

Labour Market Report

Third Quarter

2016



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

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LABOUR MARKET REPORT THIRD QUARTER 2016

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MISSION

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

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Explanatory Notes

Notations

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

Abbreviations

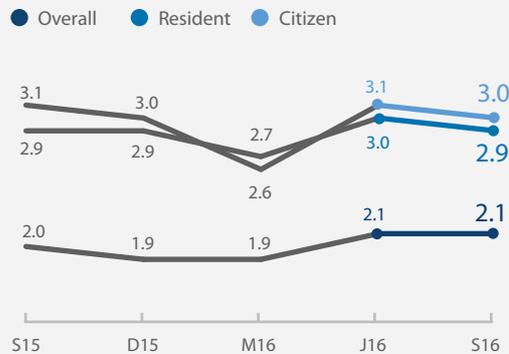
| | |
|-------------------------------------|--|
| CPF | : Central Provident Fund |
| EDB | : Economic Development Board |
| excl | : Excluding |
| MOM | : Ministry of Manpower |
| MTI | : Ministry of Trade and Industry |
| PMETs | : Professionals, Managers, Executives & Technicians |
| Prod & Tpt Op, Cleaners & Labourers | : Production & Transport Operators, Cleaners & Labourers |
| Prof, Mgrs, Execs & Tech | : Professionals, Managers, Executives & Technicians |
| SSIC | : Singapore Standard Industrial Classification |

Labour Market Report Third Quarter 2016

Unemployment

Unemployment unchanged

Unemployment rate (%), seasonally adjusted



Unemployed persons



66,600 Residents
Sep 2016

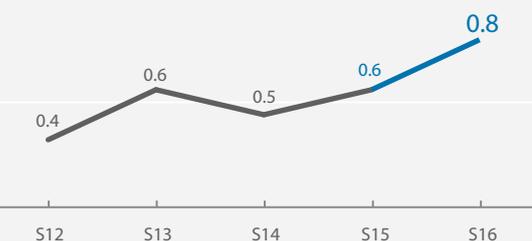


58,500 Citizens
Sep 2016

Long-term unemployment rose

Resident long-term unemployment rate (%) and number

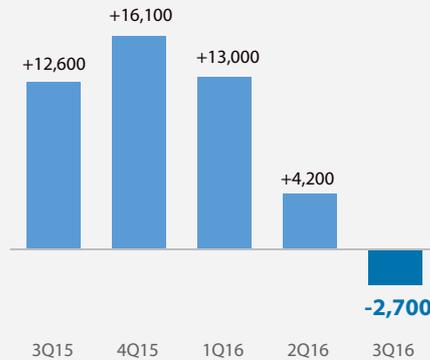
Number
17,600



Employment

Total employment contracted in the third quarter of 2016

Employment change



Employment level

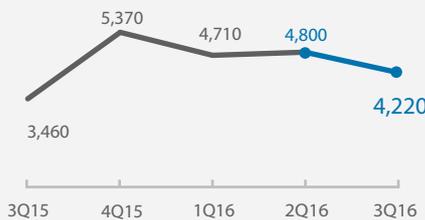


3,670,700
Sep 2016

Redundancy

Layoffs lower than past quarter, but higher than a year ago

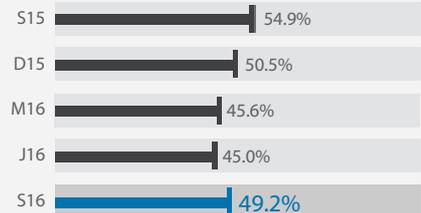
Workers made redundant



Re-entry into Employment

Rate of re-entry into employment edged up

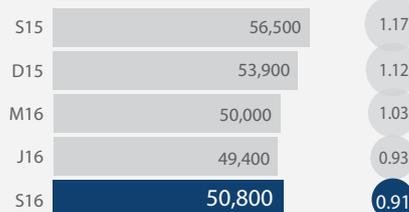
Resident rate of re-entry into employment (%)



Job Vacancy

Unemployed persons continued to outnumber job openings

Job vacancies and ratio to unemployed persons (%), seasonally adjusted



Labour Turnover

Recruitment rate trended down while resignation rate held steady

Average monthly recruitment and resignation rates (%), seasonally adjusted



HIGHLIGHTS

- The unemployment rate remained broadly similar among residents, but more job seekers were taking a longer time to find work. Total employment contracted in the third quarter of 2016, primarily due to construction and manufacturing. Redundancies were lower compared to the previous quarter, though it remained higher than a year ago. The rate of re-entry among those made redundant in the previous quarter rose. Job seekers continued to outnumber job openings. Recruitment and resignation activity remained muted.
- Quarter-on-quarter (seasonally adjusted), the overall unemployment rate was unchanged at 2.1% in September 2016, compared to June 2016. Over the same period, the unemployment rate remained broadly similar among residents (3.0% in June 2016 to 2.9% in September 2016) and citizens (3.1% to 3.0%).
- More job seekers were taking a longer time to find work. The resident long-term unemployment rate rose from 0.6% in September 2015 to 0.8% in September 2016, the highest September rate since 2009 (0.9%). The increase was broad-based across ages and qualifications, and more pronounced among residents aged 50 & over and those with diploma & professional qualifications.
- Total employment contracted by 2,700 in the third quarter of 2016, following slower growth in the past two quarters. This first decline since the first quarter of 2015 was primarily due to contractions in manufacturing and construction. Over the first nine months of 2016, total employment grew by 14,500, the lowest growth since 2009 (100).
- In the first nine months of 2016, 13,730 workers were laid off, higher than the same period in 2015 (10,220), and the highest since 2009 (21,210). Based on Central Provident Fund (CPF) records, 49% of residents made redundant in the second quarter of 2016 re-entered employment by September 2016, edging up from June 2016 (45%), after a general downtrend since December 2014 (59%).
- After declining for six consecutive quarters, the seasonally adjusted number of job vacancies rose slightly from 49,400 in June 2016 to 50,800 in September 2016, but remained lower than the same period last year (56,500). The seasonally adjusted ratio of job vacancies to unemployed persons continued to edge lower to 91 job openings per 100 job seekers in September 2016, from 93 in June 2016.
- Recruitment and resignation activity remained muted. The seasonally adjusted recruitment rate trended down for the second consecutive quarter to 2.1% in the third quarter of 2016. Meanwhile, resignation rate held steady at 1.8%, similar to the first two quarters of 2016.

Overview

The unemployment rate remained broadly similar among residents, but more job seekers were taking a longer time to find work. Total employment contracted in the third quarter of 2016, primarily due to construction and manufacturing. Redundancies were lower compared to the previous quarter, though it remained higher than a year ago. The rate of re-entry among those made redundant in the previous quarter rose. Job seekers continued to outnumber job openings. Recruitment and resignation activity remained muted.

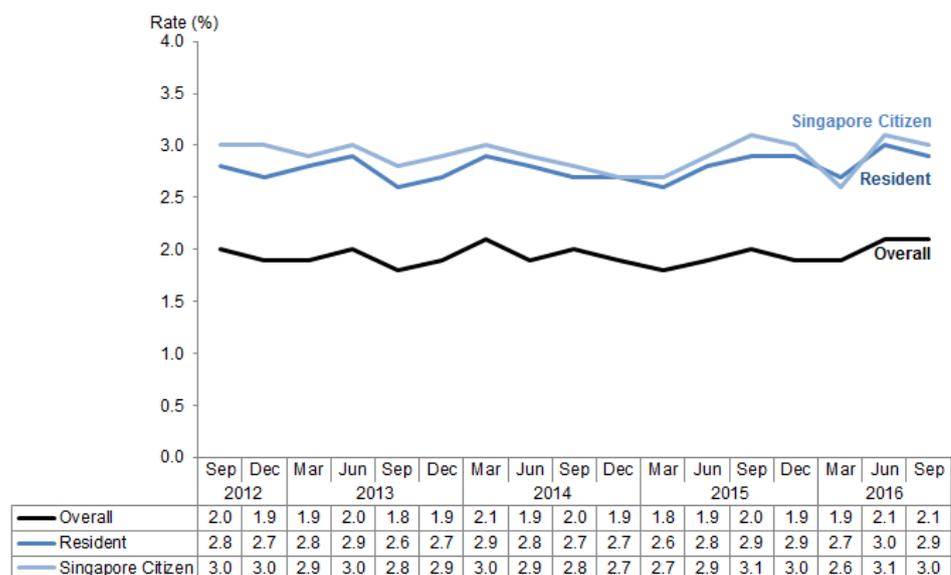
Unemployment

Unemployment unchanged in September 2016

Quarter-on-quarter (seasonally adjusted), the overall unemployment rate was unchanged at 2.1% in September 2016, compared to June 2016. Over the same period, the unemployment rate remained broadly similar among residents (3.0% in June 2016 to 2.9% in September 2016) and citizens (3.1% to 3.0%).

In September 2016, an estimated 66,600 residents, including 58,500 Singapore citizens were unemployed, down from June 2016 (residents: 68,400, citizens: 60,200).¹

Chart 1 Unemployment Rate (Seasonally Adjusted)

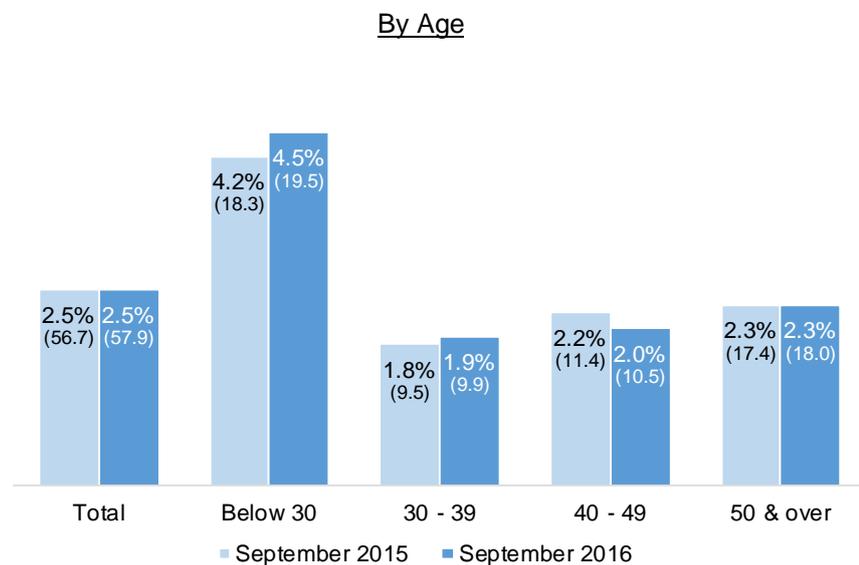


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

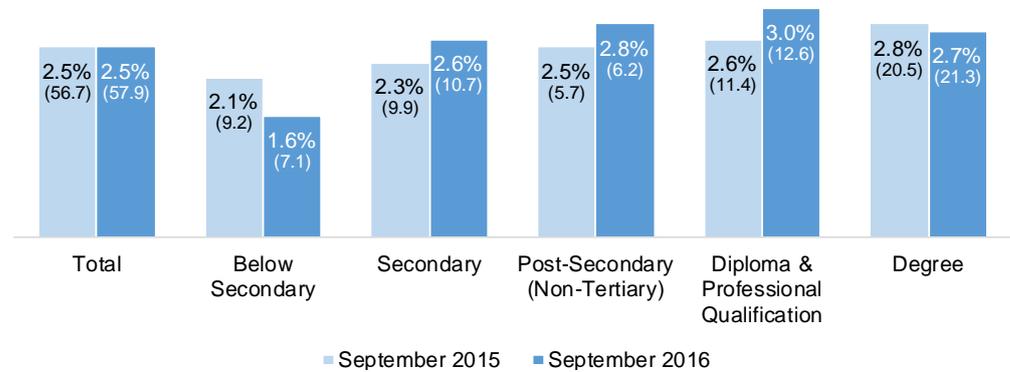
¹ Based on seasonally adjusted data on number of unemployed persons.

Year-on-year (non-seasonally adjusted), the unemployment rate rose for those in their 30s and below, as well as residents with secondary, post-secondary (non-tertiary) and diploma & professional qualifications. Specifically for residents in their 30s, this was the third consecutive quarter² of year-on-year increase. The increases in these age and education groups were balanced by declines among those in their 40s, as well as residents with below secondary and degree qualifications. After five straight quarters of year-on-year increases, the unemployment rate for those aged 50 and over was unchanged in September 2016.

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



² Unemployment rates are based on the last month of each quarter.

By Education

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.

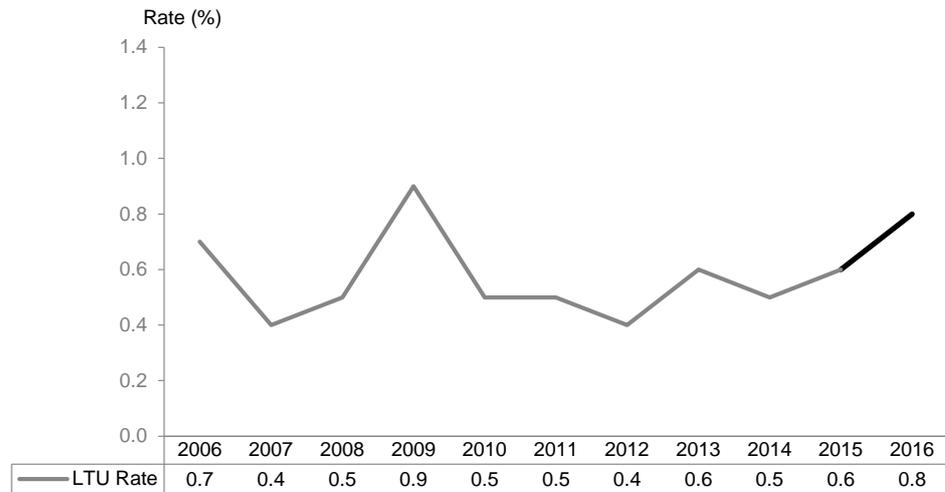
Long-term unemployment rose

More job seekers were taking a longer time to find work. The resident long-term unemployment rate³ rose from 0.6% in September 2015 to 0.8% in September 2016, the highest September rate since 2009 (0.9%). The long-term unemployed formed 30% of the unemployed residents, up from 23% a year ago and the highest observed for a September period since 2002 (33%).

The rise in long-term unemployment rate was broad-based across ages and qualifications, with larger increases for residents aged 50 & over (0.6% to 1.0%) and those with diploma & professional qualifications (0.4% to 0.8%), which reached their highest September rates since 2009.

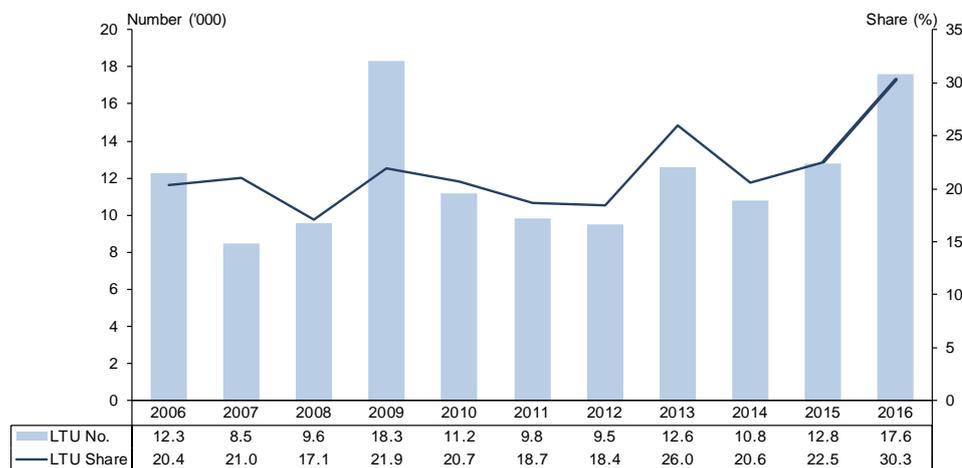
³ The long-term unemployment rate is the percentage of long-term unemployed persons (i.e. those unemployed for at least 25 weeks) to the labour force.

Chart 3 Resident Long-Term Unemployment Rate For September Periods (Non-Seasonally Adjusted)



Source: Labour Force Survey, Manpower Research & Statistics Department, MOM
 Note: Long-term unemployed refers to those unemployed for at least 25 weeks.

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



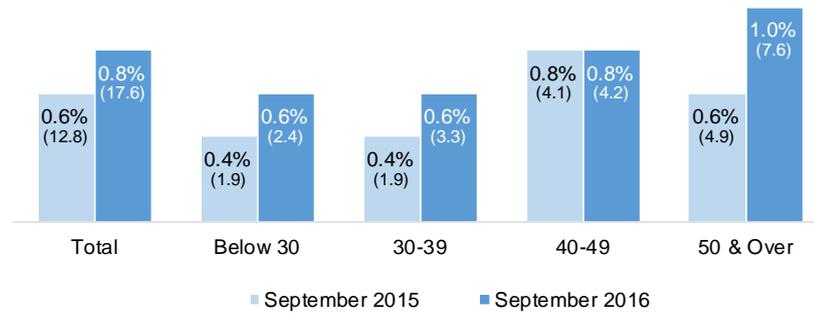
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes:

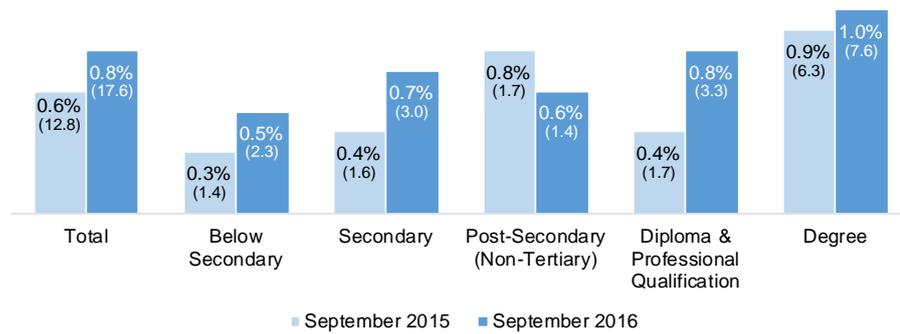
- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) The share represents the long-term unemployed as a proportion of unemployed residents.

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

By Age



By Education



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

Notes:

- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) Figures in brackets refer to the number of long-term unemployed in thousands. They may not add up to the total due to rounding.

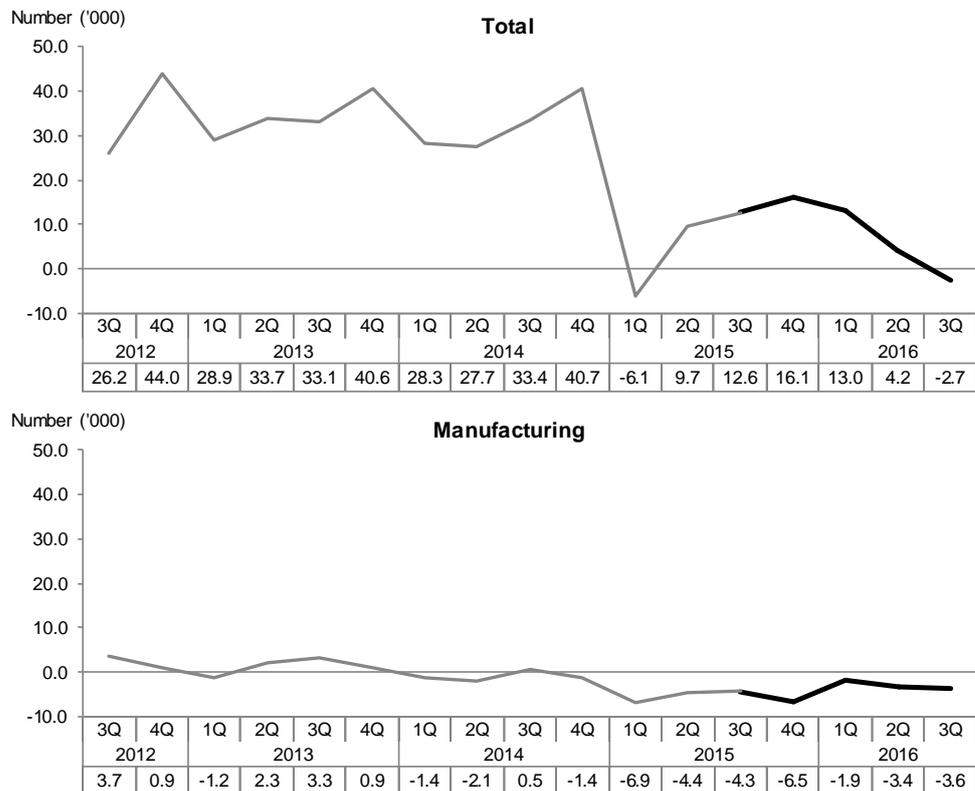
Employment

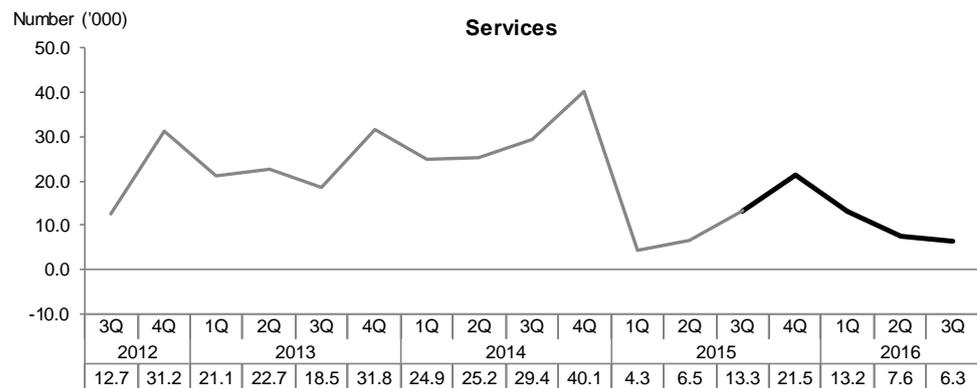
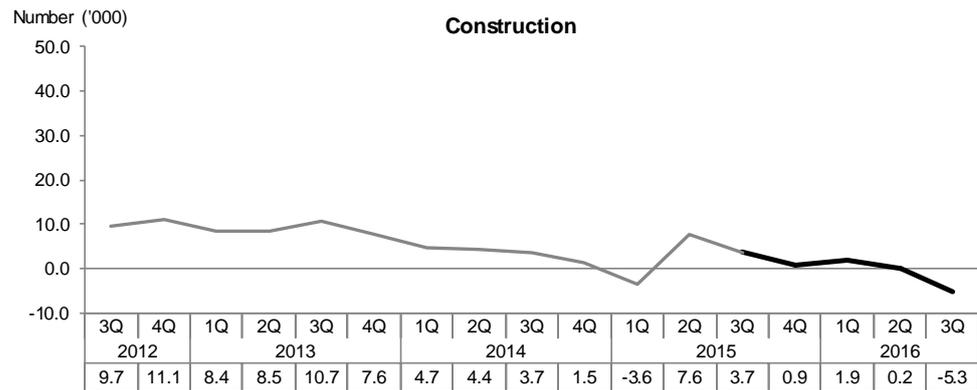
Total employment contracted in the third quarter of 2016

Total employment contracted in the third quarter of 2016 (-2,700), after slower growth in the past two quarters. This first decline since the first quarter of 2015 was primarily due to contractions in manufacturing and construction, affecting mainly work permit holders.

Cumulatively in the first nine months of 2016, total employment grew by 14,500, the lowest growth since 2009 (100).

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.

Amid a slowdown in private construction activities, construction saw 5,300 fewer workers in the third quarter of 2016. Cumulatively in the first nine months of 2016, the sector saw employment losses of 3,200, in contrast to the growth in the same period last year (7,700).

Total employment contracted in manufacturing for the eighth consecutive quarter in the third quarter of 2016 (-3,600), bringing the decline over the first nine months of 2016 to 8,900. The subdued labour market performance for the sector is likely to extend into the fourth quarter of 2016 as manufacturing firms expect to hire fewer workers, especially for transport and precision engineering.⁴

⁴ On aggregate, manufacturing firms expect to hire fewer workers in the fourth quarter of 2016, relative to the third quarter of 2016. Source; Business Expectations of the Manufacturing Sector, EDB.

The declines in manufacturing and construction were partially offset by employment increases in services. The sector added 6,300 workers in the third quarter of 2016, totalling an increase of 27,100 over the first nine months of 2016. Employment growth in services during the first nine months of 2016 was mainly in community, social & personal services (16,500), professional services (4,600) and transportation & storage (4,200, supported by land transport). On the other hand, there was reduced headcount in retail trade (-2,600) amid weak consumer spending, though hiring is expected to increase in the fourth quarter of 2016 amid the festivities.⁵

Table 1 Total Employment Change By Industry

| | In Thousands | | | | | | | | | |
|---------------------------------------|------------------|------|------|------|------|------|------|-------------------|-------|------------------|
| | Quarterly Change | | | | | | | Cumulative Change | | Employment Level |
| | 2015 | | | | 2016 | | | 2015 | 2016 | |
| | 1Q | 2Q | 3Q | 4Q | 1Q | 2Q | 3Q | 1Q-3Q | 1Q-3Q | Sep 16 |
| Total | -6.1 | 9.7 | 12.6 | 16.1 | 13.0 | 4.2 | -2.7 | 16.2 | 14.5 | 3,670.7 |
| Manufacturing | -6.9 | -4.4 | -4.3 | -6.5 | -1.9 | -3.4 | -3.6 | -15.6 | -8.9 | 504.9 |
| Construction | -3.6 | 7.6 | 3.7 | 0.9 | 1.9 | 0.2 | -5.3 | 7.7 | -3.2 | 496.7 |
| Services | 4.3 | 6.5 | 13.3 | 21.5 | 13.2 | 7.6 | 6.3 | 24.1 | 27.1 | 2,642.3 |
| Wholesale & Retail Trade | -4.5 | -7.0 | -2.3 | 4.4 | -0.7 | -1.1 | -0.9 | -13.8 | -2.8 | 488.0 |
| Transportation & Storage | 1.4 | 1.2 | - | 0.5 | 1.8 | 1.7 | 0.7 | 2.6 | 4.2 | 241.3 |
| Accommodation & Food Services | -1.8 | 0.6 | 1.6 | 4.4 | - | 0.6 | 0.7 | 0.4 | 1.3 | 242.0 |
| Information & Communications | 1.1 | 1.7 | 2.1 | 0.4 | 0.9 | 0.2 | 1.0 | 4.9 | 2.1 | 127.4 |
| Financial & Insurance Services | 0.8 | 0.3 | 2.6 | 0.8 | 1.9 | -2.6 | 0.4 | 3.6 | -0.3 | 201.2 |
| Real Estate Services | -1.9 | -3.4 | -0.5 | 0.7 | 1.0 | -0.9 | -0.1 | -5.9 | -0.1 | 90.6 |
| Professional Services | 0.7 | 2.2 | 4.4 | 0.4 | 0.2 | 3.2 | 1.2 | 7.3 | 4.6 | 248.6 |
| Administrative & Support Services | 2.0 | 7.0 | -0.3 | 3.6 | -0.4 | 1.4 | 0.6 | 8.7 | 1.6 | 214.8 |
| Community, Social & Personal Services | 6.5 | 3.9 | 5.7 | 6.2 | 8.6 | 5.1 | 2.8 | 16.1 | 16.5 | 788.6 |
| Others | 0.1 | - | - | 0.2 | -0.2 | -0.2 | -0.1 | 0.1 | -0.4 | 26.8 |

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.
- (7) Community, Social & Personal Services includes Public Administration & Education, Health & Social Services and Arts, Entertainment & Recreation.

⁵ On aggregate, firms in retail trade expect to increase hiring in the fourth quarter of 2016. Source: Business Expectations for the Services Sector, Fourth Quarter 2016, Department of Statistics, MTI.

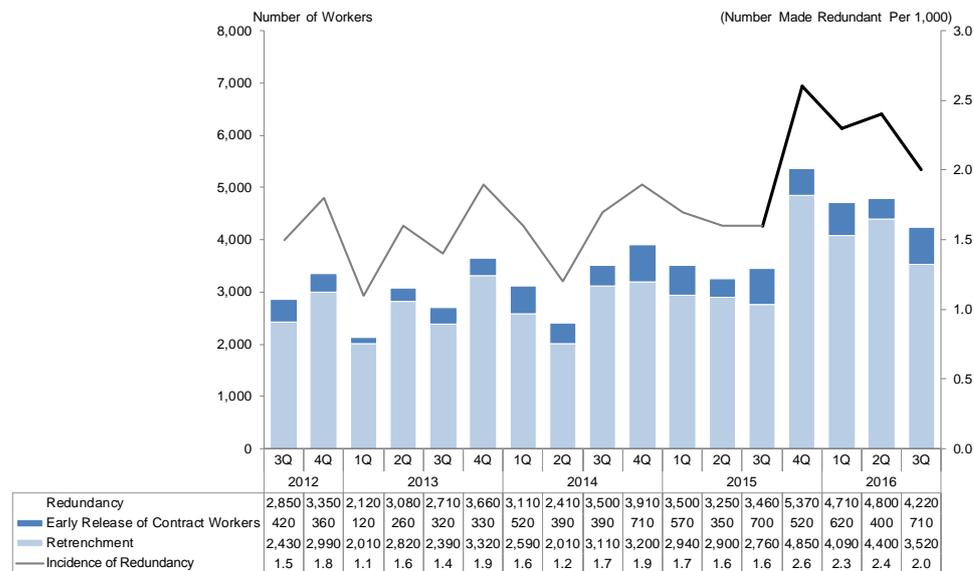
Redundancy

Layoffs lower than past quarter, but higher than a year ago

4,220 workers were made redundant in the third quarter of 2016, lower than the past quarter (4,800) but higher than a year ago (3,460). Cumulatively for the first nine months of 2016, 13,730 workers were laid off, higher than in 2015 (10,220) and the highest since the same period in 2009 (21,210).

Redundancies fell over the quarter in manufacturing and services but edged up in construction. The bulk of redundancies were from services (59%), mainly in professional services (16%), financial services (15%) and wholesale trade (10%). Across the broad sectors, layoffs was higher in the first nine months of 2016 compared to the same period last year.

Chart 7 Redundancy

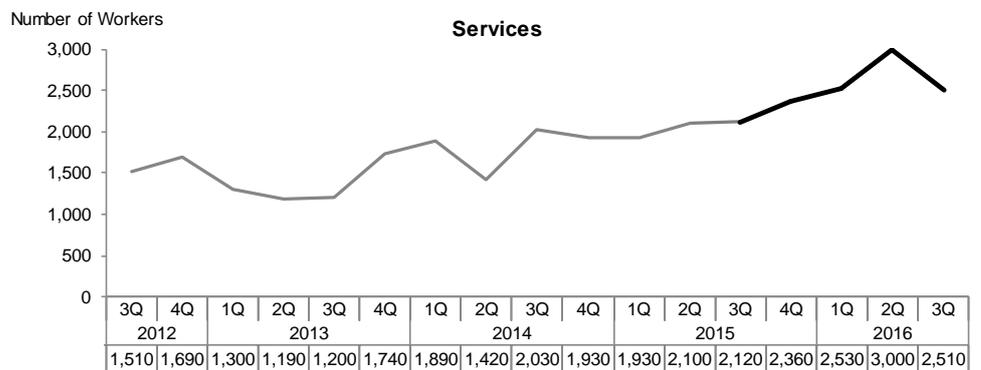
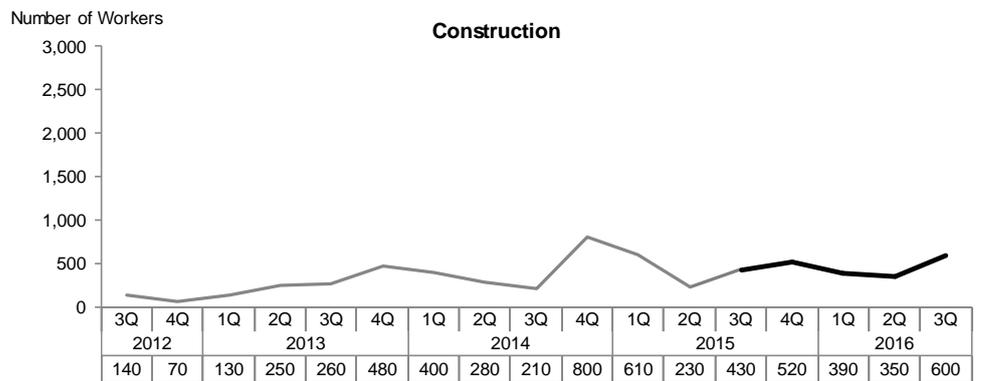
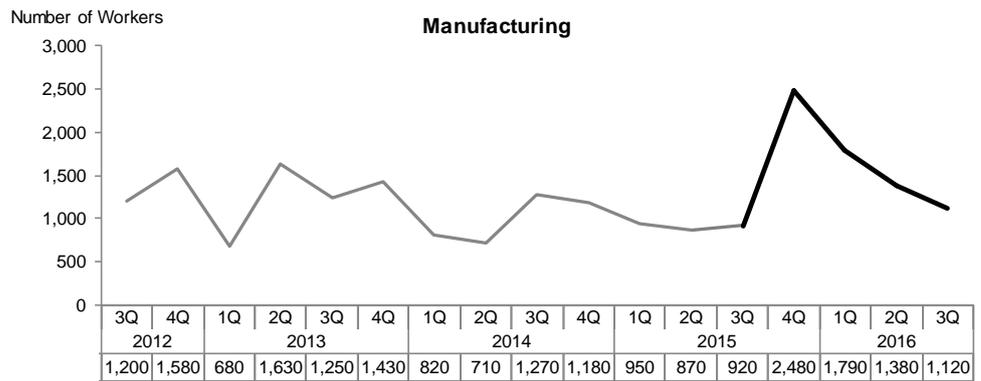


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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



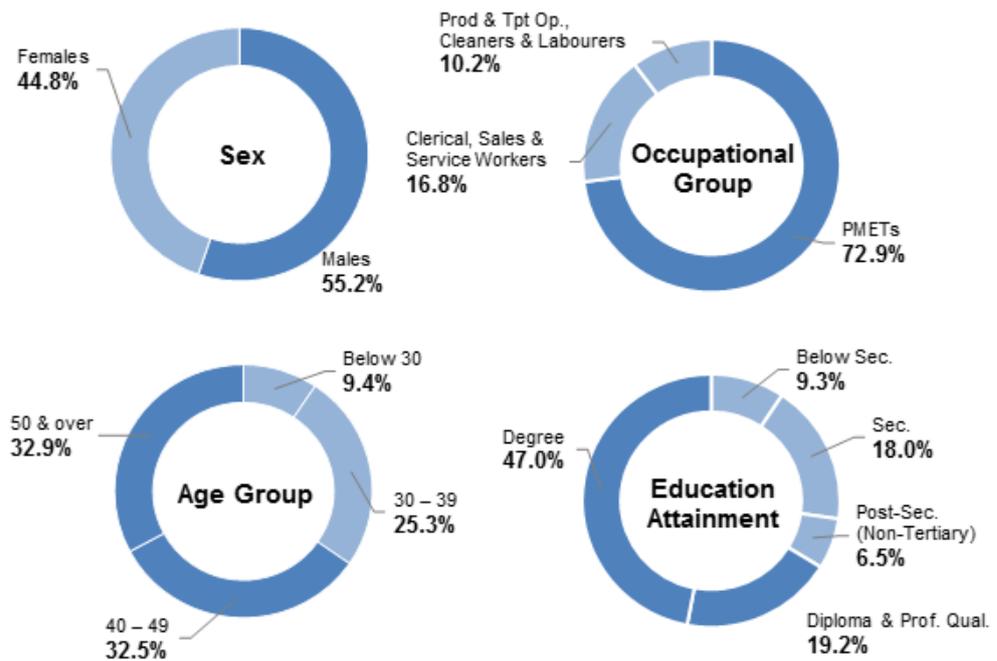
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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) were more likely to be made redundant. They formed the majority (73%) of residents made redundant in the third quarter of 2016, higher than their workforce representation. Those with tertiary qualifications also formed the bulk of resident layoffs in the third quarter of 2016.

Chart 9 Profile Of Residents Made Redundant, Third Quarter 2016



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

Notes:

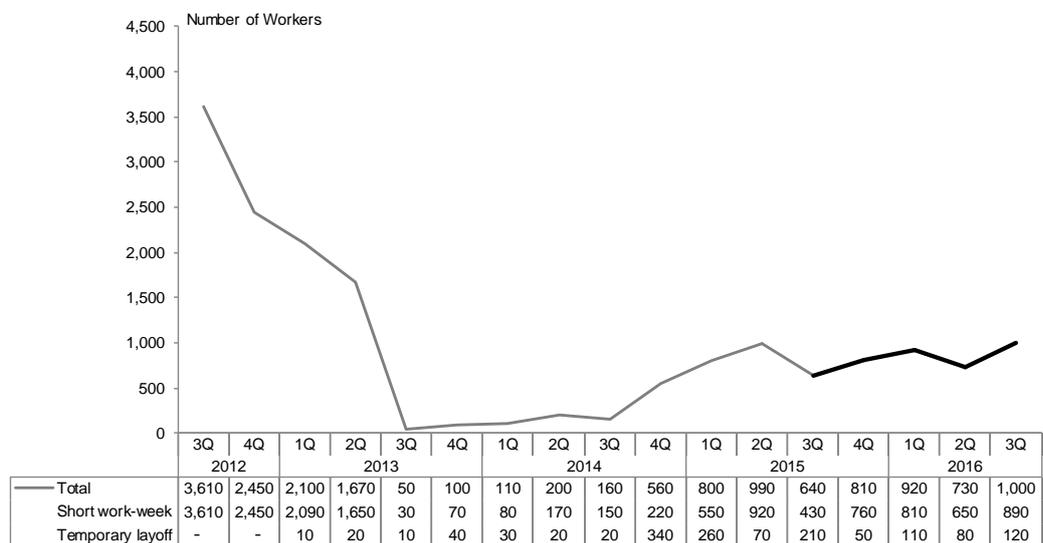
- (1) Data on residents made redundant pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data may not add up to the total due to rounding.

Workers on short work-week or temporary layoff mainly from manufacturing

1,000 workers were placed on short work-week or temporary layoff in the third quarter of 2016, the highest since the second quarter of 2013 (1,670). The majority were placed on short work-week (890). The number placed on short work-week or temporary layoff averaged around 840 per quarter since 2015.

Similar to past quarters, the affected workers were mainly from manufacturing (71%), with the rest from services (22%) or construction (6.8%). Most workers were production & related workers (60%), followed by PMETs (29%) and clerical, sales and service workers (11%).

Chart 10 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.

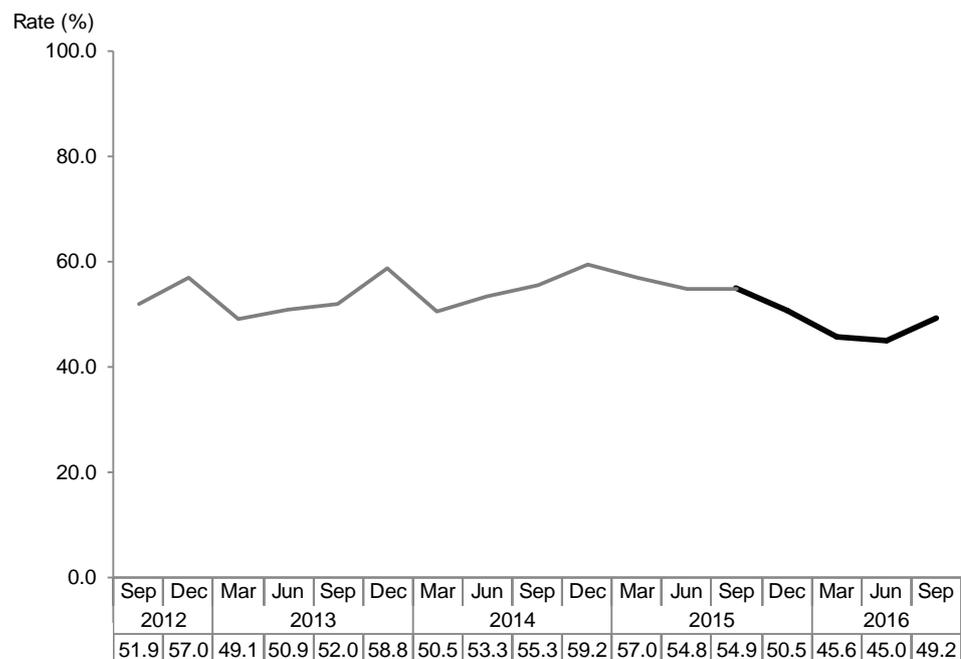
Re-entry Into Employment⁶

Rate of re-entry into employment edged up

Based on CPF records, 49% of residents made redundant in the second quarter of 2016 re-entered employment by September 2016, edging up from June 2016 (45%), after a general downtrend since December 2014 (59%).

The increase was observed for all age groups except those aged 50 & over (from 42% to 38%). It also increased among PMETs (from 40% to 47%), following two preceding quarters of sharp declines. Nonetheless, PMETs and those with tertiary education still posted below-average re-entry rates in September 2016.

Chart 11 Rate Of Re-entry Into Employment Of Residents Made Redundant

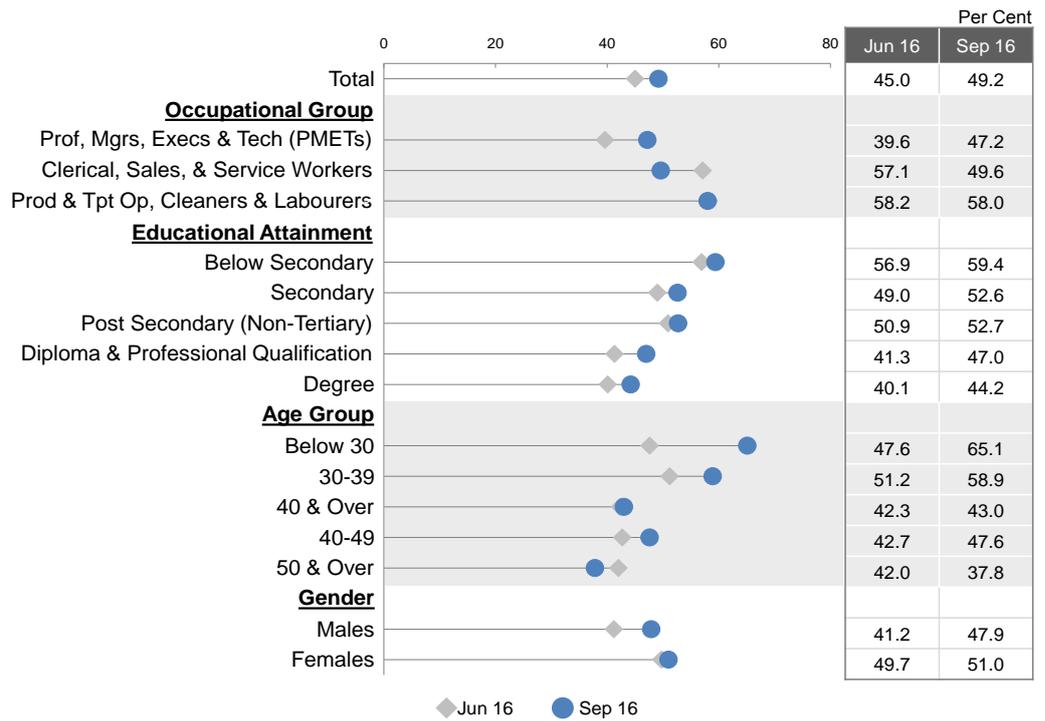


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

Note: Data refer to re-entry rates as at end of quarter for residents made redundant by private sector establishments (each with at least 25 employees) and the public sector 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.

Chart 12 Rate Of Re-entry Into Employment Of Residents Made Redundant



Source: 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 June 2016/September 2016 for residents made redundant by private sector establishments (each with at least 25 employees) and the public sector in the first/second quarter of 2016.

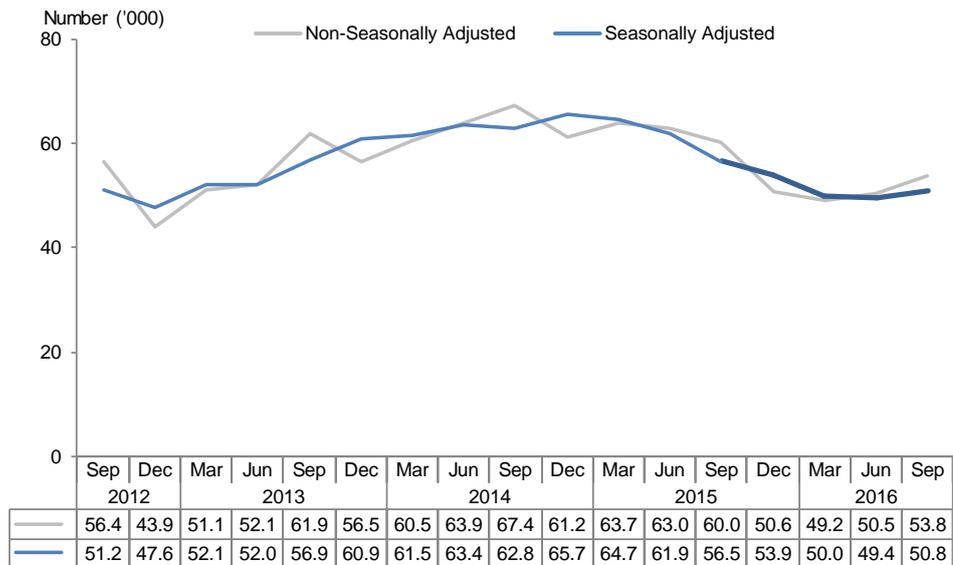
Job Vacancy

Unemployed persons continued to outnumber job openings

After declining for six consecutive quarters, the seasonally adjusted number of job vacancies rose slightly from 49,400 in June 2016 to 50,800 in September 2016, but remained lower than the same period last year (56,500).

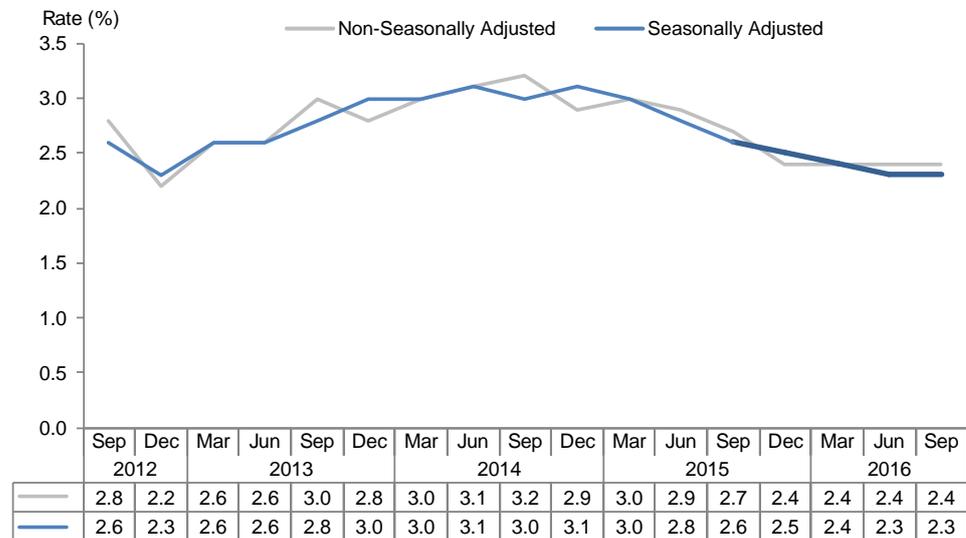
Job seekers continued to outnumber job vacancies for the second consecutive quarter. The seasonally adjusted ratio of job vacancies to unemployed persons continued to edge lower to 91 job openings per 100 job seekers in September 2016, from 93 in June 2016.

Chart 13 Job Vacancy



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

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

Chart 14 Job Vacancy Rate

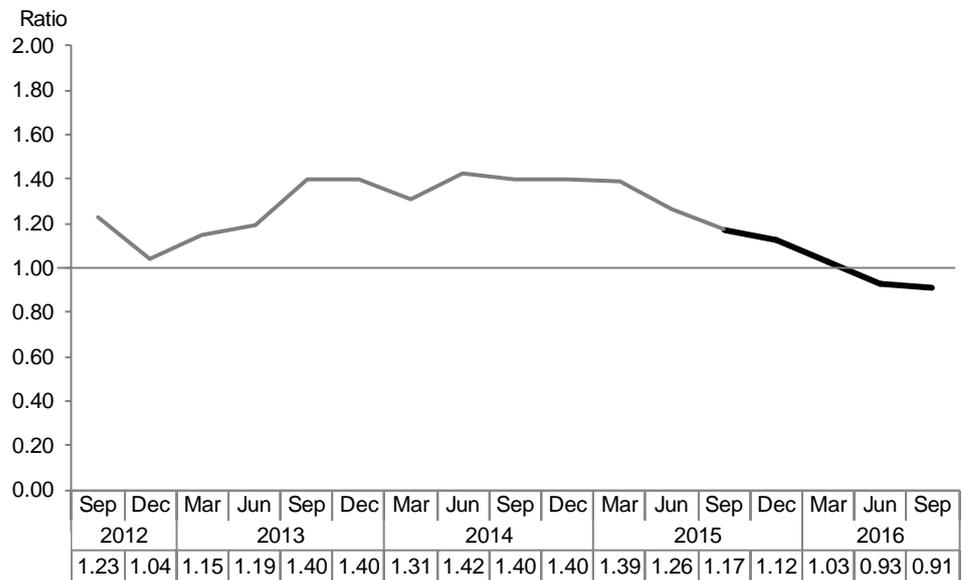
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

Compared to the same period a year ago, the number of job vacancies in September 2016 was still lower. This decline was broad-based across industries. It was largely driven by non-PMETs (-4,800), in industries such as food & beverage services (-1,300), transportation & storage (-800) and real estate services (-800). The declines in PMET openings (-1,400) were mainly in wholesale trade (-400), financial & insurance services (-300) and professional services (-300).

In September 2016, 25,800 or 48% of the vacancies were for PMETs, followed by clerical, sales & service workers (15,900 or 30%) and production & transport operators, cleaners & labourers (12,100 or 22%).

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



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

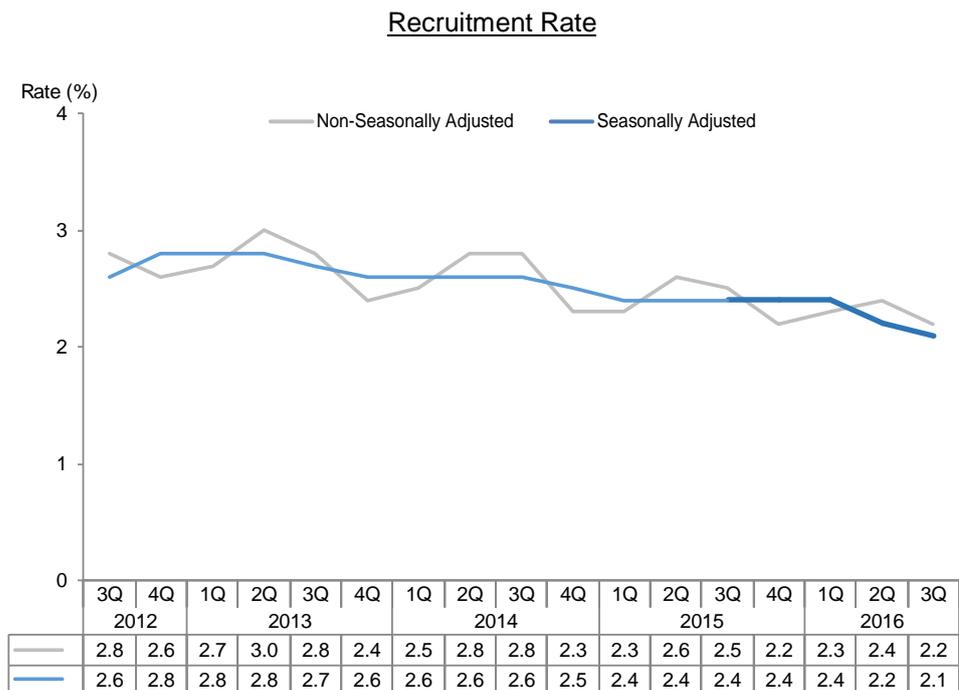
Labour Turnover

Recruitment rate trended down while resignation rate held steady

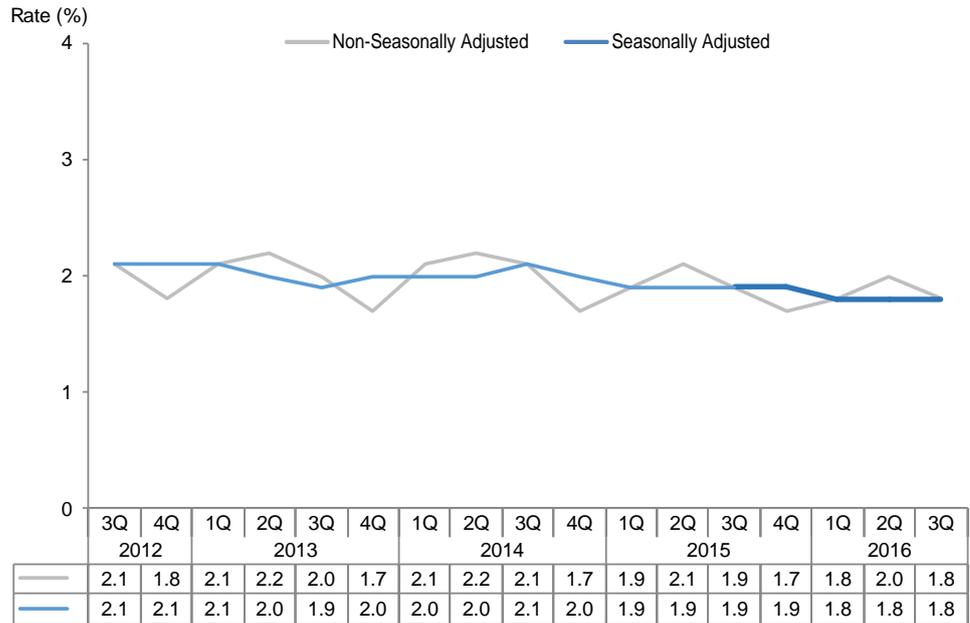
Recruitment and resignation activity remained muted. The seasonally adjusted recruitment rate trended down for the second consecutive quarter, from 2.2% in the second quarter of 2016 to 2.1% in the third quarter of 2016. This was close to the all-time low at the height of the global recession in 2009 (2.0%). Meanwhile, resignation rate held steady at 1.8%, similar to the first two quarters of 2016.

Year-on-year, the decline in recruitment and resignation rates was broad-based across most occupational groups and industries. These declines were more notable in accommodation and arts, entertainment and recreation.

Chart 16 Average Monthly Recruitment And Resignation Rates



Resignation Rate



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) The average monthly resignation/recruitment rate is defined as the average number of person who resigned / who were recruited in a month divided by the average number of employees in the establishment.

Hours Worked

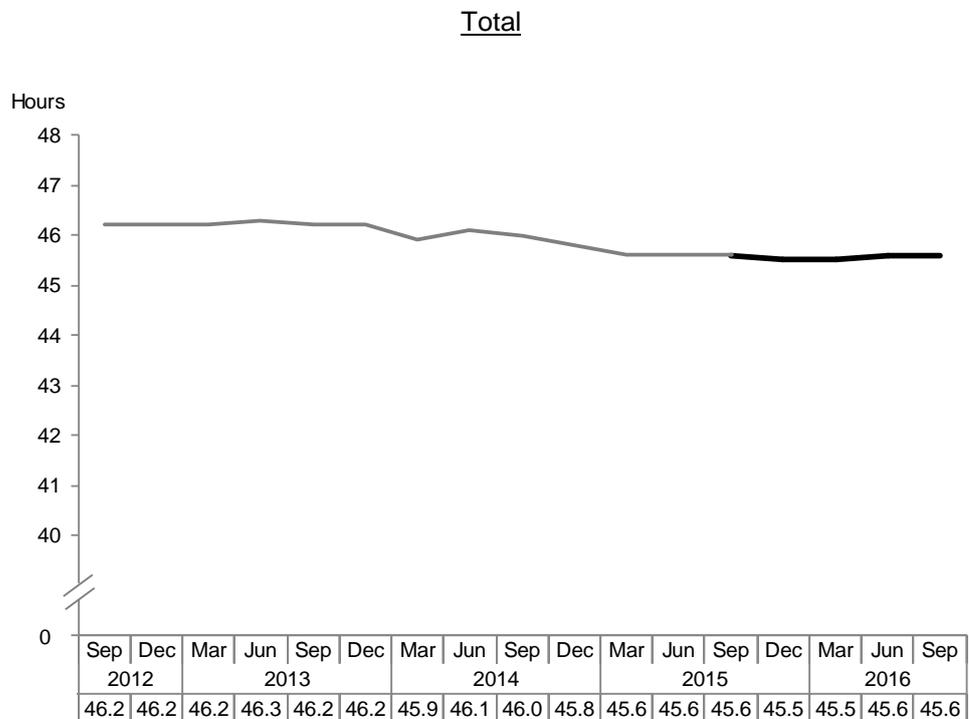
Paid hours worked per employee unchanged in September

Average total weekly paid hours worked per employee was 45.6 hours in September 2016, unchanged from the previous quarter and a year ago. Paid overtime hours per employee was also broadly unchanged at 3.3 hours, similar to levels observed since 2015.

By industry, water transport & supporting services and architectural & engineering services recorded the highest year-on-year increases in hours worked. In particular for architectural & engineering services, this was the fourth consecutive quarter⁷ of year-on-year increase. On the other hand, paid hours worked in transport equipment manufacturing has declined year-on-year for four straight quarters.

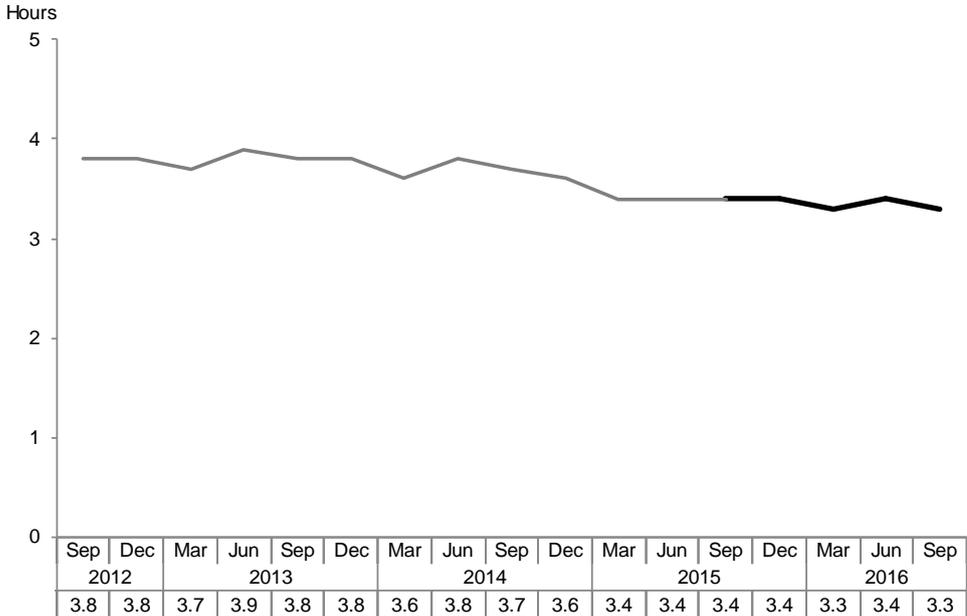
Workers in construction (52.2) and manufacturing (48.9) consistently had among the highest weekly paid hours worked, in tandem with longer overtime hours (7.9 and 5.9 respectively), despite the general downtrend in manufacturing's hours worked since June 2013.

Chart 17 Average Weekly Paid Hours Worked Per Employee



⁷ Average weekly paid hours worked per employee are based on the last month of each quarter.

Overtime



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

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

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

| Characteristics | 2013 | 2014 | 2015 | Per Cent | |
|---------------------------------------|------------|------------|------------|------------|------------|
| | | | | Sep | |
| | | | | 2015 | 2016 |
| TOTAL | 2.8 | 2.7 | 2.8 | 2.5 | 2.5 |
| GENDER | | | | | |
| Males | 2.7 | 2.7 | 2.7 | 2.5 | 2.8 |
| Females | 2.9 | 2.9 | 2.9 | 2.5 | 2.3 |
| AGE GROUP (YEARS) | | | | | |
| Below 30 | 5.2 | 5.2 | 5.1 | 4.2 | 4.5 |
| 30 - 39 | 2.2 | 2.2 | 1.9 | 1.8 | 1.9 |
| 40 & Over | 2.2 | 2.2 | 2.3 | 2.2 | 2.2 |
| 40 - 49 | 2.2 | 2.1 | 2.4 | 2.2 | 2.0 |
| 50 & Over | 2.3 | 2.3 | 2.4 | 2.3 | 2.3 |
| HIGHEST QUALIFICATION ATTAINED | | | | | |
| Below Secondary | 2.4 | 2.5 | 2.5 | 2.1 | 1.6 |
| Secondary | 2.9 | 2.8 | 2.7 | 2.3 | 2.6 |
| Post-Secondary (Non-Tertiary) | 3.5 | 2.7 | 3.0 | 2.5 | 2.8 |
| Diploma & Professional Qualification | 2.7 | 2.9 | 2.9 | 2.6 | 3.0 |
| Degree | 2.8 | 2.9 | 2.8 | 2.8 | 2.7 |

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.

1.2 UNEMPLOYMENT

UNEMPLOYED RESIDENTS BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

| Characteristics | 2013 | 2014 | 2015 | Sep | |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------|
| | | | | 2015 | 2016 |
| TOTAL | 59.8 | 61.2 | 62.5 | 56.7 | 57.9 |
| GENDER | | | | | |
| Males | 32.1 | 31.8 | 33.2 | 30.7 | 34.3 |
| Females | 27.7 | 29.4 | 29.2 | 26.0 | 23.6 |
| AGE GROUP (YEARS) | | | | | |
| Below 30 | 21.3 | 22.1 | 22.2 | 18.3 | 19.5 |
| 30 - 39 | 11.2 | 11.5 | 9.9 | 9.5 | 9.9 |
| 40 & Over | 27.3 | 27.7 | 30.4 | 28.8 | 28.5 |
| 40 - 49 | 11.7 | 11.4 | 12.6 | 11.4 | 10.5 |
| 50 & Over | 15.6 | 16.3 | 17.8 | 17.4 | 18.0 |
| HIGHEST QUALIFICATION ATTAINED | | | | | |
| Below Secondary | 10.7 | 11.1 | 10.6 | 9.2 | 7.1 |
| Secondary | 11.9 | 11.6 | 11.3 | 9.9 | 10.7 |
| Post-Secondary (Non-Tertiary) | 7.9 | 6.4 | 7.4 | 5.7 | 6.2 |
| Diploma & Professional Qualification | 10.7 | 12.1 | 12.5 | 11.4 | 12.6 |
| Degree | 18.6 | 20.1 | 20.6 | 20.5 | 21.3 |

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.

1.3 LONG-TERM UNEMPLOYMENT

RESIDENT LONG-TERM UNEMPLOYMENT RATE BY GENDER, AGE
AND HIGHEST QUALIFICATION ATTAINED

| Characteristics | 2013 | 2014 | 2015 | Per Cent | |
|---------------------------------------|------------|------------|------------|------------|------------|
| | | | | Sep | |
| | | | | 2015 | 2016 |
| TOTAL | 0.6 | 0.6 | 0.6 | 0.6 | 0.8 |
| GENDER | | | | | |
| Males | 0.7 | 0.6 | 0.6 | 0.5 | 0.9 |
| Females | 0.5 | 0.5 | 0.5 | 0.6 | 0.6 |
| AGE GROUP (YEARS) | | | | | |
| Below 30 | 0.6 | 0.5 | 0.5 | 0.4 | 0.6 |
| 30 - 39 | 0.5 | 0.4 | 0.5 | 0.4 | 0.6 |
| 40 & Over | 0.7 | 0.6 | 0.7 | 0.7 | 0.9 |
| 40 - 49 | 0.7 | 0.5 | 0.7 | 0.8 | 0.8 |
| 50 & Over | 0.7 | 0.8 | 0.7 | 0.6 | 1.0 |
| HIGHEST QUALIFICATION ATTAINED | | | | | |
| Below Secondary | 0.5 | 0.5 | 0.4 | 0.3 | 0.5 |
| Secondary | 0.6 | 0.5 | 0.5 | 0.4 | 0.7 |
| Post-Secondary (Non-Tertiary) | 0.7 | 0.6 | 0.6 | 0.8 | 0.6 |
| Diploma & Professional Qualification | 0.6 | 0.5 | 0.5 | 0.4 | 0.8 |
| Degree | 0.8 | 0.6 | 0.8 | 0.9 | 1.0 |

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 | 2013 | 2014 | 2015 | Sep | |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------|
| | | | | 2015 | 2016 |
| TOTAL | 13.4 | 12.1 | 12.7 | 12.8 | 17.6 |
| GENDER | | | | | |
| Males | 8.3 | 7.5 | 7.6 | 6.7 | 11.0 |
| Females | 5.1 | 4.5 | 5.1 | 6.1 | 6.5 |
| AGE GROUP (YEARS) | | | | | |
| Below 30 | 2.4 | 2.0 | 1.9 | 1.9 | 2.4 |
| 30 - 39 | 2.7 | 1.8 | 2.2 | 1.9 | 3.3 |
| 40 & Over | 8.3 | 8.2 | 8.5 | 8.9 | 11.8 |
| 40 - 49 | 3.6 | 2.7 | 3.5 | 4.1 | 4.2 |
| 50 & Over | 4.8 | 5.6 | 5.0 | 4.9 | 7.6 |
| HIGHEST QUALIFICATION ATTAINED | | | | | |
| Below Secondary | 2.1 | 2.2 | 1.8 | 1.4 | 2.3 |
| Secondary | 2.3 | 2.2 | 2.2 | 1.6 | 3.0 |
| Post-Secondary (Non-Tertiary) | 1.6 | 1.2 | 1.4 | 1.7 | 1.4 |
| Diploma & Professional Qualification | 2.5 | 2.1 | 2.0 | 1.7 | 3.3 |
| Degree | 5.1 | 4.3 | 5.4 | 6.3 | 7.6 |

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 2016 |
|---|-------------------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|------------------------------------|
| | 2013 | 2014 | 2015 | 2015 | | 2016 | | | |
| | | | | 3Q | 4Q | 1Q | 2Q | 3Q | |
| TOTAL | 136.2 | 130.1 | 32.3 | 12.6 | 16.1 | 13.0 | 4.2 | -2.7 | 3 670.7 |
| C10-32 MANUFACTURING | 5.3 | -4.4 | -22.1 | -4.3 | -6.5 | -1.9 | -3.4 | -3.6 | 504.9 |
| C10-12 Food, Beverages & Tobacco | 2.1 | 2.0 | 2.8 | 0.6 | 0.5 | 0.4 | -0.1 | 0.4 | 45.8 |
| C17,18,22 Paper / Rubber / Plastic Products & Printing | -1.3 | -0.6 | -2.7 | -0.3 | -0.6 | -0.4 | -0.6 | -0.4 | 33.1 |
| C19-21 Petroleum, Chemical & Pharmaceutical Products | 1.4 | -3.1 | -4.6 | 1.0 | -0.9 | 2.1 | 2.6 | 0.3 | 62.6 |
| C25,28 Fabricated Metal Products, Machinery & Equipment | 0.7 | 0.3 | -5.5 | -1.3 | -1.8 | -1.4 | -1.8 | -1.7 | 98.8 |
| C26 Electronic, Computer & Optical Products | -2.5 | -0.9 | -1.7 | -0.2 | -0.7 | -1.6 | -1.4 | -0.3 | 83.9 |
| C29-30 Transport Equipment | 4.1 | -3.4 | -11.4 | -3.6 | -3.3 | -0.7 | -1.5 | -1.8 | 118.0 |
| Other Manufacturing Industries | 0.8 | 1.4 | 1.0 | -0.6 | 0.2 | -0.3 | -0.6 | - | 62.7 |
| F41-43 CONSTRUCTION | 35.2 | 14.3 | 8.6 | 3.7 | 0.9 | 1.9 | 0.2 | -5.3 | 496.7 |
| G-U SERVICES | 94.1 | 119.7 | 45.5 | 13.3 | 21.5 | 13.2 | 7.6 | 6.3 | 2 642.3 |
| G46-47 WHOLESALE AND RETAIL TRADE | 13.1 | 20.5 | -9.4 | -2.3 | 4.4 | -0.7 | -1.1 | -0.9 | 488.0 |
| G46 Wholesale Trade | 9.2 | 10.5 | -1.5 | -0.1 | 1.0 | - | 0.1 | -0.2 | 325.5 |
| G47 Retail Trade | 3.9 | 10.0 | -7.9 | -2.2 | 3.3 | -0.7 | -1.2 | -0.7 | 162.5 |
| H49-53 TRANSPORTATION AND STORAGE | 8.8 | 7.5 | 3.1 | - | 0.5 | 1.8 | 1.7 | 0.7 | 241.3 |
| H49,5221 Land Transport & Supporting Services | 2.7 | 2.8 | 2.5 | 0.6 | 0.9 | 1.4 | 1.5 | 0.8 | 96.8 |
| H50,5222, 5225 Water Transport & Supporting Services | 2.2 | 2.2 | - | -0.3 | -0.5 | -0.1 | -0.1 | -0.3 | 50.6 |
| H51,5223 Air Transport & Supporting Services | 1.5 | -0.3 | 0.4 | 0.4 | -0.2 | - | 0.1 | - | 29.3 |
| Other Transportation & Storage Services | 2.5 | 2.8 | 0.2 | -0.7 | 0.2 | 0.4 | 0.2 | 0.1 | 64.5 |
| I55-56 ACCOMMODATION AND FOOD SERVICES | 9.7 | 9.1 | 4.8 | 1.6 | 4.4 | - | 0.6 | 0.7 | 242.0 |
| I55 Accommodation | 0.4 | -0.1 | -0.3 | 1.4 | -0.3 | -0.4 | -0.4 | 0.6 | 34.9 |
| I56 Food & Beverage Services | 9.3 | 9.2 | 5.2 | 0.3 | 4.7 | 0.3 | 1.0 | 0.1 | 207.1 |
| J58-63 INFORMATION AND COMMUNICATIONS | 8.1 | 6.4 | 5.4 | 2.1 | 0.4 | 0.9 | 0.2 | 1.0 | 127.4 |
| J58-61 Telecommunications, Broadcasting & Publishing | 2.8 | 1.3 | 0.1 | - | 0.1 | -0.1 | -0.3 | -0.3 | 40.3 |
| J62-63 IT & Other Information Services | 5.4 | 5.1 | 5.3 | 2.1 | 0.3 | 1.0 | 0.5 | 1.4 | 87.1 |
| K64-66 FINANCIAL AND INSURANCE SERVICES | 4.6 | 9.3 | 4.5 | 2.6 | 0.8 | 1.9 | -2.6 | 0.4 | 201.2 |
| K64 & 66 (excl.662) Financial Services | 3.9 | 6.1 | 3.9 | 2.2 | 0.8 | 1.6 | -3.0 | 0.2 | 166.1 |
| K65 & 662 Insurance Services | 0.7 | 3.2 | 0.6 | 0.4 | 0.1 | 0.3 | 0.4 | 0.2 | 35.0 |
| L68 REAL ESTATE SERVICES | 0.4 | 6.9 | -5.1 | -0.5 | 0.7 | 1.0 | -0.9 | -0.1 | 90.6 |
| M69-75 PROFESSIONAL SERVICES | 14.9 | 14.0 | 7.7 | 4.4 | 0.4 | 0.2 | 3.2 | 1.2 | 248.6 |
| M69-70 Legal, Accounting & Management Services | 7.8 | 8.1 | 10.5 | 4.2 | 0.9 | 0.9 | 3.5 | 2.0 | 131.1 |
| M71 Architectural & Engineering Services | 4.0 | 0.3 | -1.5 | -0.1 | -0.2 | -0.6 | -0.9 | -0.5 | 61.2 |
| Other Professional Services | 3.2 | 5.5 | -1.2 | 0.3 | -0.4 | -0.1 | 0.5 | -0.3 | 56.2 |
| N77-82 ADMINISTRATIVE AND SUPPORT SERVICES | 11.4 | 13.6 | 12.3 | -0.3 | 3.6 | -0.4 | 1.4 | 0.6 | 214.8 |
| N80 Security & Investigation | 1.3 | 2.6 | 2.2 | -0.1 | 0.4 | 0.5 | 0.8 | 0.4 | 44.0 |
| N81 Cleaning & Landscaping | 3.0 | 3.3 | 7.4 | 0.5 | 0.7 | 0.6 | 0.9 | 0.4 | 59.6 |
| Other Administrative & Support Services | 7.1 | 7.7 | 2.8 | -0.7 | 2.6 | -1.5 | -0.3 | -0.2 | 111.3 |
| O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES | 23.1 | 32.4 | 22.4 | 5.7 | 6.2 | 8.6 | 5.1 | 2.8 | 788.6 |
| O84,P85 Public Administration & Education | 6.3 | 8.9 | 4.9 | - | 2.2 | 2.7 | 1.6 | 0.7 | 244.0 |
| Q86-88 Health & Social Services | 8.5 | 8.5 | 7.3 | 2.4 | 1.6 | 1.6 | 1.4 | 1.4 | 141.2 |
| R90-93 Arts, Entertainment & Recreation | -1.2 | 2.1 | 0.6 | 0.5 | 0.3 | 0.1 | 0.1 | -0.9 | 55.4 |
| S,T,U Other Community, Social & Personal Services | 9.6 | 12.9 | 9.6 | 2.8 | 2.2 | 4.1 | 2.0 | 1.6 | 347.9 |
| A,B,D,E,V OTHERS* | 1.5 | 0.5 | 0.3 | - | 0.2 | -0.2 | -0.2 | -0.1 | 26.8 |

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

| | 2013 | 2014 | 2015 | 2015 | | 2016 | | |
|---|---------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|
| | | | | 3Q | 4Q | 1Q | 2Q | 3Q |
| TOTAL | 11 560 | 12 930 | 15 580 | 3 460 | 5 370 | 4 710 | 4 800 | 4 220 |
| INDUSTRY (SSIC 2010) | | | | | | | | |
| C10-32 MANUFACTURING | 5 000 | 3 970 | 5 210 | 920 | 2 480 | 1 790 | 1 380 | 1 120 |
| C10-12 Food, Beverages & Tobacco | 40 | 120 | 80 | 10 | 50 | 180 | 50 | 70 |
| C17,18,22 Paper / Rubber / Plastic Products & Printing | 380 | 150 | 570 | 70 | 120 | 160 | 130 | 30 |
| C19-21 Petroleum, Chemical & Pharmaceutical Products | 220 | 170 | 320 | 30 | 200 | 140 | 60 | 30 |
| C25,28 Fabricated Metal Products, Machinery & Equipment | 660 | 1 330 | 1 680 | 360 | 730 | 530 | 540 | 500 |
| C26 Electronic, Computer & Optical Products | 2 490 | 1 300 | 1 690 | 200 | 1 140 | 500 | 340 | 180 |
| C29-30 Transport Equipment | 220 | 460 | 670 | 180 | 180 | 240 | 130 | 160 |
| Other Manufacturing Industries | 980 | 460 | 200 | 60 | 50 | 40 | 130 | 150 |
| F41-43 CONSTRUCTION | 1 120 | 1 690 | 1 780 | 430 | 520 | 390 | 350 | 600 |
| G-U SERVICES | 5 430 | 7 260 | 8 510 | 2 120 | 2 360 | 2 530 | 3 000 | 2 510 |
| G46-47 WHOLESALE AND RETAIL TRADE | 1 280 | 2 190 | 2 180 | 560 | 590 | 550 | 820 | 470 |
| G46 Wholesale Trade | 1 180 | 1 490 | 2 150 | 560 | 590 | 510 | 730 | 440 |
| G47 Retail Trade | 100 | 700 | 30 | - | - | 30 | 80 | 30 |
| H49-53 TRANSPORTATION AND STORAGE | 450 | 470 | 690 | 180 | 250 | 230 | 230 | 120 |
| H49,5221 Land Transport & Supporting Services | 10 | - | 60 | - | - | - | - | - |
| H50,5222,5225 Water Transport & Supporting Services | 140 | 210 | 280 | 20 | 180 | 170 | 80 | 90 |
| H51,5223 Air Transport & Supporting Services | 100 | 20 | 110 | 90 | 10 | 10 | 90 | - |
| Other Transportation & Storage Services | 200 | 240 | 250 | 80 | 70 | 50 | 60 | 30 |
| I55-56 ACCOMMODATION AND FOOD SERVICES | 220 | 380 | 200 | 20 | 60 | 100 | 20 | 200 |
| I55 Accommodation | 10 | 240 | 10 | - | - | - | - | 60 |
| I56 Food & Beverage Services | 210 | 140 | 190 | 20 | 60 | 100 | 20 | 140 |
| J58-63 INFORMATION AND COMMUNICATIONS | 800 | 790 | 710 | 200 | 150 | 410 | 150 | 160 |
| J58-61 Telecommunications, Broadcasting & Publishing | 480 | 350 | 280 | 40 | 50 | 300 | 60 | 60 |
| J62-63 IT & Other Information Services | 330 | 440 | 430 | 160 | 110 | 110 | 80 | 100 |
| K64-66 FINANCIAL AND INSURANCE SERVICES | 1 270 | 1 350 | 1 760 | 440 | 480 | 470 | 540 | 650 |
| K64 & 66 (excl.662) Financial Services | 1 230 | 1 280 | 1 710 | 430 | 450 | 430 | 520 | 640 |
| K65 & 662 Insurance Services | 40 | 60 | 50 | 10 | 30 | 50 | 30 | 10 |
| L68 REAL ESTATE SERVICES | 30 | 90 | 50 | - | 20 | 10 | 20 | 10 |
| M69-75 PROFESSIONAL SERVICES | 960 | 1 520 | 2 290 | 590 | 690 | 620 | 730 | 670 |
| M69-70 Legal, Accounting & Management Services | 590 | 1 030 | 1 180 | 320 | 340 | 310 | 370 | 300 |
| M71 Architectural & Engineering Services | 240 | 350 | 940 | 210 | 300 | 250 | 310 | 280 |
| Other Professional Services | 120 | 140 | 170 | 60 | 40 | 60 | 60 | 80 |
| N77-82 ADMINISTRATIVE AND SUPPORT SERVICES | 240 | 360 | 400 | 100 | 50 | 90 | 60 | 110 |
| N80 Security & Investigation | - | 110 | 70 | - | - | - | - | 20 |
| N81 Cleaning & Landscaping | 10 | 10 | 50 | 10 | 10 | 40 | 20 | - |
| Other Administrative & Support Services | 230 | 230 | 280 | 100 | 30 | 50 | 40 | 90 |
| O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES | 190 | 130 | 230 | 20 | 80 | 60 | 430 | 120 |
| O84,P85 Public Administration & Education | 30 | 40 | 40 | - | 20 | - | 10 | 20 |
| Q86-88 Health & Social Services | 10 | 20 | 90 | - | 40 | 20 | - | 10 |
| R90-93 Arts, Entertainment & Recreation | 40 | 20 | 10 | 10 | - | 10 | 400 | 90 |
| S,T,U Other Community, Social & Personal Services | 120 | 50 | 80 | 10 | 20 | 30 | 20 | - |
| A,B,D,E,V OTHERS* | 10 | 10 | 80 | - | 20 | - | 70 | - |
| OCCUPATIONAL GROUP | | | | | | | | |
| Professionals, Managers, Executives & Technicians | 6 430 | 6 530 | 8 550 | 2 150 | 2 750 | 2 680 | 2 640 | 2 390 |
| Clerical, Sales & Service Workers | 1 140 | 1 860 | 1 550 | 310 | 490 | 400 | 800 | 540 |
| Production & Transport Operators, Cleaners & Labourers | 4 000 | 4 540 | 5 480 | 1 010 | 2 140 | 1 620 | 1 360 | 1 290 |

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 2016

Number of Workers

| Industry (SSIC 2010) | Reasons For Redundancy | | | | | | | Occupational Group | | | |
|---|----------------------------------|-----------------------------------|--------------|--------------------------------|-------------------------------|-----------------------------|------------|--------------------|---|-----------------------------------|--|
| | Recession/ Down-turn In Industry | Poor Business/ Business Failure * | High Costs | Reorganisation / Restructuring | Product Line Was Discontinued | Early Completion of Project | Others | Total | Professionals, Managers, Executives & Technicians | Clerical, Sales & Service Workers | Production & Transport Operators, Cleaners & Labourers |
| TOTAL | 1 590 | 990 | 1 570 | 2 110 | 90 | 290 | 150 | 4 220 | 2 390 | 540 | 1 290 |
| C10-32 MANUFACTURING | 660 | 270 | 400 | 380 | 10 | 50 | - | 1 120 | 520 | 100 | 490 |
| C10-12 Food, Beverages & Tobacco | 20 | 20 | 50 | 40 | - | - | - | 70 | 20 | 10 | 50 |
| C17,18,22 Paper / Rubber / Plastic Products & Printing | 20 | 20 | 30 | 10 | - | - | - | 30 | 10 | - | 20 |
| C19-21 Petroleum, Chemical & Pharmaceutical Products | - | - | - | 30 | - | - | - | 30 | 20 | 10 | 10 |
| C25,28 Fabricated Metal Products, Machinery & Equipment | 390 | 100 | 180 | 60 | 10 | - | - | 500 | 290 | 40 | 170 |
| C26 Electronic, Computer & Optical Products | 40 | 10 | 20 | 180 | - | - | - | 180 | 130 | 30 | 20 |
| C29-30 Transport Equipment | 130 | 110 | 120 | 20 | - | - | - | 160 | 30 | - | 130 |
| Other Manufacturing Industries | 70 | 20 | 20 | 40 | - | 50 | - | 150 | 30 | 10 | 110 |
| F41-43 CONSTRUCTION | 360 | 320 | 450 | 30 | 20 | 160 | - | 600 | 40 | 20 | 540 |
| G-U SERVICES | 570 | 400 | 720 | 1 700 | 70 | 80 | 150 | 2 510 | 1 830 | 420 | 270 |
| G46-47 WHOLESALE AND RETAIL TRADE | 110 | 70 | 80 | 330 | 10 | 10 | - | 470 | 330 | 70 | 70 |
| G46 Wholesale Trade | 110 | 60 | 60 | 330 | 10 | 10 | - | 440 | 320 | 60 | 60 |
| G47 Retail Trade | - | 10 | 20 | 10 | - | - | - | 30 | 10 | 10 | 10 |
| H49-53 TRANSPORTATION AND STORAGE | 50 | - | 10 | 60 | - | 20 | - | 120 | 60 | 20 | 40 |
| H49,5221 Land Transport & Supporting Services | - | - | - | - | - | - | - | - | - | - | - |
| H50,5222, 5225 Water Transport & Supporting Services | 40 | - | - | 40 | - | 10 | - | 90 | 50 | 10 | 30 |
| H51,5223 Air Transport & Supporting Services | - | - | - | - | - | - | - | - | - | - | - |
| Other Transportation & Storage Services | 10 | - | - | 20 | - | 10 | - | 30 | 10 | 10 | 10 |
| I55-56 ACCOMMODATION AND FOOD SERVICES | 10 | 60 | 10 | 30 | 20 | 20 | 110 | 200 | 30 | 140 | 40 |
| I55 Accommodation | - | - | - | - | - | 20 | 40 | 60 | 10 | 20 | 30 |
| I56 Food & Beverage Services | 10 | 60 | 10 | 30 | 20 | - | 70 | 140 | 20 | 120 | 10 |
| J58-63 INFORMATION AND COMMUNICATIONS | 20 | - | 30 | 140 | 10 | - | - | 160 | 160 | - | - |
| J58-61 Telecommunications, Broadcasting & Publishing | 20 | - | 20 | 40 | 10 | - | - | 60 | 60 | - | - |
| J62-63 IT & Other Information Services | 10 | - | 10 | 100 | - | - | - | 100 | 100 | - | - |
| K64-66 FINANCIAL AND INSURANCE SERVICES | 30 | 20 | 410 | 630 | 30 | - | - | 650 | 540 | 110 | - |
| K64 & 66 (excl.662) Financial Services | 30 | 20 | 410 | 620 | 20 | - | - | 640 | 530 | 110 | - |
| K65 & 662 Insurance Services | - | - | - | 10 | 10 | - | - | 10 | 10 | - | - |
| L68 REAL ESTATE SERVICES | 10 | - | - | - | - | - | - | 10 | 10 | - | - |
| M69-75 PROFESSIONAL SERVICES | 270 | 160 | 140 | 470 | - | 30 | - | 670 | 570 | 20 | 80 |
| M69-70 Legal, Accounting & Management Services | 50 | 30 | 100 | 350 | - | 20 | - | 300 | 260 | 10 | 40 |
| M71 Architectural & Engineering Services | 210 | 120 | 30 | 60 | - | 10 | - | 280 | 250 | 10 | 20 |
| Other Professional Services | 10 | 10 | 10 | 70 | - | - | - | 80 | 60 | - | 20 |
| N77-82 ADMINISTRATIVE AND SUPPORT SERVICES | 80 | 30 | 30 | 10 | - | 10 | 20 | 110 | 60 | 20 | 20 |
| N80 Security & Investigation | - | - | - | - | - | - | 20 | 20 | - | 20 | - |
| N81 Cleaning & Landscaping | - | - | - | - | - | - | - | - | - | - | - |
| Other Administrative & Support Services | 70 | 30 | 30 | - | - | 10 | - | 90 | 60 | - | 20 |
| O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES | - | 60 | 20 | 30 | - | - | 20 | 120 | 70 | 40 | 10 |
| O84,P85 Public Administration & Education | - | - | - | 20 | - | - | - | 20 | 20 | - | - |
| Q86-88 Health & Social Services | - | - | - | 10 | - | - | - | 10 | 10 | - | - |
| R90-93 Arts, Entertainment & Recreation | - | 60 | 10 | - | - | - | 20 | 90 | 40 | 40 | 10 |
| S,T,U Other Community, Social & Personal Services | - | - | - | - | - | - | - | - | - | - | - |
| 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

| | 2013 | 2014 | 2015 | 2015 | | 2016 | | |
|---|---------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|
| | | | | 3Q | 4Q | 1Q | 2Q | 3Q |
| TOTAL | 10 540 | 10 910 | 13 440 | 2 760 | 4 850 | 4 090 | 4 400 | 3 520 |
| INDUSTRY (SSIC 2010) | | | | | | | | |
| C10-32 MANUFACTURING | 4 830 | 3 350 | 4 790 | 780 | 2 340 | 1 550 | 1 250 | 950 |
| C10-12 Food, Beverages & Tobacco | 20 | 120 | 80 | 10 | 50 | 150 | 50 | 70 |
| C17,18,22 Paper / Rubber / Plastic Products & Printing | 360 | 150 | 560 | 70 | 110 | 120 | 130 | 30 |
| C19-21 Petroleum, Chemical & Pharmaceutical Products | 210 | 160 | 310 | 30 | 190 | 140 | 60 | 30 |
| C25,28 Fabricated Metal Products, Machinery & Equipment | 650 | 1 060 | 1 450 | 310 | 660 | 520 | 500 | 460 |
| C26 Electronic, Computer & Optical Products | 2 480 | 1 290 | 1 680 | 200 | 1 140 | 490 | 340 | 180 |
| C29-30 Transport Equipment | 150 | 280 | 530 | 120 | 140 | 90 | 110 | 90 |
| Other Manufacturing Industries | 970 | 290 | 180 | 50 | 50 | 40 | 60 | 90 |
| F41-43 CONSTRUCTION | 710 | 990 | 770 | 130 | 260 | 150 | 210 | 250 |
| G-U SERVICES | 4 980 | 6 560 | 7 800 | 1 850 | 2 230 | 2 380 | 2 870 | 2 310 |
| G46-47 WHOLESALE AND RETAIL TRADE | 1 250 | 2 090 | 2 100 | 530 | 570 | 520 | 800 | 450 |
| G46 Wholesale Trade | 1 150 | 1 390 | 2 080 | 520 | 570 | 490 | 720 | 420 |
| G47 Retail Trade | 100 | 700 | 30 | - | - | 30 | 80 | 20 |
| H49-53 TRANSPORTATION AND STORAGE | 320 | 390 | 510 | 130 | 190 | 200 | 210 | 100 |
| H49,5221 Land Transport & Supporting Services | 10 | - | 40 | - | - | - | - | - |
| H50,5222,5225 Water Transport & Supporting Services | 120 | 190 | 200 | 20 | 120 | 140 | 80 | 70 |
| H51,5223 Air Transport & Supporting Services | 20 | 20 | 70 | 60 | - | 10 | 90 | - |
| Other Transportation & Storage Services | 180 | 180 | 190 | 50 | 60 | 50 | 40 | 30 |
| I55-56 ACCOMMODATION AND FOOD SERVICES | 200 | 370 | 190 | 20 | 60 | 80 | 20 | 200 |
| I55 Accommodation | 10 | 240 | 10 | - | - | - | - | 60 |
| I56 Food & Beverage Services | 190 | 120 | 180 | 20 | 60 | 80 | 20 | 140 |
| J58-63 INFORMATION AND COMMUNICATIONS | 750 | 570 | 620 | 120 | 150 | 400 | 140 | 140 |
| J58-61 Telecommunications, Broadcasting & Publishing | 470 | 350 | 280 | 40 | 50 | 300 | 60 | 40 |
| J62-63 IT & Other Information Services | 280 | 230 | 350 | 80 | 100 | 100 | 80 | 100 |
| K64-66 FINANCIAL AND INSURANCE SERVICES | 1 250 | 1 330 | 1 700 | 440 | 480 | 460 | 540 | 650 |
| K64 & 66 (excl.662) Financial Services | 1 220 | 1 270 | 1 660 | 420 | 450 | 420 | 510 | 630 |
| K65 & 662 Insurance Services | 40 | 50 | 50 | 10 | 30 | 50 | 30 | 10 |
| L68 REAL ESTATE SERVICES | 10 | 90 | 50 | - | 20 | 10 | 20 | 10 |
| M69-75 PROFESSIONAL SERVICES | 900 | 1 410 | 2 150 | 570 | 660 | 590 | 690 | 630 |
| M69-70 Legal, Accounting & Management Services | 590 | 1 020 | 1 170 | 320 | 340 | 300 | 360 | 280 |
| M71 Architectural & Engineering Services | 180 | 270 | 820 | 190 | 280 | 240 | 280 | 260 |
| Other Professional Services | 120 | 130 | 160 | 50 | 40 | 50 | 50 | 80 |
| N77-82 ADMINISTRATIVE AND SUPPORT SERVICES | 140 | 220 | 270 | 40 | 40 | 70 | 50 | 30 |
| N80 Security & Investigation | - | 80 | 70 | - | - | - | - | - |
| N81 Cleaning & Landscaping | 10 | 10 | 30 | 10 | 10 | 30 | 20 | - |
| Other Administrative & Support Services | 130 | 130 | 170 | 40 | 30 | 40 | 40 | 30 |
| O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES | 170 | 100 | 210 | 20 | 70 | 50 | 400 | 110 |
| O84,P85 Public Administration & Education | 20 | 20 | 40 | - | 20 | - | 10 | 10 |
| Q86-88 Health & Social Services | 10 | 20 | 80 | - | 40 | 10 | - | 10 |
| R90-93 Arts, Entertainment & Recreation | 20 | 20 | 10 | 10 | - | 10 | 380 | 90 |
| S,T,U Other Community, Social & Personal Services | 120 | 50 | 80 | 10 | 20 | 30 | 10 | - |
| A,B,D,E,V OTHERS* | 10 | 10 | 80 | - | 20 | - | 70 | - |
| OCCUPATIONAL GROUP | | | | | | | | |
| Professionals, Managers, Executives & Technicians | 6 110 | 5 990 | 8 140 | 1 920 | 2 690 | 2 590 | 2 580 | 2 230 |
| Clerical, Sales & Service Workers | 1 040 | 1 710 | 1 500 | 290 | 470 | 350 | 750 | 500 |
| Production & Transport Operators, Cleaners & Labourers | 3 380 | 3 210 | 3 800 | 550 | 1 690 | 1 140 | 1 070 | 790 |

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 | | | | | | | |
|---------------------|--|-------------------|--------------|--------------|------------|------------|------------|------------|------------|
| | | 2013 | 2014 | 2015 | 2015 | | 2016 | | |
| | | | | | 3Q | 4Q | 1Q | 2Q | 3Q |
| | TOTAL | 1 030 | 2 020 | 2 140 | 700 | 520 | 620 | 400 | 710 |
| | INDUSTRY (SSIC 2010) | | | | | | | | |
| C10-32 | MANUFACTURING | 160 | 620 | 430 | 130 | 140 | 240 | 130 | 160 |
| C10-12 | Food, Beverages & Tobacco | 10 | - | 10 | - | - | 30 | - | - |
| C17,18,22 | Paper / Rubber / Plastic Products & Printing | 20 | - | 10 | - | 10 | 50 | - | - |
| C19-21 | Petroleum, Chemical & Pharmaceutical Products | 10 | 10 | 10 | - | 10 | - | - | - |
| C25,28 | Fabricated Metal Products, Machinery & Equipment | 20 | 270 | 230 | 50 | 70 | 10 | 40 | 40 |
| C26 | Electronic, Computer & Optical Products | 20 | - | 10 | - | - | - | - | - |
| C29-30 | Transport Equipment | 70 | 170 | 140 | 70 | 50 | 150 | 20 | 70 |
| | Other Manufacturing Industries | 10 | 170 | 20 | 10 | - | - | 70 | 50 |
| F41-43 | CONSTRUCTION | 410 | 700 | 1 010 | 300 | 250 | 230 | 140 | 350 |
| G-U | SERVICES | 450 | 700 | 710 | 270 | 130 | 150 | 130 | 200 |
| G46-47 | WHOLESALE AND RETAIL TRADE | 40 | 100 | 80 | 40 | 20 | 30 | 10 | 20 |
| G46 | Wholesale Trade | 30 | 100 | 80 | 40 | 20 | 20 | 10 | 20 |
| G47 | Retail Trade | - | - | - | - | - | 10 | - | - |
| H49-53 | TRANSPORTATION AND STORAGE | 130 | 80 | 180 | 60 | 60 | 40 | 20 | 30 |
| H49,5221 | Land Transport & Supporting Services | - | - | 10 | - | - | - | - | - |
| H50,5222,5225 | Water Transport & Supporting Services | 20 | 10 | 80 | - | 50 | 40 | - | 20 |
| H51,5223 | Air Transport & Supporting Services | 80 | - | 40 | 30 | - | - | - | - |
| | Other Transportation & Storage Services | 20 | 60 | 50 | 30 | 10 | - | 10 | - |
| I55-56 | ACCOMMODATION AND FOOD SERVICES | 20 | 20 | 10 | - | 10 | 10 | 10 | 10 |
| I55 | Accommodation | - | - | - | - | - | - | - | - |
| I56 | Food & Beverage Services | 20 | 20 | 10 | - | 10 | 10 | 10 | 10 |
| J58-63 | INFORMATION AND COMMUNICATIONS | 60 | 210 | 90 | 80 | - | 10 | 10 | 20 |
| J58-61 | Telecommunications, Broadcasting & Publishing | 10 | 10 | - | - | - | - | - | 20 |
| J62-63 | IT & Other Information Services | 40 | 210 | 90 | 80 | - | 10 | 10 | - |
| K64-66 | FINANCIAL AND INSURANCE SERVICES | 10 | 20 | 60 | - | - | 10 | - | - |
| K64 & 66 (excl.662) | Financial Services | 10 | 10 | 60 | - | - | 10 | - | - |
| K65 & 662 | Insurance Services | - | 10 | - | - | - | - | - | - |
| L68 | REAL ESTATE SERVICES | 20 | - | - | - | - | - | - | - |
| M69-75 | PROFESSIONAL SERVICES | 60 | 110 | 140 | 20 | 30 | 30 | 50 | 40 |
| M69-70 | Legal, Accounting & Management Services | - | 20 | 10 | - | 10 | - | 10 | 20 |
| M71 | Architectural & Engineering Services | 60 | 90 | 120 | 20 | 20 | 10 | 30 | 20 |
| | Other Professional Services | - | 10 | 10 | - | - | 10 | 10 | - |
| N77-82 | ADMINISTRATIVE AND SUPPORT SERVICES | 100 | 140 | 130 | 60 | - | 10 | - | 70 |
| N80 | Security & Investigation | - | 40 | - | - | - | - | - | 20 |
| N81 | Cleaning & Landscaping | - | - | 20 | - | - | 10 | - | - |
| | Other Administrative & Support Services | 90 | 100 | 110 | 60 | - | 10 | - | 60 |
| O-U | COMMUNITY, SOCIAL AND PERSONAL SERVICES | 20 | 30 | 30 | - | 10 | 10 | 40 | 10 |
| O84,P85 | Public Administration & Education | - | 20 | - | - | - | - | - | 10 |
| Q86-88 | Health & Social Services | - | - | 20 | - | 10 | 10 | - | - |
| R90-93 | Arts, Entertainment & Recreation | 10 | - | - | - | - | - | 20 | - |
| S,T,U | Other Community, Social & Personal Services | - | - | 10 | - | - | - | 20 | - |
| A,B,D,E,V | OTHERS* | - | - | - | - | - | - | - | - |
| | OCCUPATIONAL GROUP | | | | | | | | |
| | Professionals, Managers, Executives & Technicians | 320 | 550 | 420 | 230 | 60 | 90 | 60 | 160 |
| | Clerical, Sales & Service Workers | 100 | 140 | 50 | 10 | 20 | 50 | 50 | 40 |
| | Production & Transport Operators, Cleaners & Labourers | 610 | 1 330 | 1 670 | 460 | 440 | 480 | 290 | 510 |

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 | | | | | | | |
|---|-------------------|------------|------------|------------|------------|------------|------------|--------------|
| | 2013 | 2014 | 2015 | 2015 | | 2016 | | |
| | | | | 3Q | 4Q | 1Q | 2Q | 3Q |
| <u>WORKERS ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u> | | | | | | | | |
| TOTAL | 980 | 260 | 810 | 640 | 810 | 920 | 730 | 1 000 |
| SECTOR | | | | | | | | |
| Manufacturing | 900 | 130 | 530 | 500 | 580 | 530 | 450 | 710 |
| Construction | 20 | 100 | 170 | 100 | 60 | 140 | 90 | 70 |
| Services | 70 | 30 | 110 | 40 | 180 | 260 | 200 | 220 |
| Others* | - | - | - | - | - | - | - | - |
| OCCUPATIONAL GROUP | | | | | | | | |
| Professionals, Managers, Executives & Technicians | 180 | 40 | 260 | 290 | 290 | 200 | 210 | 290 |
| Clerical, Sales & Service Workers | 20 | 10 | 50 | 40 | 100 | 80 | 70 | 110 |
| Production & Transport Operators, Cleaners & Labourers | 780 | 210 | 500 | 310 | 420 | 640 | 450 | 600 |
| <u>WORKERS ON SHORT WORK-WEEK</u> | | | | | | | | |
| TOTAL | 960 | 150 | 660 | 430 | 760 | 810 | 650 | 890 |
| SECTOR | | | | | | | | |
| Manufacturing | 890 | 120 | 490 | 370 | 570 | 530 | 430 | 650 |
| Construction | 10 | 20 | 80 | 50 | 20 | 50 | 20 | 40 |
| Services | 60 | 20 | 90 | 20 | 170 | 240 | 190 | 200 |
| Others* | - | - | - | - | - | - | - | - |
| OCCUPATIONAL GROUP | | | | | | | | |
| Professionals, Managers, Executives & Technicians | 170 | 30 | 250 | 280 | 290 | 200 | 200 | 240 |
| Clerical, Sales & Service Workers | 20 | 10 | 50 | 40 | 100 | 70 | 60 | 100 |
| Production & Transport Operators, Cleaners & Labourers | 770 | 120 | 370 | 110 | 370 | 540 | 390 | 540 |
| <u>WORKERS ON TEMPORARY LAY-OFF</u> | | | | | | | | |
| TOTAL | 20 | 100 | 150 | 210 | 50 | 110 | 80 | 120 |
| SECTOR | | | | | | | | |
| Manufacturing | 10 | 10 | 40 | 130 | 10 | - | 20 | 70 |
| Construction | 10 | 80 | 100 | 50 | 40 | 90 | 60 | 20 |
| Services | 10 | 10 | 10 | 20 | - | 20 | 10 | 30 |
| Others* | - | - | - | - | - | - | - | - |
| OCCUPATIONAL GROUP | | | | | | | | |
| Professionals, Managers, Executives & Technicians | 10 | 10 | 10 | - | - | - | 20 | 50 |
| Clerical, Sales & Service Workers | - | - | - | 10 | - | 10 | 10 | 10 |
| Production & Transport Operators, Cleaners & Labourers | 10 | 90 | 140 | 200 | 50 | 100 | 60 | 60 |

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 BY GENDER, AGE, HIGHEST QUALIFICATION ATTAINED AND OCCUPATIONAL GROUP PRIOR TO REDUNDANCY

| Characteristics | 2013 | 2014 | 2015 | Per Cent | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | | | 2015 | | 2016 | | |
| | | | | 3Q | 4Q | 1Q | 2Q | 3Q |
| TOTAL | 52.7 | 54.6 | 54.3 | 54.9 | 50.5 | 45.6 | 45.0 | 49.2 |
| GENDER | | | | | | | | |
| Males | 51.2 | 51.6 | 52.2 | 52.0 | 47.7 | 44.4 | 41.2 | 47.9 |
| Females | 54.7 | 57.9 | 56.9 | 58.6 | 54.7 | 47.1 | 49.7 | 51.0 |
| AGE GROUP (YEARS) | | | | | | | | |
| Below 30 | 63.7 | 66.4 | 68.3 | 70.7 | 65.3 | 63.3 | 47.6 | 65.1 |
| 30 - 39 | 59.6 | 60.0 | 59.5 | 61.4 | 57.2 | 51.6 | 51.2 | 58.9 |
| 40 & Over | 48.0 | 50.8 | 50.1 | 50.0 | 45.5 | 40.9 | 42.3 | 43.0 |
| 40 - 49 | 52.4 | 51.7 | 52.2 | 51.4 | 49.5 | 44.7 | 42.7 | 47.6 |
| 50 & Over | 41.7 | 49.9 | 47.7 | 48.7 | 40.5 | 36.6 | 42.0 | 37.8 |
| HIGHEST QUALIFICATION ATTAINED | | | | | | | | |
| Below Secondary | 61.4 | 63.0 | 63.9 | 71.4 | 50.0 | 49.8 | 56.9 | 59.4 |
| Secondary | 57.8 | 63.8 | 61.7 | 63.3 | 55.2 | 46.9 | 49.0 | 52.6 |
| Post-Secondary (Non-Tertiary) | 55.5 | 60.9 | 54.8 | 51.7 | 58.1 | 41.2 | 50.9 | 52.7 |
| Diploma & Professional Qualification | 52.8 | 56.8 | 55.0 | 54.7 | 54.8 | 44.1 | 41.3 | 47.0 |
| Degree | 47.3 | 45.6 | 47.0 | 47.6 | 46.3 | 41.7 | 40.1 | 44.2 |
| OCCUPATIONAL GROUP PRIOR TO REDUNDANCY | | | | | | | | |
| Professionals, Managers, Executives & Technicians | 47.8 | 48.6 | 49.0 | 49.6 | 48.3 | 42.5 | 39.6 | 47.2 |
| Clerical, Sales & Service Workers | 61.4 | 67.1 | 70.0 | 71.9 | 63.0 | 55.0 | 57.1 | 49.6 |
| Production & Transport Operators, Cleaners & Labourers | 63.7 | 66.1 | 61.4 | 61.9 | 52.7 | 49.8 | 58.2 | 58.0 |

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

| | 2013 | 2014 | 2015 | Sep | |
|---|-------------|-------------|-------------|-------------|-------------|
| | | | | 2015 | 2016 |
| TOTAL | 55.4 | 63.3 | 59.3 | 60.0 | 53.8 |
| INDUSTRY (SSIC 2010) | | | | | |
| C10-32 MANUFACTURING | 7.8 | 8.5 | 7.0 | 6.9 | 6.1 |
| C10-12 Food, Beverages & Tobacco | 0.7 | 0.8 | 0.8 | 1.0 | 0.7 |
| C17,18,22 Paper / Rubber / Plastic Products & Printing | 0.5 | 0.5 | 0.4 | 0.3 | 0.2 |
| C19-21 Petroleum, Chemical & Pharmaceutical Products | 0.5 | 0.5 | 0.5 | 0.4 | 0.5 |
| C25,28 Fabricated Metal Products, Machinery & Equipment | 2.0 | 2.1 | 1.4 | 1.3 | 1.0 |
| C26 Electronic, Computer & Optical Products | 1.7 | 2.1 | 2.0 | 1.5 | 2.0 |
| C29-30 Transport Equipment | 1.5 | 1.7 | 1.2 | 1.4 | 0.9 |
| Other Manufacturing Industries | 0.9 | 0.7 | 0.7 | 0.9 | 0.7 |
| F41-43 CONSTRUCTION | 3.8 | 3.6 | 2.9 | 3.2 | 2.4 |
| G-U SERVICES | 43.2 | 50.7 | 48.9 | 49.2 | 44.9 |
| G46-47 WHOLESALE AND RETAIL TRADE | 7.0 | 7.9 | 7.2 | 7.0 | 6.5 |
| G46 Wholesale Trade | 3.5 | 4.1 | 4.0 | 3.9 | 3.0 |
| G47 Retail Trade | 3.4 | 3.9 | 3.3 | 3.1 | 3.5 |
| H49-53 TRANSPORTATION AND STORAGE | 3.8 | 4.2 | 3.8 | 3.5 | 2.8 |
| H49,5221 Land Transport & Supporting Services | 0.9 | 1.1 | 0.9 | 0.7 | 0.6 |
| H50,5222, 5225 Water Transport & Supporting Services | 0.9 | 0.8 | 0.5 | 0.5 | 0.3 |
| H51,5223 Air Transport & Supporting Services | 1.0 | 0.9 | 1.0 | 0.9 | 0.7 |
| Other Transportation & Storage Services | 1.0 | 1.4 | 1.4 | 1.4 | 1.2 |
| I55-56 ACCOMMODATION AND FOOD SERVICES | 6.2 | 7.4 | 7.2 | 8.3 | 6.5 |
| I55 Accommodation | 1.5 | 1.8 | 1.8 | 1.9 | 1.5 |
| I56 Food & Beverage Services | 4.7 | 5.6 | 5.4 | 6.4 | 5.0 |
| J58-63 INFORMATION AND COMMUNICATIONS | 1.7 | 2.4 | 2.8 | 3.3 | 3.3 |
| J58-61 Telecommunications, Broadcasting & Publishing | 0.6 | 0.6 | 0.7 | 1.0 | 1.0 |
| J62-63 IT & Other Information Services | 1.1 | 1.8 | 2.0 | 2.3 | 2.3 |
| K64-66 FINANCIAL AND INSURANCE SERVICES | 2.8 | 3.8 | 3.7 | 3.5 | 3.2 |
| K64 & 66 (excl.662) Financial Services | 2.4 | 3.4 | 3.3 | 3.0 | 2.7 |
| K65 & 662 Insurance Services | 0.4 | 0.4 | 0.4 | 0.5 | 0.4 |
| L68 REAL ESTATE SERVICES | 2.1 | 2.3 | 2.2 | 2.6 | 1.8 |
| M69-75 PROFESSIONAL SERVICES | 2.9 | 3.5 | 4.1 | 3.8 | 3.4 |
| M69-70 Legal, Accounting & Management Services | 1.2 | 1.9 | 2.5 | 2.1 | 2.2 |
| M71 Architectural & Engineering Services | 1.0 | 0.9 | 0.8 | 0.9 | 0.7 |
| Other Professional Services | 0.7 | 0.7 | 0.8 | 0.7 | 0.6 |
| N77-82 ADMINISTRATIVE AND SUPPORT SERVICES | 4.4 | 5.4 | 5.3 | 5.3 | 5.9 |
| N80 Security & Investigation | 1.6 | 2.0 | 2.4 | 2.5 | 2.6 |
| N81 Cleaning & Landscaping | 1.5 | 1.8 | 1.6 | 1.6 | 2.0 |
| Other Administrative & Support Services | 1.3 | 1.6 | 1.3 | 1.2 | 1.4 |
| O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES | 12.4 | 13.7 | 12.6 | 12.0 | 11.5 |
| O84,P85 Public Administration & Education | 6.5 | 6.5 | 5.9 | 6.0 | 5.6 |
| Q86-88 Health & Social Services | 3.0 | 4.4 | 3.6 | 3.0 | 3.5 |
| R90-93 Arts, Entertainment & Recreation | 1.5 | 1.5 | 2.0 | 1.7 | 1.3 |
| S,T,U Other Community, Social & Personal Services | 1.4 | 1.2 | 1.1 | 1.2 | 1.1 |
| A,B,D,E,V OTHERS* | 0.6 | 0.5 | 0.5 | 0.7 | 0.4 |
| OCCUPATIONAL GROUP | | | | | |
| Professionals, Managers, Executives & Technicians | 23.5 | 28.4 | 28.6 | 27.2 | 25.8 |
| Clerical, Sales & Service Workers | 15.9 | 18.4 | 16.9 | 17.9 | 15.9 |
| Production & Transport Operators, Cleaners & Labourers | 16.0 | 16.5 | 13.9 | 14.9 | 12.1 |

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 | | | | |
|--|--|--|--|--|------------|------------|------------|------------|------------|
| | | | | | Sep | | | | |
| | | | | | 2015 | 2016 | | | |
| | | | | | 2013 | 2014 | 2015 | 2015 | 2016 |
| TOTAL | | | | | 2.7 | 3.0 | 2.8 | 2.7 | 2.4 |
| INDUSTRY (SSIC 2010) | | | | | | | | | |
| C10-32 | MANUFACTURING | | | | 1.9 | 2.1 | 1.8 | 1.7 | 1.6 |
| C10-12 | Food, Beverages & Tobacco | | | | 2.7 | 3.0 | 2.6 | 3.2 | 2.3 |
| C17,18,22 | Paper / Rubber / Plastic Products & Printing | | | | 1.8 | 2.2 | 1.6 | 1.5 | 1.0 |
| C19-21 | Petroleum, Chemical & Pharmaceutical Products | | | | 2.0 | 1.8 | 1.8 | 1.5 | 1.8 |
| C25,28 | Fabricated Metal Products, Machinery & Equipment | | | | 2.0 | 2.1 | 1.4 | 1.3 | 1.2 |
| C26 | Electronic, Computer & Optical Products | | | | 2.0 | 2.5 | 2.3 | 1.8 | 2.6 |
| C29-30 | Transport Equipment | | | | 1.5 | 1.7 | 1.3 | 1.5 | 0.9 |
| | Other Manufacturing Industries | | | | 2.3 | 1.9 | 1.9 | 2.2 | 1.9 |
| F41-43 | CONSTRUCTION | | | | 1.3 | 1.2 | 0.9 | 1.0 | 0.7 |
| G-U | SERVICES | | | | 3.3 | 3.7 | 3.5 | 3.4 | 3.1 |
| G46-47 | WHOLESALE AND RETAIL TRADE | | | | 3.0 | 3.3 | 2.9 | 2.9 | 2.7 |
| G46 | Wholesale Trade | | | | 2.2 | 2.5 | 2.3 | 2.3 | 1.8 |
| G47 | Retail Trade | | | | 4.9 | 5.1 | 4.3 | 4.0 | 4.4 |
| H49-53 | TRANSPORTATION AND STORAGE | | | | 2.6 | 2.8 | 2.4 | 2.3 | 1.8 |
| H49,5221 | Land Transport & Supporting Services | | | | 2.9 | 3.3 | 2.4 | 1.9 | 1.6 |
| H50,5222,5225 | Water Transport & Supporting Services | | | | 2.5 | 2.2 | 1.3 | 1.3 | 0.8 |
| H51,5223 | Air Transport & Supporting Services | | | | 3.1 | 2.7 | 3.0 | 2.7 | 1.9 |
| | Other Transportation & Storage Services | | | | 2.2 | 3.1 | 3.0 | 3.1 | 2.7 |
| I55-56 | ACCOMMODATION AND FOOD SERVICES | | | | 5.3 | 5.9 | 5.4 | 6.0 | 4.5 |
| I55 | Accommodation | | | | 6.3 | 7.5 | 7.3 | 7.4 | 6.0 |
| I56 | Food & Beverage Services | | | | 5.1 | 5.5 | 5.0 | 5.7 | 4.2 |
| J58-63 | INFORMATION AND COMMUNICATIONS | | | | 2.8 | 3.5 | 3.8 | 4.5 | 4.4 |
| J58-61 | Telecommunications, Broadcasting & Publishing | | | | 2.3 | 2.3 | 2.5 | 3.3 | 3.5 |
| J62-63 | IT & Other Information Services | | | | 3.1 | 4.3 | 4.8 | 5.3 | 4.9 |
| K64-66 | FINANCIAL AND INSURANCE SERVICES | | | | 2.2 | 2.9 | 2.8 | 2.6 | 2.3 |
| K64 & 66 (excl.662) | Financial Services | | | | 2.1 | 2.9 | 2.8 | 2.5 | 2.3 |
| K65 & 662 | Insurance Services | | | | 2.9 | 2.8 | 2.5 | 2.9 | 2.4 |
| L68 | REAL ESTATE SERVICES | | | | 3.5 | 3.9 | 3.8 | 4.6 | 3.4 |
| M69-75 | PROFESSIONAL SERVICES | | | | 2.2 | 2.7 | 3.0 | 2.7 | 2.5 |
| M69-70 | Legal, Accounting & Management Services | | | | 1.9 | 3.0 | 3.8 | 3.2 | 3.1 |
| M71 | Architectural & Engineering Services | | | | 2.0 | 1.9 | 1.7 | 1.9 | 1.5 |
| | Other Professional Services | | | | 3.5 | 3.3 | 3.5 | 3.2 | 2.6 |
| N77-82 | ADMINISTRATIVE AND SUPPORT SERVICES | | | | 3.8 | 4.5 | 3.9 | 3.7 | 3.8 |
| N80 | Security & Investigation | | | | 4.2 | 5.0 | 5.6 | 5.7 | 5.5 |
| N81 | Cleaning & Landscaping | | | | 3.7 | 4.3 | 3.3 | 3.0 | 3.3 |
| | Other Administrative & Support Services | | | | 3.5 | 4.1 | 2.9 | 2.7 | 2.9 |
| O-U | COMMUNITY, SOCIAL AND PERSONAL SERVICES | | | | 3.9 | 4.1 | 3.7 | 3.5 | 3.2 |
| O84,P85 | Public Administration & Education | | | | 3.9 | 3.9 | 3.4 | 3.4 | 3.1 |
| Q86-88 | Health & Social Services | | | | 3.6 | 4.8 | 3.8 | 3.2 | 3.5 |
| R90-93 | Arts, Entertainment & Recreation | | | | 3.8 | 3.8 | 4.8 | 4.3 | 3.0 |
| S,T,U | Other Community, Social & Personal Services | | | | 4.5 | 4.1 | 3.5 | 3.7 | 3.2 |
| A,B,D,E,V | OTHERS* | | | | 3.2 | 2.5 | 2.3 | 3.1 | 1.9 |
| OCCUPATIONAL GROUP | | | | | | | | | |
| Professionals, Managers, Executives & Technicians | | | | | 2.7 | 3.0 | 2.9 | 2.7 | 2.5 |
| Clerical, Sales & Service Workers | | | | | 3.8 | 4.3 | 3.9 | 4.0 | 3.6 |
| Production & Transport Operators, Cleaners & Labourers | | | | | 2.2 | 2.3 | 1.9 | 2.0 | 1.7 |

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.

6.3 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, THIRD QUARTER 2016

| Industry (SSIC 2010) | Total | | Occupational Group | | | | | |
|---|----------------|------------------|---|------------------|-----------------------------------|------------------|--|------------------|
| | | | Professionals, Managers, Executives & Technicians | | Clerical, Sales & Service Workers | | Production & Transport Operators, Cleaners & Labourers | |
| | Vacancy ('000) | Vacancy Rate (%) | Vacancy ('000) | Vacancy Rate (%) | Vacancy ('000) | Vacancy Rate (%) | Vacancy ('000) | Vacancy Rate (%) |
| TOTAL | 53.8 | 2.4 | 25.8 | 2.5 | 15.9 | 3.6 | 12.1 | 1.7 |
| C10-32 MANUFACTURING | 6.1 | 1.6 | 2.5 | 1.6 | 0.5 | 1.8 | 3.0 | 1.5 |
| C10-12 Food, Beverages & Tobacco | 0.7 | 2.3 | 0.1 | 1.5 | 0.3 | 3.0 | 0.3 | 2.2 |
| C17,18,22 Paper / Rubber / Plastic Products & Printing | 0.2 | 1.0 | - | - | - | - | 0.1 | 1.2 |
| C19-21 Petroleum, Chemical & Pharmaceutical Products | 0.5 | 1.8 | 0.4 | 1.9 | - | - | 0.1 | 1.6 |
| C25,28 Fabricated Metal Products, Machinery & Equipment | 1.0 | 1.2 | 0.4 | 1.3 | 0.1 | 1.1 | 0.5 | 1.1 |
| C26 Electronic, Computer & Optical Products | 2.0 | 2.6 | 0.9 | 2.0 | - | - | 1.1 | 3.4 |
| C29-30 Transport Equipment | 0.9 | 0.9 | 0.4 | 1.3 | 0.1 | 1.0 | 0.4 | 0.7 |
| Other Manufacturing Industries | 0.7 | 1.9 | 0.3 | 2.2 | 0.1 | 1.9 | 0.4 | 1.8 |
| F41-43 CONSTRUCTION | 2.4 | 0.7 | 0.8 | 1.2 | 0.2 | 0.9 | 1.4 | 0.6 |
| G-U SERVICES | 44.9 | 3.1 | 22.3 | 2.8 | 15.2 | 3.8 | 7.4 | 2.7 |
| G46-47 WHOLESALE AND RETAIL TRADE | 6.5 | 2.7 | 2.4 | 2.2 | 3.4 | 3.6 | 0.7 | 1.8 |
| G46 Wholesale Trade | 3.0 | 1.8 | 1.8 | 1.9 | 0.7 | 1.8 | 0.5 | 1.7 |
| G47 Retail Trade | 3.5 | 4.4 | 0.6 | 3.6 | 2.7 | 4.9 | 0.2 | 2.2 |
| H49-53 TRANSPORTATION AND STORAGE | 2.8 | 1.8 | 0.7 | 1.6 | 0.9 | 2.2 | 1.1 | 1.7 |
| H49,5221 Land Transport & Supporting Services | 0.6 | 1.6 | 0.1 | 1.8 | 0.1 | 2.2 | 0.4 | 1.4 |
| H50,5222,5225 Water Transport & Supporting Services | 0.3 | 0.8 | 0.2 | 1.0 | - | - | 0.1 | 0.7 |
| H51,5223 Air Transport & Supporting Services | 0.7 | 1.9 | 0.2 | 2.3 | 0.4 | 1.9 | 0.1 | 1.2 |
| Other Transportation & Storage Services | 1.2 | 2.7 | 0.3 | 1.8 | 0.4 | 3.7 | 0.6 | 2.7 |
| I55-56 ACCOMMODATION AND FOOD SERVICES | 6.5 | 4.5 | 0.7 | 2.3 | 4.3 | 4.9 | 1.6 | 5.7 |
| I55 Accommodation | 1.5 | 6.0 | 0.2 | 2.4 | 0.9 | 8.1 | 0.5 | 7.0 |
| I56 Food & Beverage Services | 5.0 | 4.2 | 0.5 | 2.3 | 3.4 | 4.4 | 1.1 | 5.3 |
| J58-63 INFORMATION AND COMMUNICATIONS | 3.3 | 4.4 | 3.0 | 4.5 | 0.3 | 4.0 | - | - |
| J58-61 Telecommunications, Broadcasting & Publishing | 1.0 | 3.5 | 0.8 | 3.3 | 0.2 | 4.4 | - | - |
| J62-63 IT & Other Information Services | 2.3 | 4.9 | 2.2 | 5.2 | 0.1 | 3.1 | - | - |
| K64-66 FINANCIAL AND INSURANCE SERVICES | 3.2 | 2.3 | 2.9 | 2.3 | 0.3 | 2.2 | - | - |
| K64 & 66 (excl.662) Financial Services | 2.7 | 2.3 | 2.5 | 2.3 | 0.2 | 1.9 | - | - |
| K65 & 662 Insurance Services | 0.4 | 2.4 | 0.3 | 2.3 | 0.1 | 2.7 | - | - |
| L68 REAL ESTATE SERVICES | 1.8 | 3.4 | 0.6 | 2.8 | 0.4 | 4.2 | 0.8 | 3.6 |
| M69-75 PROFESSIONAL SERVICES | 3.4 | 2.5 | 2.8 | 2.8 | 0.4 | 2.5 | 0.2 | 1.1 |
| M69-70 Legal, Accounting & Management Services | 2.2 | 3.1 | 1.8 | 3.3 | 0.3 | 2.6 | 0.1 | 2.4 |
| M71 Architectural & Engineering Services | 0.7 | 1.5 | 0.5 | 1.9 | - | - | 0.1 | 0.7 |
| Other Professional Services | 0.6 | 2.6 | 0.5 | 2.6 | 0.1 | 4.9 | - | - |
| N77-82 ADMINISTRATIVE AND SUPPORT SERVICES | 5.9 | 3.8 | 0.9 | 3.1 | 2.8 | 4.9 | 2.3 | 3.3 |
| N80 Security & Investigation | 2.6 | 5.5 | 0.2 | 6.3 | 2.4 | 5.6 | - | - |
| N81 Cleaning & Landscaping | 2.0 | 3.3 | - | - | - | - | 1.9 | 3.5 |
| Other Administrative & Support Services | 1.4 | 2.9 | 0.6 | 3.0 | 0.4 | 3.0 | 0.4 | 2.5 |
| O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES | 11.5 | 3.2 | 8.3 | 3.2 | 2.5 | 3.3 | 0.7 | 2.9 |
| O84,P85 Public Administration & Education | 5.6 | 3.1 | 5.2 | 3.3 | 0.3 | 1.9 | 0.1 | 1.0 |
| Q86-88 Health & Social Services | 3.5 | 3.5 | 2.4 | 3.4 | 0.9 | 3.8 | 0.2 | 3.5 |
| R90-93 Arts, Entertainment & Recreation | 1.3 | 3.0 | 0.3 | 2.3 | 0.8 | 3.5 | 0.2 | 3.4 |
| S,T,U Other Community, Social & Personal Services | 1.1 | 3.2 | 0.3 | 2.3 | 0.5 | 4.0 | 0.2 | 3.4 |
| A,B,D,E,V OTHERS* | 0.4 | 1.9 | 0.2 | 1.2 | - | - | 0.2 | 2.6 |

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 | | | | |
|---------------------|--|--|--|--|------------|------------|------------|------------|------------|
| | | | | | 2013 | 2014 | 2015 | 3Q | |
| | | | | | | | | 2015 | 2016 |
| | TOTAL | | | | 2.7 | 2.6 | 2.4 | 2.5 | 2.2 |
| | INDUSTRY (SSIC 2010) | | | | | | | | |
| C10-32 | MANUFACTURING | | | | 1.9 | 1.8 | 1.6 | 1.7 | 1.6 |
| C10-12 | Food, Beverages & Tobacco | | | | 3.2 | 3.1 | 3.2 | 3.7 | 3.1 |
| C17,18,22 | Paper / Rubber / Plastic Products & Printing | | | | 1.8 | 1.8 | 1.8 | 1.9 | 1.6 |
| C19-21 | Petroleum, Chemical & Pharmaceutical Products | | | | 1.8 | 1.8 | 1.4 | 1.8 | 1.5 |
| C25,28 | Fabricated Metal Products, Machinery & Equipment | | | | 1.9 | 1.9 | 1.5 | 1.8 | 1.4 |
| C26 | Electronic, Computer & Optical Products | | | | 1.5 | 1.7 | 1.6 | 1.5 | 1.5 |
| C29-30 | Transport Equipment | | | | 1.8 | 1.3 | 1.1 | 1.0 | 1.2 |
| | Other Manufacturing Industries | | | | 2.0 | 2.0 | 1.8 | 1.8 | 1.8 |
| F41-43 | CONSTRUCTION | | | | 3.3 | 2.6 | 2.5 | 2.5 | 1.9 |
| G-U | SERVICES | | | | 2.8 | 2.8 | 2.6 | 2.7 | 2.4 |
| G46-47 | WHOLESALE AND RETAIL TRADE | | | | 3.5 | 3.1 | 2.7 | 2.7 | 2.3 |
| G46 | Wholesale Trade | | | | 2.8 | 2.4 | 2.0 | 2.2 | 1.9 |
| G47 | Retail Trade | | | | 5.1 | 4.8 | 4.1 | 3.8 | 3.1 |
| H49-53 | TRANSPORTATION AND STORAGE | | | | 2.3 | 2.1 | 2.0 | 2.2 | 1.9 |
| H49,5221 | Land Transport & Supporting Services | | | | 2.2 | 2.1 | 2.2 | 2.8 | 1.9 |
| H50,5222,5225 | Water Transport & Supporting Services | | | | 2.3 | 1.9 | 1.7 | 1.4 | 1.5 |
| H51,5223 | Air Transport & Supporting Services | | | | 1.5 | 1.1 | 1.5 | 1.9 | 1.3 |
| | Other Transportation & Storage Services | | | | 3.0 | 3.1 | 2.5 | 2.5 | 2.6 |
| I55-56 | ACCOMMODATION AND FOOD SERVICES | | | | 4.6 | 4.7 | 4.5 | 4.2 | 3.6 |
| I55 | Accommodation | | | | 3.4 | 3.4 | 3.5 | 4.1 | 3.0 |
| I56 | Food & Beverage Services | | | | 4.9 | 5.0 | 4.7 | 4.2 | 3.8 |
| J58-63 | INFORMATION AND COMMUNICATIONS | | | | 2.7 | 3.0 | 2.6 | 2.9 | 2.1 |
| J58-61 | Telecommunications, Broadcasting & Publishing | | | | 2.3 | 2.5 | 2.2 | 2.4 | 1.8 |
| J62-63 | IT & Other Information Services | | | | 3.0 | 3.3 | 3.0 | 3.3 | 2.4 |
| K64-66 | FINANCIAL AND INSURANCE SERVICES | | | | 2.1 | 2.2 | 2.0 | 2.4 | 2.0 |
| K64 & 66 (excl.662) | Financial Services | | | | 2.0 | 2.1 | 1.9 | 2.4 | 2.0 |
| K65 & 662 | Insurance Services | | | | 2.4 | 2.5 | 2.5 | 2.9 | 2.6 |
| L68 | REAL ESTATE SERVICES | | | | 3.6 | 3.8 | 3.5 | 3.5 | 3.6 |
| M69-75 | PROFESSIONAL SERVICES | | | | 2.5 | 2.3 | 2.2 | 2.6 | 2.6 |
| M69-70 | Legal, Accounting & Management Services | | | | 2.5 | 2.4 | 2.5 | 3.1 | 2.7 |
| M71 | Architectural & Engineering Services | | | | 2.4 | 2.2 | 1.8 | 1.9 | 2.5 |
| | Other Professional Services | | | | 2.4 | 2.2 | 2.3 | 2.7 | 2.2 |
| N77-82 | ADMINISTRATIVE AND SUPPORT SERVICES | | | | 4.8 | 5.2 | 4.7 | 4.3 | 4.2 |
| N80 | Security & Investigation | | | | 5.0 | 4.6 | 4.2 | 4.0 | 3.4 |
| N81 | Cleaning & Landscaping | | | | 4.9 | 5.6 | 5.1 | 4.7 | 4.7 |
| | Other Administrative & Support Services | | | | 4.3 | 5.3 | 4.8 | 4.1 | 4.4 |
| O-U | COMMUNITY, SOCIAL AND PERSONAL SERVICES | | | | 1.6 | 1.6 | 1.6 | 1.7 | 1.5 |
| O84,P85 | Public Administration & Education | | | | 1.1 | 1.1 | 1.1 | 1.3 | 1.3 |
| Q86-88 | Health & Social Services | | | | 2.0 | 2.1 | 2.0 | 2.0 | 1.5 |
| R90-93 | Arts, Entertainment & Recreation | | | | 2.2 | 2.4 | 2.6 | 2.7 | 1.6 |
| S,T,U | Other Community, Social & Personal Services | | | | 2.6 | 2.4 | 2.2 | 1.8 | 2.1 |
| A,B,D,E,V | OTHERS* | | | | 2.2 | 2.1 | 1.6 | 1.8 | 1.3 |
| | OCCUPATIONAL GROUP | | | | | | | | |
| | Professionals, Managers, Executives & Technicians | | | | 1.9 | 1.9 | 1.8 | 2.0 | 1.7 |
| | Clerical, Sales & Service Workers | | | | 3.8 | 3.8 | 3.5 | 3.3 | 2.9 |
| | Production & Transport Operators, Cleaners & Labourers | | | | 3.1 | 2.9 | 2.6 | 2.6 | 2.4 |

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 quarterly figures.

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

| | | | | Per Cent | | | | |
|-----------------------------|--|--|--|------------|------------|------------|------------|------------|
| | | | | 3Q | | | | |
| | | | | 2015 | 2016 | | | |
| | | | | 2013 | 2014 | 2015 | 2015 | 2016 |
| TOTAL | | | | 2.0 | 2.0 | 1.9 | 1.9 | 1.8 |
| INDUSTRY (SSIC 2010) | | | | | | | | |
| C10-32 | MANUFACTURING | | | 1.5 | 1.5 | 1.5 | 1.5 | 1.5 |
| C10-12 | Food, Beverages & Tobacco | | | 2.5 | 2.8 | 2.7 | 2.6 | 2.9 |
| C17,18,22 | Paper / Rubber / Plastic Products & Printing | | | 1.8 | 1.9 | 1.6 | 1.7 | 1.8 |
| C19-21 | Petroleum, Chemical & Pharmaceutical Products | | | 1.0 | 1.2 | 1.0 | 1.2 | 0.9 |
| C25,28 | Fabricated Metal Products, Machinery & Equipment | | | 1.6 | 1.6 | 1.6 | 1.6 | 1.5 |
| C26 | Electronic, Computer & Optical Products | | | 1.4 | 1.5 | 1.4 | 1.3 | 1.4 |
| C29-30 | Transport Equipment | | | 1.1 | 1.2 | 1.3 | 1.3 | 1.2 |
| | Other Manufacturing Industries | | | 1.7 | 1.7 | 1.5 | 1.5 | 1.5 |
| F41-43 | CONSTRUCTION | | | 2.0 | 1.9 | 1.8 | 1.7 | 1.6 |
| G-U | SERVICES | | | 2.2 | 2.2 | 2.0 | 2.0 | 1.9 |
| G46-47 | WHOLESALE AND RETAIL TRADE | | | 2.9 | 2.6 | 2.2 | 2.1 | 2.0 |
| G46 | Wholesale Trade | | | 2.2 | 2.0 | 1.7 | 1.8 | 1.6 |
| G47 | Retail Trade | | | 4.3 | 4.0 | 3.4 | 2.9 | 2.9 |
| H49-53 | TRANSPORTATION AND STORAGE | | | 1.7 | 1.7 | 1.5 | 1.6 | 1.4 |
| H49,5221 | Land Transport & Supporting Services | | | 1.4 | 1.5 | 1.4 | 1.6 | 1.2 |
| H50,5222,5225 | Water Transport & Supporting Services | | | 1.7 | 1.3 | 1.1 | 1.2 | 1.2 |
| H51,5223 | Air Transport & Supporting Services | | | 0.9 | 1.0 | 1.0 | 1.2 | 1.0 |
| | Other Transportation & Storage Services | | | 2.4 | 2.6 | 2.1 | 2.2 | 2.0 |
| I55-56 | ACCOMMODATION AND FOOD SERVICES | | | 4.1 | 4.3 | 4.0 | 3.7 | 3.5 |
| I55 | Accommodation | | | 3.1 | 3.0 | 3.0 | 3.2 | 2.6 |
| I56 | Food & Beverage Services | | | 4.3 | 4.6 | 4.3 | 3.8 | 3.7 |
| J58-63 | INFORMATION AND COMMUNICATIONS | | | 2.0 | 1.8 | 1.8 | 1.9 | 1.7 |
| J58-61 | Telecommunications, Broadcasting & Publishing | | | 1.6 | 1.5 | 1.5 | 1.5 | 1.5 |
| J62-63 | IT & Other Information Services | | | 2.2 | 2.0 | 2.0 | 2.1 | 1.8 |
| K64-66 | FINANCIAL AND INSURANCE SERVICES | | | 1.4 | 1.4 | 1.3 | 1.6 | 1.3 |
| K64 & 66 (excl.662) | Financial Services | | | 1.3 | 1.3 | 1.2 | 1.5 | 1.3 |
| K65 & 662 | Insurance Services | | | 1.6 | 1.9 | 1.7 | 1.8 | 1.6 |
| L68 | REAL ESTATE SERVICES | | | 3.0 | 3.4 | 3.1 | 3.0 | 3.1 |
| M69-75 | PROFESSIONAL SERVICES | | | 1.8 | 1.8 | 1.8 | 1.8 | 1.7 |
| M69-70 | Legal, Accounting & Management Services | | | 1.9 | 1.8 | 1.8 | 1.8 | 1.8 |
| M71 | Architectural & Engineering Services | | | 1.7 | 1.8 | 1.6 | 1.6 | 1.6 |
| | Other Professional Services | | | 1.7 | 1.7 | 2.1 | 2.2 | 1.6 |
| N77-82 | ADMINISTRATIVE AND SUPPORT SERVICES | | | 3.8 | 4.0 | 3.4 | 3.1 | 3.3 |
| N80 | Security & Investigation | | | 4.0 | 3.7 | 3.1 | 2.9 | 2.6 |
| N81 | Cleaning & Landscaping | | | 4.3 | 4.7 | 4.2 | 3.7 | 3.9 |
| | Other Administrative & Support Services | | | 3.1 | 3.4 | 2.9 | 2.7 | 3.0 |
| O-U | COMMUNITY, SOCIAL AND PERSONAL SERVICES | | | 1.1 | 1.1 | 1.1 | 1.1 | 1.0 |
| O84,P85 | Public Administration & Education | | | 0.7 | 0.7 | 0.6 | 0.6 | 0.7 |
| Q86-88 | Health & Social Services | | | 1.2 | 1.2 | 1.2 | 1.2 | 1.1 |
| R90-93 | Arts, Entertainment & Recreation | | | 2.0 | 2.1 | 2.2 | 2.4 | 1.6 |
| S,T,U | Other Community, Social & Personal Services | | | 2.4 | 2.2 | 1.9 | 1.6 | 1.8 |
| A,B,D,E,V | OTHERS* | | | 1.5 | 1.5 | 1.4 | 1.4 | 1.1 |
| OCCUPATIONAL GROUP | | | | | | | | |
| | Professionals, Managers, Executives & Technicians | | | 1.3 | 1.3 | 1.3 | 1.4 | 1.2 |
| | Clerical, Sales & Service Workers | | | 3.1 | 3.1 | 2.8 | 2.6 | 2.6 |
| | Production & Transport Operators, Cleaners & Labourers | | | 2.2 | 2.3 | 2.1 | 2.0 | 2.1 |

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 2016

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 | 2.2 | 1.8 | 1.7 | 1.2 | 2.9 | 2.6 | 2.4 | 2.1 |
| C10-32 MANUFACTURING | 1.6 | 1.5 | 1.3 | 1.0 | 2.3 | 2.5 | 1.7 | 1.7 |
| C10-12 Food, Beverages & Tobacco | 3.1 | 2.9 | 2.3 | 1.6 | 4.0 | 4.4 | 3.0 | 2.7 |
| C17,18,22 Paper / Rubber / Plastic Products & Printing | 1.6 | 1.8 | 1.3 | 1.2 | 1.6 | 1.8 | 1.8 | 2.2 |
| C19-21 Petroleum, Chemical & Pharmaceutical Products | 1.5 | 0.9 | 1.4 | 0.9 | 1.6 | 1.2 | 1.6 | 1.1 |
| C25,28 Fabricated Metal Products, Machinery & Equipment | 1.4 | 1.5 | 1.5 | 1.3 | 1.7 | 1.5 | 1.4 | 1.6 |
| C26 Electronic, Computer & Optical Products | 1.5 | 1.4 | 1.2 | 1.0 | 1.5 | 2.5 | 2.0 | 1.9 |
| C29-30 Transport Equipment | 1.2 | 1.2 | 0.9 | 0.8 | 0.8 | 1.2 | 1.4 | 1.3 |
| Other Manufacturing Industries | 1.8 | 1.5 | 1.3 | 1.1 | 2.2 | 2.5 | 2.1 | 1.6 |
| F41-43 CONSTRUCTION | 1.9 | 1.6 | 1.8 | 1.6 | 1.8 | 1.6 | 2.0 | 1.6 |
| G-U SERVICES | 2.4 | 1.9 | 1.8 | 1.2 | 3.0 | 2.7 | 3.4 | 2.8 |
| G46-47 WHOLESALE AND RETAIL TRADE | 2.3 | 2.0 | 1.6 | 1.2 | 3.1 | 2.9 | 2.4 | 2.2 |
| G46 Wholesale Trade | 1.9 | 1.6 | 1.5 | 1.1 | 2.4 | 2.3 | 2.5 | 2.4 |
| G47 Retail Trade | 3.1 | 2.9 | 2.1 | 2.0 | 3.6 | 3.3 | 1.8 | 1.5 |
| H49-53 TRANSPORTATION AND STORAGE | 1.9 | 1.4 | 1.7 | 1.0 | 1.8 | 1.4 | 2.1 | 1.6 |
| H49,5221 Land Transport & Supporting Services | 1.9 | 1.2 | 1.8 | 0.6 | 2.6 | 1.7 | 1.8 | 1.3 |
| H50,5222, 5225 Water Transport & Supporting Services | 1.5 | 1.2 | 1.4 | 0.9 | 1.7 | 1.2 | 1.6 | 1.4 |
| H51,5223 Air Transport & Supporting Services | 1.3 | 1.0 | 1.2 | 0.6 | 1.3 | 1.0 | 1.8 | 1.8 |
| Other Transportation & Storage Services | 2.6 | 2.0 | 2.2 | 1.5 | 2.4 | 2.1 | 2.9 | 2.2 |
| I55-56 ACCOMMODATION AND FOOD SERVICES | 3.6 | 3.5 | 2.5 | 2.0 | 3.9 | 3.9 | 4.2 | 3.8 |
| I55 Accommodation | 3.0 | 2.6 | 2.4 | 2.2 | 3.3 | 2.7 | 3.1 | 2.7 |
| I56 Food & Beverage Services | 3.8 | 3.7 | 2.5 | 1.9 | 3.9 | 4.1 | 4.5 | 4.1 |
| J58-63 INFORMATION AND COMMUNICATIONS | 2.1 | 1.7 | 2.1 | 1.6 | 2.9 | 2.9 | 1.4 | 1.8 |
| J58-61 Telecommunications, Broadcasting & Publishing | 1.8 | 1.5 | 1.7 | 1.2 | 2.5 | 3.0 | 2.4 | 1.8 |
| J62-63 IT & Other Information Services | 2.4 | 1.8 | 2.3 | 1.8 | 4.2 | 2.6 | 1.1 | 1.8 |
| K64-66 FINANCIAL AND INSURANCE SERVICES | 2.0 | 1.3 | 2.0 | 1.3 | 2.5 | 1.8 | 0.6 | 0.5 |
| K64 & 66 (excl.662) Financial Services | 2.0 | 1.3 | 2.0 | 1.2 | 2.2 | 1.8 | 0.5 | 0.4 |
| K65 & 662 Insurance Services | 2.6 | 1.6 | 2.4 | 1.5 | 3.1 | 2.0 | 1.6 | 0.8 |
| L68 REAL ESTATE SERVICES | 3.6 | 3.1 | 1.9 | 1.4 | 3.6 | 3.5 | 5.1 | 4.7 |
| M69-75 PROFESSIONAL SERVICES | 2.6 | 1.7 | 2.4 | 1.7 | 3.0 | 2.2 | 3.3 | 1.5 |
| M69-70 Legal, Accounting & Management Services | 2.7 | 1.8 | 2.6 | 1.6 | 3.2 | 2.5 | 3.6 | 2.0 |
| M71 Architectural & Engineering Services | 2.5 | 1.6 | 2.1 | 1.7 | 2.1 | 1.9 | 3.5 | 1.5 |
| Other Professional Services | 2.2 | 1.6 | 2.2 | 1.7 | 2.8 | 1.3 | 1.1 | 0.8 |
| N77-82 ADMINISTRATIVE AND SUPPORT SERVICES | 4.2 | 3.3 | 2.9 | 2.0 | 4.1 | 2.9 | 4.9 | 4.1 |
| N80 Security & Investigation | 3.4 | 2.6 | 2.3 | 1.7 | 3.6 | 2.8 | 1.2 | 0.9 |
| N81 Cleaning & Landscaping | 4.7 | 3.9 | 1.9 | 1.5 | 3.0 | 2.4 | 5.0 | 4.2 |
| Other Administrative & Support Services | 4.4 | 3.0 | 3.1 | 2.1 | 6.0 | 3.4 | 5.0 | 4.1 |
| O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES | 1.5 | 1.0 | 1.3 | 0.8 | 1.9 | 1.7 | 1.8 | 1.3 |
| O84,P85 Public Administration & Education | 1.3 | 0.7 | 1.2 | 0.7 | 1.9 | 1.3 | 1.2 | 0.6 |
| Q86-88 Health & Social Services | 1.5 | 1.1 | 1.3 | 1.0 | 1.9 | 1.5 | 2.0 | 1.6 |
| R90-93 Arts, Entertainment & Recreation | 1.6 | 1.6 | 1.5 | 1.4 | 1.7 | 1.7 | 1.5 | 1.4 |
| S,T,U Other Community, Social & Personal Services | 2.1 | 1.8 | 2.0 | 1.4 | 2.1 | 2.4 | 2.2 | 1.5 |
| A,B,D,E,V OTHERS* | 1.3 | 1.1 | 0.8 | 0.5 | 1.8 | 2.1 | 2.0 | 2.0 |

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

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

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 | | | | | | | | |
|----------------------|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | 2013 | 2014 | 2015 | 2015 | | 2016 | | | |
| | | | | | Sep | Dec | Mar | Jun | Sep | |
| TOTAL | | 46.2 | 46.0 | 45.6 | 45.6 | 45.5 | 45.5 | 45.6 | 45.6 | 45.6 |
| C10-32 | MANUFACTURING | 50.1 | 49.7 | 49.3 | 49.3 | 49.0 | 49.1 | 49.0 | 48.9 | 48.9 |
| C10-12 | Food, Beverages & Tobacco | 47.0 | 47.0 | 46.6 | 47.1 | 46.3 | 46.3 | 46.4 | 46.7 | 46.7 |
| C17,18,22 | Paper / Rubber / Plastic Products & Printing | 49.1 | 49.3 | 48.5 | 48.7 | 48.3 | 47.9 | 48.3 | 48.7 | 48.7 |
| C19-21 | Petroleum, Chemical & Pharmaceutical Products | 44.7 | 44.5 | 44.4 | 44.4 | 44.5 | 44.5 | 45.1 | 45.1 | 45.1 |
| C25,28 | Fabricated Metal Products, Machinery & Equipment | 52.6 | 52.1 | 51.0 | 51.1 | 50.8 | 50.5 | 50.7 | 50.0 | 50.0 |
| C26 | Electronic, Computer & Optical Products | 46.9 | 46.8 | 46.4 | 46.5 | 46.3 | 47.1 | 46.7 | 47.2 | 47.2 |
| C29-30 | Transport Equipment | 53.1 | 52.4 | 52.7 | 52.6 | 52.4 | 52.2 | 51.8 | 51.4 | 51.4 |
| | Other Manufacturing Industries | 50.2 | 49.2 | 48.5 | 48.3 | 48.3 | 48.6 | 48.6 | 48.5 | 48.5 |
| F41-43 | CONSTRUCTION | 53.2 | 52.9 | 52.1 | 52.1 | 51.9 | 52.2 | 52.3 | 52.2 | 52.2 |
| G-U | SERVICES | 43.4 | 43.2 | 43.1 | 43.1 | 43.1 | 43.1 | 43.1 | 43.2 | 43.2 |
| G46-47 | WHOLESALE AND RETAIL TRADE | 43.2 | 43.1 | 43.0 | 43.1 | 42.6 | 42.6 | 42.7 | 42.8 | 42.8 |
| G46 | Wholesale Trade | 43.6 | 43.6 | 43.4 | 43.5 | 43.0 | 42.9 | 42.9 | 43.1 | 43.1 |
| G47 | Retail Trade | 42.3 | 42.0 | 42.1 | 42.3 | 41.8 | 42.0 | 42.2 | 42.2 | 42.2 |
| H49-53 | TRANSPORTATION AND STORAGE | 45.7 | 45.8 | 45.7 | 45.7 | 46.1 | 45.8 | 46.0 | 46.0 | 46.0 |
| H49,5221 | Land Transport & Supporting Services | 46.8 | 46.9 | 46.0 | 46.2 | 46.2 | 46.5 | 46.1 | 45.5 | 45.5 |
| H50,5222,5225 | Water Transport & Supporting Services | 44.3 | 44.5 | 44.3 | 44.0 | 44.5 | 44.6 | 44.6 | 45.3 | 45.3 |
| H51,5223 | Air Transport & Supporting Services | 45.1 | 45.0 | 45.2 | 44.7 | 46.0 | 45.1 | 45.9 | 45.8 | 45.8 |
| | Other Transportation & Storage Services | 46.7 | 46.7 | 47.1 | 47.6 | 47.4 | 46.7 | 47.2 | 47.0 | 47.0 |
| I55-56 | ACCOMMODATION AND FOOD SERVICES | 43.0 | 42.0 | 41.5 | 41.5 | 41.9 | 42.1 | 41.6 | 42.3 | 42.3 |
| I55 | Accommodation | 46.6 | 46.5 | 46.4 | 46.5 | 46.4 | 46.3 | 46.0 | 46.2 | 46.2 |
| I56 | Food & Beverage Services | 42.0 | 40.9 | 40.4 | 40.4 | 40.9 | 41.2 | 40.7 | 41.4 | 41.4 |
| J58-63 | INFORMATION AND COMMUNICATIONS | 41.7 | 41.5 | 41.5 | 41.7 | 41.5 | 41.4 | 41.4 | 41.3 | 41.3 |
| J58-61 | Telecommunications, Broadcasting & Publishing | 42.3 | 41.9 | 41.9 | 42.1 | 41.8 | 41.6 | 41.6 | 41.7 | 41.7 |
| J62-63 | IT & Other Information Services | 41.2 | 41.2 | 41.2 | 41.4 | 41.3 | 41.2 | 41.3 | 41.1 | 41.1 |
| K64-66 | FINANCIAL AND INSURANCE SERVICES | 41.2 | 41.1 | 41.1 | 41.0 | 41.1 | 41.1 | 41.1 | 41.1 | 41.1 |
| K64 & 66 (excl.662) | Financial Services | 41.3 | 41.3 | 41.2 | 41.2 | 41.3 | 41.2 | 41.2 | 41.2 | 41.2 |
| K65 & 662 | Insurance Services | 40.0 | 40.2 | 40.1 | 40.0 | 40.2 | 40.2 | 40.1 | 40.0 | 40.0 |
| L68 | REAL ESTATE SERVICES | 44.6 | 44.5 | 44.8 | 44.8 | 44.9 | 45.3 | 45.1 | 45.0 | 45.0 |
| M69-75 | PROFESSIONAL SERVICES | 43.6 | 43.1 | 42.9 | 42.9 | 43.1 | 43.2 | 43.4 | 43.3 | 43.3 |
| M69-70 | Legal, Accounting & Management Services | 41.3 | 41.2 | 41.2 | 41.2 | 41.2 | 41.2 | 41.3 | 41.3 | 41.3 |
| M71 | Architectural & Engineering Services | 47.0 | 46.2 | 45.6 | 45.5 | 46.0 | 46.5 | 46.9 | 46.8 | 46.8 |
| | Other Professional Services | 41.8 | 41.7 | 42.0 | 42.4 | 42.3 | 42.0 | 41.8 | 41.8 | 41.8 |
| N77-82 | ADMINISTRATIVE AND SUPPORT SERVICES | 47.5 | 47.3 | 46.4 | 46.3 | 46.4 | 46.2 | 46.5 | 46.5 | 46.5 |
| N80 | Security & Investigation | 52.8 | 52.1 | 50.5 | 50.4 | 50.4 | 50.3 | 50.7 | 51.1 | 51.1 |
| N81 | Cleaning & Landscaping | 44.9 | 44.6 | 43.8 | 43.8 | 44.0 | 43.6 | 44.1 | 44.3 | 44.3 |
| | Other Administrative & Support Services | 44.8 | 45.2 | 45.3 | 45.4 | 45.3 | 45.0 | 45.1 | 44.6 | 44.6 |
| O-U | COMMUNITY, SOCIAL AND PERSONAL SERVICES | 42.1 | 42.0 | 42.1 | 42.1 | 42.1 | 42.1 | 42.0 | 42.2 | 42.2 |
| O84,P85 | Public Administration & Education | 41.3 | 41.3 | 41.5 | 41.5 | 41.6 | 41.6 | 41.5 | 41.7 | 41.7 |
| Q86-88 | Health & Social Services | 42.0 | 41.9 | 41.9 | 41.9 | 41.9 | 41.9 | 41.8 | 42.4 | 42.4 |
| R90-93 | Arts, Entertainment & Recreation | 43.9 | 43.8 | 44.2 | 44.2 | 44.1 | 44.1 | 44.2 | 44.1 | 44.1 |
| S,T,U | Other Community, Social & Personal Services | 43.8 | 43.5 | 42.9 | 42.9 | 42.6 | 42.7 | 42.9 | 42.6 | 42.6 |
| A,B,D,E,V | OTHERS* | 45.7 | 45.6 | 45.6 | 45.4 | 45.8 | 45.9 | 45.5 | 45.7 | 45.7 |

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.

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

| Industry (SSIC 2010) | | 2013 | 2014 | 2015 | 2015 | | 2016 | | |
|----------------------|--|------------|------------|------------|------------|------------|------------|------------|------------|
| | | | | | Sep | Dec | Mar | Jun | Sep |
| TOTAL | | 3.8 | 3.7 | 3.4 | 3.4 | 3.4 | 3.3 | 3.4 | 3.3 |
| C10-32 | MANUFACTURING | 7.1 | 6.7 | 6.3 | 6.4 | 6.1 | 6.2 | 6.1 | 5.9 |
| C10-12 | Food, Beverages & Tobacco | 4.1 | 3.9 | 4.0 | 4.3 | 3.9 | 3.8 | 4.0 | 4.1 |
| C17,18,22 | Paper / Rubber / Plastic Products & Printing | 5.7 | 5.8 | 5.4 | 5.6 | 5.1 | 4.7 | 5.1 | 5.4 |
| C19-21 | Petroleum, Chemical & Pharmaceutical Products | 2.9 | 2.8 | 2.6 | 2.5 | 2.7 | 2.7 | 2.8 | 2.7 |
| C25,28 | Fabricated Metal Products, Machinery & Equipment | 9.0 | 8.6 | 7.6 | 7.7 | 7.3 | 7.0 | 7.3 | 6.6 |
| C26 | Electronic, Computer & Optical Products | 4.8 | 4.8 | 4.3 | 4.4 | 4.0 | 4.9 | 4.4 | 4.7 |
| C29-30 | Transport Equipment | 9.5 | 8.8 | 9.0 | 9.0 | 8.9 | 8.7 | 8.3 | 7.9 |
| | Other Manufacturing Industries | 7.2 | 6.3 | 5.9 | 5.8 | 5.8 | 6.0 | 6.2 | 5.8 |
| F41-43 | CONSTRUCTION | 8.5 | 8.2 | 7.6 | 7.7 | 7.7 | 7.8 | 7.8 | 7.9 |
| G-U | SERVICES | 1.7 | 1.7 | 1.6 | 1.6 | 1.6 | 1.6 | 1.6 | 1.6 |
| G46-47 | WHOLESALE AND RETAIL TRADE | 1.7 | 1.8 | 1.8 | 1.9 | 1.6 | 1.5 | 1.5 | 1.5 |
| G46 | Wholesale Trade | 1.5 | 1.7 | 1.8 | 1.9 | 1.5 | 1.4 | 1.4 | 1.4 |
| G47 | Retail Trade | 2.0 | 2.0 | 1.8 | 1.8 | 1.8 | 1.7 | 1.8 | 1.8 |
| H49-53 | TRANSPORTATION AND STORAGE | 3.0 | 3.0 | 2.9 | 2.8 | 3.2 | 2.8 | 3.1 | 3.2 |
| H49,5221 | Land Transport & Supporting Services | 3.8 | 4.0 | 3.3 | 3.3 | 3.4 | 3.6 | 3.3 | 3.1 |
| H50,5222,5225 | Water Transport & Supporting Services | 1.7 | 1.9 | 1.7 | 1.7 | 1.8 | 1.9 | 1.9 | 2.8 |
| H51,5223 | Air Transport & Supporting Services | 2.2 | 1.8 | 2.1 | 1.8 | 2.9 | 2.0 | 2.7 | 2.7 |
| | Other Transportation & Storage Services | 4.0 | 4.2 | 4.1 | 4.2 | 4.3 | 3.5 | 4.1 | 4.0 |
| I55-56 | ACCOMMODATION AND FOOD SERVICES | 2.3 | 1.9 | 1.8 | 1.7 | 1.9 | 1.8 | 1.7 | 1.9 |
| I55 | Accommodation | 2.6 | 2.7 | 2.6 | 2.6 | 2.7 | 2.5 | 2.2 | 2.4 |
| I56 | Food & Beverage Services | 2.2 | 1.7 | 1.6 | 1.5 | 1.7 | 1.6 | 1.6 | 1.8 |
| J58-63 | INFORMATION AND COMMUNICATIONS | 0.5 | 0.4 | 0.4 | 0.4 | 0.4 | 0.4 | 0.4 | 0.3 |
| J58-61 | Telecommunications, Broadcasting & Publishing | 0.8 | 0.6 | 0.7 | 0.7 | 0.6 | 0.6 | 0.5 | 0.5 |
| J62-63 | IT & Other Information Services | 0.3 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.1 |
| K64-66 | FINANCIAL AND INSURANCE SERVICES | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 |
| K64 & 66 (excl.662) | Financial Services | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 |
| K65 & 662 | Insurance Services | 0.3 | 0.3 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 |
| L68 | REAL ESTATE SERVICES | 2.2 | 2.0 | 2.3 | 2.2 | 2.3 | 2.7 | 2.5 | 2.3 |
| M69-75 | PROFESSIONAL SERVICES | 2.1 | 1.8 | 1.4 | 1.3 | 1.5 | 1.6 | 1.7 | 1.7 |
| M69-70 | Legal, Accounting & Management Services | 0.8 | 0.8 | 0.5 | 0.5 | 0.6 | 0.5 | 0.5 | 0.6 |
| M71 | Architectural & Engineering Services | 4.3 | 3.7 | 2.9 | 2.7 | 3.2 | 3.6 | 3.9 | 3.8 |
| | Other Professional Services | 0.7 | 0.6 | 0.7 | 0.8 | 0.8 | 0.7 | 0.5 | 0.6 |
| N77-82 | ADMINISTRATIVE AND SUPPORT SERVICES | 4.8 | 5.3 | 4.4 | 4.2 | 4.4 | 4.6 | 4.6 | 4.6 |
| N80 | Security & Investigation | 9.6 | 10.3 | 9.1 | 8.6 | 8.6 | 9.1 | 8.9 | 9.1 |
| N81 | Cleaning & Landscaping | 2.3 | 2.6 | 1.8 | 1.6 | 2.2 | 1.8 | 2.1 | 2.3 |
| | Other Administrative & Support Services | 2.6 | 2.9 | 2.8 | 2.9 | 2.9 | 3.1 | 3.1 | 2.9 |
| O-U | COMMUNITY, SOCIAL AND PERSONAL SERVICES | 0.5 | 0.5 | 0.5 | 0.5 | 0.5 | 0.4 | 0.5 | 0.4 |
| 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 | 0.4 | 0.5 | 0.5 | 0.5 | 0.4 | 0.5 | 0.5 | 0.4 |
| R90-93 | Arts, Entertainment & Recreation | 1.2 | 1.2 | 1.5 | 1.3 | 1.7 | 1.5 | 1.6 | 1.4 |
| S,T,U | Other Community, Social & Personal Services | 1.7 | 1.7 | 1.5 | 1.8 | 1.0 | 0.9 | 0.9 | 0.9 |
| A,B,D,E,V | OTHERS* | 3.1 | 2.9 | 3.0 | 2.7 | 3.2 | 3.3 | 3.0 | 3.2 |

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

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 rise due to

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.

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

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 that provides 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 (i.e. number of employed persons) 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 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 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 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 or promotions.

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 job applicants.

Job vacancy rate for a quarter is defined as the number of job vacancies divided by the demand for manpower at the end of the quarter. The demand for manpower is defined as the sum of the number of employees and job vacancies at the end of the quarter. 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 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 seasonal fluctuations in demand.

Paid Hours Worked

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private 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 refers 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 refers 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 16 | 57,900 | 3,000 | 5.1% | 52,100 | 63,700 |
| Resident Unemployment Rate | Sep 16 | 2.5% | 0.13%-pt | 5.2% | 2.2% | 2.8% |
| LABOUR TURNOVER | | | | | | |
| Average Monthly Recruitment Rate | 3Q 16 | 2.2% | 0.02%-pt | 1.1% | 2.1% | 2.2% |
| Average Monthly Resignation Rate | 3Q 16 | 1.8% | 0.02%-pt | 1.1% | 1.7% | 1.8% |
| HOURS WORKED | | | | | | |
| Average Weekly Paid Overtime Hours Worked Per Employee | Sep 16 | 3.3 | 0.04 | 1.1% | 3.3 | 3.4 |

Note: Data are non-seasonally adjusted.

FEEDBACK FORM

TITLE OF REPORT: LABOUR MARKET REPORT THIRD QUARTER 2016

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"/> |

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

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

Too detailed Just right Too brief

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

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

Thank you for your valuable feedback

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