

Labour Force in Singapore Advance Release 2018



**MINISTRY OF
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Singapore

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LABOUR FORCE IN SINGAPORE ADVANCE RELEASE 2018

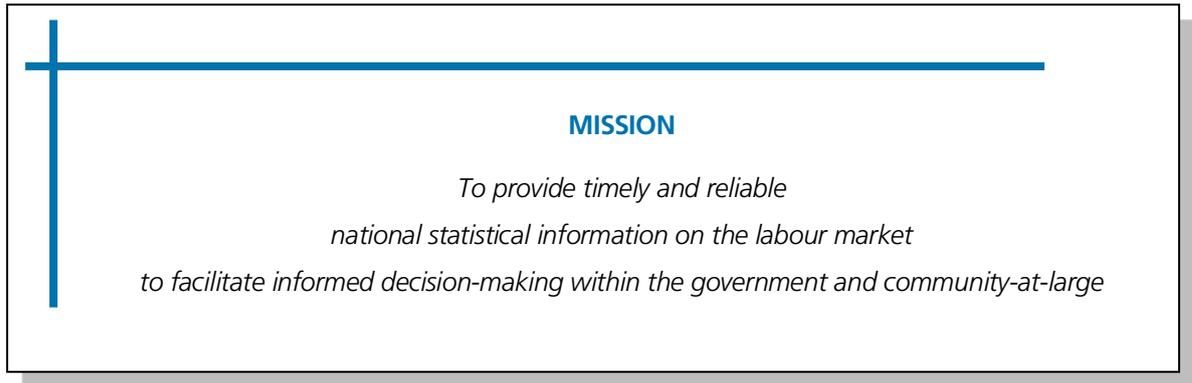
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NOTATIONS

%-pt	:	Percentage point
n.a.	:	Not applicable/ Not available
^P	:	Preliminary

ABBREVIATIONS

Below Sec	:	Below Secondary
CPF	:	Central Provident Fund
CSSWs	:	Clerical, Sales & Service Workers
CPI	:	Consumer Price Index
Dip & Prof Qual	:	Diploma & Professional Qualification
LFPR	:	Labour Force Participation Rate
MOM	:	Ministry of Manpower
NS	:	National Service
OECD	:	Organisation for Economic Co-operation and Development
p.a.	:	Per Annum
PMETs	:	Professionals, Managers, Executives & Technicians
Post-Sec (Non-Tertiary)	:	Post-Secondary (Non-Tertiary)
PTOCLs	:	Production & Transport Operators, Cleaners & Labourers
Sec	:	Secondary
SSEC	:	Singapore Standard Educational Classification
SSIC	:	Singapore Standard Industrial Classification
SSOC	:	Singapore Standard Occupational Classification
Yrs	:	Years

HIGHLIGHTS

- Labour market outcomes in June 2018 improved compared to a year ago. Employment has grown. The employment rate remained high for residents aged 25 to 64, and continued to rise firmly for older residents aged 65 & over. Over the same period, the resident unemployment rate moderated for both PMETs¹ and non-PMETs. The real median income also continued to grow in the recent five years.
- The employment rate stayed high at around 80% for residents aged 25 to 64. Singapore ranks favourably compared with OECD economies (8th), especially in terms of full-time employment rate (4th).
- Efforts to improve the employability of older workers encouraged more to stay on, and those previously outside the labour force to return to employment. The employment rate for older residents aged 65 & over continued to rise, from 25.8% in June 2017 to 26.8% in June 2018. This has helped to offset the impact of ageing on the overall labour force participation rate which has broadly stabilised in the recent four years, following an earlier uptrend.
- Workers continued to earn higher incomes in the recent five years. The real median income² of full-time employed residents grew by 3.5% p.a.^p from June 2013 to June 2018, significantly higher than the previous five years (1.9% p.a.).
- Sustained efforts to raise the incomes of low-wage workers helped real income growth at the 20th percentile (4.2% p.a.^p) grow faster than at the median (3.5% p.a.^p) in the recent five years (June 2013 to June 2018), narrowing their gap with the median worker.³
- As more job seekers found work, we saw a broad-based moderation in unemployment rate⁴ for PMETs and non-PMETs. The unemployment rate for PMETs aged 50 & over softened even as their long-term unemployment rate rose. This suggests that while such PMETs benefitted from improved labour market conditions, there remains a group who face greater difficulty returning to the workforce.
- Although the time-related under-employment rate rose in June 2018, there was no evidence of an increase in involuntary time-related under-employment as the proportion of part-timers who wanted to work additional hours but could not find a full-time job was largely the same.
- The proportion of resident employees on fixed-term contracts rose even as the share of those in casual or on-call employment held steady. This suggests greater caution among employers about hiring as the economy continues to restructure, even as the labour market has tightened.

¹ Professionals, managers, executives & technicians

² Including employer CPF contributions

^p Preliminary as full-year CPI data for 2018 is not available yet

³ Refers to the ratio of the median income to the 20th percentile income of full-time employed residents

⁴ Non-seasonally adjusted

LABOUR FORCE IN SINGAPORE

ADVANCE RELEASE 2018

1. Introduction

- 1.1 This report analyses the key trends of the resident labour force in Singapore, based on data from the Comprehensive Labour Force Survey conducted in mid-2018. The data are for June periods of each year and pertain to residents aged 15 & over, unless stated otherwise. A final report of the survey findings, *Labour Force in Singapore 2018*, will be released on 31 January 2019. The survey methodology, coverage, concepts and definitions are in [Annex A](#).

2. Labour Force

The employment rate of older residents continued to rise

- 2.1 Following a short period of decline last year, the employment rate for residents aged 15 & over resumed its uptrend, inching up from 64.9% in 2017 to 65.1% in 2018. Efforts to improve the employability of older workers helped to raise the employment rate for older residents aged 65 & over, from 25.8% to 26.8%. The employment rate for youths aged 15 to 24 also increased from 34.1% to 34.5%, due to more taking on internships or vacation jobs. The employment rate for residents aged 25 to 64 fell slightly from 80.7% in 2017 to 80.3% in 2018. This mainly reflected a decline in employment rate among women in their 30s, from 82.1% to 80.7%, as more stayed outside the labour force during the year to care for their families.
- 2.2 Notwithstanding yearly fluctuations, our employment rate for those aged 25 to 64 has held mostly steady in recent years, and Singapore continues to rank favourably compared with OECD economies (8th), especially in terms of full-time employment rate⁵ (4th).

⁵ Full-time employment rate refers to full-time employed as a percentage of the population. To facilitate comparison with OECD economies, Singapore's full-time employment rate data refers to those employed with usual hours worked of at least 30 hours a week as a percentage of the population.

Chart 1 Resident employment rate by age

Per Cent

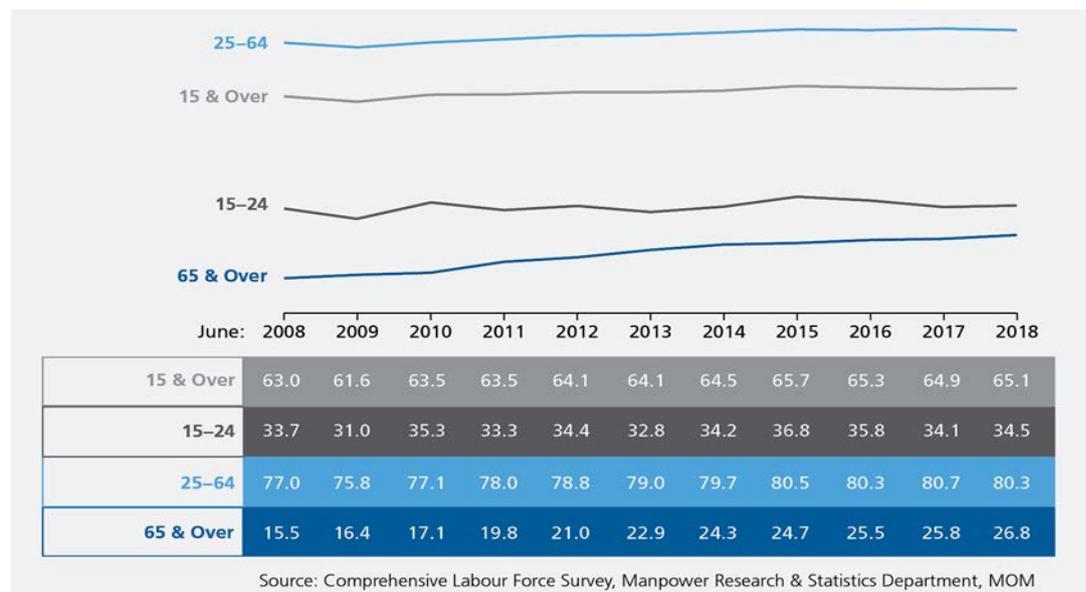
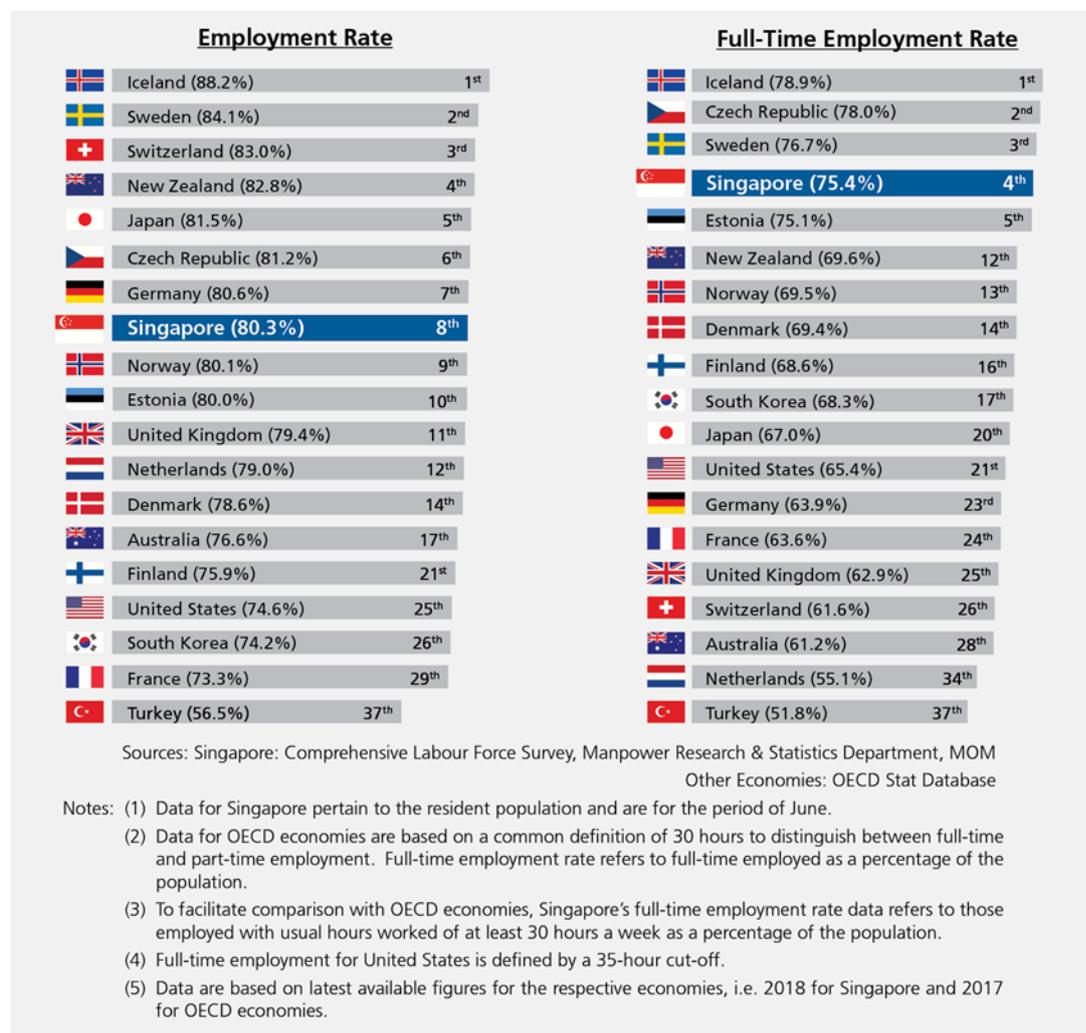


Chart 2 Employment rate (aged 25 to 64) in Singapore and OECD economies

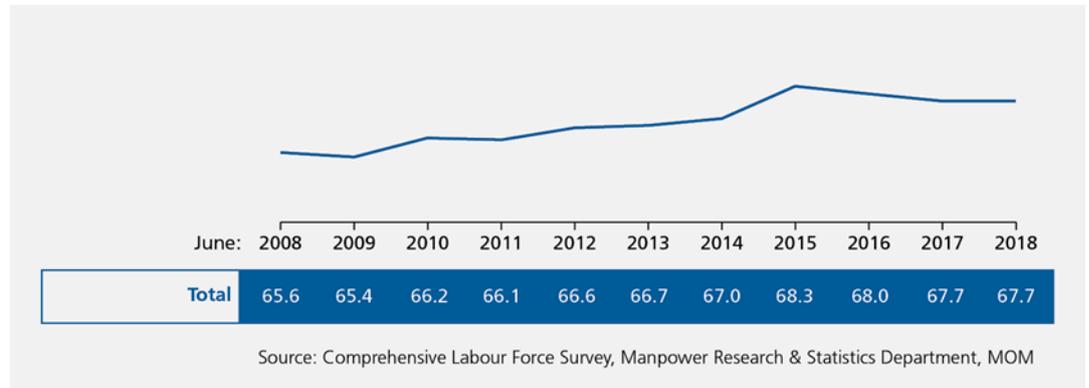


LFPFR holds steady in recent years

- 2.3 The resident labour force participation rate (LFPFR) in 2018 (67.7%) was unchanged from a year ago. LFPFR has broadly stabilised in the recent four years following an earlier uptrend, as population ageing continues to exert downward pressure.

Chart 3 Labour force participation rate of residents aged 15 & over

Per Cent

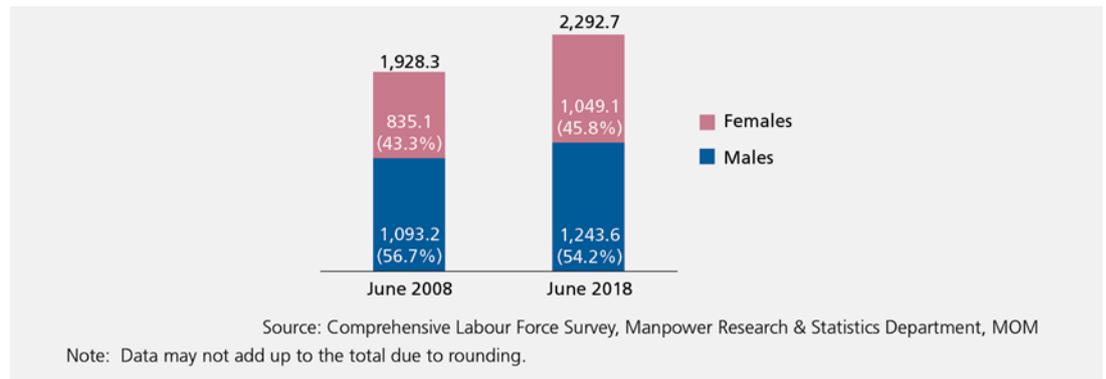


More females in the labour force

- 2.4 The share of females in the labour force rose over the decade, from 43% in 2008 to 46% in 2018. This reflected greater prevalence of flexible work arrangements, and higher education attainment among females⁶.

Chart 4 Resident labour force by sex

Number ('000)



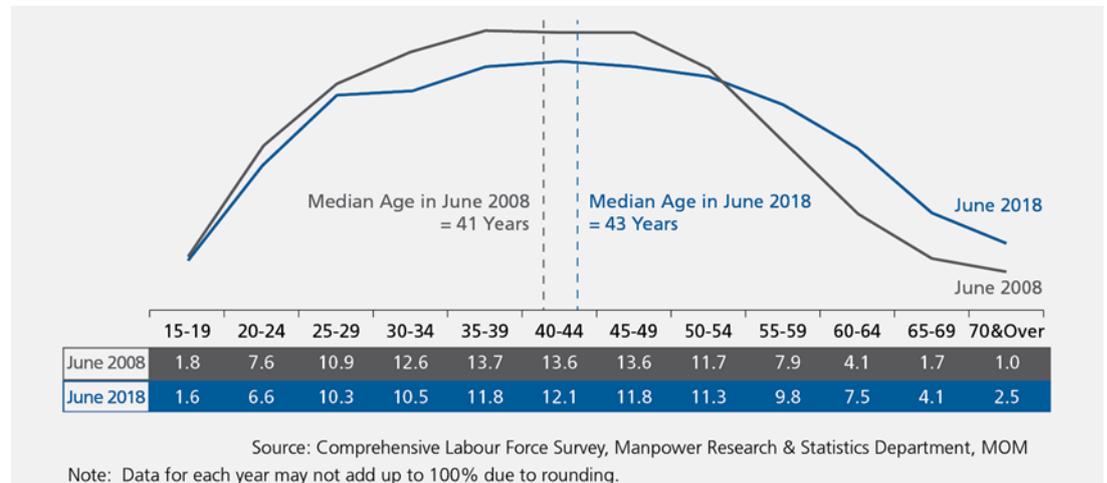
⁶ Females with tertiary qualifications were more likely to take part in the labour market than females with lower qualifications.

The labour force continued to age

- 2.5 With population ageing⁷ and sustained increases in the LFPR for older residents, the share of those aged 55 & over in the resident labour force rose from 15% in 2008 to 24% in 2018. On the other hand, the share of residents in the prime working-ages has decreased, most notably in the age groups of 30 to 49. This was due to their shrinking population size⁸ as a result of declining fertility rates, even though their LFPR rose.

Chart 5 Resident labour force by age

Per Cent



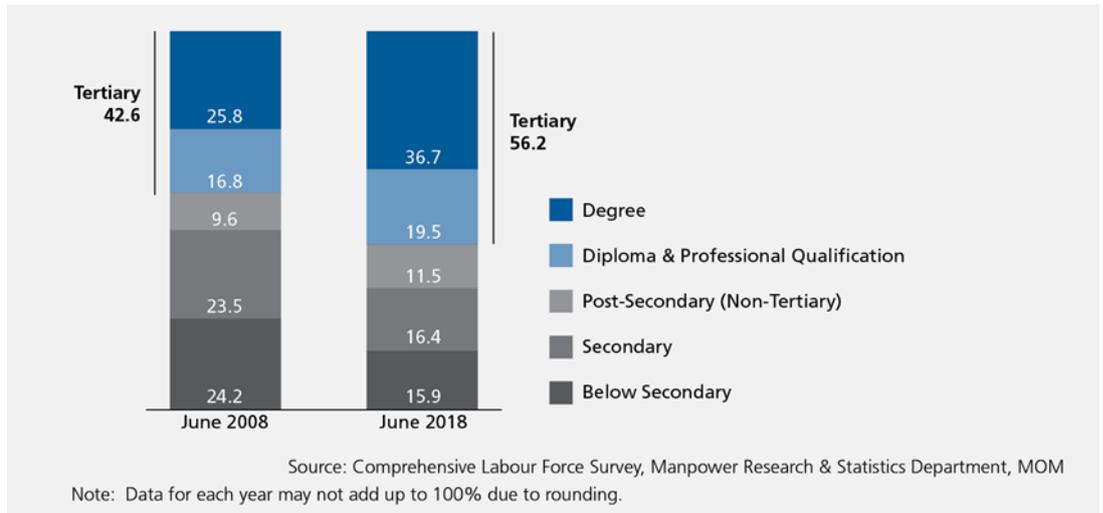
More tertiary educated in the labour force

- 2.6 The education profile of the resident labour force continued to improve. 56% of the resident labour force in 2018 were tertiary-educated, up from 43% in 2008. This was largely due to the rising share of degree holders, who formed 37% of the labour force in 2018 compared with the 26% ten years ago.

⁷ The share of the resident working-age (15 & over) population aged 55 & over rose from 24% in 2008 to 33% in 2018. Source: Singapore Department of Statistics.

⁸ The share of the resident working-age (15 & over) population aged 30 to 49 fell from 41% in 2008 to 35% in 2018. Source: Singapore Department of Statistics.

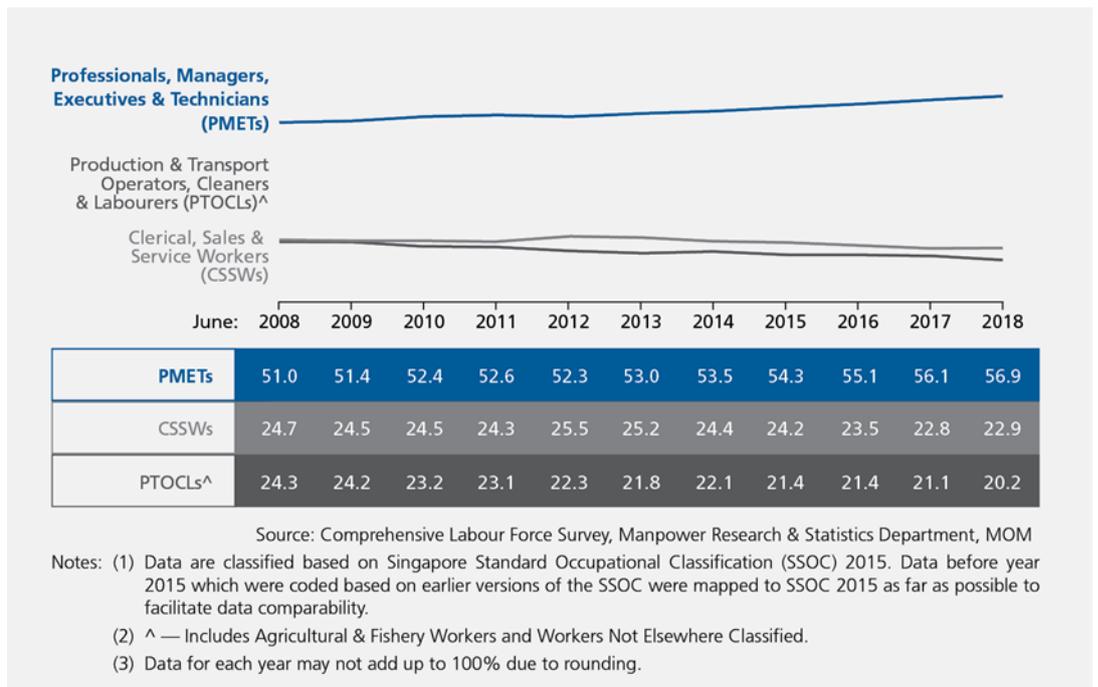
Chart 6 Resident labour force by highest qualification attained
Per Cent



PMET share among employed residents rose

- 2.7 The share of professionals, managers, executives & technicians (PMETs) among employed residents has trended up over the decade from 51% in 2008 to 57% in 2018, as young entrants into the labour market tended to be better educated. Correspondingly, the share of non-PMETs declined especially for production & transport operators, cleaners & labourers (24% to 20%).

Chart 7 Occupational distribution of employed residents
Per Cent



Time-related under-employment rate rose, but not because more part-timers could not find a full-time job

2.8 The time-related under-employment rate⁹ rose for the second successive year from 3.0% in 2017 to 3.3% in 2018, after a general downtrend from 2011. However, there was no evidence of an increase in involuntary time-related under-employment. This was because the increase came mainly from persons who were engaging in part-time work because of family or personal responsibilities (+0.5%-point of employed residents), while the proportion of part-timers who were willing and available to work additional hours but could not find a full-time job was largely the same (-0.1%-point of employed residents).

Chart 8 Resident time-related under-employment rate

Per Cent

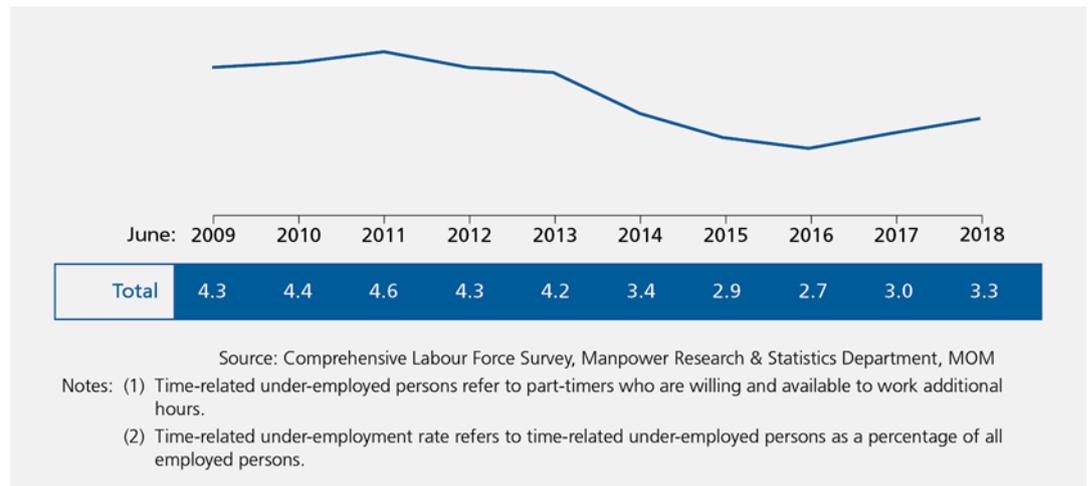
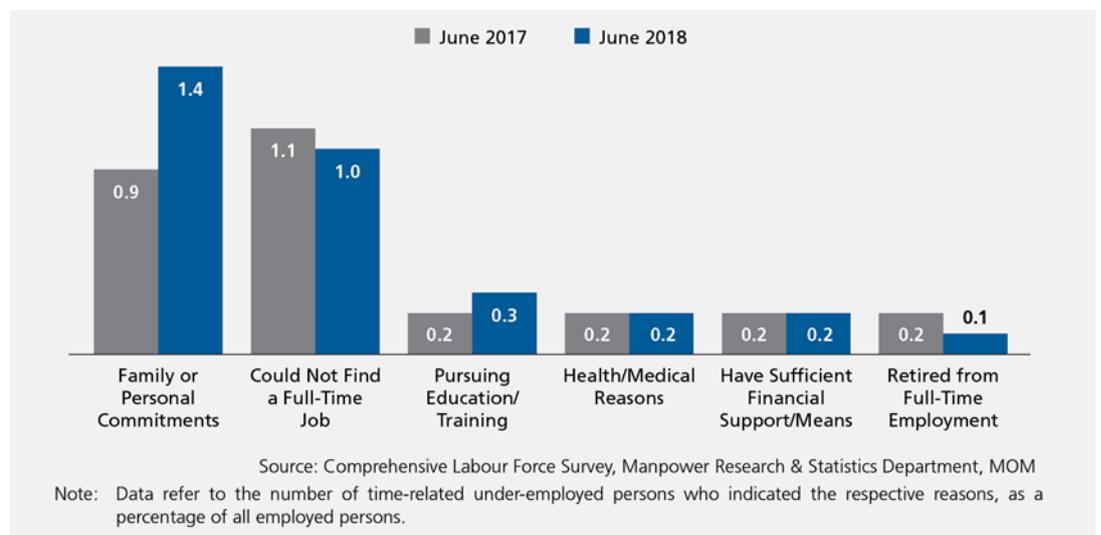


Chart 9 Contribution to resident time-related under-employment rate by main reason for working part-time rather than full-time

Per Cent



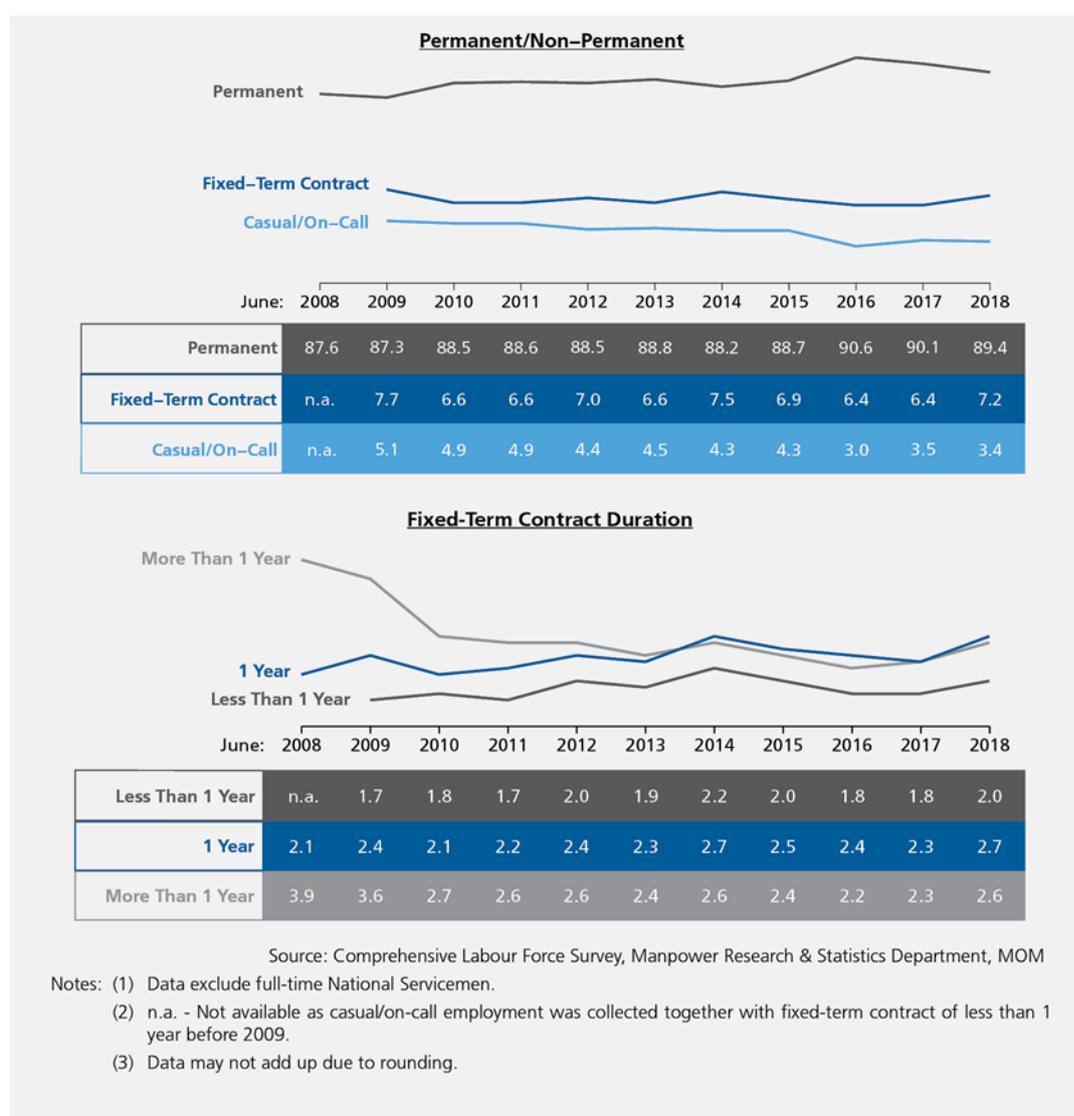
⁹ Refers to part-timers who are willing and available to work additional hours as a percentage of all (full-time and part-time) employed residents.

The rise in non-permanent employment in the last two years reflects greater caution among employers as economy continues to restructure

2.9 The proportion of resident employees in permanent jobs declined for the second consecutive year to 89% in 2018, from 90% in 2017. There was a corresponding increase in the proportion of employees on fixed-term contracts, from 6.4% in 2017 to 7.2% in 2018, as on-going economic restructuring prompted companies to adopt a more near-term outlook for their resource requirements. Much of the increase in contract employees were those on one-year contracts. The proportion of casual or on-call employees held steady at 3.4%, having trended downwards over the past decade.

Chart 10 Resident employees by type of employment

Per Cent



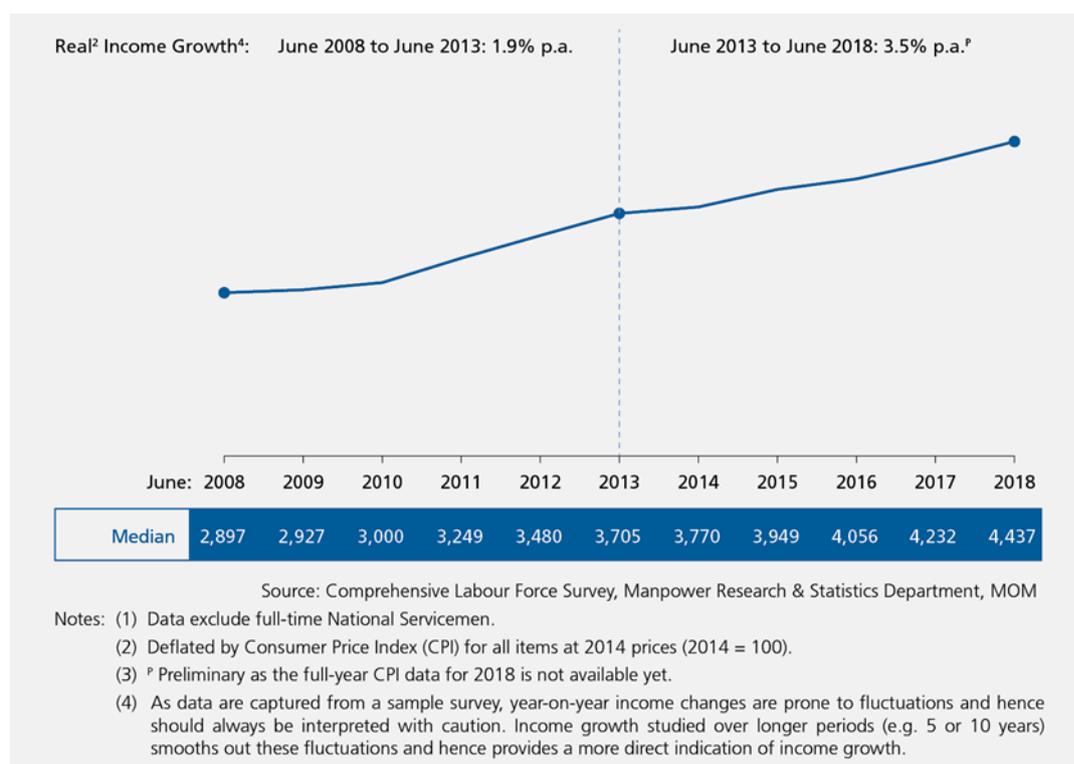
3. Income

Real median income continued to grow in the recent five years

3.1 Workers continued to earn higher incomes in the recent five years. The real median¹⁰ gross monthly income of full-time employed residents grew by 3.5% p.a.^P from 2013 to 2018, significantly higher than 1.9% p.a. in the previous five years (i.e. 2008 to 2013).

Chart 11 Median gross monthly income from work (including employer CPF contributions) of full-time employed residents

Dollars



¹⁰ The median income is the income such that half of the workers earn less and the other half earn more.

^P Preliminary as the full-year CPI data for 2018 is not available yet.

Lower-income earners experienced faster income growth than the median worker, narrowing their income gap

3.2 Over the last five years (2013 to 2018), real income growth at the 20th percentile¹¹ (4.2% p.a.^P) grew faster than at the median (3.5% p.a.^P), narrowing their gap with the median worker.¹² The 20th percentile income growth was also significantly higher than in the preceding five years (i.e. 2008 to 2013). This may be attributed to the tighter labour market as a result of foreign workforce policy adjustments, as well as other policy measures like Progressive Wage Model, Wage Credit Scheme and Special Employment Credit.

Chart 12 Annualised change in real* gross monthly income from work (including employer CPF contributions) of full-time employed residents

Per Cent Per Annum



¹¹ The 20th percentile income of full-time employed residents was \$2,340 (including employer CPF contributions) and \$2,000 (excluding employer CPF contributions) in June 2018.

¹² Refers to the ratio of the median income to the 20th percentile income of full-time employed residents.

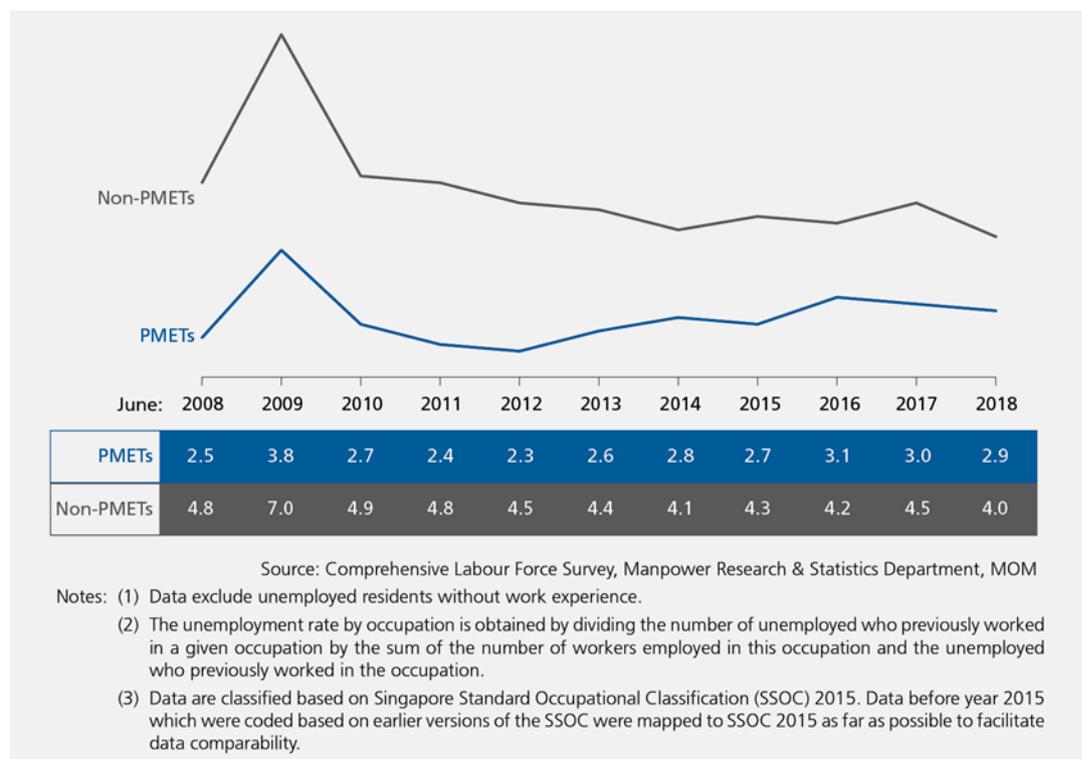
4. Unemployment¹³

Broad-based moderation in unemployment rate for PMETs and non-PMETs, but some older PMETs face greater difficulty

- 4.1 The non-seasonally adjusted unemployment rate for PMETs decreased for the second successive year to 2.9% in 2018, from 3.0% a year ago. In particular, the unemployment rate for PMETs in their 40s and aged 50 & over, which has trended up in the last few years, declined in 2018. There was also a broad-based decline in unemployment among non-PMETs in most age groups.

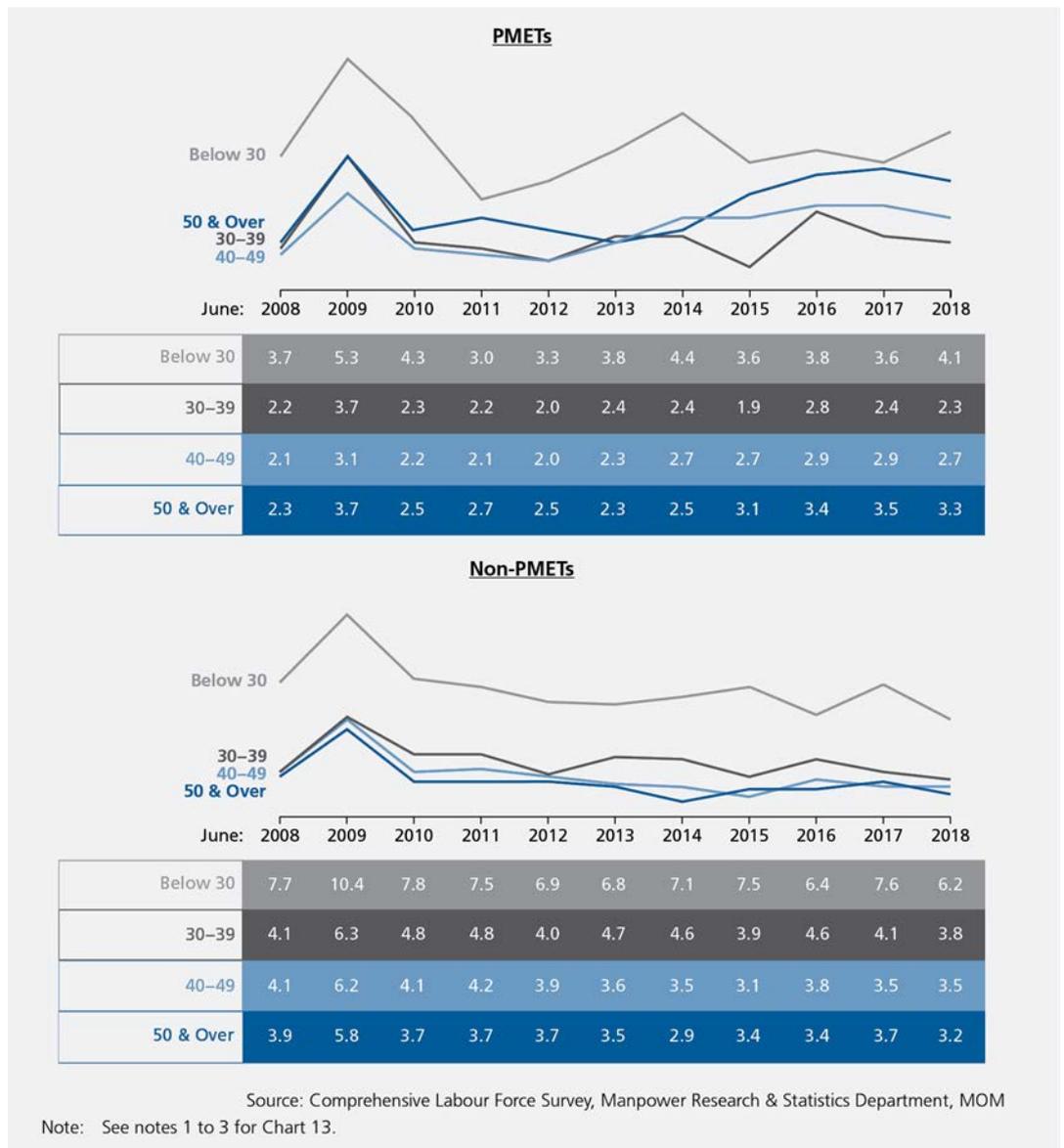
Chart 13 Unemployment rate of resident PMETs and non-PMETs

Per Cent



¹³ This section covers the unemployment rates by occupation and industry, and data are non-seasonally adjusted as they are available once a year rather than quarterly. It would not be appropriate to compare them against the seasonally adjusted unemployment rates at the top-line. For analysis of unemployment trends at the top-line and by age, highest qualification attained and sex, please refer to the quarterly Labour Market Reports.

Chart 14 Unemployment rate of resident PMETs and non-PMETs by age
Per Cent



4.2 However, the long-term unemployment rate (LTUR) among PMETs rose from 0.7% in 2017 to 0.8% in 2018. This was because more unemployed PMETs in their 30s and 50 & over took longer to secure employment. The LTUR for non-PMETs remained unchanged at 0.7% in 2018, with continued uptrend for those aged 50 & over but improvement for those in their 30s and 40s.

Chart 15 Long-term unemployment rate of resident PMETs and non-PMETs

Per Cent

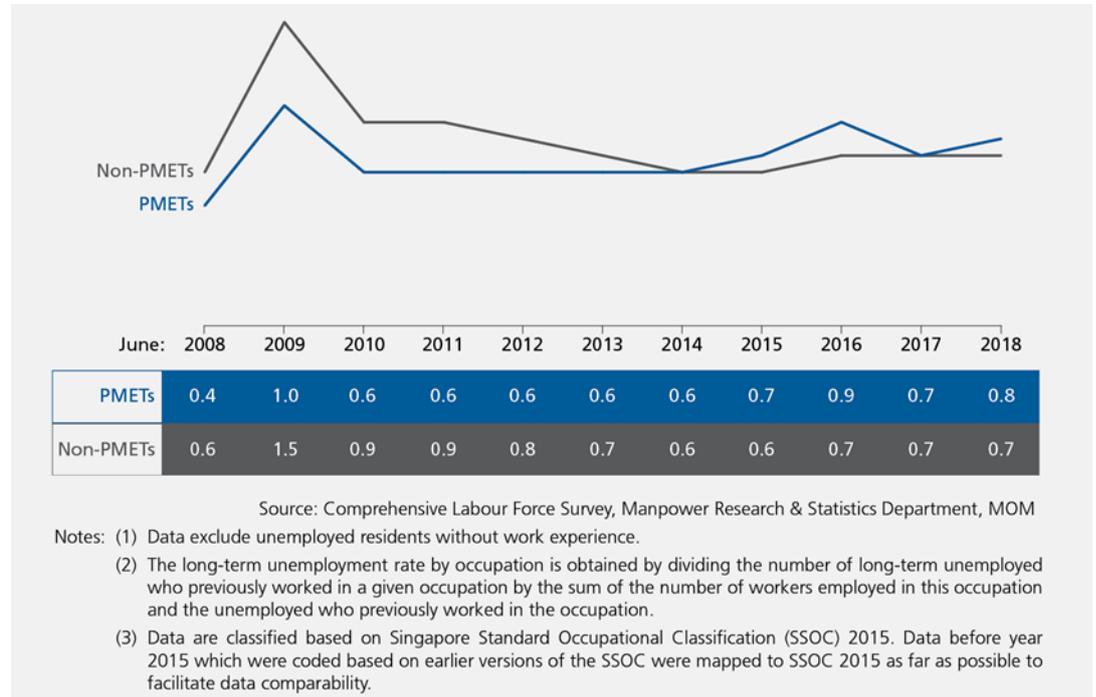
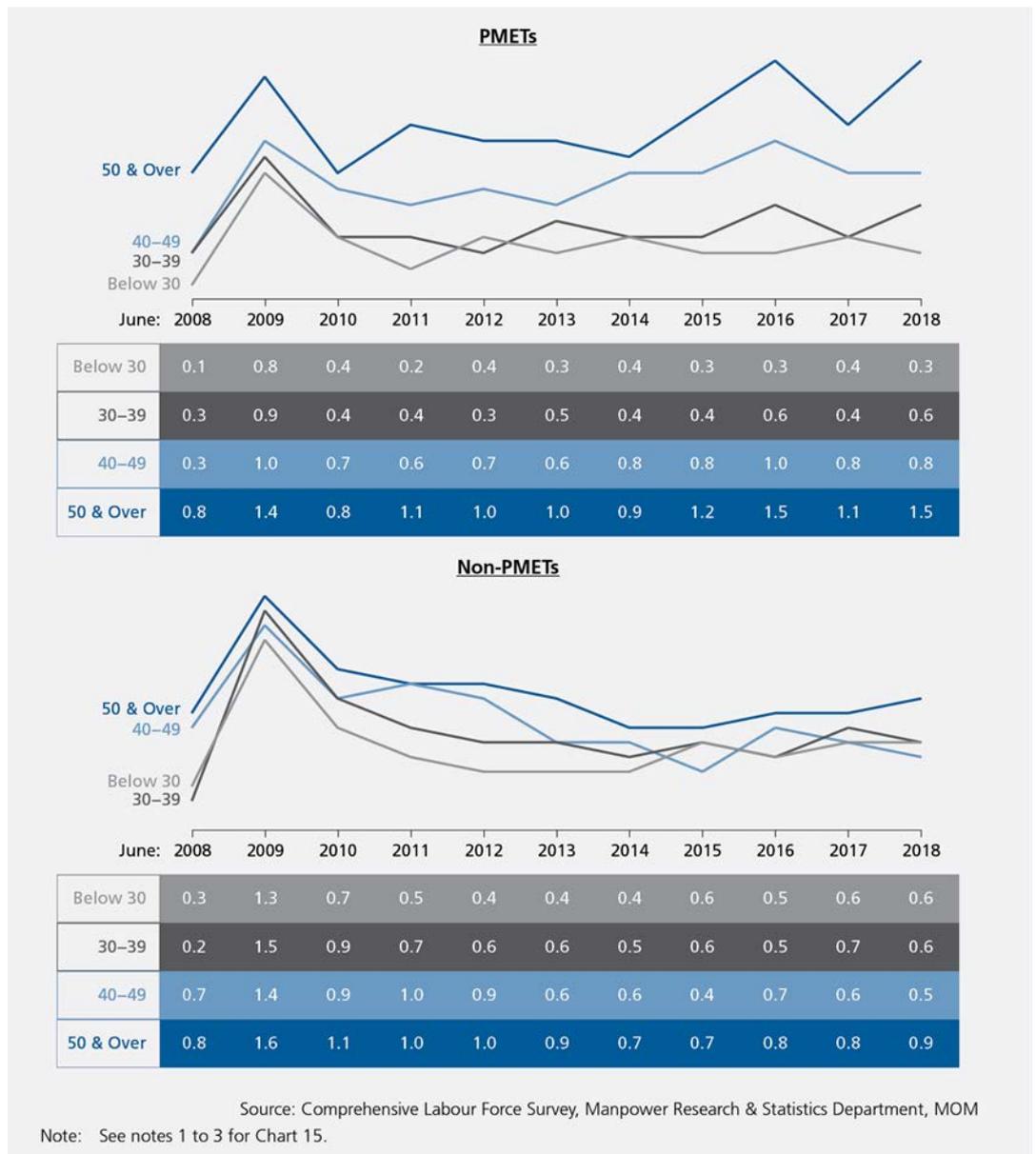
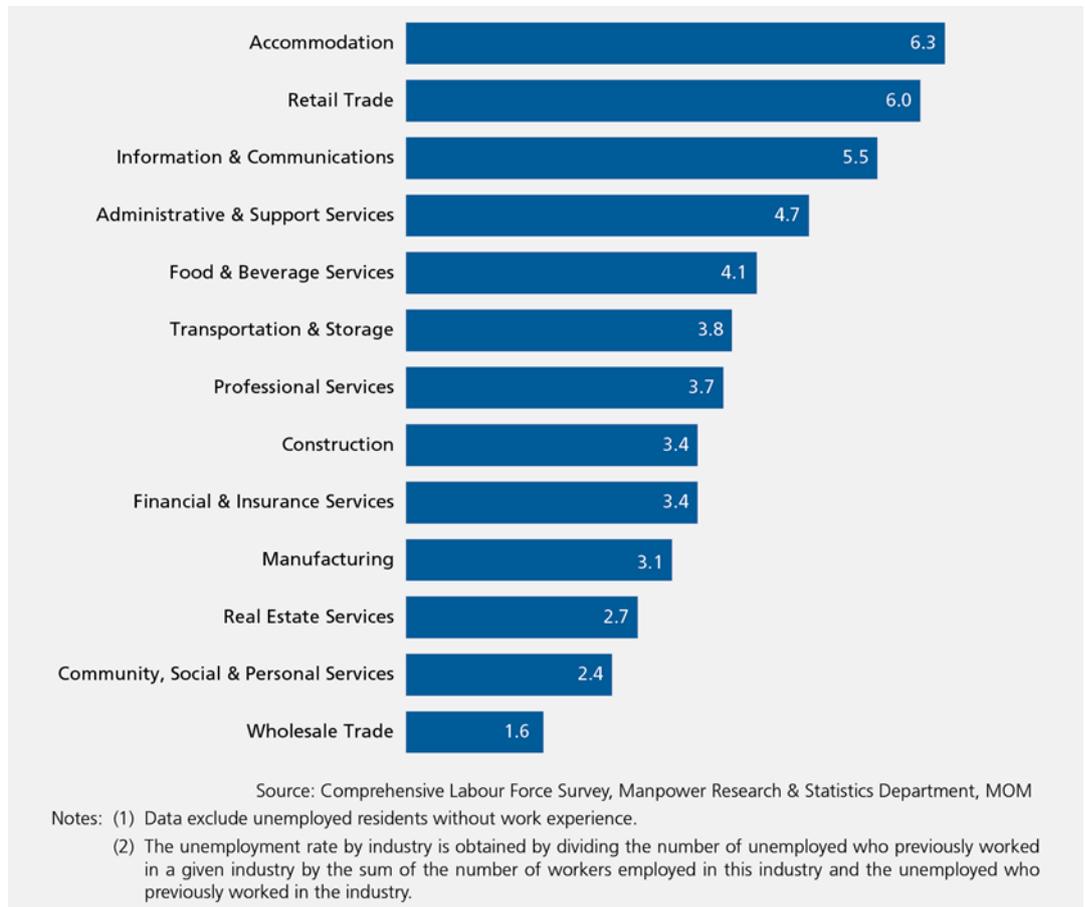


Chart 16 Long-term unemployment rate of resident PMETs and non-PMETs by age
Per Cent



4.3 The unemployment rate was higher for residents who previously worked in accommodation (6.3%), retail trade (6.0%), administrative & support services (4.7%) and food & beverage services (4.1%), due to the faster labour turnover in these industries.¹⁴ Information & communications (5.5%) also had higher unemployment rate, as job search was likely tougher given the industry's fast-evolving skills landscape.

Chart 17 Resident unemployment rate by industry, June 2018
Per Cent



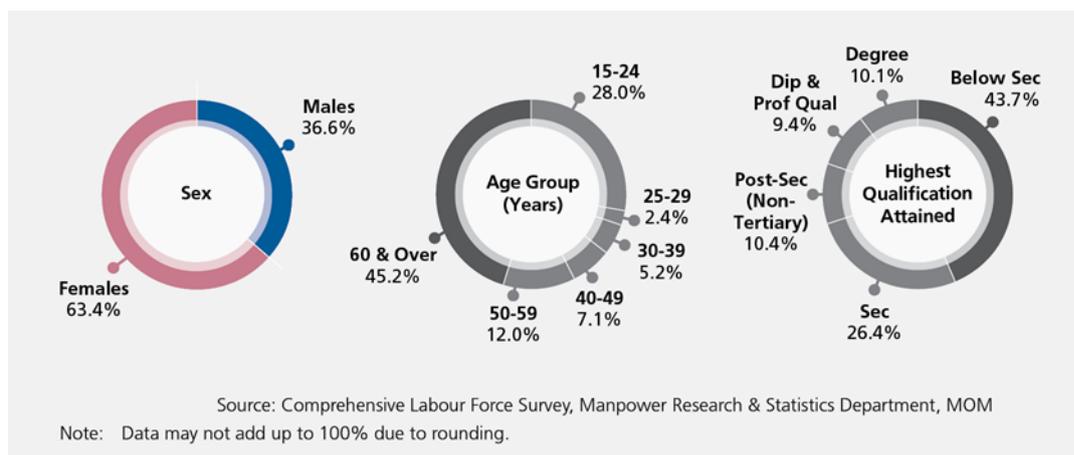
¹⁴ The average monthly recruitment and resignation rates for accommodation (3.5% and 3.1% respectively), retail trade (3.7% and 3.3%), food & beverage services (4.2% and 3.8%) and administrative & support services (5.1% and 3.7%) were among the highest across industries in the second quarter of 2018, substantially above the overall rate (2.5% and 2.0%). Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

5. Persons Outside the Labour Force

Residents outside the labour force tend to be females, older and less educated

- 5.1 The number and proportion of residents aged 15 & over who were outside the labour force was broadly unchanged at 1.09 million (or 32.3%) in 2018. Most of them were aged 60 & over (45%) and 15 to 24 (28%), mostly retirees and students. Reflecting the older age profile, the large majority of residents outside the labour force held below secondary (44%) and secondary (26%) qualifications.

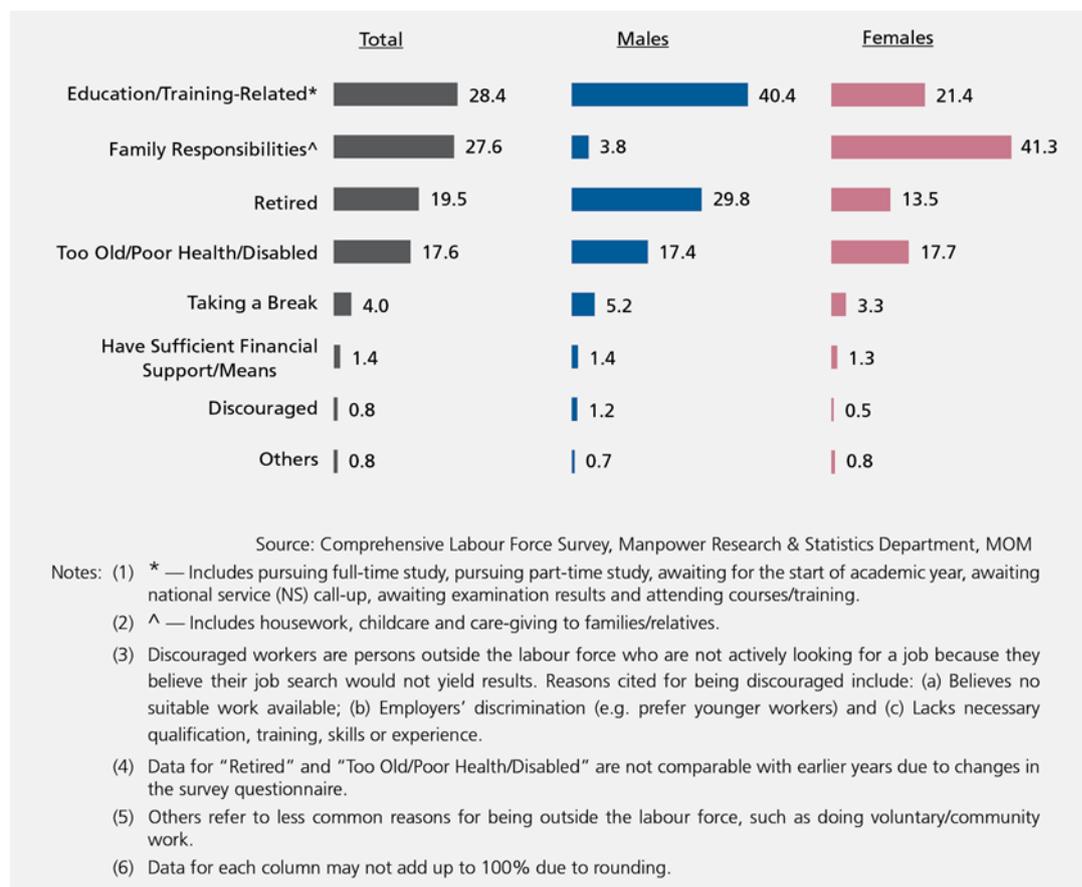
Chart 18 Profile of residents outside the labour force, June 2018



- 5.2 Women (63%) made up a larger proportion of residents outside the labour force in 2018. Family responsibilities (41%) was the top reason which kept females outside the labour force.
- 5.3 Among males, the most common reason given was to pursue education/training (40%), reflecting the high concentration of youths. Retirement was also a more common reason among males (30%) than females (14%).

Chart 19 Residents outside the labour force by main reason for not working and not looking for a job, June 2018

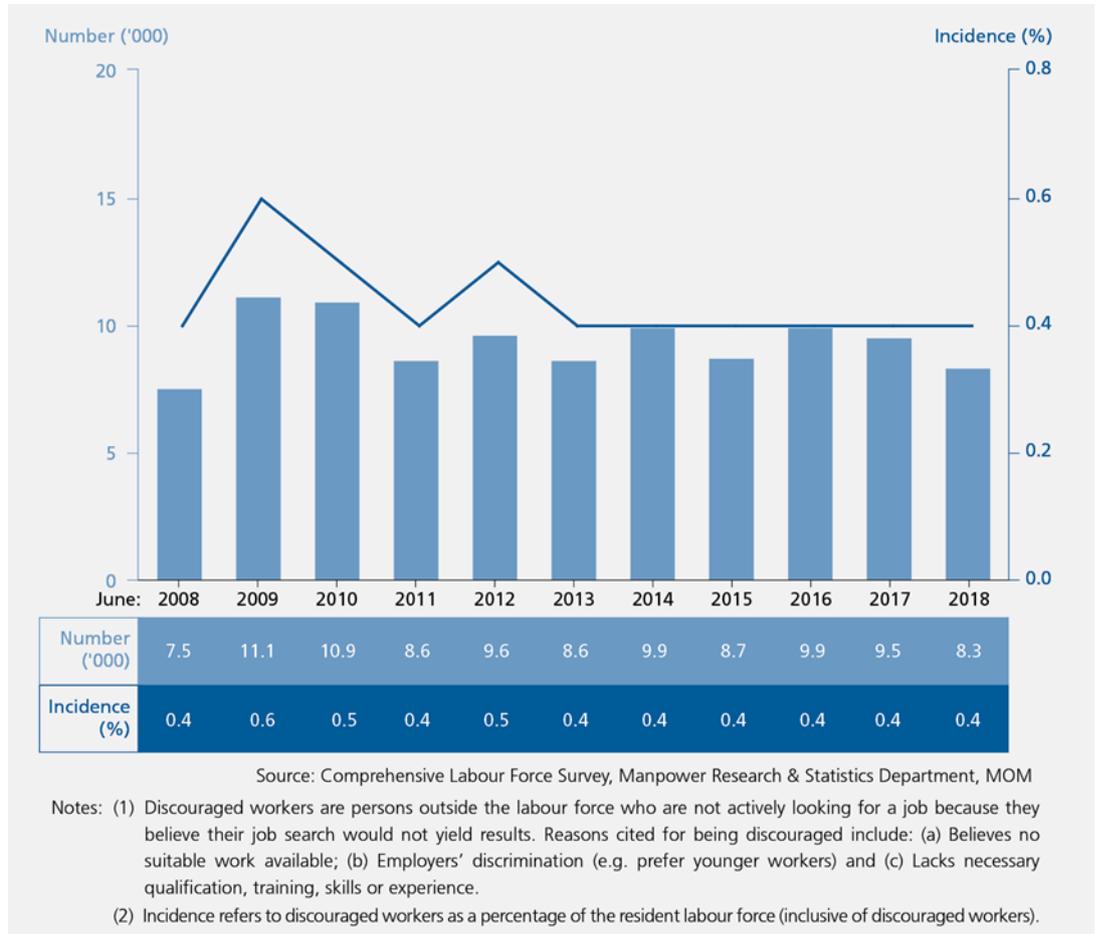
Per Cent



Number of discouraged workers continued to decline

5.4 The number of discouraged workers, i.e. those not looking for work because they feel their job search will not yield any results, decreased for the second consecutive year from 9,500 in 2017 to 8,300 in 2018. Their share of the resident labour force¹⁵ remained low at 0.4%.

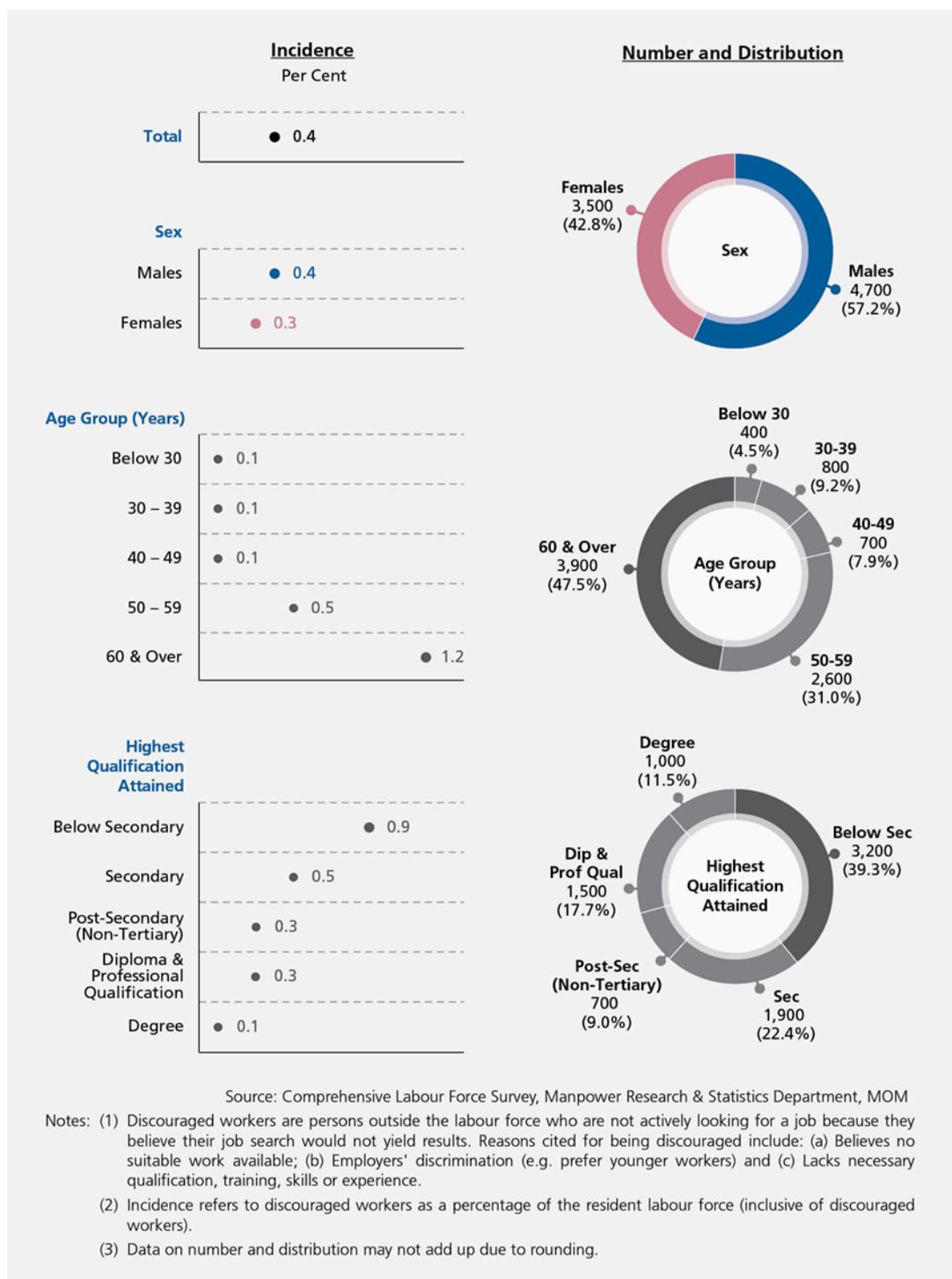
Chart 20 Residents discouraged from seeking work



¹⁵ Inclusive of discouraged workers.

5.5 Discouraged workers were largely those aged 60 & over (47%), and with below secondary qualifications (39%), reflecting their higher incidence of being discouraged from seeking work (1.2% and 0.9% respectively).

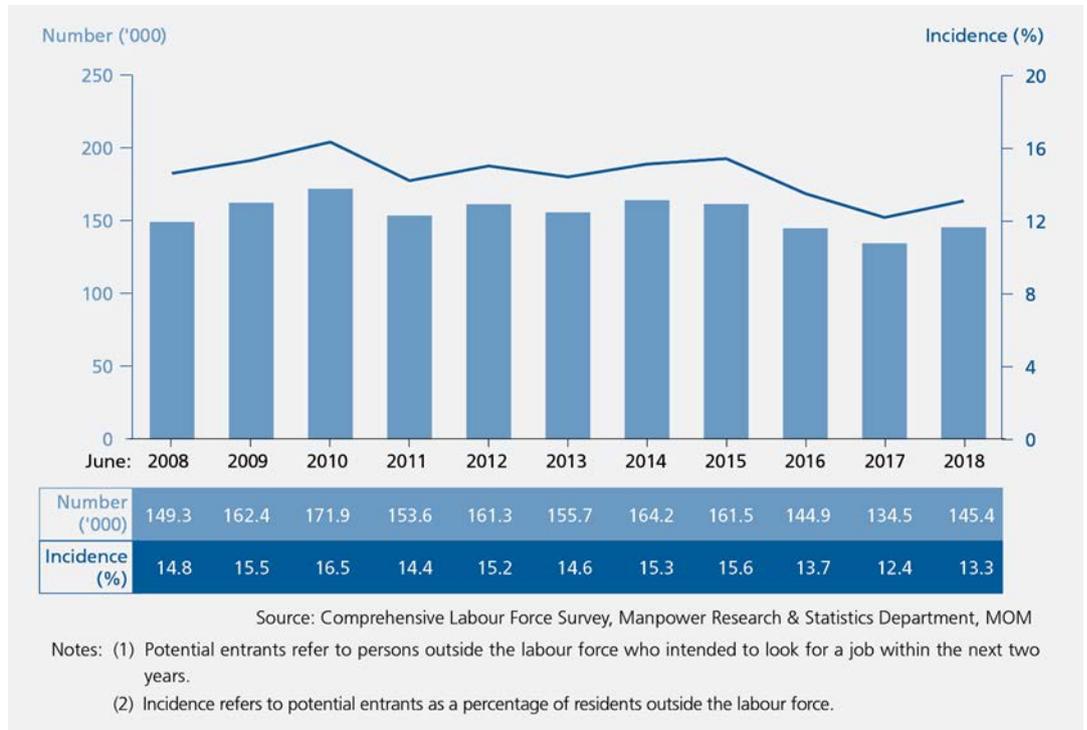
Chart 21 Profile of residents discouraged from seeking work, June 2018



Pool of potential entrants edged up in 2018

- 5.6 As economic conditions improved, more residents outside the labour force intended to look for jobs in the next two years. The number of potential entrants rose to 145,400 (or 13% of residents outside the labour force) in 2018, up from the low¹⁶ of 134,500 or 12% in 2017. However, this was still lower than the number and incidence of potential entrants before 2016.

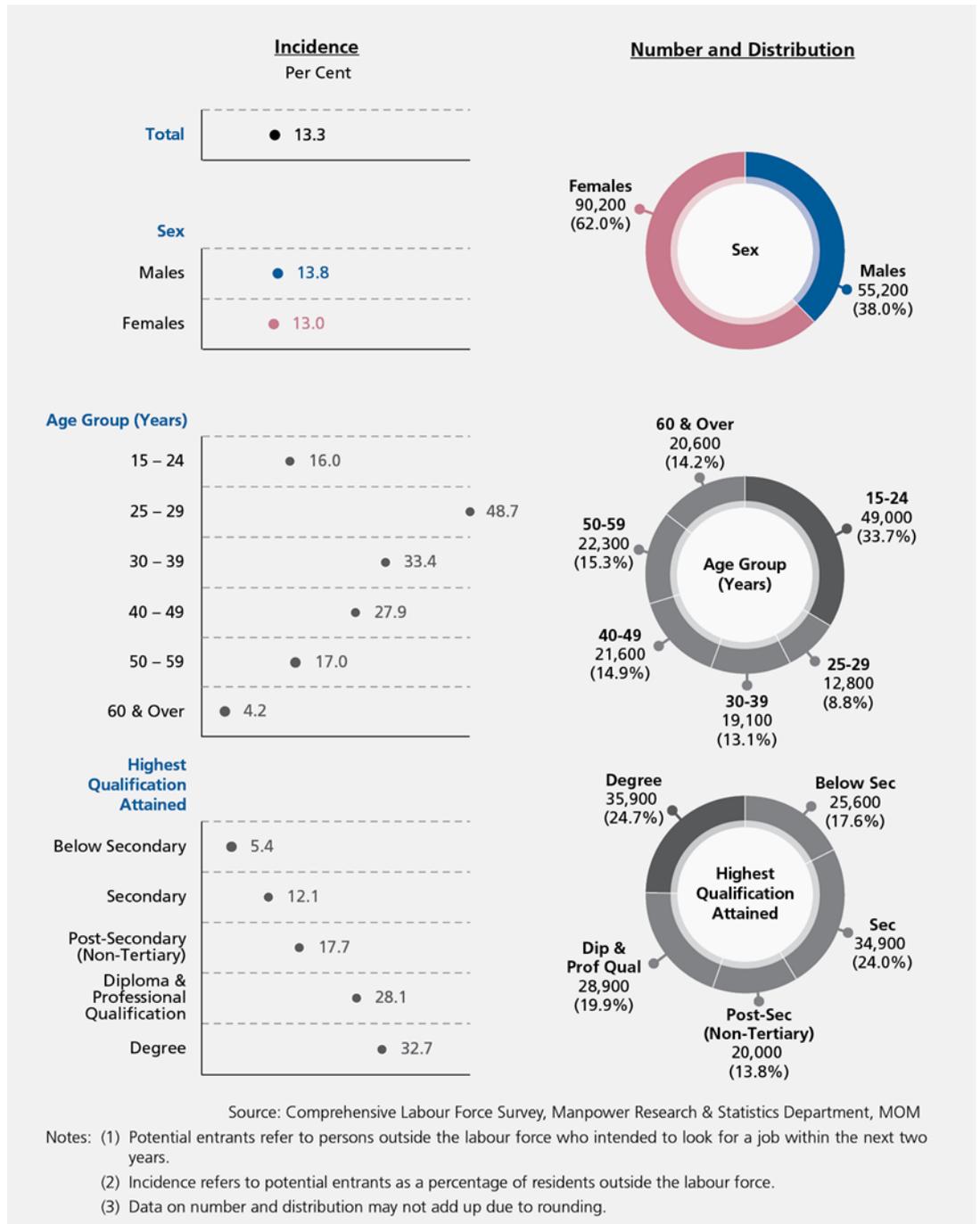
Chart 22 Resident potential entrants into the labour force



- 5.7 Most of the potential entrants in 2018 were females (62%), reflecting their larger share (63%) among residents who were outside the labour force. Other than youths aged 15 to 24, the incidence of potential entrants was higher among younger workers compared to older ones. The incidence of potential entrants was higher among tertiary-educated residents than those with non-tertiary qualifications, especially for degree holders. Around half of the potential entrants with degree qualifications were in their 30s and 40s.

¹⁶ Lowest since the start of comparable data series from 2006.

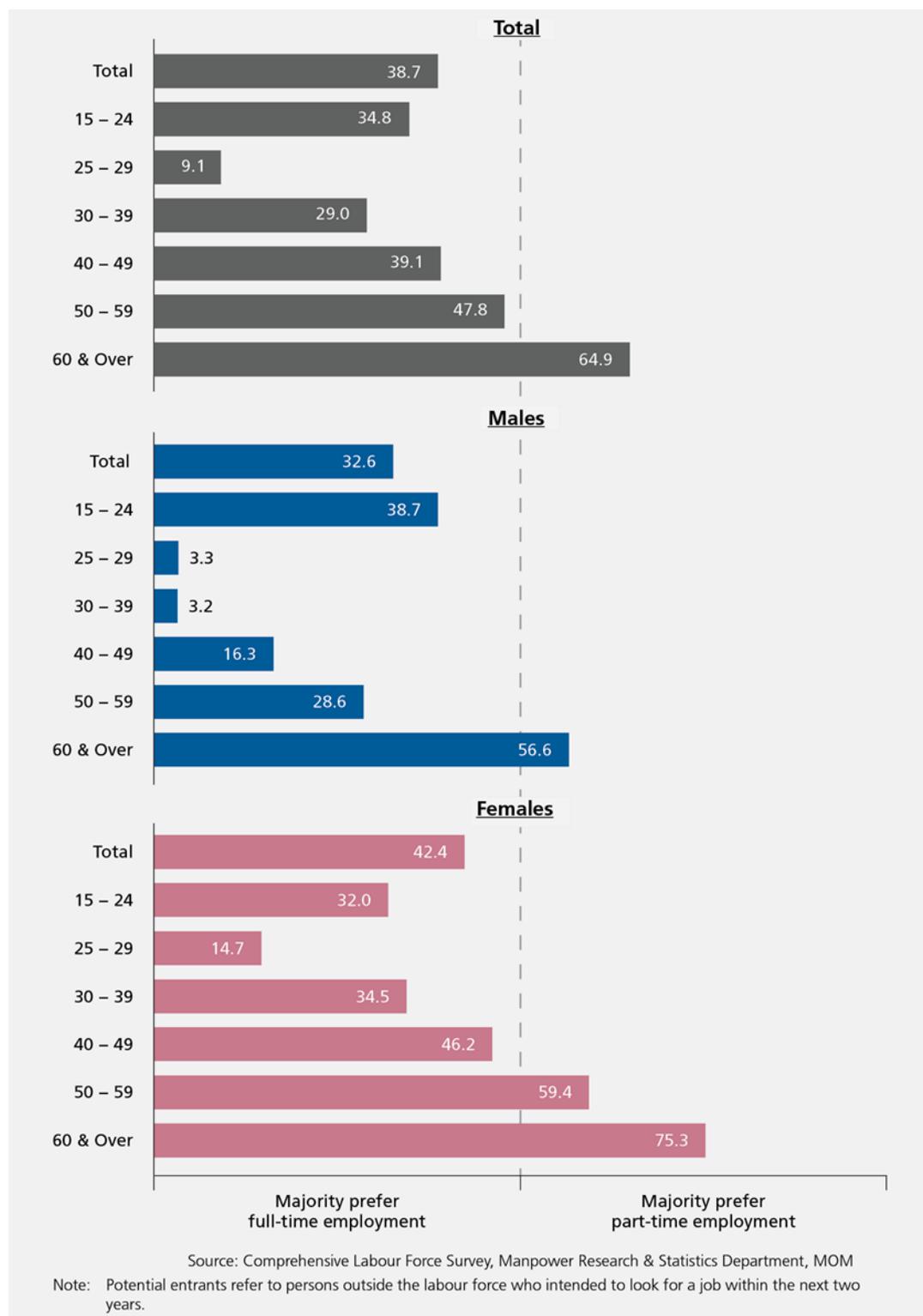
Chart 23 Profile of resident potential entrants into the labour force, June 2018



5.8 39% or 56,300 potential entrants preferred to work part-time. Preference for part-time employment was higher among older potential entrants aged 60 & over and females in their 50s. On the other hand, most of the potential entrants in the younger age groups preferred full-time employment, especially among males aged 25 to 49.

Chart 24 Proportion of resident potential entrants who preferred to work part-time by age group and sex, June 2018

Per Cent



SURVEY COVERAGE AND METHODOLOGY

Introduction

- 1 The 2018 Comprehensive Labour Force Survey is the forty-first in the series of mid-year labour force surveys conducted in Singapore by the Manpower Research and Statistics Department of the Ministry of Manpower. The objective of the survey is to collect data on the economic activities of the population, including detailed information on employment and unemployment as well as characteristics of persons in and outside the labour force.
- 2 The survey is conducted under the Statistics Act (Chapter 317) which empowers the Director of the Manpower Research and Statistics Department to collect information from survey respondents. The Act also guarantees the confidentiality of individual information obtained from the survey.

Coverage

- 3 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.

Concepts and Definitions

- 4 The concepts and definitions used in the survey conform to international guidelines recommended by the International Labour Organisation. The terms and definitions used are as follows:

Reference Period	This refers to the week preceding the date of the survey interview.
Residents	Residents (also known as locals) refer to Singapore citizens and Permanent Residents.
Labour Force Status	<p>Labour Force</p> <ul style="list-style-type: none"> ▶ This refers to persons aged 15 years and over who are either employed (i.e. working) or unemployed (i.e. actively looking for a job and available for work) during the reference period. <p>Outside the Labour Force</p> <ul style="list-style-type: none"> ▶ This refers to persons aged 15 years and over who are neither employed nor unemployed during the reference period.

Employed Persons	<p>This refers to persons aged 15 years and over who, during the reference period:</p> <ul style="list-style-type: none"> (i) work for one hour or more either for pay, profit or family gains; or (ii) have a job or business to return to but are temporarily absent because of illness, injury, breakdown of machinery at workplace, labour management dispute or other reasons. <p>Members of the Singapore Armed Forces including full-time National Servicemen are included in the persons employed, unless otherwise specified.</p>
Unemployed Persons	<p>This refers to persons aged 15 years and over who are not working but are actively looking for a job and available for work during the reference period. They include persons who are not working but are taking steps to start their own business or taking up a new job after the reference period.</p>
Labour Force Participation Rate	<p>This is defined as the percentage of the labour force to the population.</p>
Employment Rate	<p>This is defined as the percentage of employed persons to the population.</p>
Unemployment Rate	<p>This is defined as the percentage of unemployed persons to the labour force.</p>
Duration of Unemployment	<p>This refers to the number of complete weeks between the date when action was first taken to look for a job and the date of the survey interview.</p>
Long-Term Unemployed Persons	<p>This refers to persons aged 15 years and over who have been unemployed for 25 weeks or more.</p>
Long-Term Unemployment Rate	<p>This is defined as the percentage of long-term unemployed persons to the labour force.</p>
Time-Related Under-Employed Persons	<p>This refers to persons aged 15 years and over who normally work less than 35 hours a week but are willing and available to engage in additional work.</p>
Time-Related Under-Employment Rate	<p>This is defined as the percentage of time-related under-employed persons to employed persons.</p>
Discouraged Workers	<p>This refers to persons outside the labour force who are not actively looking for a job because they believe their job search would not yield results. Reasons cited for being discouraged include believes that there is no suitable work available, employers' discrimination and lack of necessary qualifications, training, skills or experience.</p>
Potential Entrants	<p>This refers to persons outside the labour force who intended to look for a job within the next two years.</p>

Highest Qualification Attained

This refers to the highest level or standard which a person has passed or attained either through attendance at an institution of learning or through correspondence or self-study. The classification of highest qualification attained is based on the Singapore Standard Educational Classification (SSEC) 2015.

Occupation

This refers to the type of work performed by a person, which may not necessarily be related to his training, skill or professional qualification. In the case of a person who performs two or more kinds of work, his occupation would refer to the one in which he usually works the longest hours during the reference period. The classification of occupations is based on the Singapore Standard Occupational Classification (SSOC) 2015, unless otherwise specified.

Industry

This refers to the major kind of activity undertaken by the establishment, enterprise, firm or organisation in which the person worked during the reference period. It is related to the principal class of goods produced or services rendered by the organisation. The classification of industries is based on the Singapore Standard Industrial Classification (SSIC) 2015, unless otherwise specified.

Gross Monthly Income from Work

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

Type of Employment Employed persons can be categorised into those working on full-time or part-time basis.

Full-Time

- ▶ This refers to employment where the normal hours of work is at least 35 hours a week.

Part-Time

- ▶ This refers to employment where the normal hours of work is less than 35 hours a week.

Before 2009, full-time refers to employment where the normal hours of work is at least 30 hours a week while part-time refers to employment where the normal hours of work is less than 30 hours a week. From 2009 onwards, the threshold between full-time and part-time was revised from 30 hours to 35 hours to align with the revised definition in the Employment Act.

Employees can be categorised into those employed on casual/on-call, fixed-term contract or permanent basis.

Casual/On-Call

- ▶ Casual/on-call employees refer to those employed on ad hoc basis, as and when the company requires additional manpower.

Fixed-Term Contract

- ▶ Employees on fixed-term contract refer to those whose employment will terminate on the expiry of a specific term unless it is renewed.

Permanent

- ▶ Permanent employees refer to those employed for an unspecified duration, i.e. they are neither casual/on-call employees nor on fixed-term contract.
-

Planning, Organisation, Fieldwork and Data Verification

- 5 The field operation for the 2018 survey was carried out from 21 May 2018 to 31 July 2018. Around 150 temporary interviewers and 15 permanent staff were involved in the survey operations.
- 6 The majority of the households completed the survey through telephone or internet. Households that did not respond through these options were enumerated through face-to-face interviews.
- 7 The work of the interviewers was closely monitored to ensure the quality of the data collected. Supervisors conducted checks by calling up selected households to verify the information collected. The data were subjected to consistency and verification checks before tabulation.

Response

- 8 Of the 33,000 housing units selected in the initial sample, 1,556 households were excluded from the survey as they were unoccupied, non-residential or demolished. A total of 27,338 households responded to the survey, achieving an overall response rate of 86.9%.

Reliability of Data

- 9 The results of the survey were grossed up to the resident population in June 2018 (compiled by the Singapore Department of Statistics) using multiple estimation factors.
- 10 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.
- 11 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. As a general rule, the smaller the group whose size is estimated or from which an estimate is being derived, the less precise that estimate is.
- 12 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%.
- 13 For the 2018 survey, the estimated sampling errors of the main resident labour force estimates were as follows:

	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
				Lower	Upper
Resident Labour Force	2,292,700	7,100	0.3	2,278,700	2,306,700
Employed Residents	2,203,700	7,200	0.3	2,189,600	2,217,800
Unemployed Residents	89,000	2,100	2.4	84,900	93,200
Residents Outside the Labour Force	1,093,700	6,400	0.6	1,081,100	1,106,300
Resident Labour Force Participation Rate	67.7%	0.19%-pt	0.3	67.3%	68.1%
Resident Employment Rate (Aged 15 & over)	65.1%	0.19%-pt	0.3	64.7%	65.5%
Resident Employment Rate (Aged 25 to 64)	80.3%	0.19%-pt	0.2	79.9%	80.7%
Resident Unemployment Rate	3.9%	0.09%-pt	2.4	3.7%	4.1%

Note: Data are non-seasonally adjusted. They pertain to those aged 15 & over, unless otherwise stated.

Chart B1 Resident unemployment rate by occupation, June 2018

Per Cent

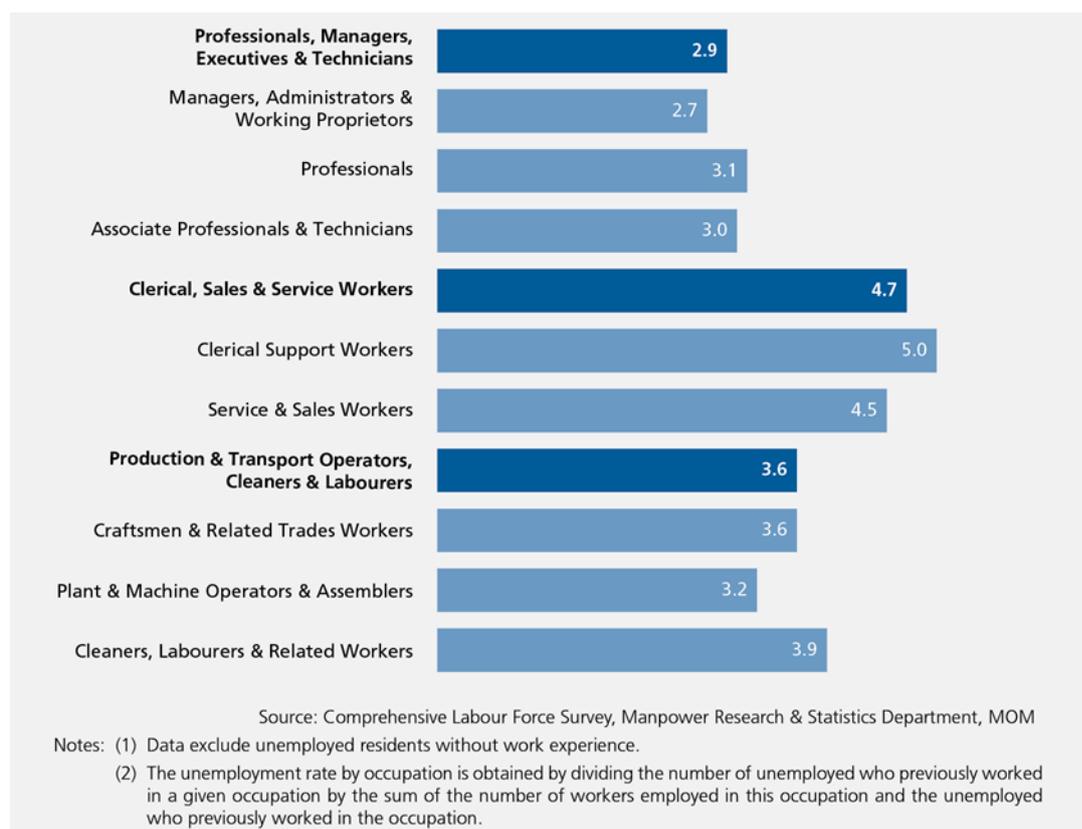


TABLE 1
KEY CHARACTERISTICS OF RESIDENT LABOUR FORCE, 2008 - 2018 (JUNE)

June	Labour Force Participation Rate (%)						Employment Rate (%)					
	Aged 15 and Over			Aged 25 - 64			Aged 15 and Over			Aged 25 - 64		
	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females
2008	65.6	76.1	55.6	79.7	92.5	67.4	63.0	73.3	53.2	77.0	89.4	65.1
2009	65.4	76.3	55.2	79.9	92.9	67.6	61.6	72.2	51.6	75.8	88.3	63.9
2010	66.2	76.5	56.5	80.0	92.1	68.4	63.5	73.5	54.0	77.1	88.8	66.1
2011	66.1	75.6	57.0	80.7	92.1	69.9	63.5	72.9	54.5	78.0	89.1	67.4
2012	66.6	76.0	57.7	81.4	92.5	70.9	64.1	73.4	55.3	78.8	89.7	68.5
2013	66.7	75.8	58.1	81.7	92.2	71.7	64.1	73.2	55.6	79.0	89.3	69.2
2014	67.0	75.9	58.6	82.3	92.2	73.0	64.5	73.3	56.2	79.7	89.3	70.5
2015	68.3	76.7	60.4	83.1	92.7	74.1	65.7	73.9	58.0	80.5	89.8	71.8
2016	68.0	76.2	60.4	83.3	92.2	74.9	65.3	73.3	57.7	80.3	89.0	72.1
2017	67.7	76.0	59.8	83.6	92.7	75.1	64.9	73.0	57.2	80.7	89.4	72.4
2018	67.7	75.6	60.2	83.1	92.0	74.8	65.1	72.8	57.8	80.3	88.9	72.3

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

TABLE 2
AGE - SEX SPECIFIC RESIDENT LABOUR FORCE PARTICIPATION RATE, 2008 - 2018 (JUNE)
(TOTAL)

Age (Years)	Per Cent										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total	65.6	65.4	66.2	66.1	66.6	66.7	67.0	68.3	68.0	67.7	67.7
15 - 19	12.8	11.8	15.4	12.3	12.4	11.8	12.3	15.8	15.3	14.2	15.2
20 - 24	66.5	63.5	65.8	62.8	63.6	61.7	61.8	65.3	62.3	62.2	61.3
25 - 29	88.7	89.3	89.4	89.2	88.3	88.5	89.0	90.3	90.3	90.2	90.0
30 - 34	88.6	88.3	89.0	88.6	89.8	90.1	89.9	90.2	90.8	91.8	91.0
35 - 39	85.6	85.8	86.2	87.3	88.0	88.0	88.8	89.1	89.7	89.8	89.0
40 - 44	83.3	84.4	84.4	84.9	85.4	85.7	87.1	87.6	88.2	87.7	88.8
45 - 49	82.8	82.1	82.4	83.7	84.4	84.5	84.7	85.9	86.3	86.8	86.5
50 - 54	77.5	78.1	78.6	79.7	79.5	80.0	81.8	82.4	81.4	82.8	82.0
55 - 59	66.6	68.4	68.3	70.2	72.4	73.2	74.3	75.5	75.8	74.9	75.1
60 - 64	48.8	50.6	51.0	54.7	58.1	59.7	61.2	62.4	62.8	63.6	62.2
65 - 69	27.5	29.9	30.9	36.2	38.6	40.2	41.2	42.2	43.2	43.4	45.3
70 & Over	9.6	10.5	11.0	12.5	13.1	14.4	15.3	14.9	15.0	16.2	17.0
15 - 24	37.1	35.6	39.2	36.7	37.8	36.2	37.5	40.6	39.4	38.2	38.1
25 - 64	79.7	79.9	80.0	80.7	81.4	81.7	82.3	83.1	83.3	83.6	83.1
25 - 54	84.2	84.5	84.8	85.4	85.7	85.9	86.7	87.4	87.6	88.0	87.7
55 - 64	59.3	60.6	61.0	63.4	66.0	67.1	68.4	69.5	69.7	69.5	68.9
65 & Over	16.1	17.2	17.6	20.4	22.0	23.8	25.2	25.8	26.5	26.8	27.8

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

TABLE 2 (continued)

AGE - SEX SPECIFIC RESIDENT LABOUR FORCE PARTICIPATION RATE, 2008 - 2018 (JUNE)

(MALES)

Age (Years)	Per Cent										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total	76.1	76.3	76.5	75.6	76.0	75.8	75.9	76.7	76.2	76.0	75.6
15 - 19	13.9	13.0	17.5	14.6	13.8	13.2	14.9	18.3	18.0	18.0	18.4
20 - 24	66.1	65.2	66.2	63.2	64.5	63.2	63.6	64.4	62.6	62.7	60.3
25 - 29	93.3	93.3	93.3	91.8	89.9	89.0	89.4	90.9	90.0	90.7	90.7
30 - 34	98.1	97.7	97.7	97.4	97.2	97.2	97.5	97.4	97.0	97.4	97.8
35 - 39	97.7	97.8	98.0	97.7	98.2	97.5	97.2	97.5	97.8	97.6	97.2
40 - 44	97.5	97.8	96.8	97.1	97.1	97.1	96.8	97.1	97.2	97.0	97.2
45 - 49	96.6	96.4	96.1	96.0	95.6	96.1	96.4	96.9	96.3	96.6	95.4
50 - 54	93.0	93.5	92.6	93.5	93.8	94.0	93.8	94.2	92.9	94.4	92.8
55 - 59	84.9	86.8	85.0	85.7	88.5	87.6	87.5	88.2	88.7	88.0	88.0
60 - 64	64.7	69.5	67.5	71.1	74.6	75.0	77.0	77.2	76.9	77.8	75.7
65 - 69	40.1	43.6	43.7	49.1	52.6	53.4	54.1	54.5	55.7	54.8	57.3
70 & Over	15.9	17.6	17.9	20.5	20.7	22.9	23.7	22.3	22.1	24.8	24.6
15 - 24	37.5	37.4	40.7	37.6	39.1	37.7	39.5	41.3	41.0	40.5	39.2
25 - 64	92.5	92.9	92.1	92.1	92.5	92.2	92.2	92.7	92.2	92.7	92.0
25 - 54	96.1	96.2	95.8	95.7	95.4	95.3	95.3	95.7	95.2	95.7	95.2
55 - 64	76.6	79.4	77.7	79.2	82.3	81.9	82.7	83.2	83.2	83.2	82.2
65 & Over	25.0	27.1	27.3	30.9	32.4	34.9	36.0	36.0	37.0	37.1	38.2

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

TABLE 2 (continued)

AGE - SEX SPECIFIC RESIDENT LABOUR FORCE PARTICIPATION RATE, 2008 - 2018 (JUNE)
(FEMALES)

Age (Years)	Per Cent										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total	55.6	55.2	56.5	57.0	57.7	58.1	58.6	60.4	60.4	59.8	60.2
15 - 19	11.6	10.4	13.1	9.8	10.9	10.2	9.6	13.1	12.4	10.2	11.6
20 - 24	67.0	61.8	65.3	62.5	62.6	59.9	59.8	66.3	62.0	61.6	62.4
25 - 29	84.5	85.5	85.7	86.7	86.8	88.0	88.6	89.7	90.6	89.6	89.4
30 - 34	80.5	79.9	81.3	81.0	83.3	83.7	83.3	83.9	85.3	86.9	84.9
35 - 39	74.4	75.5	75.2	77.6	78.9	79.4	80.9	81.7	82.3	82.9	81.8
40 - 44	69.9	71.3	72.7	73.9	74.8	75.4	78.1	78.9	80.2	78.9	81.0
45 - 49	68.7	67.9	68.9	71.5	73.4	73.1	73.7	75.5	77.2	77.7	78.1
50 - 54	62.0	63.0	64.9	66.1	65.6	66.5	70.4	70.6	70.3	71.2	71.5
55 - 59	48.0	49.5	51.7	55.1	56.2	59.1	61.4	62.8	63.1	61.8	62.1
60 - 64	33.1	33.0	35.4	38.4	41.7	44.2	45.5	47.7	48.8	49.9	49.4
65 - 69	16.6	17.7	19.1	23.9	26.3	27.9	29.5	31.1	31.4	32.9	33.7
70 & Over	4.8	5.2	6.0	6.6	7.4	8.0	8.8	9.4	9.8	9.6	11.3
15 - 24	36.7	33.7	37.5	35.7	36.4	34.5	35.4	39.8	37.7	35.7	36.9
25 - 64	67.4	67.6	68.4	69.9	70.9	71.7	73.0	74.1	74.9	75.1	74.8
25 - 54	73.0	73.5	74.4	75.7	76.6	77.1	78.7	79.6	80.6	80.8	80.8
55 - 64	41.8	42.1	44.7	47.8	49.7	52.4	54.2	55.9	56.4	56.1	55.9
65 & Over	8.9	9.3	10.0	11.9	13.7	14.8	16.3	17.6	18.0	18.2	19.2

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

TABLE 3
RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2008 - 2018 (JUNE)
(TOTAL)

Age (Years)	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Per Cent
Total	63.0	61.6	63.5	63.5	64.1	64.1	64.5	65.7	65.3	64.9	65.1	
15 - 19	11.8	10.2	13.8	11.2	11.3	10.9	11.4	14.5	14.1	13.2	14.2	
20 - 24	60.2	55.4	59.3	57.1	58.0	55.7	56.2	59.0	56.5	54.9	55.1	
25 - 29	83.9	82.6	84.4	85.1	84.2	83.7	83.8	85.5	85.5	85.4	85.0	
30 - 34	85.9	84.4	85.9	85.7	87.3	87.3	87.0	87.5	88.0	89.5	88.2	
35 - 39	83.3	81.6	83.7	84.7	85.6	85.1	86.2	87.2	86.5	86.9	86.5	
40 - 44	80.6	80.5	81.6	82.4	83.1	83.2	84.2	85.2	85.5	84.7	86.5	
45 - 49	80.2	78.1	79.9	81.0	81.9	81.9	82.3	83.3	83.3	84.2	83.5	
50 - 54	75.0	74.3	75.8	77.0	77.0	77.8	80.0	80.1	78.8	79.4	79.3	
55 - 59	64.2	64.6	66.2	67.9	70.3	71.0	72.2	73.1	73.0	72.1	72.7	
60 - 64	47.2	47.8	49.4	52.7	56.1	57.7	59.3	60.1	60.8	61.6	60.4	
65 - 69	26.3	28.6	30.0	35.2	36.9	38.5	39.9	40.4	41.5	41.7	43.8	
70 & Over	9.5	10.0	10.7	12.0	12.6	14.0	14.8	14.4	14.4	15.8	16.2	
<hr/>												
15 - 24	33.7	31.0	35.3	33.3	34.4	32.8	34.2	36.8	35.8	34.1	34.5	
25 - 64	77.0	75.8	77.1	78.0	78.8	79.0	79.7	80.5	80.3	80.7	80.3	
25 - 54	81.4	80.1	81.8	82.5	83.0	83.0	83.8	84.7	84.5	84.9	84.7	
55 - 64	57.2	57.2	59.0	61.2	64.0	65.0	66.3	67.2	67.3	67.1	66.8	
65 & Over	15.5	16.4	17.1	19.8	21.0	22.9	24.3	24.7	25.5	25.8	26.8	

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

TABLE 3 (continued)
RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2008 - 2018 (JUNE)
(MALES)

Age (Years)	Per Cent										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total	73.3	72.2	73.5	72.9	73.4	73.2	73.3	73.9	73.3	73.0	72.8
15 - 19	13.6	12.3	16.6	14.0	13.0	12.6	14.2	17.4	17.4	17.4	17.9
20 - 24	61.2	58.0	60.7	58.5	60.2	59.2	59.5	58.9	58.2	56.7	55.3
25 - 29	87.0	85.5	87.8	87.1	84.9	83.5	83.4	85.7	83.9	84.9	85.1
30 - 34	95.7	94.1	94.4	94.4	94.9	94.6	94.7	94.5	94.3	95.0	95.0
35 - 39	95.6	93.5	95.1	95.3	96.4	95.1	94.7	95.5	94.9	94.5	94.5
40 - 44	94.8	94.1	94.0	94.8	94.8	94.5	93.7	94.9	94.4	94.4	94.9
45 - 49	93.7	92.2	93.3	93.4	92.9	93.6	94.0	94.0	93.4	94.0	92.3
50 - 54	89.9	89.1	89.1	90.0	90.9	91.3	91.9	91.7	90.1	90.5	89.5
55 - 59	81.5	81.7	82.1	82.6	85.9	85.2	84.8	85.2	85.4	84.4	85.4
60 - 64	62.6	65.3	65.1	68.4	72.1	71.9	74.8	74.0	74.5	75.1	73.2
65 - 69	37.9	41.4	42.4	47.3	49.8	51.1	52.1	51.8	53.1	52.2	55.1
70 & Over	15.6	16.6	17.3	19.7	19.8	22.0	22.9	21.5	21.4	24.1	23.1
15 - 24	35.1	33.7	37.6	35.1	36.6	35.4	37.1	38.1	38.4	37.2	36.5
25 - 64	89.4	88.3	88.8	89.1	89.7	89.3	89.3	89.8	89.0	89.4	88.9
25 - 54	93.0	91.6	92.4	92.6	92.7	92.4	92.2	92.9	91.9	92.3	91.9
55 - 64	73.8	74.7	75.0	76.4	79.7	79.2	80.2	80.1	80.3	80.0	79.7
65 & Over	24.1	25.7	26.4	29.7	30.9	33.4	34.7	34.3	35.5	35.6	36.4

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

TABLE 3 (continued)
RESIDENT EMPLOYMENT RATE BY AGE AND SEX, 2008 - 2018 (JUNE)
(FEMALES)

Age (Years)	Per Cent										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total	53.2	51.6	54.0	54.5	55.3	55.6	56.2	58.0	57.7	57.2	57.8
15 - 19	9.9	8.0	10.8	8.0	9.4	8.9	8.4	11.4	10.6	8.7	10.1
20 - 24	59.2	52.4	57.8	55.6	55.5	51.9	52.9	59.1	54.5	52.8	54.8
25 - 29	81.1	79.8	81.1	83.1	83.6	83.8	84.2	85.4	87.0	86.0	84.9
30 - 34	77.4	75.7	78.2	78.2	80.7	80.8	80.4	81.2	82.4	84.6	82.2
35 - 39	71.9	71.5	73.2	75.0	76.0	76.2	78.2	79.9	78.7	80.0	79.5
40 - 44	67.2	67.3	69.9	71.3	72.5	72.9	75.5	76.2	77.6	75.6	78.7
45 - 49	66.4	64.1	66.8	68.8	71.1	70.6	71.3	73.3	74.1	75.0	75.4
50 - 54	60.2	59.8	62.9	64.1	63.4	64.7	68.6	68.5	67.9	68.2	69.3
55 - 59	46.6	47.1	50.3	53.5	54.6	57.1	59.8	60.8	60.8	59.8	59.8
60 - 64	32.0	31.5	34.4	37.1	40.2	43.2	44.0	46.4	47.1	48.6	48.2
65 - 69	16.2	17.1	18.6	23.8	25.4	26.8	28.7	30.0	30.4	32.0	32.8
70 & Over	4.8	5.0	5.9	6.4	7.1	7.9	8.5	9.1	9.4	9.4	11.1
15 - 24	32.2	28.1	32.8	31.4	32.1	29.9	31.3	35.3	33.0	30.7	32.4
25 - 64	65.1	63.9	66.1	67.4	68.5	69.2	70.5	71.8	72.1	72.4	72.3
25 - 54	70.4	69.4	71.7	73.0	74.0	74.3	76.0	77.1	77.6	77.9	78.0
55 - 64	40.5	40.1	43.4	46.3	48.1	50.9	52.7	54.2	54.5	54.4	54.2
65 & Over	8.7	8.9	9.8	11.7	13.2	14.4	15.9	17.0	17.4	17.8	18.8

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

TABLE 4

MEDIAN GROSS MONTHLY INCOME FROM WORK OF EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER BY NATURE OF EMPLOYMENT, 2008 - 2018 (JUNE)

(Exclude Full-Time National Servicemen)

Dollars

June	Including Employer CPF			Excluding Employer CPF		
	Total	Full-Time ¹	Part-Time	Total	Full-Time ¹	Part-Time
2008	2,708	2,897	600	2,450	2,588	600
2009	2,671	2,927	683	2,420	2,600	619
2010	2,817	3,000	745	2,500	2,708	700
2011	3,000	3,249	800	2,633	2,925	750
2012	3,133	3,480	812	2,800	3,000	800
2013	3,364	3,705	885	3,000	3,250	800
2014	3,444	3,770	928	3,000	3,276	827
2015	3,549	3,949	943	3,125	3,467	850
2016	3,680	4,056	1,000	3,250	3,500	938
2017	3,803	4,232	1,000	3,300	3,749	1,000
2018	3,949	4,437	1,053	3,467	3,800	1,000

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

Note :

1) Before 2009, full-time employment refers to employment where the normal hours of work is at least 30 hours per week. From 2009 onwards, it refers to employment where the normal hours of work is at least 35 hours per week.

TABLE 5

RESIDENTS OUTSIDE THE LABOUR FORCE AGED FIFTEEN YEARS AND OVER BY SELECTED CHARACTERISTICS AND SEX, JUNE 2018

Characteristics	Total			Males			Females		
	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)
Total	1,093.7	100.0	32.3	400.4	100.0	24.4	693.3	100.0	39.8
Age (Years)									
15 - 24	306.7	28.0	61.9	156.9	39.2	60.8	149.8	21.6	63.1
25 - 29	26.2	2.4	10.0	12.1	3.0	9.3	14.1	2.0	10.6
30 - 39	57.3	5.2	10.1	6.7	1.7	2.5	50.6	7.3	16.8
40 - 49	77.4	7.1	12.3	11.1	2.8	3.7	66.2	9.6	20.4
50 - 59	131.4	12.0	21.3	29.3	7.3	9.6	102.1	14.7	33.1
60 & Over	494.7	45.2	60.6	184.1	46.0	48.6	310.5	44.8	71.0
Highest Qualification Attained									
Below Secondary	478.4	43.7	56.7	159.0	39.7	43.7	319.4	46.1	66.7
Secondary	288.8	26.4	43.5	113.2	28.3	37.0	175.6	25.3	48.9
Post-Secondary (Non-Tertiary)	113.5	10.4	30.0	49.5	12.4	23.2	64.0	9.2	38.9
Diploma & Professional Qualification	103.0	9.4	18.7	42.8	10.7	15.2	60.1	8.7	22.5
Degree	110.0	10.1	11.6	35.8	8.9	7.5	74.2	10.7	15.7

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

Note :

1) Incidence refers to residents outside the labour force as a percentage of the resident population in the respective groups.

TABLE 6

RESIDENT POTENTIAL ENTRANTS AGED FIFTEEN YEARS AND OVER BY SELECTED CHARACTERISTICS AND SEX, JUNE 2018

Characteristics	Total			Males			Females		
	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)	Number ('000)	Share (%)	Incidence (%)
Total	145.4	100.0	13.3	55.2	100.0	13.8	90.2	100.0	13.0
Age (Years)									
15 - 24	49.0	33.7	16.0	20.5	37.2	13.1	28.5	31.6	19.0
25 - 29	12.8	8.8	48.7	6.3	11.4	52.1	6.4	7.1	45.8
30 - 39	19.1	13.1	33.4	3.3	6.0	49.2	15.8	17.5	31.2
40 - 49	21.6	14.9	27.9	5.2	9.4	46.4	16.4	18.2	24.8
50 - 59	22.3	15.3	17.0	8.4	15.2	28.6	13.9	15.4	13.6
60 & Over	20.6	14.2	4.2	11.5	20.8	6.2	9.1	10.1	2.9
Highest Qualification Attained									
Below Secondary	25.6	17.6	5.4	10.7	19.3	6.7	14.9	16.6	4.7
Secondary	34.9	24.0	12.1	13.3	24.1	11.7	21.7	24.0	12.3
Post-Secondary (Non-Tertiary)	20.0	13.8	17.7	9.0	16.2	18.1	11.1	12.3	17.3
Diploma & Professional Qualification	28.9	19.9	28.1	11.4	20.7	26.7	17.5	19.4	29.1
Degree	35.9	24.7	32.7	10.9	19.7	30.4	25.0	27.8	33.8
Work Experience									
With Work Experience	108.7	74.7	16.3	40.0	72.5	15.3	68.7	76.1	17.0
Without Work Experience	36.8	25.3	8.6	15.2	27.5	11.0	21.6	23.9	7.4
Preference for Full-Time / Part-Time Employment									
Full-Time	89.2	61.3	n.a.	37.2	67.4	n.a.	52.0	57.6	n.a.
Part-Time	56.3	38.7	n.a.	18.0	32.6	n.a.	38.2	42.4	n.a.

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

Note :

1) Incidence refers to potential entrants as a percentage of residents outside the labour force.

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