.

Income from Work

Source

Comprehensive Labour Force Survey

Coverage

The survey covers private households on the main island of Singapore. It excludes workers living in construction work sites, dormitories and workers' quarters at the workplace and persons commuting from abroad to work in Singapore.

Concepts and Definitions

Gross monthly income from work refers to income earned from employment. For employees, it refers to the gross monthly wages or salaries before deduction of employee CPF contributions and personal income tax. It comprises basic wages, overtime pay, commissions, tips, other allowances and one-twelfth of annual bonuses. For self-employed persons, gross monthly income refers to the average monthly profits from their business, trade or profession (i.e. total receipts less business expenses incurred) before deduction of income tax.

Median (or 50th percentile) income refers to the income level at the middle of the income distribution which divides the bottom half of income earners from the upper half.

20th percentile income refers to the income level which divides the bottom 20% of income earners from the rest.

Uses and Limitations

Data on gross monthly income from work are useful in understanding the living standards of workers. The data are useful in planning economic and social development.

As the Comprehensive Labour Force Survey covers a representative sample of households in Singapore, the data can be used to study the trends in income level and growth of the workforce covering both employees and the self-employed.

In the analysis of individual income growth, it would be more meaningful to study the income for full-time employed persons, as this is not complicated by compositional changes in the part-time (which involves shorter working hours and correspondingly lower salary) and full-time share of the workforce.

As the income data are captured from a sample survey, the income changes for the 20th percentile nearer the end of the income spectrum tend to be more volatile over shorter (e.g. year-on-year) than longer periods (e.g. 5 or 10 years).

Data on the real change in income from work enables users to study the trends in income growth after adjusting for inflation, as changes in price levels across time affect the purchasing power of individuals. To adjust for inflation, we use the Consumer Price Index (CPI) for all items, including imputed rentals on owner-occupied accommodation. As the latter does not reflect actual cash expenditures of households, we also report the real income changes, after adjusting for CPI less imputed rentals on owner-occupied accommodation (OOA).

Reliability of Data

In a sample survey, inferences about the target population are drawn from the data collected from the sample. Errors due to extension of the conclusions based on one sample to the entire population are known as sampling errors. The sampling error of an estimate is the difference between the estimated value obtained from a sample and the actual value from the population. Factors influencing the sampling error include the sample size, the sample design, method of estimation, the variability of the population and the characteristics studied.

The most common measure of the sampling error of an estimate is its standard error, which is a measure of the variation among the estimates derived from all possible samples. An alternative measure is the relative standard error of an estimate which indicates the standard error relative to the magnitude of the estimate. A sample estimate and an estimate of its standard error can be used to construct an interval that will, at specified levels of confidence, include the actual value. By statistical convention, the confidence level has been set at 95 per cent.

Estimates of the sampling variability of selected indicators are as follows:

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Dec 13	50,400	2,600	5.2%	45,200	55,600
Resident Unemployment Rate	Dec 13	2.3%	0.12%-pt	5.3%	2.5%	2.1%
JOB VACANCY						
Job Vacancy Number	Dec 13	56,500	900	1.6%	54,700	58,300
Job Vacancy Rate	Dec 13	2.8%	0.04%-pts	1.5%	2.7%	2.9%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	4Q 13	2.4%	0.03%-pts	1.1%	2.4%	2.5%
Average Monthly Resignation Rate	4Q 13	1.7%	0.02%-pts	1.3%	1.7%	1.8%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Dec 13	3.8	0.04	1.0%	3.7	3.9

Note: Data are non-seasonally adjusted.

FEEDBACK FORM

TITLE OF REPORT : LABOUR MARKET, 2013

1. How would you rate this publication in terms of :

	Excellent	Good	Average	Poor
a) Relevance to your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Providing useful insights on prevailing labour market trends/development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Ease of understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Which area(s) of the report do you find most useful? Please provide reasons.

3. How do you find the length of the report?

Too detailed Just right Too brief

4. Overall, how would you rate this publication?

	Excellent	Good	Average	Poor
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. What additional information (if any) would you like us to include in our future issues?

6. Any other comments or suggestions you wish to bring to our attention?

Thank you for your valuable feedback

Name : _____ Designation : _____

Name and address of organisation : _____

Please return the above to :

Director
Manpower Research and Statistics Department
Ministry of Manpower
18 Havelock Road #05-01
Singapore 059764
Republic of Singapore
Fax : 6317 1804
Email : mom_rsd@mom.gov.sg

Get the latest facts and figures on Singapore's employment landscape

Just Released

Labour Market, 2013

Date of Release: 14 Mar 2014

This quarterly release analyses the labour market situation. Topics covered include unemployment, employment, redundancy, re-entry into employment, job vacancy, labour turnover, hours worked and income from work.



Labour Force in Singapore, 2013

Date of Release: 29 Jan 2014

This publication presents a comprehensive range of statistical information on the economic activities of the population, including detailed analysis and data on employment and unemployment as well as characteristics of persons in and outside the labour force. It also examines a wide range of topics including income, training, term contract employment, hours worked and modes of job search. The information would be useful to policy makers, researchers and the community-at-large who have an interest in the world of work and the lives of workers.



Other Resources

Title	Date of Release
• Job Vacancies, 2013	27/01/2014
• Employer Supported Training, 2012	08/10/2013
• Singapore Yearbook of Manpower Statistics, 2013	28/06/2013
• Manpower Statistics in Brief, 2013	20/06/2013
• Report on Wage Practices, 2012	05/06/2013
• Redundancy and Re-entry into Employment, 2012	25/04/2013
• Labour Turnover Time Series, 2006 to 2012	01/04/2013
• Conditions of Employment, 2012	20/12/2012
• Retirement and Re-employment Practices, 2011	20/07/2012
• Report on Wages in Singapore, 2011	29/06/2012
• Singaporeans in the Workforce*	11/10/2011
• Labour Mobility	31/05/2010
• Focus on Older People In and Out of Employment	29/07/2008
• Quality of Employment Creation for Singapore Citizens	29/02/2008
• Employment of Singapore Citizens, Permanent Residents and Foreigners, 1997 to 2006	29/02/2008
• Premium on Fields of Study: The Returns to Higher Education in Singapore	19/01/2007

** This paper is a collaborative effort between Manpower Research and Statistics Department and Singapore Department of Statistics*

More releases are available online @ <http://stats.mom.gov.sg>
Subscribe to our email alert for the latest release