

LABOUR MARKET THIRD QUARTER 2015



**MINISTRY OF
MANPOWER**

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LABOUR MARKET, THIRD QUARTER 2015

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

Email: mom_rsd@mom.gov.sg

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Notations

- : nil or negligible
- Q : Quarter
- M : March
- J : June
- S : September
- D : December

Abbreviations

- CPF : Central Provident Fund
- MOM : Ministry of Manpower
- MTI : Ministry of Trade and Industry
- 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 rose among residents and citizens for the second consecutive quarter amid softer economic conditions. Employment continued to grow in the third quarter of 2015 but the increase remained significantly lower than a year ago. Layoffs rose over the quarter for all three broad sectors. Even though job vacancies continued to outnumber job seekers, the ratio has moderated. Labour turnover has declined, amid muted hiring across all broad sectors.
- Overall seasonally adjusted unemployment rate was unchanged over the quarter at 2.0% in September 2015. However, unemployment rose among residents and citizens by 0.2%-point to 3.0% and 3.1% respectively. The long-term unemployment rate among residents edged up to 0.6% in September 2015, from 0.5% a year ago, as the number who had been looking for work for at least 25 weeks rose from 10,800 in September 2014 to 12,800 in September 2015.
- Total employment grew by 12,600 in the third quarter of 2015. This was higher than the preceding quarter (9,700), but remained significantly lower than the growth of the same quarter a year ago (33,400). Cumulatively for the first three quarters of this year, total employment grew by 16,200, which is the lowest growth since 2009. This brought total employment to 3,640,100 in September 2015, 1.6% higher than a year ago but slower than the 2.2% pace in June 2015.
- Redundancy increased in the third quarter of 2015, after two consecutive quarters of decline. 3,460 workers were laid off in the third quarter of 2015, higher than in the preceding quarter (3,250) but similar to the third quarter of 2014 (3,500).
- Among residents made redundant, the rate of re-entry into employment within six months of redundancy was broadly unchanged, following declines in two consecutive quarters. Based on Central Provident Fund (CPF) records, 55% of residents made redundant in the second quarter of 2015 secured employment by September 2015, similar to the previous cohort (laid off in the first quarter of 2015) in June 2015.
- The seasonally adjusted vacancies declined over the quarter by 11% to 55,600 in September 2015. The seasonally adjusted ratio of job vacancies to unemployed persons declined to 116 openings per 100 job seekers in September 2015 from 121 in June 2015, comparable to June 2013.

Overview

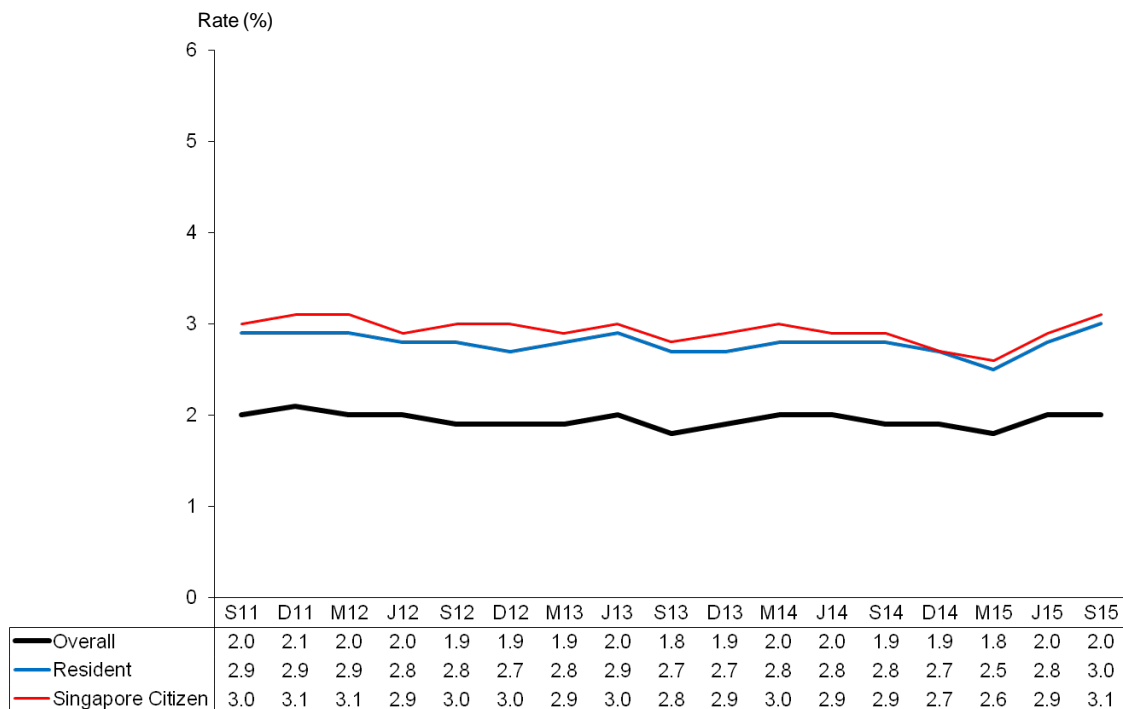
Unemployment rose among residents and citizens for the second consecutive quarter amid softer economic conditions. Employment continued to grow in the third quarter of 2015 but the increase remained significantly lower than a year ago. Layoffs rose over the quarter for all three broad sectors though the incidence of redundancy remained steady. Even though job vacancies still outnumbered job seekers, the ratio has moderated. Labour turnover has declined, amid muted hiring across all broad sectors.

Unemployment

Unemployment rose among residents and citizens

Overall seasonally adjusted unemployment rate was unchanged over the quarter at 2.0% in September 2015. However, unemployment rose among residents and citizens by 0.2%-point to 3.0% and 3.1% respectively. This was the second consecutive quarter of increase amid softer economic conditions. An estimated 56,700 residents, including 51,100 Singapore citizens were unemployed in September 2015, up from 52,700 (46,700 citizens) in September 2014¹.

Chart 1: Unemployment Rate
(Seasonally Adjusted)

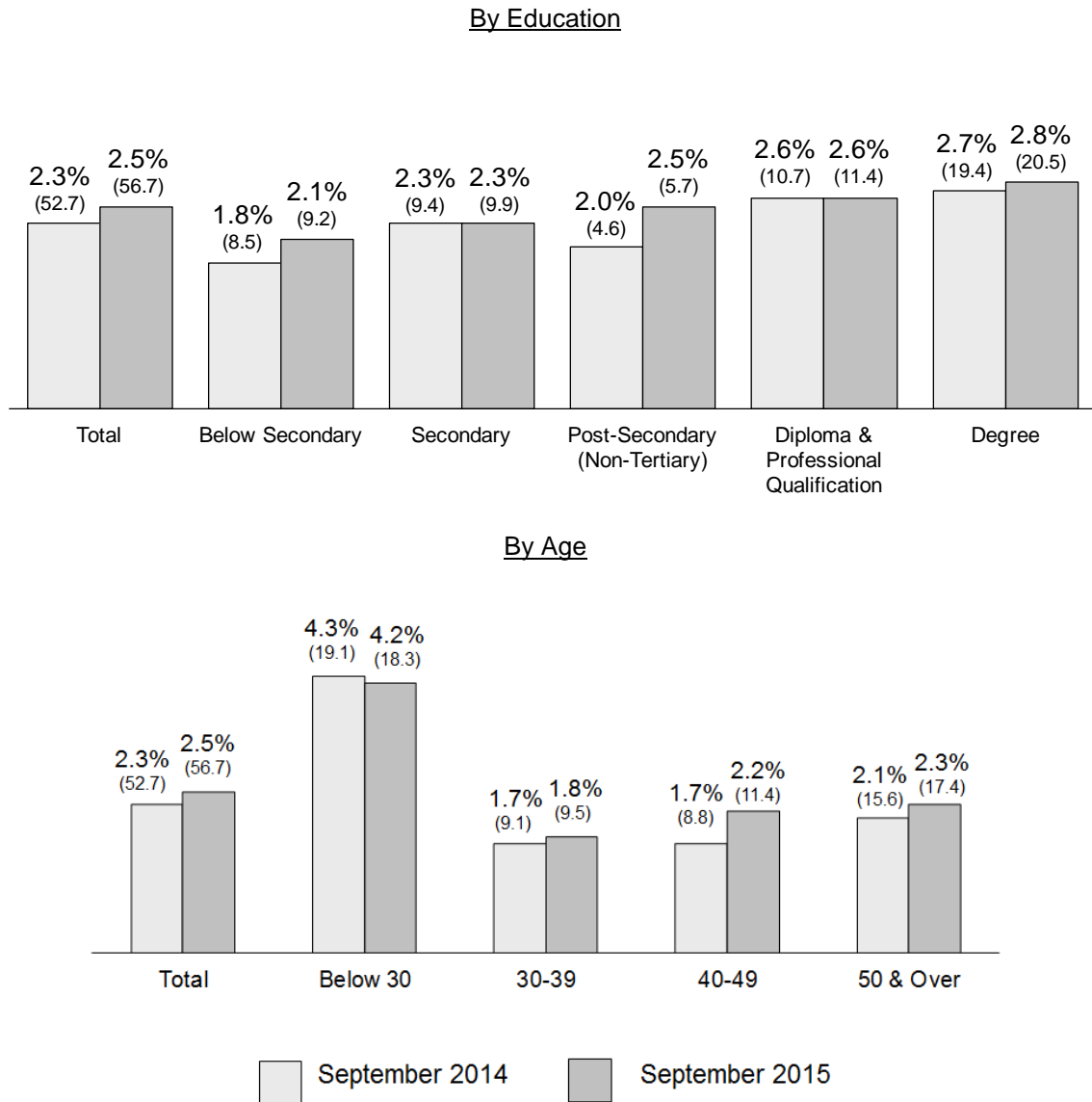


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

¹ Non-seasonally adjusted.

The increase in unemployment over the year was broad-based by education and age, more so for residents aged 40s and over. This occurred amid fewer job openings than a year ago.

Chart 2: Resident Unemployment Rate And Number By Education And Age (Non-Seasonally Adjusted)



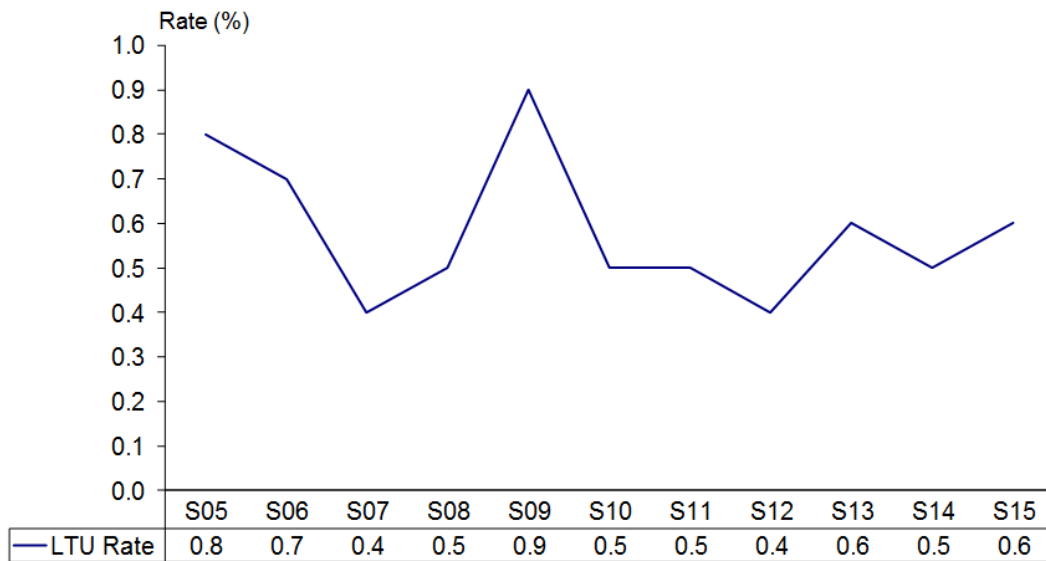
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

Long-term unemployment rose over the year

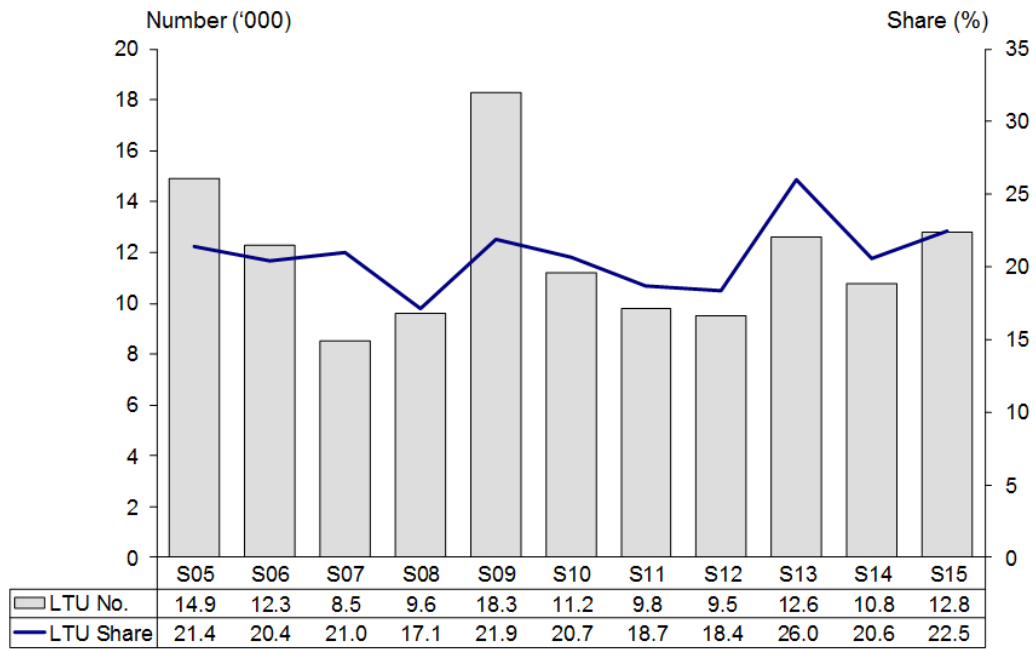
The long-term unemployment (LTU) rate among residents edged up to 0.6% in September 2015, from 0.5% a year ago, as the number who had been looking for work for at least 25 weeks rose from 10,800 in September 2014 to 12,800 in September 2015. Among residents, the long-term unemployed formed 23% of the job seekers, up from 21% a year ago.

Chart 3: Resident Long-Term Unemployment Rate
(Non-Seasonally Adjusted)



Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Chart 4: Number And Share Of Resident Long-Term Unemployed
(Non-Seasonally Adjusted)

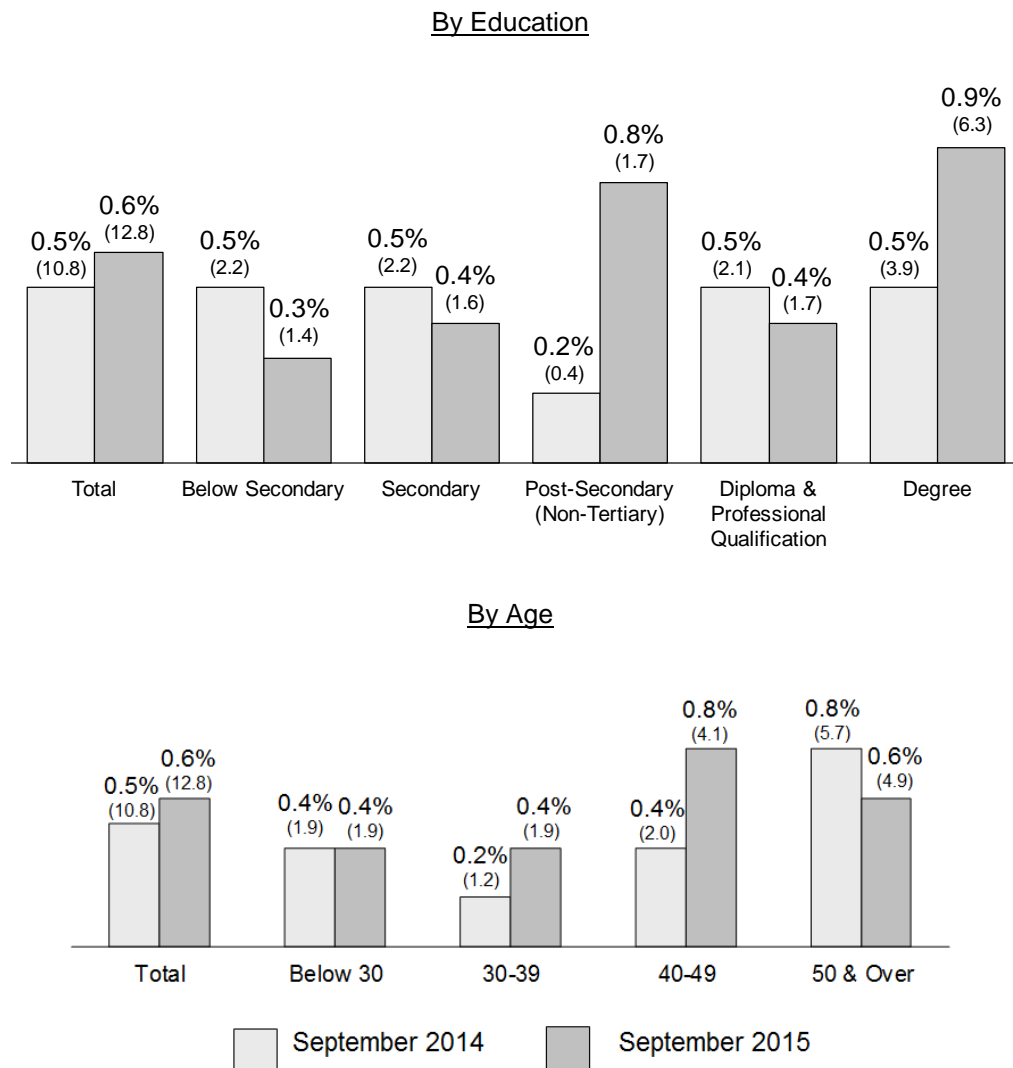


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: The share represents the long-term unemployed as a proportion of unemployed residents.

The rise in long-term unemployment rate largely reflected trends among those with post-secondary (non-tertiary) and degree qualifications whose rates were back to their 2013 levels after posting marked improvements a year ago². Long-term unemployment rate also rose over the year for residents in their 30s and 40s. Only those in their 50s saw an improvement from a year ago.

Chart 5: Resident Long-Term Unemployment Rate And Number By Education And Age (Non-Seasonally Adjusted)



Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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.

² The long-term unemployment rate for post-secondary (non-tertiary) educated residents fell from 0.8% in September 2013 to 0.2% in September 2014 and from 0.8% to 0.5% for degree holders.

Employment

Employment rose, but the increase was lower than the same quarter a year ago

Total employment grew by 12,600 in the third quarter of 2015. This was higher than the preceding quarter (9,700), but remained significantly lower than the growth of the same quarter a year ago (33,400). Cumulatively for the first three quarters of this year, total employment grew by 16,200, which is the lowest growth since 2009.

The employment gains in the third quarter of 2015 were mainly driven by services (13,300), especially in community, social & personal services³ (5,700), professional services (4,400), financial & insurance (2,600) and information & communications (2,100). However, wholesale & retail trade (-2,300) and real estate services (-500) continued to cut back on employment though at a slower pace as compared to the preceding quarter.

Construction⁴ added another 3,700 workers, but the increase was lower than the preceding quarter (7,600) on the back of a slowdown in construction activities. On the other hand, manufacturing⁵ extended their employment declines (-4,300) for the fourth consecutive quarter amid continued weakness in output.

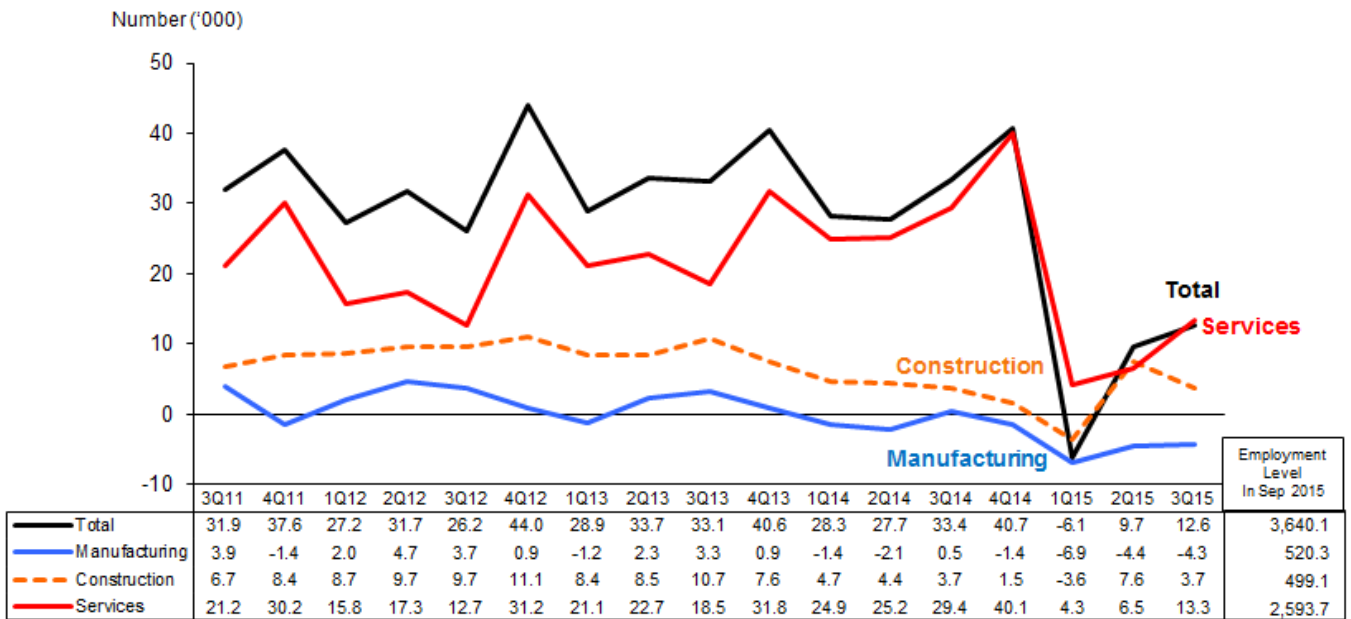
In September 2015, total employment reached 3,640,100, 1.6% higher than a year ago but slower than the 2.2% pace in June 2015.

³ Community, social & personal services includes public administration & education, health & social services and arts, entertainment & recreation.

⁴ The construction sector expanded by 1.6 per cent in the third quarter, moderating from the 2.2 per cent growth registered in the previous quarter. Source: Third Quarter 2015 Economic Survey of Singapore, MTI

⁵ Manufacturing output declined by 6.2% year-on-year in Q3 2015, extending the 4.8% decline in previous quarter. Source: Third Quarter 2015 Economic Survey of Singapore, MTI

Chart 6: Employment Change By Sector



Source: Administrative Records and Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) 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.
- (3) The industries are classified based on SSIC 2010.
- (4) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.

Table 1: Total Employment Change By Industry

In Thousands

Industry	Quarterly Change							Employment Level
	2014				2015			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	Sep 2015
Total	28.3	27.7	33.4	40.7	-6.1	9.7	12.6	3,640.1
Manufacturing	-1.4	-2.1	0.5	-1.4	-6.9	-4.4	-4.3	520.3
Construction	4.7	4.4	3.7	1.5	-3.6	7.6	3.7	499.1
Services	24.9	25.2	29.4	40.1	4.3	6.5	13.3	2,593.7
Wholesale & Retail Trade	2.3	2.0	5.0	11.1	-4.5	-7.0	-2.3	486.4
Transportation & Storage	1.9	2.6	1.1	2.0	1.4	1.2	-	236.6
Accommodation & Food Services	-0.1	1.1	2.3	5.9	-1.8	0.6	1.6	236.3
Information & Communications	1.0	1.4	2.5	1.6	1.1	1.7	2.1	124.9
Financial & Insurance Services	2.4	1.3	3.8	1.8	0.8	0.3	2.6	200.6
Real Estate Services	1.9	1.8	2.7	0.5	-1.9	-3.4	-0.5	89.9
Professional Services	3.0	4.0	4.5	2.4	0.7	2.2	4.4	243.6
Administrative & Support Services	1.9	5.3	0.9	5.4	2.0	7.0	-0.3	209.6
Community, Social & Personal Services	10.7	5.8	6.5	9.5	6.5	3.9	5.7	765.8
Others	0.1	0.1	-0.2	0.5	0.1	-	-	27.0

Source: Administrative Records and Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Others includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste management.
- (3) Data may not add up to the total due to rounding.
- (4) - : nil or negligible
- (5) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- (6) Administrative & support services includes security & investigation services, cleaning & landscaping, employment agencies.

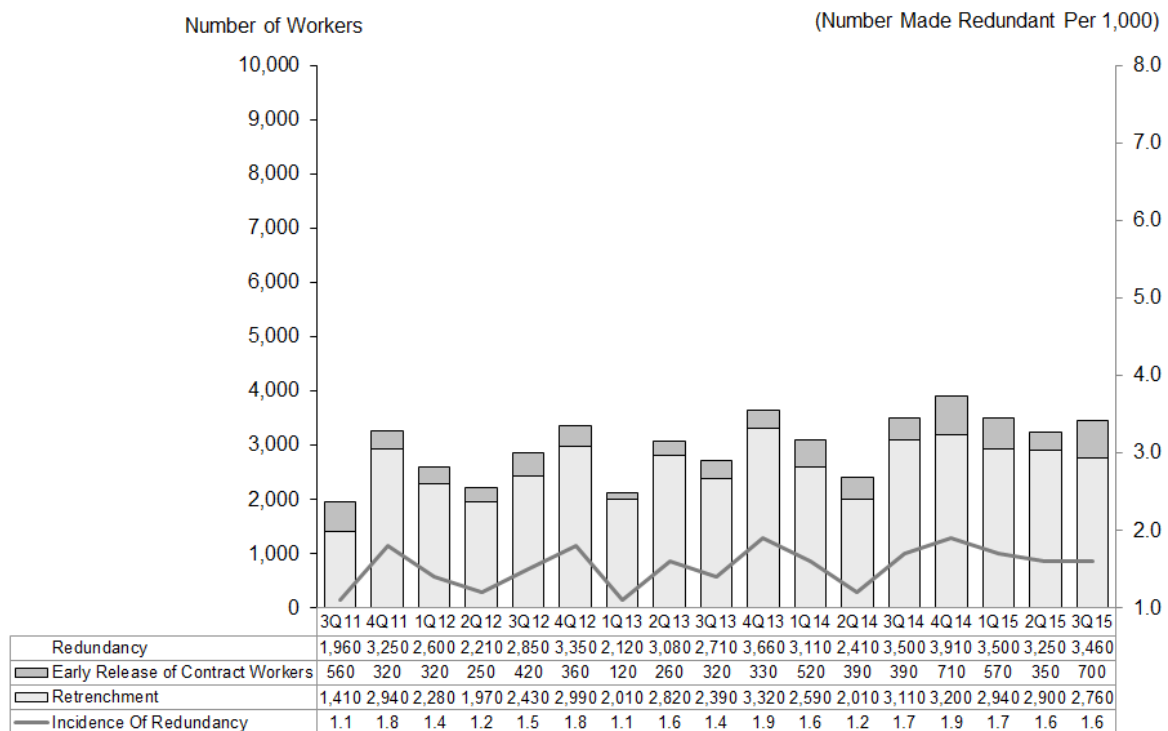
Redundancy

Redundancy increased across all broad sectors

Redundancy increased in the third quarter of 2015, after two consecutive quarters of decline. 3,460 workers were laid off in the third quarter of 2015, higher than in the preceding quarter (3,250) but similar to the third quarter of 2014 (3,500). Normalised by the number of employees, 1.6 workers were made redundant per 1,000 employees in the third quarter of 2015, similar to the preceding quarter (1.6) and slightly lower than a year ago (1.7).

Layoffs increased across all sectors. Services still formed the bulk of redundancy (61%), followed by manufacturing (26%) and construction (12%).

Chart 7: Redundancy

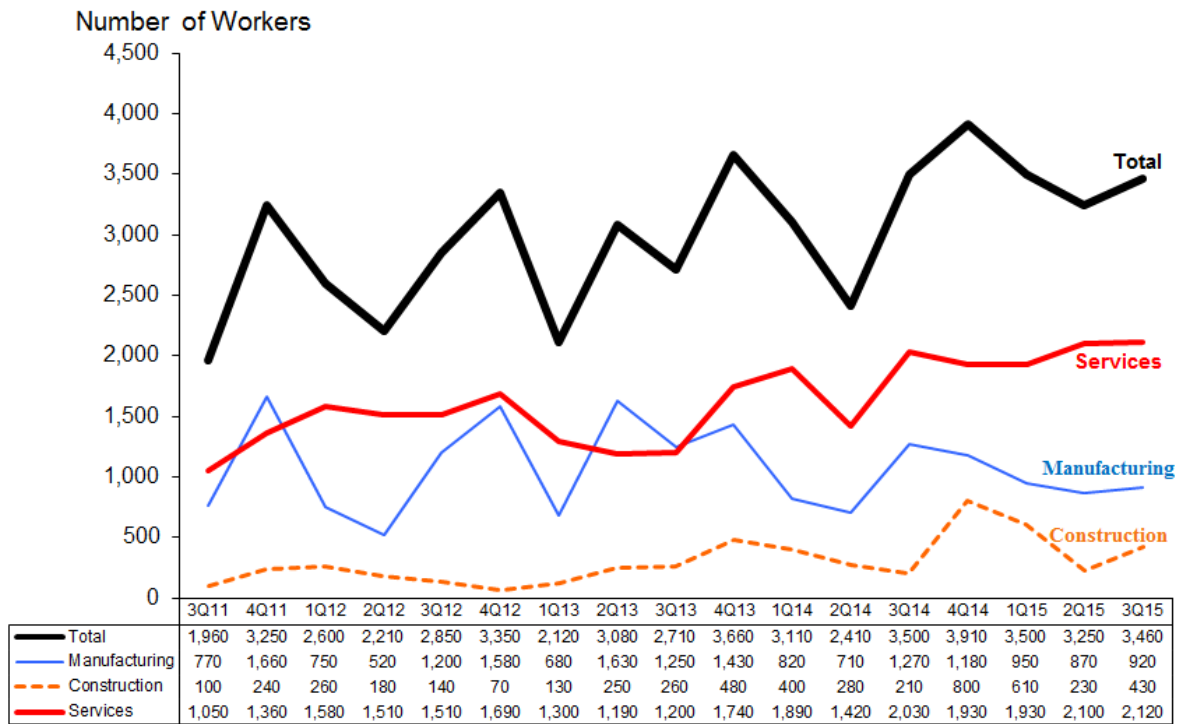


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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.

Chart 8: Redundancy By Sector



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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.

Professionals, managers, executives & technicians (PMETs) represent the large majority of layoffs, forming seven in ten of residents laid off in the third quarter of 2015. The remaining share was almost evenly divided by clerical, sales & service workers (12%) and production & transport operators, cleaners & labourers (10%).

Table 2: Profile Of Residents Made Redundant, Third Quarter 2015

Characteristics	Residents Made Redundant, 3Q15
Total	100.0
<u>Sex</u>	
Males	60.7
Females	39.3
<u>Age Group</u>	
Below 30	10.0
30 – 39	26.2
40 & Over	63.8
<u>Educational Attainment</u>	
Below Secondary	9.2
Secondary	19.8
Post Secondary (Non-Tertiary)	7.1
Diploma & Professional Qualification	19.5
Degree	44.4
<u>Occupational Group</u>	
Professionals, Managers, Executives & Technicians	77.4
Clerical, Sales & Service Workers	12.5
Production & Transport Operators, Cleaners & Labourers	10.1

Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

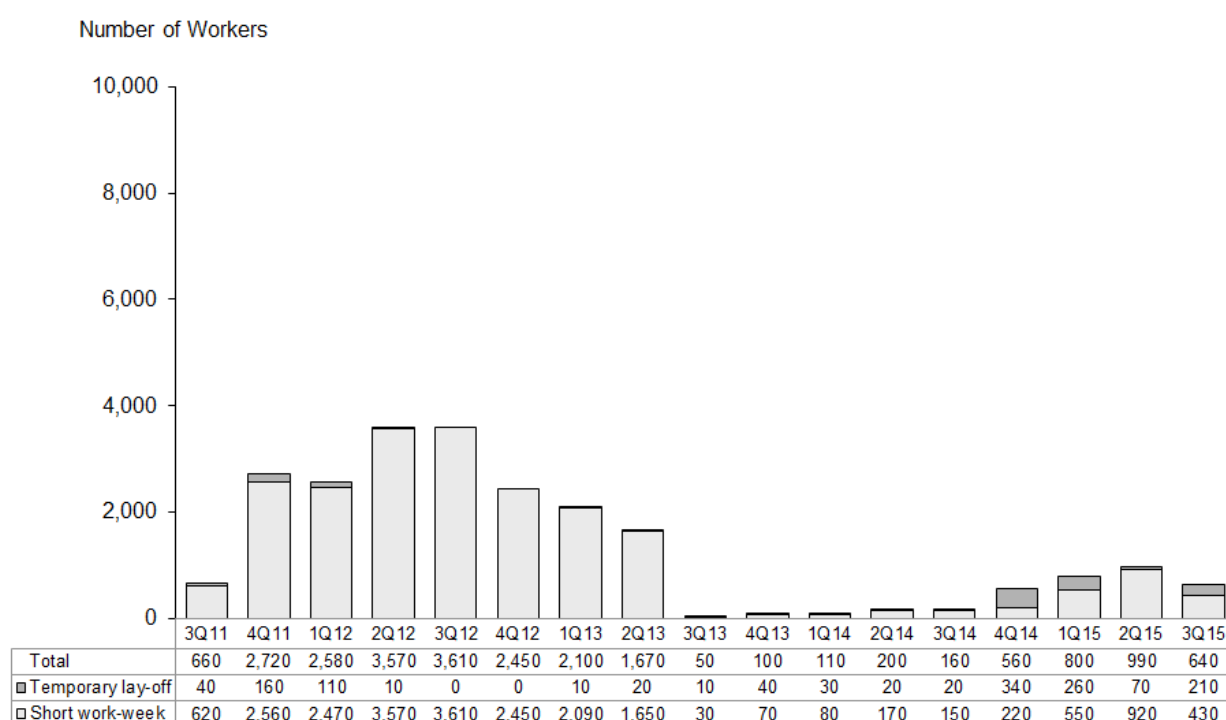
- (1) Data on residents made redundant pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data may not add up the total due to rounding.

Workers on short work-week/temporary layoff declined over the quarter

640 workers were on short work-week or temporary layoff in the third quarter of 2015. Among the workers affected, most were placed on short work-week (68%) while the remaining were laid off temporarily (32%).

Most of the workers on short work-week or temporary layoff were from manufacturing (78%), followed by construction (16%) and services (6.4%). They were mostly production & related workers (48%) and PMETs (45%), followed by clerical, sales & service workers (6.6%).

Chart 9: Number Of Workers On Short Work-week Or Temporary Layoff



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

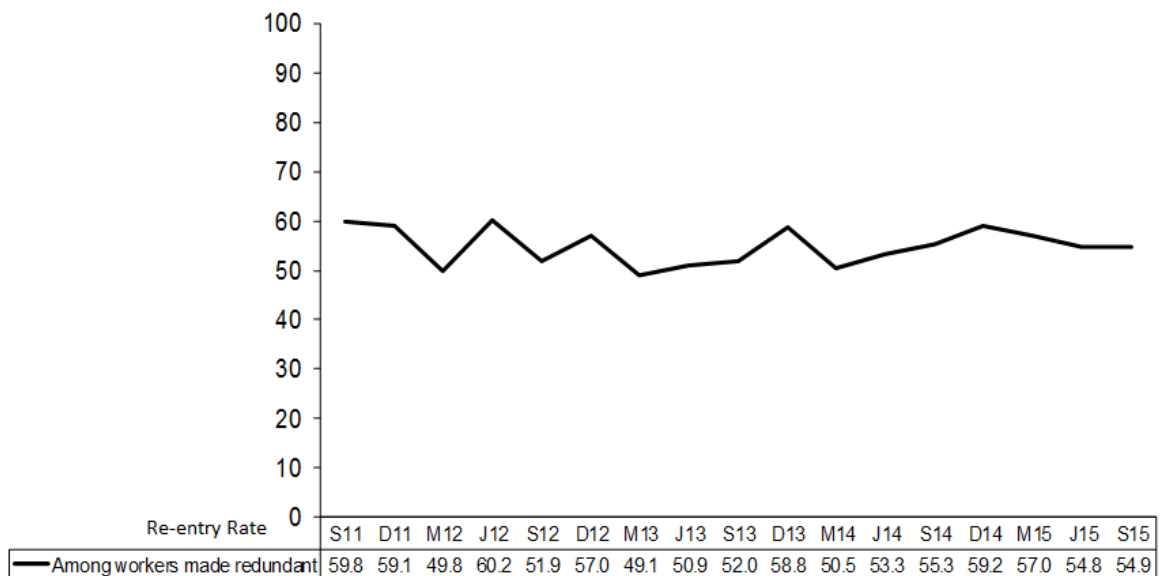
- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

Re-entry Into Employment⁶

Rate of re-entry into employment for the third quarter was similar to the previous quarter

Based on Central Provident Fund (CPF) records, 55% of residents made redundant in the second quarter of 2015 secured employment by September 2015, similar to the previous cohort (laid off in the first quarter of 2015) in June 2015.

Chart 10: Rate of Re-entry Into Employment Of Residents Made Redundant (Within Six Months Of Redundancy)



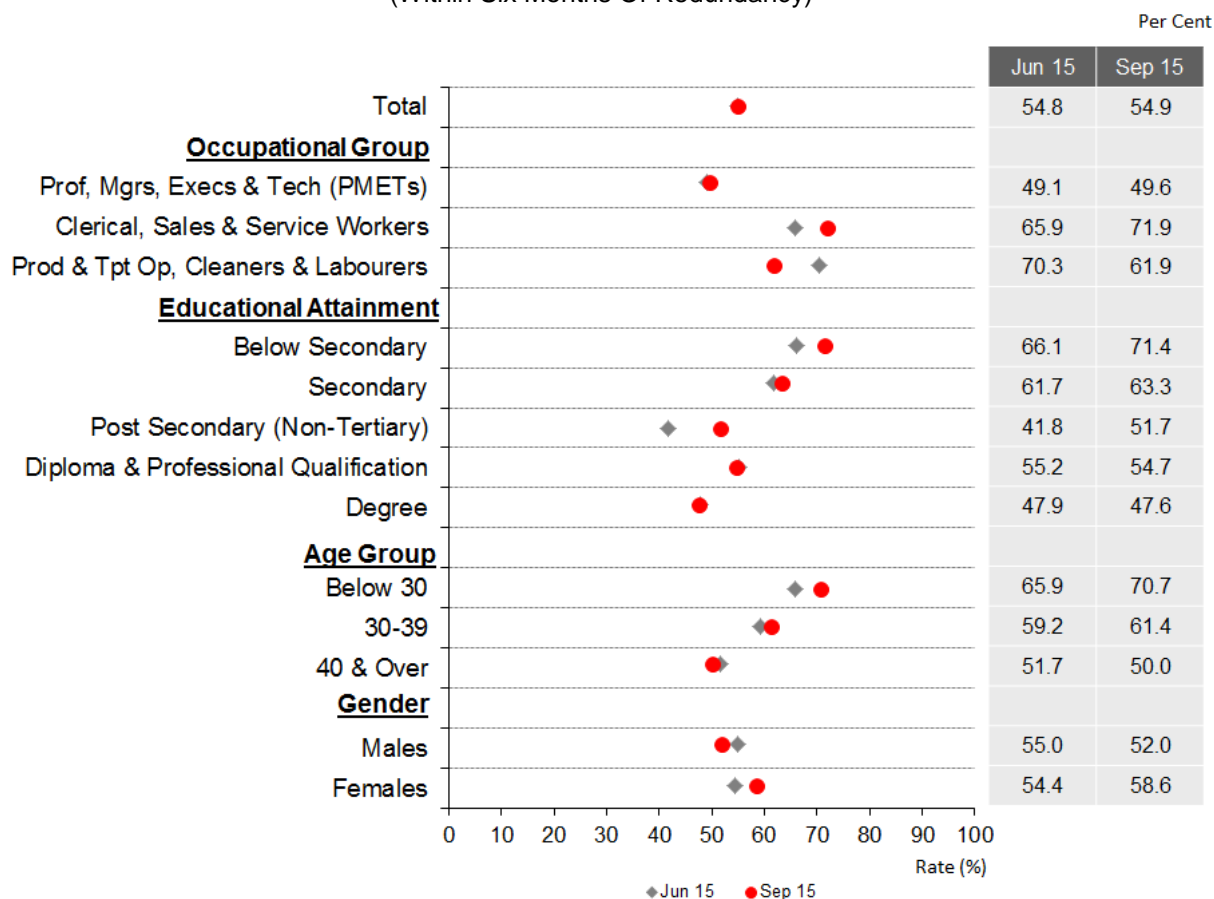
Sources: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

Note: Data refer to re-entry rates as at end of quarter for residents made redundant in the previous quarter.

⁶ Data on re-entry into employment are cohort specific. Two different cohorts of workers laid off 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.

Those aged 40 & over faced increased difficulties in re-entering into employment, as their re-entry rates fell for the third consecutive quarter.

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



Sources: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

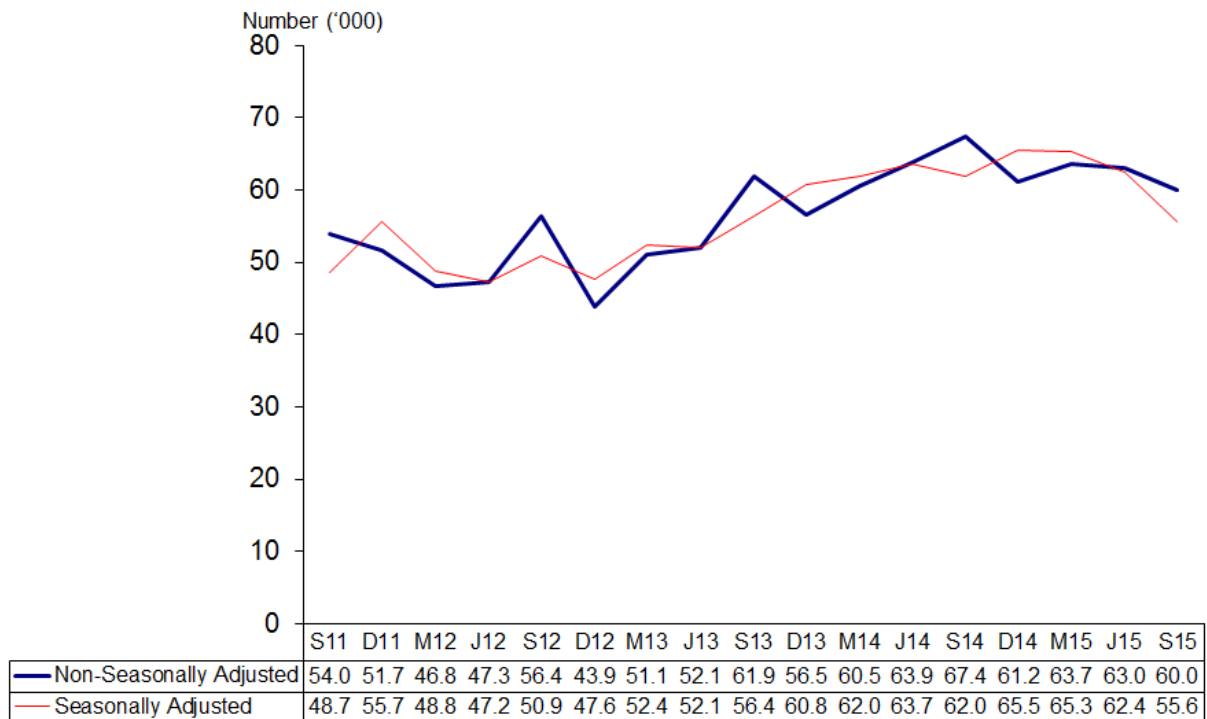
Note: Data pertain to residents who were made redundant by private sectors establishments (each with at least 25 employees) and the public sector in the first quarter of 2015/ second quarter of 2015 who re-entered employment by June 2015/September 2015 respectively.

Job Vacancy

Job vacancies continued to outnumber job seekers but ratio has moderated

Job openings continued to decrease. The seasonally adjusted vacancies declined over the quarter by 11% to 55,600 in September 2015. This was the third consecutive quarter of decline after hitting the high of 65,500 in December 2014. On a non-seasonally adjusted basis, there were 60,000 vacancies. This represented 2.7% of total manpower demand⁷ in September 2015, down from 3.2% or 67,400 a year ago.

Chart 12: Job Vacancy

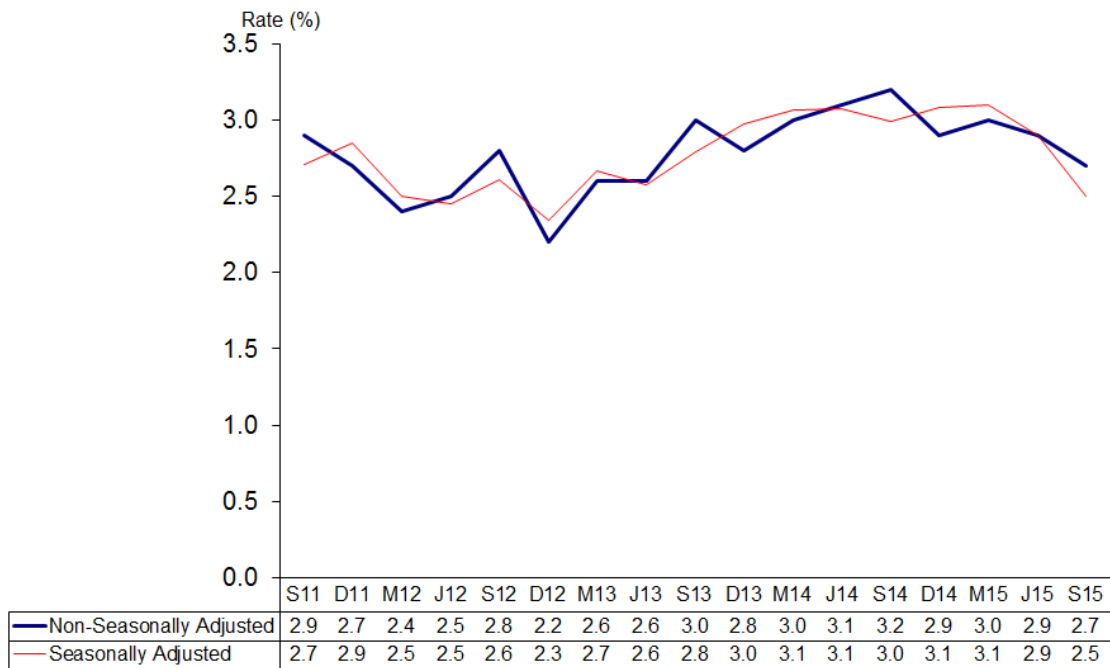


Source: Labour Market Survey, Manpower Statistics & Research Department, MOM

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

⁷ Total manpower demand is defined as the sum of the number of employees and job vacancies at the end of the quarter.

Chart 13: Job Vacancy Rate

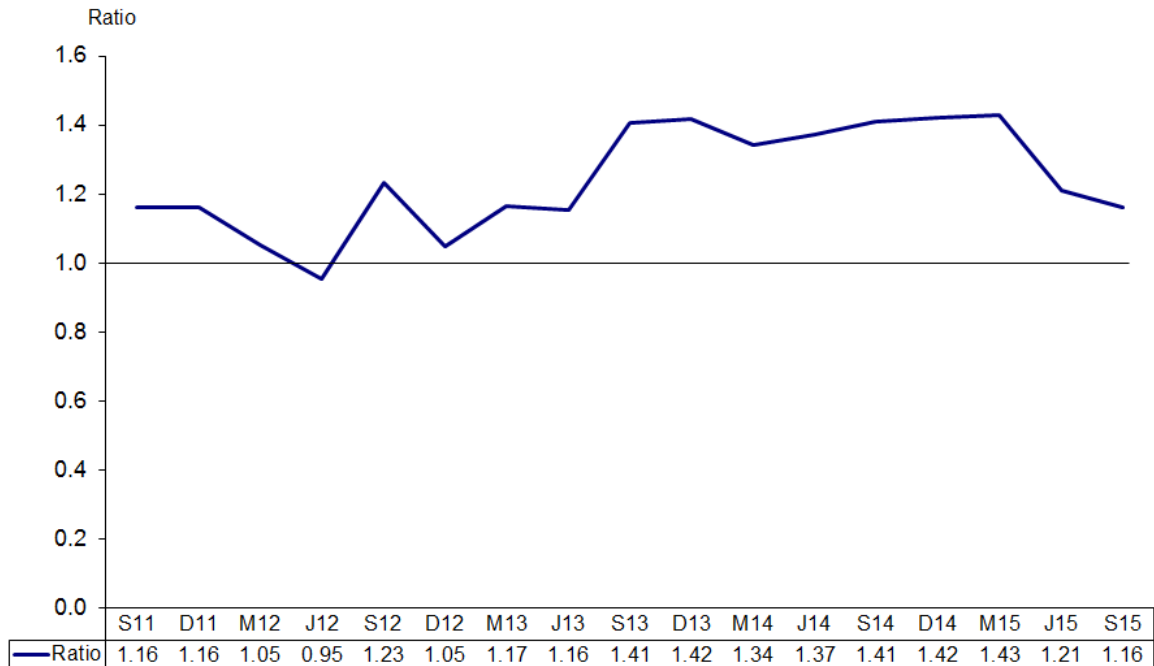


Source: Labour Market Survey, Manpower Statistics & Research Department, MOM

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

This brought the ratio of job vacancies to unemployed persons (seasonally adjusted) down to 116 openings per 100 seekers in September 2015 from 121 in June 2015, back to levels last seen in June 2013.

Chart 14: Ratio Of Job Vacancies To Unemployed Persons (Seasonally Adjusted)



Source: Labour Market Survey and Labour Force Survey, Manpower Statistics & Research Department, MOM

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.

The decline in job openings over the year was broad-based across industries in particular manufacturing (-2,400), retail trade (-1,500), community, social & personal services (-1,400), wholesale trade (-700), administrative & support services (-600) and transportation & storage (-500). Most of the declines were for non-PMET positions such as clerical, sales & service workers (-3,000) and production & transport operators, cleaners & labourers (-2,400). Only information & communications bucked the trend, largely with higher PMET job openings (+700).

As a share of total vacancies in September 2015, 45% (or 27,200) were for PMETs. Clerical, sales & service workers accounted for another 30% (or 17,900), and the remaining 25% (or 14,900) were for production & transport operators, cleaners & labourers.

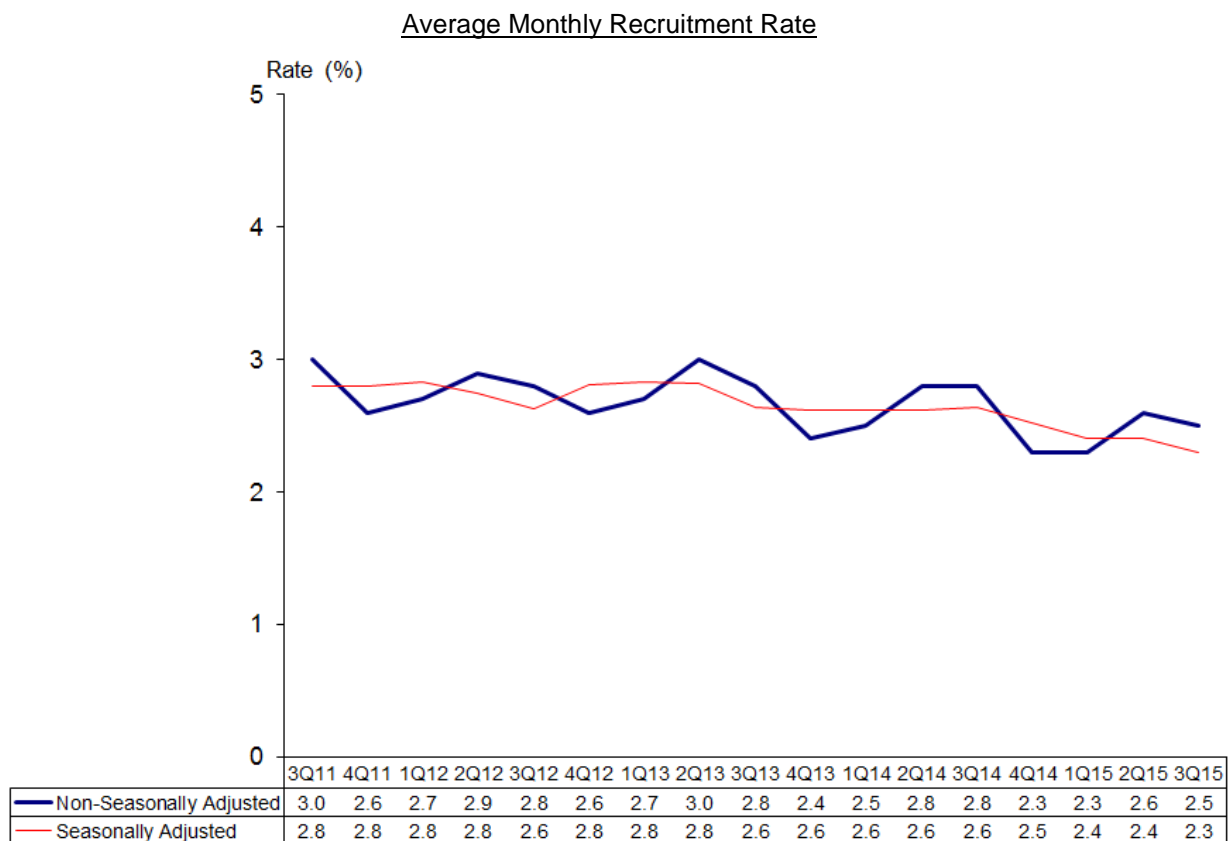
Labour Turnover

Labour turnover trended lower

The seasonally adjusted recruitment and resignation rates dipped over the quarter to 2.3% and 1.8% respectively in the third quarter of 2015. Year-on-year, there was a broad-based decline in non-seasonally adjusted rates across industries.

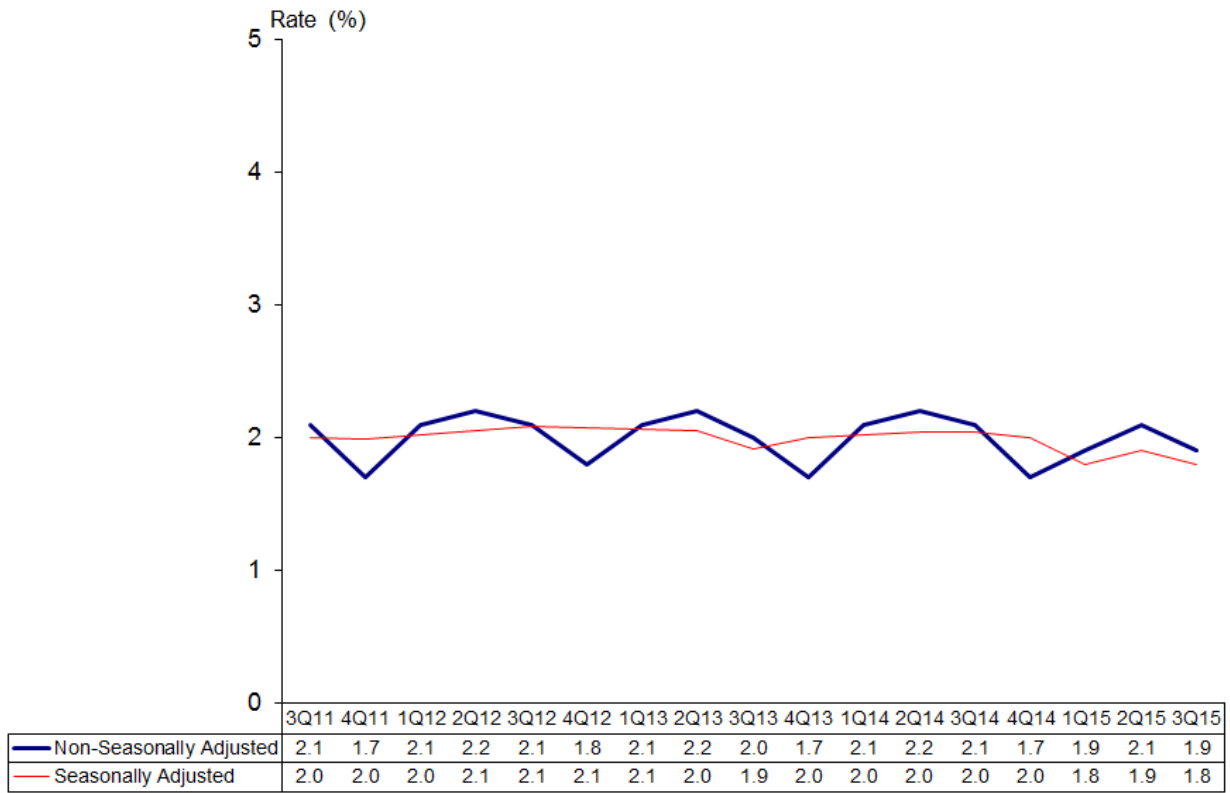
Notwithstanding this, industries that relied more on temporary workers continued to experience higher than average labour turnover. These included retail trade, accommodation & food services, security & investigation and cleaning and landscaping services.

Chart 15: Average Monthly Recruitment And Resignation Rates



Source: Labour Market Survey, Manpower Statistics & Research Department, MOM

Average Monthly Resignation Rate



Source: Labour Market Survey, Manpower Statistics & Research Department, MOM

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 persons who resigned / who were recruited in a month divided by the average number of employees in the establishment.

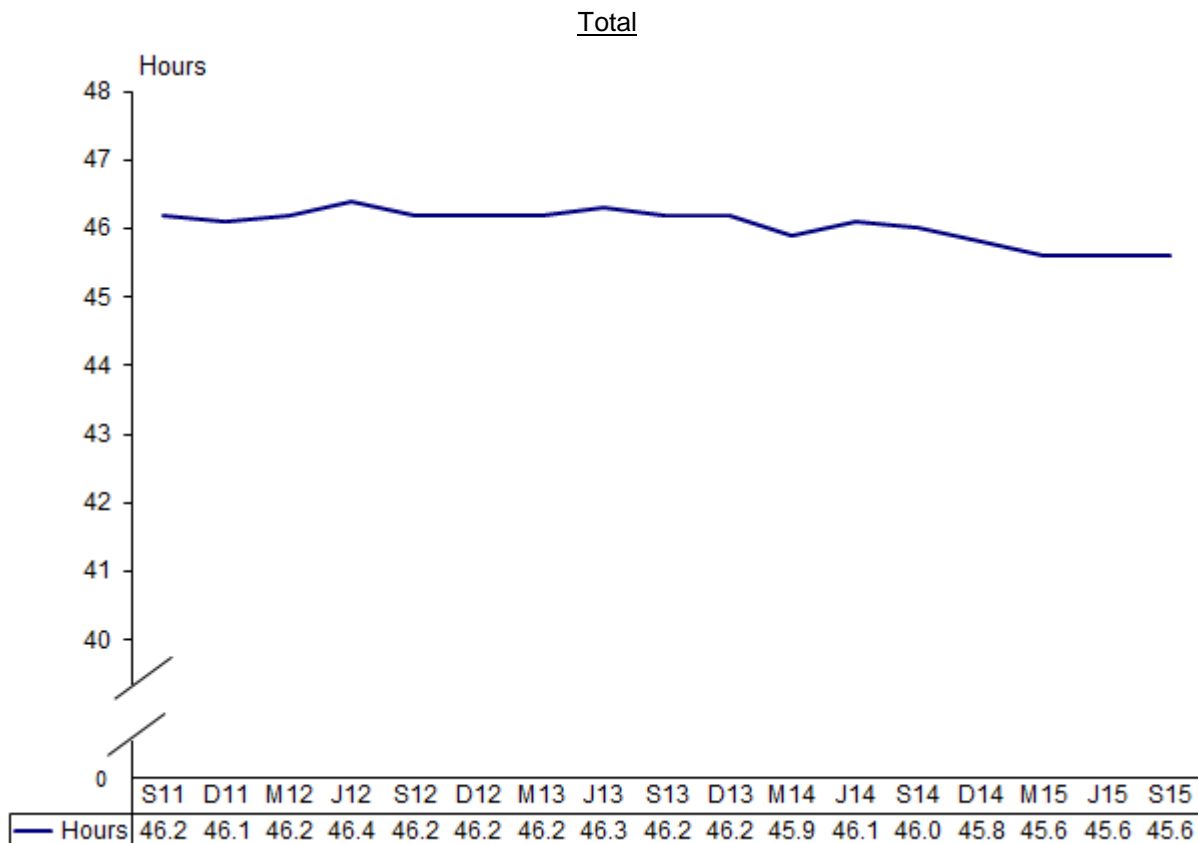
Hours Worked

Paid hours worked per employee remained unchanged

The average total weekly paid hours (45.6 hours) and paid overtime hours (3.4 hours) worked per employee remained unchanged in September 2015 for the second consecutive quarter, after a general downtrend since beginning 2014.

Manufacturing (49.3) and construction (52.1) workers continued to clock above-average paid hours per week, due to more overtime (6.4 and 7.7 respectively). In comparison, services sector workers worked fewer hours, except those in accommodation (total: 46.5, overtime: 2.6) and security & investigation (total: 50.4, overtime: 8.6).

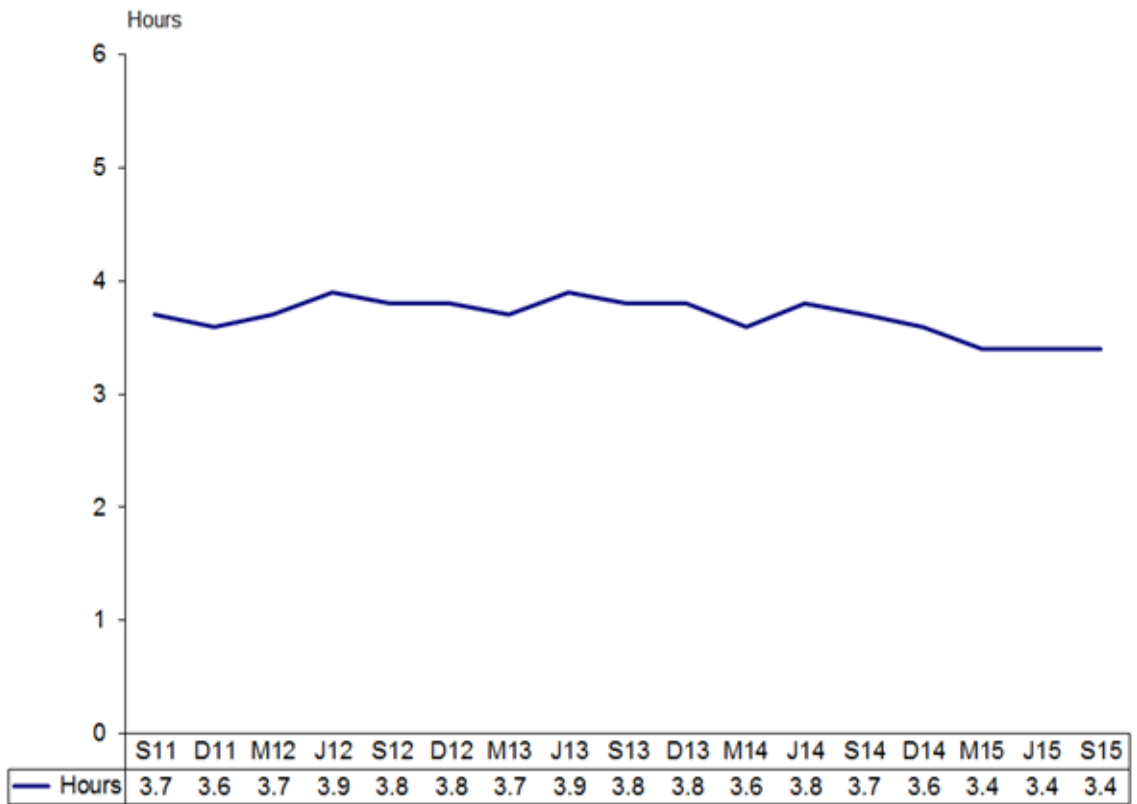
Chart 16: Average Weekly Paid Hours Worked Per Employee



Source: Labour Market Survey, Manpower Statistics & Research Department, MOM

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

Overtime



Source: Labour Market Survey, Manpower Statistics & Research Department, MOM

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

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2012	2013	2014	2014		2015		
				Sep	Dec	Mar	Jun	Sep
TOTAL	2.8	2.8	2.7	2.3	2.2	2.4	3.8	2.5
				(2.8)	(2.7)	(2.5)	(2.8)	(3.0)
GENDER								
Males	2.7	2.7	2.7	2.3	2.2	2.3	3.6	2.5
Females	3.1	2.9	2.9	2.4	2.3	2.6	4.0	2.5
AGE GROUP (YEARS)								
Below 30	5.1	5.2	5.2	4.3	4.7	4.5	7.2	4.2
30 - 39	2.2	2.2	2.2	1.7	1.7	1.6	2.6	1.8
40 & Over	2.3	2.2	2.2	1.9	1.6	2.0	3.1	2.2
40 - 49	2.1	2.2	2.1	1.7	1.7	2.3	2.9	2.2
50 & Over	2.4	2.3	2.3	2.1	1.5	1.8	3.3	2.3
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	2.6	2.4	2.5	1.8	1.8	2.0	3.5	2.1
Secondary	2.9	2.9	2.8	2.3	2.2	2.5	4.0	2.3
Post-Secondary (Non-Tertiary)	3.5	3.5	2.7	2.0	2.5	2.7	4.2	2.5
Diploma & Professional Qualification	2.8	2.7	2.9	2.6	2.4	2.4	4.0	2.6
Degree	2.7	2.8	2.9	2.7	2.4	2.6	3.5	2.8

Source : Labour Force Survey, Manpower Research & Statistics Department, MOM

() seasonally adjusted

Note : 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 HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2012	2013	2014	2014		2015		
				Sep	Dec	Mar	Jun	Sep
				TOTAL	60.0	59.8	61.2	52.7
				(62.2)	(61.2)	(56.4)	(62.8)	(66.8)
GENDER								
Males	31.2	32.1	31.8	27.6	27.2	28.0	44.4	30.7
Females	28.8	27.7	29.4	25.1	24.0	26.4	40.2	26.0
AGE GROUP (YEARS)								
Below 30	21.1	21.3	22.1	19.1	21.6	20.0	30.7	18.3
30 - 39	11.9	11.2	11.5	9.1	9.0	8.4	13.2	9.5
40 & Over	27.1	27.3	27.7	24.4	20.7	26.1	40.5	28.8
40 - 49	11.4	11.7	11.4	8.8	9.4	12.4	15.4	11.4
50 & Over	15.7	15.6	16.3	15.6	11.3	13.7	25.2	17.4
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	11.9	10.7	11.1	8.5	8.8	8.8	14.2	9.2
Secondary	12.4	11.9	11.6	9.4	9.3	10.9	16.2	9.9
Post-Secondary (Non-Tertiary)	7.7	7.9	6.4	4.6	5.7	6.4	11.3	5.7
Diploma & Professional Qualification	11.1	10.7	12.1	10.7	10.2	10.3	17.4	11.4
Degree	17.0	18.6	20.1	19.4	17.2	18.0	25.4	20.5

Source : Labour Force Survey, Manpower Research & Statistics Department, MOM

() seasonally adjusted

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 HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2012	2013	2014	2014		2015		
				Sep	Dec	Mar	Jun	Sep
				TOTAL	0.6	0.6	0.6	0.5
GENDER								
Males	0.7	0.7	0.6	0.6	0.5	0.6	0.8	0.5
Females	0.6	0.5	0.5	0.4	0.4	0.4	0.5	0.6
AGE GROUP (YEARS)								
Below 30	0.5	0.6	0.5	0.4	0.4	0.5	0.6	0.4
30 - 39	0.5	0.5	0.4	0.2	0.3	0.4	0.5	0.4
40 & Over	0.7	0.7	0.6	0.6	0.5	0.5	0.8	0.7
40 - 49	0.6	0.7	0.5	0.4	0.5	0.6	0.6	0.8
50 & Over	0.8	0.7	0.8	0.8	0.6	0.5	0.9	0.6
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	0.6	0.5	0.5	0.5	0.3	0.3	0.6	0.3
Secondary	0.6	0.6	0.5	0.5	0.3	0.3	0.8	0.4
Post-Secondary (Non-Tertiary)	0.7	0.7	0.6	0.2	0.7	0.5	0.6	0.8
Diploma & Professional Qualification	0.6	0.6	0.5	0.5	0.5	0.4	0.6	0.4
Degree	0.6	0.8	0.6	0.5	0.6	0.7	0.8	0.9

Source : Labour Force Survey, Manpower Research & Statistics Department, MOM

Note : 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 HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2012	2013	2014	2014		2015		
				Sep	Dec	Mar	Jun	Sep
				TOTAL	12.6	13.4	12.1	10.8
GENDER								
Males	7.4	8.3	7.5	6.7	6.6	6.9	10.1	6.7
Females	5.2	5.1	4.5	4.1	4.1	4.3	5.3	6.1
AGE GROUP (YEARS)								
Below 30	2.3	2.4	2.0	1.9	1.9	2.2	2.5	1.9
30 - 39	2.4	2.7	1.8	1.2	1.7	2.1	2.4	1.9
40 & Over	8.0	8.3	8.2	7.8	7.1	6.9	10.6	9.0
40 - 49	3.0	3.6	2.7	2.0	2.5	3.0	3.5	4.1
50 & Over	5.0	4.8	5.6	5.7	4.5	3.9	7.1	4.9
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	2.5	2.1	2.2	2.2	1.7	1.4	2.5	1.4
Secondary	2.7	2.3	2.2	2.2	1.3	1.5	3.1	1.6
Post-Secondary (Non-Tertiary)	1.5	1.6	1.2	0.4	1.5	1.1	1.7	1.7
Diploma & Professional Qualification	2.1	2.5	2.1	2.1	2.1	1.9	2.7	1.7
Degree	3.8	5.1	4.3	3.9	4.1	5.2	5.5	6.3

Source : Labour Force Survey, Manpower Research & Statistics Department, 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 Sep 2015
	2012	2013	2014	2014		2015			
				3Q	4Q	1Q	2Q	3Q	
TOTAL	129.1	136.2	130.1	33.4	40.7	-6.1	9.7	12.6	3,640.1
C10-32 MANUFACTURING	11.4	5.3	-4.4	0.5	-1.4	-6.9	-4.4	-4.3	520.3
C10-12 Food, Beverages & Tobacco	1.8	2.1	2.0	0.7	0.4	0.5	1.2	0.6	44.6
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.0	-1.3	-0.6	-0.2	-0.4	-1.2	-0.6	-0.3	35.0
C19-21 Petroleum, Chemical & Pharmaceutical Products	11.1	1.4	-3.1	-0.2	-1.0	-3.3	-1.4	1.0	58.5
C25,28 Fabricated Metal Products, Machinery & Equipment	1.7	0.7	0.3	-0.1	-0.5	-1.5	-0.9	-1.3	105.5
C26 Electronic, Computer & Optical Products	-3.1	-2.5	-0.9	0.9	0.1	-0.3	-0.6	-0.2	88.0
C29-30 Transport Equipment	0.5	4.1	-3.4	-0.9	-0.1	-1.0	-3.5	-3.6	125.3
Other Manufacturing Industries	0.4	0.8	1.4	0.3	0.3	-0.1	1.4	-0.6	63.4
F41-43 CONSTRUCTION	39.1	35.2	14.3	3.7	1.5	-3.6	7.6	3.7	499.1
G-U SERVICES	77.0	94.1	119.7	29.4	40.1	4.3	6.5	13.3	2,593.7
G46-47 WHOLESALE AND RETAIL TRADE	10.1	13.1	20.5	5.0	11.1	-4.5	-7.0	-2.3	486.4
G46 Wholesale Trade	3.1	9.2	10.5	2.0	4.6	0.3	-2.8	-0.1	324.6
G47 Retail Trade	7.0	3.9	10.0	3.0	6.6	-4.8	-4.2	-2.2	161.8
H49-53 TRANSPORTATION AND STORAGE	8.6	8.8	7.5	1.1	2.0	1.4	1.2	-	236.6
H49,5221 Land Transport & Supporting Services	2.5	2.7	2.8	0.9	0.8	0.6	0.4	0.6	92.1
H50,5222, 5225 Water Transport & Supporting Services	0.6	2.2	2.2	0.2	0.5	0.6	0.1	-0.3	51.7
H51,5223 Air Transport & Supporting Services	2.1	1.5	-0.3	-0.5	0.4	-0.1	0.3	0.4	29.4
Other Transportation & Storage Services	3.5	2.5	2.8	0.5	0.3	0.2	0.4	-0.7	63.5
I55-56 ACCOMMODATION AND FOOD SERVICES	8.0	9.7	9.1	2.3	5.9	-1.8	0.6	1.6	236.3
I55 Accommodation	1.5	0.4	-0.1	1.5	-0.7	-0.7	-0.7	1.4	35.4
I56 Food & Beverage Services	6.5	9.3	9.2	0.8	6.5	-1.1	1.3	0.3	200.9
J58-63 INFORMATION AND COMMUNICATIONS	0.9	8.1	6.4	2.5	1.6	1.1	1.7	2.1	124.9
J58-61 Telecommunications, Broadcasting & Publishing	-0.8	2.8	1.3	0.3	0.3	0.1	-0.1	-	41.0
J62-63 IT & Other Information Services	1.7	5.4	5.1	2.2	1.3	1.0	1.9	2.1	83.9
K64-66 FINANCIAL AND INSURANCE SERVICES	6.5	4.6	9.3	3.8	1.8	0.8	0.3	2.6	200.6
K64 & 66 (excl.662) Financial Services	5.4	3.9	6.1	2.7	1.2	1.1	-0.2	2.2	166.5
K65 & 662 Insurance Services	1.1	0.7	3.2	1.1	0.5	-0.3	0.5	0.4	34.1
L68 REAL ESTATE SERVICES	4.8	0.4	6.9	2.7	0.5	-1.9	-3.4	-0.5	89.9
M69-75 PROFESSIONAL SERVICES	9.0	14.9	14.0	4.5	2.4	0.7	2.2	4.4	243.6
M69-70 Legal, Accounting & Management Services	2.7	7.8	8.1	2.8	1.7	1.6	3.7	4.2	123.8
M71 Architectural & Engineering Services	3.6	4.0	0.3	0.5	-0.6	-0.7	-0.5	-0.1	63.4
Other Professional Services	2.7	3.2	5.5	1.3	1.3	-0.2	-0.9	0.3	56.5
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	8.7	11.4	13.6	0.9	5.4	2.0	7.0	-0.3	209.6
N80 Security & Investigation	2.3	1.3	2.6	0.9	0.4	0.3	1.6	-0.1	42.0
N81 Cleaning & Landscaping	3.7	3.0	3.3	1.0	1.2	1.0	5.1	0.5	57.0
Other Administrative & Support Services	2.7	7.1	7.7	-0.9	3.7	0.6	0.2	-0.7	110.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	20.4	23.1	32.4	6.5	9.5	6.5	3.9	5.7	765.8
O84,P85 Public Administration & Education	9.9	6.3	8.9	1.3	2.9	2.9	-0.2	-	236.8
Q86-88 Health & Social Services	9.0	8.5	8.5	1.8	2.2	1.5	1.8	2.4	135.2
R90-93 Arts, Entertainment & Recreation	-1.6	-1.2	2.1	0.2	0.9	-0.4	0.2	0.5	55.8
S,T,U Other Community, Social & Personal Services	3.0	9.6	12.9	3.2	3.5	2.6	2.0	2.8	338.1
A,B,D,E,V OTHERS*	1.5	1.5	0.5	-0.2	0.5	0.1	-	-	27.0

Source: Administrative Records and Labour Force Survey, Manpower Research & Statistics Department, MOM

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

- : nil or negligible

Notes :

- 1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- 2) 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.
- 3) 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							
		2012	2013	2014	2014		2015		
					3Q	4Q	1Q	2Q	3Q
TOTAL		11 010	11 560	12 930	3 500	3 910	3 500	3 250	3 460
INDUSTRY (SSIC 2010)									
C10-32	MANUFACTURING	4 050	5 000	3 970	1 270	1 180	950	870	920
C10-12	Food, Beverages & Tobacco	30	40	120	-	70	-	20	10
C17,18,22	Paper / Rubber / Plastic Products & Printing	590	380	150	10	50	330	60	70
C19-21	Petroleum, Chemical & Pharmaceutical Products	240	220	170	40	30	40	50	30
C25,28	Fabricated Metal Products, Machinery & Equipment	750	660	1 330	700	260	280	310	360
C26	Electronic, Computer & Optical Products	1 820	2 490	1 300	190	670	220	120	200
C29-30	Transport Equipment	130	220	460	300	20	40	260	180
	Other Manufacturing Industries	510	980	460	20	80	40	50	60
F41-43	CONSTRUCTION	650	1 120	1 690	210	800	610	230	430
G-U	SERVICES	6 300	5 430	7 260	2 030	1 930	1 930	2 100	2 120
G46-47	WHOLESALE AND RETAIL TRADE	1 830	1 280	2 190	670	700	490	540	560
G46	Wholesale Trade	1 270	1 180	1 490	240	460	480	530	560
G47	Retail Trade	560	100	700	430	240	10	10	-
H49-53	TRANSPORTATION AND STORAGE	280	450	470	130	110	110	140	180
H49,5221	Land Transport & Supporting Services	10	10	-	-	-	-	60	-
H50,5222,5225	Water Transport & Supporting Services	150	140	210	30	30	50	40	20
H51,5223	Air Transport & Supporting Services	10	100	20	-	10	-	10	90
	Other Transportation & Storage Services	110	200	240	100	70	70	30	80
I55-56	ACCOMMODATION AND FOOD SERVICES	270	220	380	20	50	70	50	20
I55	Accommodation	100	10	240	-	-	-	10	-
I56	Food & Beverage Services	170	210	140	20	50	70	40	20
J58-63	INFORMATION AND COMMUNICATIONS	710	800	790	140	170	170	180	200
J58-61	Telecommunications, Broadcasting & Publishing	340	480	350	90	90	50	130	40
J62-63	IT & Other Information Services	370	330	440	50	90	120	50	160
K64-66	FINANCIAL AND INSURANCE SERVICES	1 380	1 270	1 350	370	360	430	410	440
K64 & 66 (excl.662)	Financial Services	1 310	1 230	1 280	340	360	430	400	430
K65 & 662	Insurance Services	80	40	60	30	-	-	-	10
L68	REAL ESTATE SERVICES	60	30	90	30	-	-	30	-
M69-75	PROFESSIONAL SERVICES	1 230	960	1 520	460	470	460	560	590
M69-70	Legal, Accounting & Management Services	560	590	1 030	340	210	190	320	320
M71	Architectural & Engineering Services	470	240	350	80	210	230	210	210
	Other Professional Services	200	120	140	40	50	40	30	60
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	300	240	360	190	40	120	130	100
N80	Security & Investigation	20	-	110	70	10	-	70	-
N81	Cleaning & Landscaping	20	10	10	10	-	30	-	10
	Other Administrative & Support Services	260	230	230	110	30	90	70	100
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	240	190	130	20	40	80	60	20
O84,P85	Public Administration & Education	50	30	40	10	-	-	20	-
Q86-88	Health & Social Services	40	10	20	-	20	30	20	-
R90-93	Arts, Entertainment & Recreation	100	40	20	-	10	-	-	10
S,T,U	Other Community, Social & Personal Services	60	120	50	20	10	50	10	10
A,B,D,E,V	OTHERS*	10	10	10	-	-	10	50	-
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	5 960	6 430	6 530	1 660	1 790	1 760	1 900	2 150
	Clerical, Sales & Service Workers	1 480	1 140	1 860	660	570	340	420	310
	Production & Transport Operators, Cleaners & Labourers	3 570	4 000	4 540	1 180	1 550	1 400	930	1 010

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

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

- : 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, THIRD QUARTER 2015

		Reasons For Redundancy						Occupational Group				
Industry (SSIC 2010)		Recession/ 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		1 230	940	990	2 020	110	290	30	3 460	2 150	310	1 010
C10-32 MANUFACTURING		530	360	300	390	70	40	-	920	360	70	490
C10-12	Food, Beverages & Tobacco	-	-	-	10	-	-	-	10	-	-	10
C17,18,22	Paper / Rubber / Plastic Products & Printing	40	70	80	-	-	-	-	70	10	-	50
C19-21	Petroleum, Chemical & Pharmaceutical Products	-	-	-	30	-	-	-	30	30	-	-
C25,28	Fabricated Metal Products, Machinery & Equipment	280	150	170	90	10	40	-	360	120	30	210
C26	Electronic, Computer & Optical Products	50	10	-	130	60	-	-	200	120	20	70
C29-30	Transport Equipment	130	140	20	120	-	10	-	180	60	10	120
	Other Manufacturing Industries	20	-	30	10	-	-	-	60	20	10	30
F41-43 CONSTRUCTION		230	200	240	70	10	190	-	430	40	10	380
G-U SERVICES		460	380	450	1 570	40	50	30	2 120	1 750	230	150
G46-47	WHOLESALE AND RETAIL TRADE	150	60	50	440	20	-	-	560	480	50	30
G46	Wholesale Trade	150	60	50	440	20	-	-	560	470	50	30
G47	Retail Trade	-	-	-	-	-	-	-	-	-	-	-
H49-53	TRANSPORTATION AND STORAGE	40	60	30	90	-	-	30	180	70	80	40
H49,5221	Land Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services	-	-	10	10	-	-	-	20	10	-	-
H51,5223	Air Transport & Supporting Services	-	-	-	60	-	-	30	90	30	60	-
	Other Transportation & Storage Services	40	60	20	20	-	-	-	80	30	10	40
I55-56	ACCOMMODATION AND FOOD SERVICES	10	-	20	-	-	-	-	20	-	10	10
I55	Accommodation	-	-	-	-	-	-	-	-	-	-	-
I56	Food & Beverage Services	10	-	20	-	-	-	-	20	-	10	10
J58-63	INFORMATION AND COMMUNICATIONS	10	90	30	110	10	10	-	200	200	-	-
J58-61	Telecommunications, Broadcasting & Publishing	-	-	-	40	-	-	-	40	40	-	-
J62-63	IT & Other Information Services	10	90	30	60	10	10	-	160	150	-	-
K64-66	FINANCIAL AND INSURANCE SERVICES	-	10	80	480	-	-	-	440	420	20	-
K64 & 66 (excl.662)	Financial Services	-	-	80	470	-	-	-	430	410	10	-
K65 & 662	Insurance Services	-	10	-	10	-	-	-	10	10	-	-
L68	REAL ESTATE SERVICES	-	-	-	-	-	-	-	-	-	-	-
M69-75	PROFESSIONAL SERVICES	220	130	250	410	20	10	-	590	520	40	20
M69-70	Legal, Accounting & Management Services	40	10	50	360	-	-	-	320	310	10	-
M71	Architectural & Engineering Services	160	110	180	60	-	-	-	210	160	30	20
	Other Professional Services	20	10	20	-	20	10	-	60	60	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	40	30	-	20	-	30	-	100	40	20	40
N80	Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81	Cleaning & Landscaping	-	10	-	-	-	-	-	10	-	-	10
	Other Administrative & Support Services	30	20	-	20	-	30	-	100	40	20	30
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	-	-	-	20	-	10	-	20	10	-	-
O84,P85	Public Administration & Education	-	-	-	-	-	-	-	-	-	-	-
Q86-88	Health & Social Services	-	-	-	-	-	-	-	-	-	-	-
R90-93	Arts, Entertainment & Recreation	-	-	-	10	-	-	-	10	10	-	-
S,T,U	Other Community, Social & Personal Services	-	-	-	10	-	10	-	10	-	-	-
A,B,D,E,V OTHERS**		-	-	-	-	-	-	-	-	-	-	-

* Not due to recession.

Source : Labour Market Survey, Manpower Research & Statistics Department, 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	2014	2014		2015		
					3Q	4Q	1Q	2Q	3Q
TOTAL		9 670	10 540	10 910	3 110	3 200	2 940	2 900	2 760
INDUSTRY (SSIC 2010)									
C10-32	MANUFACTURING	3 710	4 830	3 350	1 040	1 000	920	750	780
C10-12	Food, Beverages & Tobacco	10	20	120	-	70	-	20	10
C17,18,22	Paper / Rubber / Plastic Products & Printing	540	360	150	-	50	320	60	70
C19-21	Petroleum, Chemical & Pharmaceutical Products	230	210	160	40	30	40	50	30
C25,28	Fabricated Metal Products, Machinery & Equipment	670	650	1 060	630	100	270	220	310
C26	Electronic, Computer & Optical Products	1 750	2 480	1 290	190	670	220	120	200
C29-30	Transport Equipment	40	150	280	160	10	40	240	120
	Other Manufacturing Industries	480	970	290	20	70	40	40	50
F41-43	CONSTRUCTION	450	710	990	170	460	260	120	130
G-U	SERVICES	5 500	4 980	6 560	1 900	1 730	1 750	1 980	1 850
G46-47	WHOLESALE AND RETAIL TRADE	1 780	1 250	2 090	630	660	480	530	530
G46	Wholesale Trade	1 230	1 150	1 390	210	420	470	520	520
G47	Retail Trade	560	100	700	420	240	10	10	-
H49-53	TRANSPORTATION AND STORAGE	260	320	390	120	70	90	110	130
H49,5221	Land Transport & Supporting Services	-	10	-	-	-	-	40	-
H50,5222,5225	Water Transport & Supporting Services	150	120	190	30	30	30	30	20
H51,5223	Air Transport & Supporting Services	10	20	20	-	10	-	-	60
	Other Transportation & Storage Services	100	180	180	90	40	60	30	50
I55-56	ACCOMMODATION AND FOOD SERVICES	230	200	370	20	50	70	50	20
I55	Accommodation	100	10	240	-	-	-	10	-
I56	Food & Beverage Services	140	190	120	20	50	70	40	20
J58-63	INFORMATION AND COMMUNICATIONS	580	750	570	120	140	170	180	120
J58-61	Telecommunications, Broadcasting & Publishing	340	470	350	90	90	50	130	40
J62-63	IT & Other Information Services	240	280	230	30	50	120	50	80
K64-66	FINANCIAL AND INSURANCE SERVICES	1 360	1 250	1 330	360	360	400	390	440
K64 & 66 (excl.662)	Financial Services	1 290	1 220	1 270	340	350	400	380	420
K65 & 662	Insurance Services	80	40	50	30	-	-	-	10
L68	REAL ESTATE SERVICES	30	10	90	30	-	-	30	-
M69-75	PROFESSIONAL SERVICES	870	900	1 410	450	390	390	540	570
M69-70	Legal, Accounting & Management Services	540	590	1 020	340	200	190	320	320
M71	Architectural & Engineering Services	130	180	270	70	150	160	190	190
	Other Professional Services	200	120	130	40	50	40	30	50
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	170	140	220	150	30	90	100	40
N80	Security & Investigation	-	-	80	70	10	-	70	-
N81	Cleaning & Landscaping	20	10	10	10	-	20	-	10
	Other Administrative & Support Services	140	130	130	70	20	70	40	40
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	230	170	100	20	40	80	50	20
O84,P85	Public Administration & Education	50	20	20	10	-	-	20	-
Q86-88	Health & Social Services	40	10	20	-	20	30	10	-
R90-93	Arts, Entertainment & Recreation	100	20	20	-	10	-	-	10
S,T,U	Other Community, Social & Personal Services	50	120	50	20	10	40	10	10
A,B,D,E,V	OTHERS*	10	10	10	-	-	10	50	-
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	5 550	6 110	5 990	1 500	1 690	1 710	1 810	1 920
	Clerical, Sales & Service Workers	1 390	1 040	1 710	630	520	340	410	290
	Production & Transport Operators, Cleaners & Labourers	2 720	3 380	3 210	980	990	890	670	550

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

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

- : 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	2014	2014		2015		
					3Q	4Q	1Q	2Q	3Q
TOTAL		1 340	1 030	2 020	390	710	570	350	700
INDUSTRY (SSIC 2010)									
C10-32	MANUFACTURING	340	160	620	230	170	30	130	130
C10-12	Food, Beverages & Tobacco	10	10	-	-	-	-	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	50	20	-	-	-	10	-	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	10	10	10	-	-	-	-	-
C25,28	Fabricated Metal Products, Machinery & Equipment	80	20	270	70	150	20	90	50
C26	Electronic, Computer & Optical Products	70	20	-	-	-	-	-	-
C29-30	Transport Equipment	90	70	170	150	10	-	20	70
	Other Manufacturing Industries	30	10	170	-	10	-	10	10
F41-43	CONSTRUCTION	200	410	700	40	340	350	110	300
G-U	SERVICES	800	450	700	130	200	180	120	270
G46-47	WHOLESALE AND RETAIL TRADE	50	40	100	30	30	10	10	40
G46	Wholesale Trade	50	30	100	30	30	10	10	40
G47	Retail Trade	-	-	-	-	-	-	-	-
H49-53	TRANSPORTATION AND STORAGE	20	130	80	10	40	30	30	60
H49,5221	Land Transport & Supporting Services	-	-	-	-	-	-	10	-
H50,5222,5225	Water Transport & Supporting Services	-	20	10	-	-	20	10	-
H51,5223	Air Transport & Supporting Services	-	80	-	-	-	-	10	30
	Other Transportation & Storage Services	20	20	60	10	30	10	-	30
I55-56	ACCOMMODATION AND FOOD SERVICES	30	20	20	-	-	-	-	-
I55	Accommodation	-	-	-	-	-	-	-	-
I56	Food & Beverage Services	30	20	20	-	-	-	-	-
J58-63	INFORMATION AND COMMUNICATIONS	130	60	210	20	40	-	-	80
J58-61	Telecommunications, Broadcasting & Publishing	-	10	10	-	-	-	-	-
J62-63	IT & Other Information Services	130	40	210	20	40	-	-	80
K64-66	FINANCIAL AND INSURANCE SERVICES	20	10	20	10	10	30	20	-
K64 & 66 (excl.662)	Financial Services	20	10	10	-	10	30	20	-
K65 & 662	Insurance Services	-	-	10	10	-	-	-	-
L68	REAL ESTATE SERVICES	30	20	-	-	-	-	-	-
M69-75	PROFESSIONAL SERVICES	360	60	110	10	70	70	20	20
M69-70	Legal, Accounting & Management Services	20	-	20	-	10	-	-	-
M71	Architectural & Engineering Services	340	60	90	10	60	70	10	20
	Other Professional Services	-	-	10	-	-	-	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	130	100	140	40	10	30	30	60
N80	Security & Investigation	10	-	40	-	-	-	-	-
N81	Cleaning & Landscaping	-	-	-	-	-	10	-	-
	Other Administrative & Support Services	120	90	100	40	10	20	30	60
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	20	20	30	-	-	10	10	-
O84,P85	Public Administration & Education	-	-	20	-	-	-	-	-
Q86-88	Health & Social Services	-	-	-	-	-	-	10	-
R90-93	Arts, Entertainment & Recreation	-	10	-	-	-	-	-	-
S,T,U	Other Community, Social & Personal Services	10	-	-	-	-	-	-	-
A,B,D,E,V	OTHERS*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	410	320	550	160	110	50	90	230
	Clerical, Sales & Service Workers	80	100	140	30	40	10	10	10
	Production & Transport Operators, Cleaners & Labourers	840	610	1 330	200	570	510	260	460

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

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

- : 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							
	2012	2013	2014	2014		2015		
				3Q	4Q	1Q	2Q	3Q
<u>WORKERS ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	3 050	980	260	160	560	800	990	640
SECTOR								
Manufacturing	1 370	900	130	130	140	400	650	500
Construction	10	20	100	10	340	340	200	100
Services	1 680	70	30	20	80	70	140	40
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	1 600	180	40	20	80	110	350	290
Clerical, Sales & Service Workers	150	20	10	10	10	20	40	40
Production & Transport Operators, Cleaners & Labourers	1 310	780	210	130	470	680	600	310
<u>WORKERS ON SHORT WORK-WEEK</u>								
TOTAL	3 020	960	150	150	220	550	920	430
SECTOR								
Manufacturing	1 360	890	120	130	120	390	650	370
Construction	-	10	20	-	60	100	150	50
Services	1 670	60	20	20	40	60	120	20
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	1 590	170	30	20	40	90	340	280
Clerical, Sales & Service Workers	140	20	10	10	10	20	40	40
Production & Transport Operators, Cleaners & Labourers	1 290	770	120	110	170	440	540	110
<u>WORKERS ON TEMPORARY LAY-OFF</u>								
TOTAL	30	20	100	20	340	260	70	210
SECTOR								
Manufacturing	20	10	10	-	20	10	10	130
Construction	-	10	80	10	290	240	50	50
Services	10	10	10	-	40	10	20	20
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	10	10	10	-	40	20	-	-
Clerical, Sales & Service Workers	-	-	-	-	-	-	-	10
Production & Transport Operators, Cleaners & Labourers	20	10	90	20	300	240	70	200

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

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

- : 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, HIGHEST QUALIFICATION ATTAINED AND OCCUPATIONAL GROUP PRIOR TO REDUNDANCY

Characteristics	Per Cent						
	2013	2014	2014		2015		
			3Q	4Q	1Q	2Q	3Q
TOTAL	52.7	54.6	55.3	59.2	57.0	54.8	54.9
GENDER							
Males	51.2	51.6	51.2	53.0	54.0	55.0	52.0
Females	54.7	57.9	59.5	66.4	59.9	54.4	58.6
AGE GROUP (YEARS)							
Below 30	63.7	66.4	70.6	65.3	71.2	65.9	70.7
30 - 39	59.6	60.0	65.4	62.4	60.0	59.2	61.4
40 & Over	48.0	50.8	49.4	56.3	53.0	51.7	50.0
HIGHEST QUALIFICATION ATTAINED							
Below Secondary	61.4	63.0	66.1	71.6	68.0	66.1	71.4
Secondary	57.8	63.8	60.5	66.2	66.4	61.7	63.3
Post-Secondary (Non-Tertiary)	55.5	60.9	55.6	69.2	67.6	41.8	51.7
Diploma & Professional Qualification	52.8	56.8	62.4	54.9	55.3	55.2	54.7
Degree	47.3	45.6	46.7	48.6	46.2	47.9	47.6
OCCUPATIONAL GROUP PRIOR TO REDUNDANCY							
Professionals, Managers, Executives & Technicians	47.8	48.6	50.7	50.9	48.9	49.1	49.6
Clerical, Sales & Service Workers	61.4	67.1	65.6	74.9	79.1	65.9	71.9
Production & Transport Operators, Cleaners & Labourers	63.7	66.1	69.5	74.6	60.6	70.3	61.9

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

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.

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2012	2013	2014	2014		2015		
				Sep	Dec	Mar	Jun	Sep
TOTAL	48.6	55.4	63.3	67.4	61.2	63.7	63.0	60.0
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	7.1	7.8	8.5	9.2	7.6	7.8	6.8	6.9
C10-12 Food, Beverages & Tobacco	0.5	0.7	0.8	1.1	0.8	0.6	0.6	1.0
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.4	0.5	0.5	0.4	0.5	0.5	0.4	0.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.4	0.5	0.5	0.6	0.5	0.6	0.7	0.4
C25,28 Fabricated Metal Products, Machinery & Equipment	2.1	2.0	2.1	2.5	2.0	1.7	1.4	1.3
C26 Electronic, Computer & Optical Products	1.7	1.7	2.1	2.0	1.7	2.6	2.2	1.5
C29-30 Transport Equipment	1.3	1.5	1.7	1.8	1.5	1.1	0.9	1.4
Other Manufacturing Industries	0.6	0.9	0.7	0.8	0.6	0.7	0.6	0.9
F41-43 CONSTRUCTION	3.4	3.8	3.6	3.8	3.6	3.2	3.3	3.2
G-U SERVICES	37.3	43.2	50.7	53.7	49.5	52.3	52.4	49.2
G46-47 WHOLESALE AND RETAIL TRADE	5.9	7.0	7.9	9.1	7.4	7.5	8.2	7.0
G46 Wholesale Trade	3.1	3.5	4.1	4.6	3.9	4.5	4.4	3.9
G47 Retail Trade	2.8	3.4	3.9	4.5	3.5	2.9	3.8	3.1
H49-53 TRANSPORTATION AND STORAGE	3.3	3.8	4.2	4.1	4.1	4.5	4.1	3.5
H49,5221 Land Transport & Supporting Services	0.9	0.9	1.1	1.0	1.1	1.0	1.2	0.7
H50,5222,5225 Water Transport & Supporting Services	0.5	0.9	0.8	0.6	0.6	0.7	0.5	0.5
H51,5223 Air Transport & Supporting Services	1.1	1.0	0.9	0.9	1.1	1.3	1.0	0.9
Other Transportation & Storage Services	0.9	1.0	1.4	1.5	1.3	1.5	1.4	1.4
I55-56 ACCOMMODATION AND FOOD SERVICES	4.9	6.2	7.4	8.3	7.6	7.5	6.9	8.3
I55 Accommodation	1.1	1.5	1.8	1.9	1.9	1.8	1.8	1.9
I56 Food & Beverage Services	3.8	4.7	5.6	6.4	5.7	5.7	5.1	6.4
J58-63 INFORMATION AND COMMUNICATIONS	1.5	1.7	2.4	2.5	2.6	2.4	2.9	3.3
J58-61 Telecommunications, Broadcasting & Publishing	0.6	0.6	0.6	0.6	0.7	0.6	0.6	1.0
J62-63 IT & Other Information Services	0.9	1.1	1.8	1.9	1.9	1.8	2.3	2.3
K64-66 FINANCIAL AND INSURANCE SERVICES	2.5	2.8	3.8	3.9	3.4	3.6	4.1	3.5
K64 & 66 (excl.662) Financial Services	2.1	2.4	3.4	3.5	3.0	3.3	3.7	3.0
K65 & 662 Insurance Services	0.4	0.4	0.4	0.4	0.4	0.3	0.4	0.5
L68 REAL ESTATE SERVICES	1.8	2.1	2.3	2.5	2.0	2.3	2.0	2.6
M69-75 PROFESSIONAL SERVICES	2.5	2.9	3.5	4.0	4.1	5.0	4.3	3.8
M69-70 Legal, Accounting & Management Services	1.1	1.2	1.9	2.1	2.4	3.2	2.6	2.1
M71 Architectural & Engineering Services	0.8	1.0	0.9	1.2	0.8	0.8	0.8	0.9
Other Professional Services	0.7	0.7	0.7	0.6	0.9	0.9	0.9	0.7
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.7	4.4	5.4	6.0	5.1	5.5	5.6	5.3
N80 Security & Investigation	1.5	1.6	2.0	2.2	2.0	2.5	2.3	2.5
N81 Cleaning & Landscaping	1.2	1.5	1.8	1.8	1.7	1.8	1.8	1.6
Other Administrative & Support Services	1.0	1.3	1.6	1.9	1.4	1.3	1.5	1.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	11.2	12.4	13.7	13.4	13.2	14.0	14.3	12.0
O84,P85 Public Administration & Education	6.3	6.5	6.5	6.5	5.9	5.9	7.3	6.0
Q86-88 Health & Social Services	2.5	3.0	4.4	4.3	4.2	4.6	4.3	3.0
R90-93 Arts, Entertainment & Recreation	1.4	1.5	1.5	1.0	2.2	2.5	1.7	1.7
S,T,U Other Community, Social & Personal Services	1.0	1.4	1.2	1.5	0.9	1.0	0.9	1.2
A,B,D,E,V OTHERS*	0.8	0.6	0.5	0.6	0.5	0.4	0.4	0.7
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	20.4	23.5	28.4	29.3	28.6	31.1	32.1	27.2
Clerical, Sales & Service Workers	14.6	15.9	18.4	20.9	17.3	17.5	17.4	17.9
Production & Transport Operators, Cleaners & Labourers	13.5	16.0	16.5	17.3	15.3	15.0	13.5	14.9

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

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

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		
				2014		2015					
				2012	2013	2014	Sep	Dec	Mar	Jun	Sep
TOTAL				2.5	2.7	3.0	3.2	2.9	3.0	2.9	2.7
INDUSTRY (SSIC 2010)											
C10-32	MANUFACTURING			1.8	1.9	2.1	2.3	1.9	2.0	1.7	1.7
C10-12	Food, Beverages & Tobacco			2.2	2.7	3.0	3.6	3.1	2.4	2.3	3.2
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.6	1.8	2.2	2.1	2.0	2.0	1.8	1.5
C19-21	Petroleum, Chemical & Pharmaceutical Products			1.6	2.0	1.8	1.9	1.7	2.0	2.3	1.5
C25,28	Fabricated Metal Products, Machinery & Equipment			2.1	2.0	2.1	2.5	2.0	1.8	1.5	1.3
C26	Electronic, Computer & Optical Products			1.9	2.0	2.5	2.4	2.0	3.1	2.6	1.8
C29-30	Transport Equipment			1.3	1.5	1.7	1.8	1.5	1.1	0.9	1.5
	Other Manufacturing Industries			1.7	2.3	1.9	2.1	1.5	1.8	1.6	2.2
F41-43	CONSTRUCTION			1.2	1.3	1.2	1.2	1.2	1.0	1.1	1.0
G-U	SERVICES			3.0	3.3	3.7	3.9	3.5	3.7	3.7	3.4
G46-47	WHOLESALE AND RETAIL TRADE			2.7	3.0	3.3	3.8	2.9	3.0	3.3	2.9
G46	Wholesale Trade			2.0	2.2	2.5	2.8	2.3	2.6	2.5	2.3
G47	Retail Trade			4.4	4.9	5.1	6.0	4.5	3.9	5.0	4.0
H49-53	TRANSPORTATION AND STORAGE			2.4	2.6	2.8	2.7	2.6	2.8	2.6	2.3
H49,5221	Land Transport & Supporting Services			3.0	2.9	3.3	3.1	2.8	2.6	2.9	1.9
H50,5222,5225	Water Transport & Supporting Services			1.4	2.5	2.2	1.7	1.5	1.9	1.2	1.3
H51,5223	Air Transport & Supporting Services			3.4	3.1	2.7	2.8	3.5	3.8	3.0	2.7
	Other Transportation & Storage Services			2.1	2.2	3.1	3.3	2.8	3.2	3.0	3.1
I55-56	ACCOMMODATION AND FOOD SERVICES			4.4	5.3	5.9	6.3	5.6	5.7	5.3	6.0
I55	Accommodation			4.8	6.3	7.5	8.0	7.6	7.5	7.5	7.4
I56	Food & Beverage Services			4.2	5.1	5.5	5.9	5.2	5.3	4.8	5.7
J58-63	INFORMATION AND COMMUNICATIONS			2.4	2.8	3.5	3.6	3.6	3.4	4.0	4.5
J58-61	Telecommunications, Broadcasting & Publishing			2.4	2.3	2.3	2.1	2.4	2.0	2.0	3.3
J62-63	IT & Other Information Services			2.5	3.1	4.3	4.5	4.4	4.3	5.3	5.3
K64-66	FINANCIAL AND INSURANCE SERVICES			2.0	2.2	2.9	2.9	2.6	2.7	3.0	2.6
K64 & 66 (excl.662)	Financial Services			1.9	2.1	2.9	3.0	2.6	2.8	3.1	2.5
K65 & 662	Insurance Services			2.8	2.9	2.8	2.5	2.6	2.1	2.6	2.9
L68	REAL ESTATE SERVICES			3.1	3.5	3.9	4.4	3.4	3.9	3.4	4.6
M69-75	PROFESSIONAL SERVICES			2.0	2.2	2.7	2.9	3.0	3.7	3.2	2.7
M69-70	Legal, Accounting & Management Services			1.9	1.9	3.0	3.3	3.6	5.0	4.0	3.2
M71	Architectural & Engineering Services			1.7	2.0	1.9	2.5	1.7	1.6	1.6	1.9
	Other Professional Services			3.0	3.5	3.3	2.8	3.9	4.2	4.0	3.2
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			3.5	3.8	4.5	4.7	4.1	4.3	4.3	3.7
N80	Security & Investigation			4.3	4.2	5.0	5.5	4.9	5.9	5.4	5.7
N81	Cleaning & Landscaping			3.1	3.7	4.3	4.2	4.0	4.0	3.9	3.0
	Other Administrative & Support Services			2.9	3.5	4.1	4.6	3.4	3.0	3.5	2.7
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			3.6	3.9	4.1	4.0	3.9	4.1	4.2	3.5
O84,P85	Public Administration & Education			3.9	3.9	3.9	3.9	3.4	3.4	4.2	3.4
Q86-88	Health & Social Services			3.2	3.6	4.8	4.6	4.5	4.8	4.5	3.2
R90-93	Arts, Entertainment & Recreation			3.4	3.8	3.8	2.4	5.3	5.9	4.2	4.3
S,T,U	Other Community, Social & Personal Services			3.3	4.5	4.1	4.8	3.2	3.3	3.2	3.7
A,B,D,E,V	OTHERS*			4.1	3.2	2.5	3.0	2.3	2.1	2.0	3.1
OCCUPATIONAL GROUP											
	Professionals, Managers, Executives & Technicians			2.5	2.7	3.0	3.1	2.9	3.2	3.2	2.7
	Clerical, Sales & Service Workers			3.4	3.8	4.3	4.7	4.1	4.1	4.1	4.0
	Production & Transport Operators, Cleaners & Labourers			1.9	2.2	2.3	2.3	2.1	2.1	1.9	2.0

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

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

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, THIRD QUARTER 2015

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 (%)
TOTAL	60.0	2.7	27.2	2.7	17.9	4.0	14.9	2.0
C10-32 MANUFACTURING	6.9	1.7	2.7	1.7	0.7	2.4	3.5	1.6
C10-12 Food, Beverages & Tobacco	1.0	3.2	0.1	1.7	0.4	4.4	0.5	3.2
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	1.5	0.1	1.7	-	-	0.2	1.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.4	1.5	0.3	1.7	-	-	0.1	0.8
C25,28 Fabricated Metal Products, Machinery & Equipment	1.3	1.3	0.5	1.4	0.1	1.0	0.7	1.3
C26 Electronic, Computer & Optical Products	1.5	1.8	0.9	1.8	0.1	2.0	0.6	1.8
C29-30 Transport Equipment	1.4	1.5	0.5	1.6	0.1	1.4	0.9	1.4
Other Manufacturing Industries	0.9	2.2	0.3	2.2	0.1	2.8	0.5	2.1
F41-43 CONSTRUCTION	3.2	1.0	1.0	1.6	0.2	0.9	2.0	0.8
G-U SERVICES	49.2	3.4	23.1	3.0	17.0	4.3	9.1	3.4
G46-47 WHOLESALE AND RETAIL TRADE	7.0	2.9	2.7	2.5	3.4	3.6	0.8	2.1
G46 Wholesale Trade	3.9	2.3	2.2	2.3	1.1	2.6	0.7	2.1
G47 Retail Trade	3.1	4.0	0.6	3.4	2.3	4.4	0.2	2.3
H49-53 TRANSPORTATION AND STORAGE	3.5	2.3	0.7	1.6	1.1	2.6	1.7	2.5
H49,5221 Land Transport & Supporting Services	0.7	1.9	0.1	1.2	0.1	2.4	0.5	2.0
H50,5222, 5225 Water Transport & Supporting Services	0.5	1.3	0.2	1.3	0.1	1.1	0.2	1.3
H51,5223 Air Transport & Supporting Services	0.9	2.7	0.2	2.3	0.6	2.6	0.2	4.0
Other Transportation & Storage Services	1.4	3.1	0.2	1.7	0.4	3.6	0.8	3.7
I55-56 ACCOMMODATION AND FOOD SERVICES	8.3	6.0	0.8	3.1	5.4	6.3	2.1	7.8
I55 Accommodation	1.9	7.4	0.2	2.3	1.1	10.5	0.6	8.1
I56 Food & Beverage Services	6.4	5.7	0.6	3.4	4.3	5.7	1.5	7.7
J58-63 INFORMATION AND COMMUNICATIONS	3.3	4.5	3.0	4.7	0.3	3.9	-	-
J58-61 Telecommunications, Broadcasting & Publishing	1.0	3.3	0.8	3.2	0.2	3.7	-	-
J62-63 IT & Other Information Services	2.3	5.3	2.2	5.6	0.1	4.3	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	3.5	2.6	3.1	2.6	0.4	2.5	-	-
K64 & 66 (excl.662) Financial Services	3.0	2.5	2.8	2.6	0.2	2.0	-	-
K65 & 662 Insurance Services	0.5	2.9	0.4	2.8	0.2	4.0	-	-
L68 REAL ESTATE SERVICES	2.6	4.6	0.6	2.9	0.5	5.4	1.5	5.6
M69-75 PROFESSIONAL SERVICES	3.8	2.7	3.1	3.0	0.4	2.7	0.3	1.4
M69-70 Legal, Accounting & Management Services	2.1	3.2	1.7	3.4	0.3	2.7	0.1	2.1
M71 Architectural & Engineering Services	0.9	1.9	0.7	2.2	0.1	2.1	0.2	1.2
Other Professional Services	0.7	3.2	0.6	3.3	0.1	3.8	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.3	3.7	0.8	3.2	2.5	4.8	2.0	3.1
N80 Security & Investigation	2.5	5.7	0.2	5.7	2.2	5.7	0.1	5.3
N81 Cleaning & Landscaping	1.6	3.0	-	-	-	-	1.5	3.3
Other Administrative & Support Services	1.2	2.7	0.7	3.3	0.2	2.1	0.4	2.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	12.0	3.5	8.2	3.3	3.0	3.9	0.8	3.4
O84,P85 Public Administration & Education	6.0	3.4	5.4	3.5	0.5	3.1	-	-
Q86-88 Health & Social Services	3.0	3.2	1.9	2.8	1.0	3.9	0.2	3.5
R90-93 Arts, Entertainment & Recreation	1.7	4.3	0.6	4.2	0.8	4.0	0.3	5.4
S,T,U Other Community, Social & Personal Services	1.2	3.7	0.3	2.4	0.6	4.9	0.3	4.1
A,B,D,E,V OTHERS*	0.7	3.1	0.4	3.0	-	-	0.3	3.4

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

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

- : 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								
		2012	2013	2014	2014		2015			
					3Q	4Q	1Q	2Q	3Q	
TOTAL		2.8	2.7	2.6	2.8	2.3	2.3	2.6	2.5	
INDUSTRY (SSIC 2010)										
C10-32	MANUFACTURING	1.9	1.9	1.8	2.0	1.5	1.5	1.8	1.7	
C10-12	Food, Beverages & Tobacco	3.1	3.2	3.1	3.5	3.2	2.6	3.5	3.7	
C17,18,22	Paper / Rubber / Plastic Products & Printing	2.1	1.8	1.8	2.0	1.3	1.6	2.2	1.9	
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.6	1.8	1.8	2.4	1.3	1.2	1.7	1.8	
C25,28	Fabricated Metal Products, Machinery & Equipment	2.2	1.9	1.9	2.0	1.5	1.3	1.6	1.8	
C26	Electronic, Computer & Optical Products	1.6	1.5	1.7	2.1	1.4	1.6	2.1	1.5	
C29-30	Transport Equipment	1.5	1.8	1.3	1.4	1.3	1.4	1.1	1.0	
	Other Manufacturing Industries	2.2	2.0	2.0	2.1	1.6	1.8	2.1	1.8	
F41-43	CONSTRUCTION	3.4	3.3	2.6	2.7	2.4	2.3	2.7	2.5	
G-U	SERVICES	2.9	2.8	2.8	3.0	2.6	2.6	2.8	2.7	
G46-47	WHOLESALE AND RETAIL TRADE	3.4	3.5	3.1	2.9	3.0	2.5	2.8	2.7	
G46	Wholesale Trade	2.8	2.8	2.4	2.4	2.1	1.9	2.2	2.2	
G47	Retail Trade	4.9	5.1	4.8	4.2	5.1	3.9	4.2	3.8	
H49-53	TRANSPORTATION AND STORAGE	2.3	2.3	2.1	2.3	1.7	2.0	2.2	2.2	
H49,5221	Land Transport & Supporting Services	2.5	2.2	2.1	2.3	1.7	1.9	2.4	2.8	
H50,5222,5225	Water Transport & Supporting Services	2.2	2.3	1.9	2.2	1.5	2.2	1.8	1.4	
H51,5223	Air Transport & Supporting Services	1.7	1.5	1.1	0.9	0.9	1.3	1.7	1.9	
	Other Transportation & Storage Services	2.8	3.0	3.1	3.3	2.3	2.6	2.7	2.5	
I55-56	ACCOMMODATION AND FOOD SERVICES	4.6	4.6	4.7	4.8	4.7	4.0	4.8	4.2	
I55	Accommodation	3.5	3.4	3.4	4.0	2.8	3.2	3.6	4.1	
I56	Food & Beverage Services	4.8	4.9	5.0	5.0	5.2	4.2	5.0	4.2	
J58-63	INFORMATION AND COMMUNICATIONS	2.8	2.7	3.0	3.5	2.5	2.4	2.6	2.9	
J58-61	Telecommunications, Broadcasting & Publishing	2.6	2.3	2.5	2.6	2.5	2.0	2.1	2.4	
J62-63	IT & Other Information Services	2.9	3.0	3.3	4.1	2.6	2.7	2.9	3.3	
K64-66	FINANCIAL AND INSURANCE SERVICES	1.9	2.1	2.2	2.7	1.9	1.7	2.2	2.4	
K64 & 66 (excl.662)	Financial Services	1.8	2.0	2.1	2.6	1.8	1.7	2.2	2.4	
K65 & 662	Insurance Services	2.5	2.4	2.5	2.8	2.1	2.0	2.6	2.9	
L68	REAL ESTATE SERVICES	4.1	3.6	3.8	4.1	3.5	3.5	3.8	3.5	
M69-75	PROFESSIONAL SERVICES	2.9	2.5	2.3	3.0	2.0	2.0	2.4	2.6	
M69-70	Legal, Accounting & Management Services	2.6	2.5	2.4	3.4	2.2	2.3	2.6	3.1	
M71	Architectural & Engineering Services	3.5	2.4	2.2	2.8	1.7	1.5	2.1	1.9	
	Other Professional Services	2.5	2.4	2.2	2.3	2.1	2.4	2.4	2.7	
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.6	4.8	5.2	4.9	4.9	4.5	5.2	4.3	
N80	Security & Investigation	5.1	5.0	4.6	4.0	4.5	4.5	4.5	4.0	
N81	Cleaning & Landscaping	5.0	4.9	5.6	5.4	5.4	4.9	5.9	4.7	
	Other Administrative & Support Services	3.7	4.3	5.3	5.4	4.7	4.0	5.0	4.1	
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.8	1.6	1.6	1.8	1.4	1.9	1.7	1.7	
O84,P85	Public Administration & Education	1.3	1.1	1.1	1.4	0.9	1.4	1.0	1.3	
Q86-88	Health & Social Services	2.3	2.0	2.1	2.1	1.8	2.1	2.3	2.0	
R90-93	Arts, Entertainment & Recreation	2.4	2.2	2.4	2.5	2.2	3.3	2.5	2.7	
S,T,U	Other Community, Social & Personal Services	2.9	2.6	2.4	2.8	2.2	2.4	2.5	1.8	
A,B,D,E,V	OTHERS*	2.4	2.2	2.1	2.0	2.0	1.5	1.7	1.8	
OCCUPATIONAL GROUP										
	Professionals, Managers, Executives & Technicians	1.9	1.9	1.9	2.2	1.6	1.7	1.9	2.0	
	Clerical, Sales & Service Workers	3.7	3.8	3.8	3.7	3.7	3.4	3.7	3.3	
	Production & Transport Operators, Cleaners & Labourers	3.1	3.1	2.9	3.0	2.6	2.5	2.9	2.6	

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

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

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							
	2012	2013	2014	2014		2015		
				3Q	4Q	1Q	2Q	3Q
TOTAL	2.1	2.0	2.0	2.1	1.7	1.9	2.1	1.9
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	1.6	1.5	1.5	1.6	1.3	1.6	1.7	1.5
C10-12 Food, Beverages & Tobacco	2.5	2.5	2.8	3.4	2.4	2.6	3.2	2.6
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.0	1.8	1.9	2.1	1.5	1.6	2.1	1.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.0	1.0	1.2	1.9	0.8	0.9	1.1	1.2
C25,28 Fabricated Metal Products, Machinery & Equipment	1.6	1.6	1.6	1.6	1.3	1.7	1.8	1.6
C26 Electronic, Computer & Optical Products	1.5	1.4	1.5	1.5	1.1	1.7	1.6	1.3
C29-30 Transport Equipment	1.3	1.1	1.2	1.2	1.1	1.3	1.5	1.3
Other Manufacturing Industries	1.8	1.7	1.7	1.6	1.5	1.9	1.6	1.5
F41-43 CONSTRUCTION	1.8	2.0	1.9	1.8	1.6	1.8	2.1	1.7
G-U SERVICES	2.3	2.2	2.2	2.3	1.8	2.0	2.2	2.0
G46-47 WHOLESALE AND RETAIL TRADE	2.9	2.9	2.6	2.4	1.9	2.3	2.5	2.1
G46 Wholesale Trade	2.2	2.2	2.0	2.0	1.3	1.5	2.0	1.8
G47 Retail Trade	4.4	4.3	4.0	3.4	3.2	4.2	3.7	2.9
H49-53 TRANSPORTATION AND STORAGE	1.6	1.7	1.7	1.8	1.3	1.5	1.5	1.6
H49,5221 Land Transport & Supporting Services	1.5	1.4	1.5	1.6	1.2	1.3	1.4	1.6
H50,5222, 5225 Water Transport & Supporting Services	1.5	1.7	1.3	1.4	1.1	1.0	1.1	1.2
H51,5223 Air Transport & Supporting Services	0.9	0.9	1.0	1.3	0.8	1.1	1.0	1.2
Other Transportation & Storage Services	2.4	2.4	2.6	2.7	2.0	2.3	2.4	2.2
I55-56 ACCOMMODATION AND FOOD SERVICES	4.3	4.1	4.3	4.3	3.6	3.9	4.6	3.7
I55 Accommodation	3.2	3.1	3.0	3.2	2.3	2.8	3.6	3.2
I56 Food & Beverage Services	4.6	4.3	4.6	4.5	3.9	4.2	4.8	3.8
J58-63 INFORMATION AND COMMUNICATIONS	2.0	2.0	1.8	1.8	1.6	1.6	1.8	1.9
J58-61 Telecommunications, Broadcasting & Publishing	1.7	1.6	1.5	1.5	1.3	1.5	1.7	1.5
J62-63 IT & Other Information Services	2.2	2.2	2.0	2.0	1.8	1.7	2.0	2.1
K64-66 FINANCIAL AND INSURANCE SERVICES	1.2	1.4	1.4	1.6	1.2	1.0	1.5	1.6
K64 & 66 (excl.662) Financial Services	1.2	1.3	1.3	1.6	1.1	1.0	1.4	1.5
K65 & 662 Insurance Services	1.6	1.6	1.9	2.2	1.7	1.4	1.9	1.8
L68 REAL ESTATE SERVICES	3.3	3.0	3.4	3.5	2.9	3.0	3.4	3.0
M69-75 PROFESSIONAL SERVICES	1.8	1.8	1.8	2.1	1.6	1.7	1.9	1.8
M69-70 Legal, Accounting & Management Services	1.9	1.9	1.8	2.1	1.9	1.7	2.0	1.8
M71 Architectural & Engineering Services	1.7	1.7	1.8	2.1	1.3	1.5	1.8	1.6
Other Professional Services	2.0	1.7	1.7	1.9	1.7	2.0	2.2	2.2
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.1	3.8	4.0	3.9	3.6	3.6	3.8	3.1
N80 Security & Investigation	4.6	4.0	3.7	3.3	3.3	3.4	3.4	2.9
N81 Cleaning & Landscaping	4.7	4.3	4.7	4.6	4.5	4.4	4.5	3.7
Other Administrative & Support Services	3.1	3.1	3.4	3.6	2.9	2.8	3.4	2.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.2	1.1	1.1	1.3	0.9	1.2	1.2	1.1
O84,P85 Public Administration & Education	0.7	0.7	0.7	0.8	0.5	0.7	0.7	0.6
Q86-88 Health & Social Services	1.3	1.2	1.2	1.4	1.0	1.3	1.3	1.2
R90-93 Arts, Entertainment & Recreation	1.9	2.0	2.1	2.2	1.7	2.3	2.2	2.4
S,T,U Other Community, Social & Personal Services	2.5	2.4	2.2	2.3	2.1	2.1	2.1	1.6
A,B,D,E,V OTHERS*	1.7	1.5	1.5	1.5	1.3	1.4	1.4	1.4
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	1.3	1.3	1.3	1.5	1.1	1.2	1.4	1.4
Clerical, Sales & Service Workers	3.1	3.1	3.1	3.2	2.6	3.0	3.2	2.6
Production & Transport Operators, Cleaners & Labourers	2.2	2.2	2.3	2.2	1.9	2.2	2.4	2.0

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

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

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, THIRD QUARTER 2015

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	2.5	1.9	2.0	1.4	3.3	2.6	2.6	2.0
C10-32 MANUFACTURING	1.7	1.5	1.5	1.2	3.0	2.2	1.6	1.6
C10-12 Food, Beverages & Tobacco	3.7	2.6	2.0	1.4	5.5	3.4	3.5	2.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.9	1.7	1.4	1.5	2.3	2.0	2.1	1.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.8	1.2	1.7	1.1	1.8	1.9	2.0	1.6
C25,28 Fabricated Metal Products, Machinery & Equipment	1.8	1.6	1.4	1.5	2.3	1.5	2.0	1.6
C26 Electronic, Computer & Optical Products	1.5	1.3	1.7	1.2	1.4	0.9	1.4	1.6
C29-30 Transport Equipment	1.0	1.3	1.0	0.7	1.1	1.6	1.0	1.5
Other Manufacturing Industries	1.8	1.5	2.1	1.5	2.9	2.7	1.5	1.3
F41-43 CONSTRUCTION	2.5	1.7	2.2	1.8	2.2	1.7	2.6	1.7
G-U SERVICES	2.7	2.0	2.1	1.4	3.4	2.7	3.3	2.6
G46-47 WHOLESALE AND RETAIL TRADE	2.7	2.1	2.0	1.6	3.5	2.6	2.8	2.3
G46 Wholesale Trade	2.2	1.8	2.0	1.6	2.3	1.9	2.7	2.2
G47 Retail Trade	3.8	2.9	2.0	1.6	4.4	3.2	2.9	3.0
H49-53 TRANSPORTATION AND STORAGE	2.2	1.6	2.0	1.4	2.1	1.5	2.3	1.9
H49,5221 Land Transport & Supporting Services	2.8	1.6	3.0	1.5	3.8	2.3	2.5	1.5
H50,5222, 5225 Water Transport & Supporting Services	1.4	1.2	1.8	1.2	1.2	1.3	1.1	1.3
H51,5223 Air Transport & Supporting Services	1.9	1.2	1.6	0.8	2.1	1.3	1.6	1.7
Other Transportation & Storage Services	2.5	2.2	2.0	1.8	1.9	1.7	3.1	2.8
I55-56 ACCOMMODATION AND FOOD SERVICES	4.2	3.7	2.4	2.3	4.8	4.3	4.2	3.4
I55 Accommodation	4.1	3.2	2.8	2.5	4.3	3.6	5.2	3.6
I56 Food & Beverage Services	4.2	3.8	2.3	2.3	4.9	4.4	3.9	3.3
J58-63 INFORMATION AND COMMUNICATIONS	2.9	1.9	2.9	1.9	3.1	2.3	3.8	1.8
J58-61 Telecommunications, Broadcasting & Publishing	2.4	1.5	2.1	1.4	3.7	2.4	1.8	1.0
J62-63 IT & Other Information Services	3.3	2.1	3.3	2.1	1.9	2.1	4.4	2.0
K64-66 FINANCIAL AND INSURANCE SERVICES	2.4	1.6	2.5	1.6	2.3	1.7	1.4	0.3
K64 & 66 (excl.662) Financial Services	2.4	1.5	2.4	1.5	2.1	1.6	0.7	0.4
K65 & 662 Insurance Services	2.9	1.8	2.9	1.8	3.0	2.1	2.7	0.1
L68 REAL ESTATE SERVICES	3.5	3.0	2.4	1.8	3.9	2.8	4.2	3.9
M69-75 PROFESSIONAL SERVICES	2.6	1.8	2.7	1.8	2.9	2.6	1.9	1.3
M69-70 Legal, Accounting & Management Services	3.1	1.8	3.0	1.6	3.3	2.8	3.3	1.8
M71 Architectural & Engineering Services	1.9	1.6	2.1	1.8	1.9	1.9	1.5	1.3
Other Professional Services	2.7	2.2	2.8	2.3	1.4	2.3	2.7	1.1
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.3	3.1	3.0	1.8	4.5	3.0	4.7	3.7
N80 Security & Investigation	4.0	2.9	2.5	1.7	4.1	3.0	3.4	0.8
N81 Cleaning & Landscaping	4.7	3.7	2.0	1.2	3.4	2.1	5.0	3.9
Other Administrative & Support Services	4.1	2.7	3.2	2.0	6.0	3.0	4.1	3.4
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.7	1.1	1.5	0.9	2.0	1.6	2.3	1.7
O84,P85 Public Administration & Education	1.3	0.6	1.3	0.6	1.0	0.8	1.3	0.7
Q86-88 Health & Social Services	2.0	1.2	1.9	1.0	2.3	1.5	1.9	1.1
R90-93 Arts, Entertainment & Recreation	2.7	2.4	2.4	2.2	2.8	2.5	3.2	2.6
S,T,U Other Community, Social & Personal Services	1.8	1.6	1.7	1.5	1.5	1.4	2.8	2.2
A,B,D,E,V OTHERS*	1.8	1.4	1.0	0.6	2.5	2.1	2.9	2.6

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

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

- : nil or negligible

Note : 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								
		2012	2013	2014	2014		2015			
					Sep	Dec	Mar	Jun	Sep	
TOTAL		46.2	46.2	46.0	46.0	45.8	45.6	45.6	45.6	
C10-32 MANUFACTURING		50.2	50.1	49.7	49.8	49.7	49.3	49.4	49.3	
C10-12	Food, Beverages & Tobacco	47.8	47.0	47.0	46.5	47.3	46.4	46.7	47.1	
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.6	49.1	49.3	50.1	48.9	48.7	48.4	48.7	
C19-21	Petroleum, Chemical & Pharmaceutical Products	45.1	44.7	44.5	44.7	44.4	44.3	44.3	44.4	
C25,28	Fabricated Metal Products, Machinery & Equipment	52.5	52.6	52.1	51.9	51.8	50.9	51.2	51.1	
C26	Electronic, Computer & Optical Products	46.9	46.9	46.8	47.1	46.5	46.4	46.4	46.5	
C29-30	Transport Equipment	53.6	53.1	52.4	52.6	52.9	53.0	52.7	52.6	
	Other Manufacturing Industries	49.6	50.2	49.2	49.2	49.1	48.3	49.3	48.3	
F41-43 CONSTRUCTION		53.0	53.2	52.9	52.7	52.4	52.0	52.2	52.1	
G-U SERVICES		43.5	43.4	43.2	43.3	43.1	43.1	43.0	43.1	
G46-47	WHOLESALE AND RETAIL TRADE	43.6	43.2	43.1	42.9	43.1	43.0	43.3	43.1	
G46	Wholesale Trade	43.7	43.6	43.6	43.3	43.8	43.5	43.7	43.5	
G47	Retail Trade	43.3	42.3	42.0	42.1	41.6	41.8	42.4	42.3	
H49-53	TRANSPORTATION AND STORAGE	46.1	45.7	45.8	45.7	45.9	45.8	45.3	45.7	
H49,5221	Land Transport & Supporting Services	48.4	46.8	46.9	46.4	46.6	46.3	45.3	46.2	
H50,5222, 5225	Water Transport & Supporting Services	44.5	44.3	44.5	44.7	44.9	44.7	44.2	44.0	
H51,5223	Air Transport & Supporting Services	44.8	45.1	45.0	44.8	44.7	45.6	44.4	44.7	
	Other Transportation & Storage Services	46.8	46.7	46.7	46.7	46.9	46.6	46.8	47.6	
I55-56	ACCOMMODATION AND FOOD SERVICES	42.1	43.0	42.0	42.7	42.0	41.4	41.3	41.5	
I55	Accommodation	45.9	46.6	46.5	46.7	46.3	46.5	46.4	46.5	
I56	Food & Beverage Services	41.1	42.0	40.9	41.8	41.1	40.2	40.1	40.4	
J58-63	INFORMATION AND COMMUNICATIONS	41.5	41.7	41.5	41.5	41.3	41.4	41.5	41.7	
J58-61	Telecommunications, Broadcasting & Publishing	41.6	42.3	41.9	42.0	41.9	41.9	42.0	42.1	
J62-63	IT & Other Information Services	41.4	41.2	41.2	41.1	41.0	41.0	41.1	41.4	
K64-66	FINANCIAL AND INSURANCE SERVICES	41.2	41.2	41.1	41.2	41.1	41.1	41.1	41.0	
K64 & 66 (excl.662)	Financial Services	41.3	41.3	41.3	41.3	41.2	41.2	41.3	41.2	
K65 & 662	Insurance Services	40.0	40.0	40.2	40.5	40.1	40.2	40.1	40.0	
L68	REAL ESTATE SERVICES	44.5	44.6	44.5	44.7	44.4	44.6	45.1	44.8	
M69-75	PROFESSIONAL SERVICES	43.6	43.6	43.1	43.6	43.0	43.0	42.7	42.9	
M69-70	Legal, Accounting & Management Services	41.5	41.3	41.2	41.4	41.5	41.5	41.1	41.2	
M71	Architectural & Engineering Services	46.6	47.0	46.2	47.2	45.8	45.5	45.4	45.5	
	Other Professional Services	42.2	41.8	41.7	42.0	41.6	41.6	41.8	42.4	
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	48.5	47.5	47.3	47.5	46.7	46.6	46.3	46.3	
N80	Security & Investigation	55.5	52.8	52.1	52.0	49.8	51.1	50.2	50.4	
N81	Cleaning & Landscaping	45.3	44.9	44.6	45.3	45.0	43.9	43.6	43.8	
	Other Administrative & Support Services	45.0	44.8	45.2	45.6	45.5	45.2	45.3	45.4	
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	42.1	42.1	42.0	42.0	42.0	42.1	42.1	42.1	
O84,P85	Public Administration & Education	41.3	41.3	41.3	41.3	41.3	41.4	41.5	41.5	
Q86-88	Health & Social Services	42.1	42.0	41.9	42.0	41.9	41.9	41.9	41.9	
R90-93	Arts, Entertainment & Recreation	43.8	43.9	43.8	43.9	44.0	44.2	44.2	44.2	
S,T,U	Other Community, Social & Personal Services	44.2	43.8	43.5	43.2	43.7	43.3	43.0	42.9	
A,B,D,E,V OTHERS*		45.7	45.7	45.6	45.9	45.8	45.6	45.6	45.4	

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

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

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

		Hours								
Industry (SSIC 2010)		2012	2013	2014	2014		2015			
					Sep	Dec	Mar	Jun	Sep	
TOTAL		3.8	3.8	3.7	3.7	3.6	3.4	3.4	3.4	
C10-32	MANUFACTURING	7.2	7.1	6.7	6.9	6.7	6.4	6.4	6.4	
C10-12	Food, Beverages & Tobacco	4.3	4.1	3.9	3.8	4.2	3.6	4.0	4.3	
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.1	5.7	5.8	6.7	5.4	5.6	5.3	5.6	
C19-21	Petroleum, Chemical & Pharmaceutical Products	3.2	2.9	2.8	2.9	2.8	2.6	2.6	2.5	
C25,28	Fabricated Metal Products, Machinery & Equipment	9.1	9.0	8.6	8.4	8.3	7.5	7.8	7.7	
C26	Electronic, Computer & Optical Products	4.8	4.8	4.8	5.1	4.5	4.5	4.4	4.4	
C29-30	Transport Equipment	9.9	9.5	8.8	9.0	9.1	9.2	8.9	9.0	
	Other Manufacturing Industries	6.7	7.2	6.3	6.3	6.2	5.7	6.5	5.8	
F41-43	CONSTRUCTION	8.2	8.5	8.2	8.1	7.8	7.3	7.5	7.7	
G-U	SERVICES	1.8	1.7	1.7	1.8	1.7	1.6	1.6	1.6	
G46-47	WHOLESALE AND RETAIL TRADE	1.7	1.7	1.8	1.7	2.1	1.8	2.0	1.9	
G46	Wholesale Trade	1.6	1.5	1.7	1.6	2.1	1.8	2.0	1.9	
G47	Retail Trade	2.0	2.0	2.0	2.0	2.0	1.8	1.9	1.8	
H49-53	TRANSPORTATION AND STORAGE	3.3	3.0	3.0	3.0	2.9	2.9	2.7	2.8	
H49,5221	Land Transport & Supporting Services	5.2	3.8	4.0	3.4	3.5	3.3	3.3	3.3	
H50,5222,5225	Water Transport & Supporting Services	1.8	1.7	1.9	2.0	2.0	1.8	1.7	1.7	
H51,5223	Air Transport & Supporting Services	2.4	2.2	1.8	1.6	1.4	2.4	1.3	1.8	
	Other Transportation & Storage Services	4.1	4.0	4.2	4.5	4.1	3.8	4.1	4.2	
I55-56	ACCOMMODATION AND FOOD SERVICES	1.7	2.3	1.9	1.9	1.8	1.8	1.8	1.7	
I55	Accommodation	2.1	2.6	2.7	2.9	2.6	2.7	2.5	2.6	
I56	Food & Beverage Services	1.7	2.2	1.7	1.7	1.6	1.6	1.6	1.5	
J58-63	INFORMATION AND COMMUNICATIONS	0.5	0.5	0.4	0.5	0.3	0.4	0.4	0.4	
J58-61	Telecommunications, Broadcasting & Publishing	0.7	0.8	0.6	0.8	0.4	0.6	0.7	0.7	
J62-63	IT & Other Information Services	0.3	0.3	0.2	0.3	0.1	0.2	0.2	0.2	
K64-66	FINANCIAL AND INSURANCE SERVICES	0.2	0.2	0.2	0.3	0.2	0.2	0.2	0.2	
K64 & 66 (excl.662)	Financial Services	0.2	0.2	0.2	0.3	0.2	0.2	0.2	0.2	
K65 & 662	Insurance Services	0.3	0.3	0.3	0.2	0.3	0.3	0.2	0.2	
L68	REAL ESTATE SERVICES	1.9	2.2	2.0	2.3	2.0	2.2	2.5	2.2	
M69-75	PROFESSIONAL SERVICES	2.0	2.1	1.8	2.2	1.6	1.5	1.3	1.3	
M69-70	Legal, Accounting & Management Services	0.8	0.8	0.8	0.9	0.6	0.7	0.5	0.5	
M71	Architectural & Engineering Services	3.9	4.3	3.7	4.5	3.2	2.9	2.7	2.7	
	Other Professional Services	0.9	0.7	0.6	0.8	0.7	0.7	0.8	0.8	
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	5.6	4.8	5.3	5.4	5.1	4.7	4.5	4.2	
N80	Security & Investigation	12.1	9.6	10.3	10.4	9.4	10.0	9.1	8.6	
N81	Cleaning & Landscaping	2.3	2.3	2.6	3.0	3.1	1.8	1.7	1.6	
	Other Administrative & Support Services	2.7	2.6	2.9	3.2	3.1	2.6	2.9	2.9	
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.6	0.5	0.5	0.5	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	
Q86-88	Health & Social Services	0.5	0.4	0.5	0.5	0.5	0.5	0.5	0.5	
R90-93	Arts, Entertainment & Recreation	1.4	1.2	1.2	1.2	1.4	1.5	1.4	1.3	
S,T,U	Other Community, Social & Personal Services	2.0	1.7	1.7	1.3	2.0	1.8	1.7	1.8	
A,B,D,E,V	OTHERS*	3.1	3.1	2.9	3.2	3.0	3.0	3.0	2.7	

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM

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

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.

Explanatory Notes

Labour Market, Third Quarter 2015

Unemployment

Source

Labour Force Survey

Coverage

The survey covers private households in 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 employment data compiled from administrative records.¹

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 labour force (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 the labour force.

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

¹ Population figures for March and June are finalised in September while figures for September and December are finalised in March the next year. Unemployment data are therefore subject to the latest available population estimates.

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 men 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 employee is a 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. The CPF 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

Analysis of employment change over time helps in understanding the impact of cyclical and structural changes in the economy on the demand for workers. In particular, the breakdown of employment by industry helps identify sectors where employment is growing or falling.

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 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 made redundant (flow) should not be confused with persons unemployed (stock). Not all persons made redundant will be unemployed as some will re-enter into employment or decide to leave the labour force. If the persons have not found a new job and are actively looking and available for work, they join the pool of unemployed.

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 with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector. 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 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 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 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 paid total and overtime hours worked 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.

Management staff and executives are normally not paid additional hourly wages for working overtime. For this group of staff, users can refer to statistics on usual hours worked from the mid-year Comprehensive Labour Force Survey.

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 extent of variation between the estimated value obtained from a sample and the true 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.

A 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 true 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	Sep 15	56,700	2,900	5.1	51,000	62,300
Resident Unemployment Rate	Sep 15	2.5%	0.13%-pt	5.1	2.3%	2.7%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	3Q 15	2.5%	0.02%-pt	1.0%	2.5%	2.6%
Average Monthly Resignation Rate	3Q 15	1.9%	0.02%-pt	0.9%	1.8%	1.9%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Sep 15	3.4	0.04	1.1%	3.3	3.5

Note: Data are non-seasonally adjusted.

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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"/>
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c) Ease of understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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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

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