

Labour Market Report

Third Quarter

2019



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

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LABOUR MARKET REPORT THIRD QUARTER 2019

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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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Employment Change, Unemployment
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Explanatory Notes

Notations

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

Abbreviations

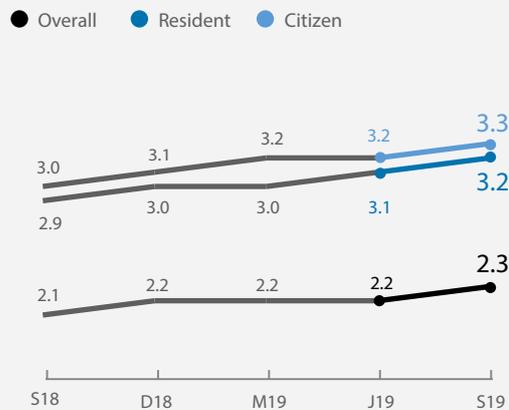
excl	: Excluding
FDW	: Foreign domestic workers
MOM	: Ministry of Manpower
MTI	: Ministry of Trade and Industry
PMETs	: Professionals, Managers, Executives & Technicians
Prod & Tpt Op, Cleaners & Labourers	: Production & Transport Operators, Cleaners & Labourers
Prof, Mgrs, Execs & Tech	: Professionals, Managers, Executives & Technicians
SSIC	: Singapore Standard Industrial Classification

Labour Market Report Third Quarter 2019

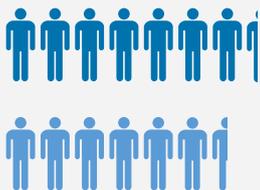
Unemployment

Unemployment rates inched up

Unemployment rate (%), seasonally adjusted



Unemployed persons



74,200 Residents
Sep 2019

64,600 Citizens
Sep 2019

Resident long-term unemployment rate edged up

Resident long-term unemployment rate (%), seasonally adjusted



Employment

Total employment growth higher than previous quarter and a year ago

Employment change (Quarterly)

Employment level (excl. FDW)

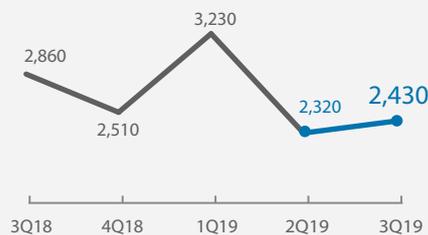


3,499,600
Sep 2019

Retrenchment

Retrenchments stayed low

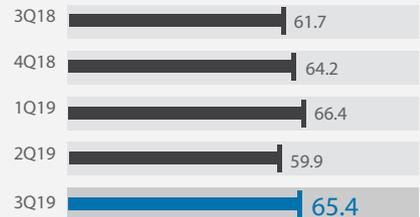
Retrenched employees



Re-entry into Employment

Rate of re-entry into employment rose

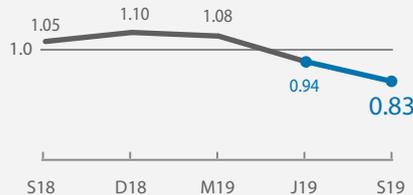
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

Fewer job vacancies than unemployed persons

Ratio of job vacancies to unemployed persons, seasonally adjusted



Labour Turnover

Overall labour turnover stable

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



HIGHLIGHTS

- Final data confirmed that employment continued to grow, while the unemployment rate and the number of retrenchments inched up. At the same time, the re-entry rate among retrenched residents rose. However, hiring sentiments remained cautious, as the number of job vacancies continued to decline, albeit at a slower pace than the previous quarter. With a slight increase in unemployment, the ratio of job vacancies to unemployed persons declined further.
- Quarter-on-quarter, the seasonally adjusted unemployment rate inched up in September 2019. This was seen at the overall (from 2.2% to 2.3%), as well as among residents (from 3.1% to 3.2%) and citizens (from 3.2% to 3.3%). There was also a slight increase in the seasonally adjusted resident long-term unemployment rate (from 0.6% to 0.7%), after two consecutive quarters of decline.
- Total employment (excluding foreign domestic workers (FDW)) increased by 21,700 in the third quarter of 2019, higher than the previous quarter (6,200) and a year ago (16,700). In the first three quarters of 2019, total employment growth (excluding FDW) was the highest in five years, reflecting the rebound in the Construction sector. Excluding FDW and Construction, total employment growth (30,400) kept pace with the same period last year (30,300).
- There were 2,430 retrenchments in the third quarter of 2019, edging up from the previous quarter (2,320), but remained lower than a year ago (2,860). Retrenchments in the recent 12-month period ending September 2019 (10,490) were lower than similar periods in 2018 (11,900) and 2017 (16,480). There were also fewer employees placed on short work-week or temporary layoff, after three consecutive quarters of increase.
- The six-month re-entry rate among retrenched residents was 65% in the third quarter of 2019, up from the previous quarter (60%) and a year ago (62%). The improvement was across most age, education, and occupational groups.
- The number of job vacancies continued to decline from June 2019 (47,700) to September 2019 (42,200). The ratio of job vacancies to unemployed persons also declined over the same period, from 0.94 to 0.83. Job vacancies in September 2019 were mainly for PMET positions, and in *community, social & personal services, financial & insurance services, information & communications and professional services*.

Overview

Final data confirmed that employment continued to grow, while the unemployment rate and the number of retrenchments inched up. At the same time, the re-entry rate among retrenched residents rose. However, hiring sentiments remained cautious, as the number of job vacancies continued to decline, albeit at a slower pace than the previous quarter. With a slight increase in unemployment, the ratio of job vacancies to unemployed persons declined further.

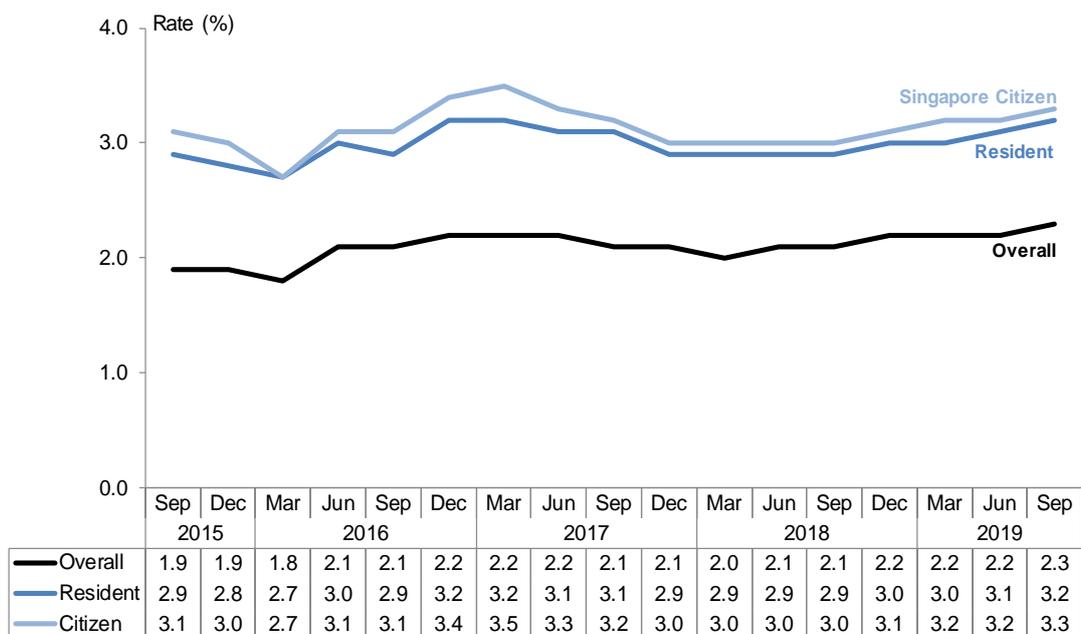
Unemployment

Unemployment rates inched up

Quarter-on-quarter, the seasonally adjusted unemployment rate inched up in September 2019. This was seen at the overall (from 2.2% to 2.3%), as well as among residents (from 3.1% to 3.2%) and citizens (from 3.2% to 3.3%). While the unemployment rates for residents and citizens were at levels seen in the first half of 2017, they were below the decade's peak in September 2009.

In September 2019, 74,200 residents, including 64,600 citizens, were unemployed, higher than in June 2019 (72,600 and 64,200 respectively).¹

Chart 1 Unemployment Rate (Seasonally Adjusted)

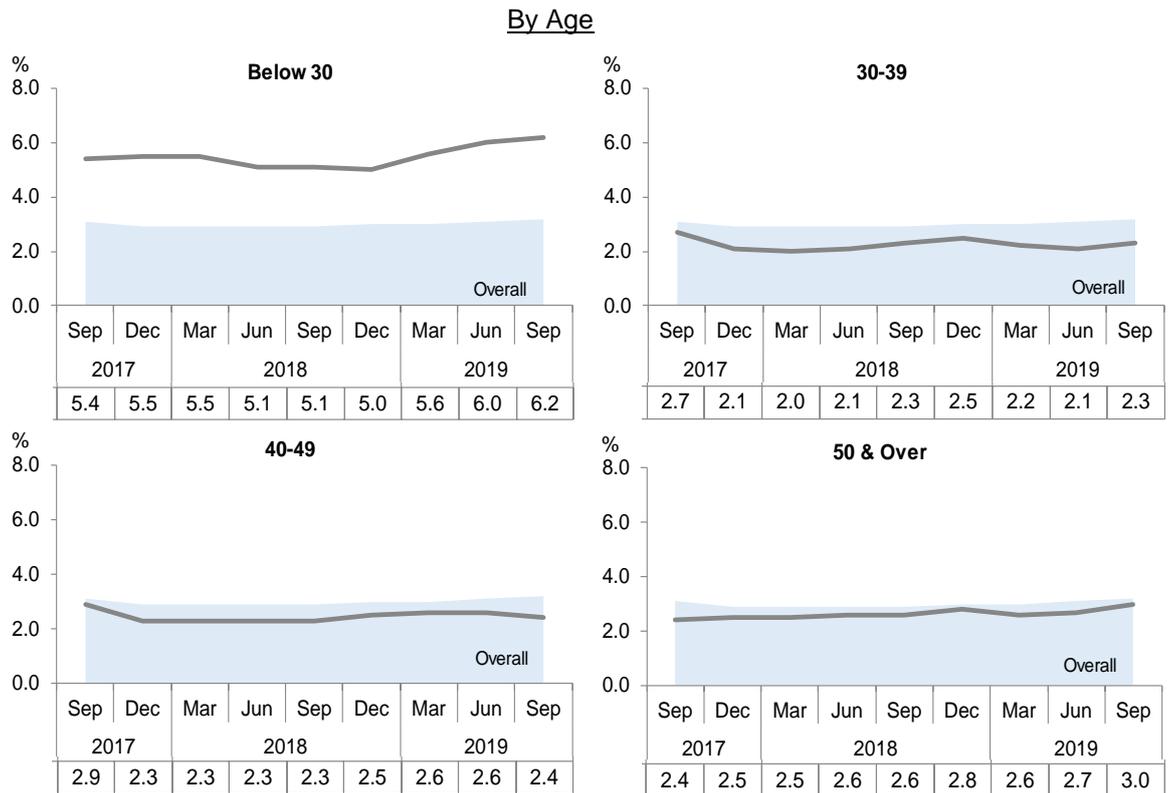


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

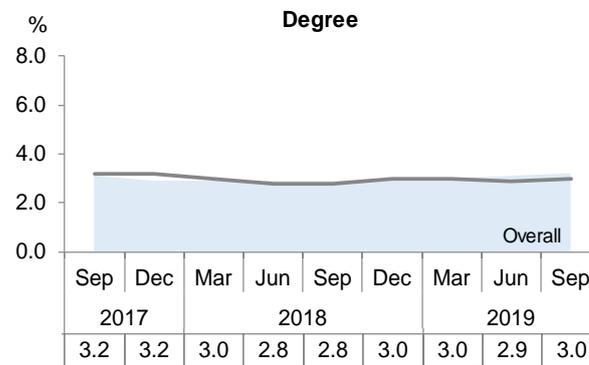
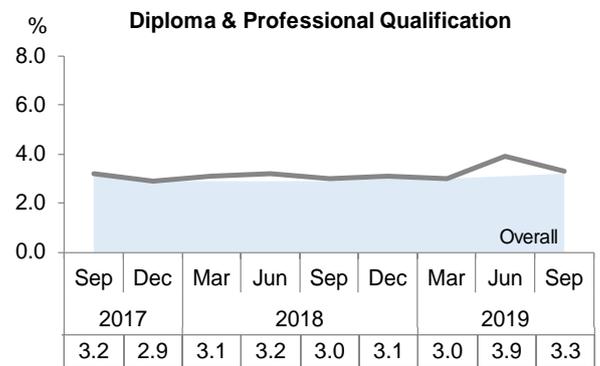
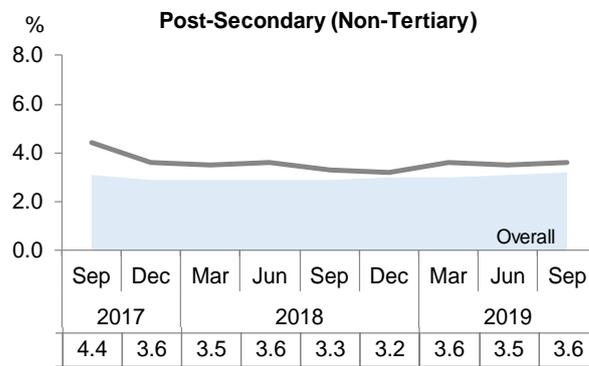
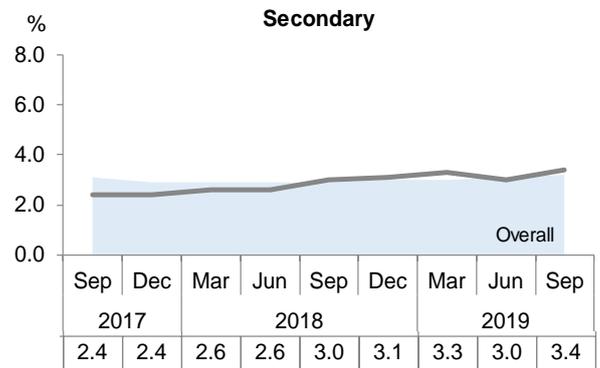
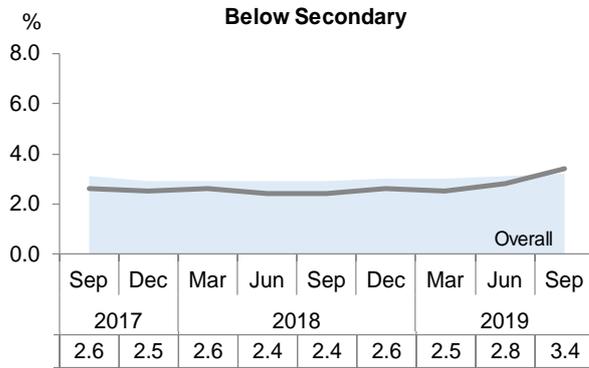
¹ Based on seasonally adjusted data on number of unemployed persons.

Similar to the last quarter, the unemployment rate increased for residents aged below 30 and aged 50 & over. The unemployment rate for residents with below secondary qualifications continued to increase, as employment growth was concentrated in higher-skilled sectors.

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



By Education



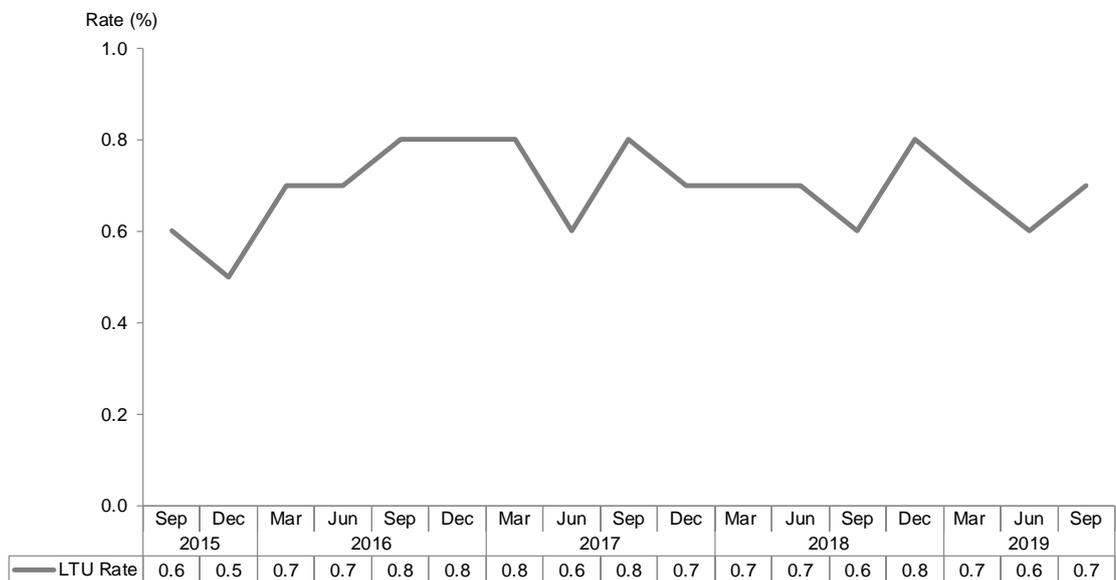
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Resident long-term unemployment rate edged up

The seasonally adjusted resident long-term unemployment rate² edged up slightly from 0.6% in June 2019 to 0.7% in September 2019, following two consecutive quarters of decline. The increase was mainly among the non-tertiary educated groups, as well as those in their 40s and over.

While residents with below secondary qualifications, as well as younger residents aged below 30, saw sequential increases in unemployment rates, they did not face prolonged job search difficulties, as their long-term unemployment rates did not increase over the quarter.

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



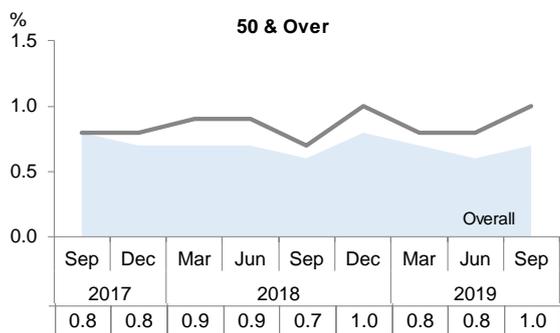
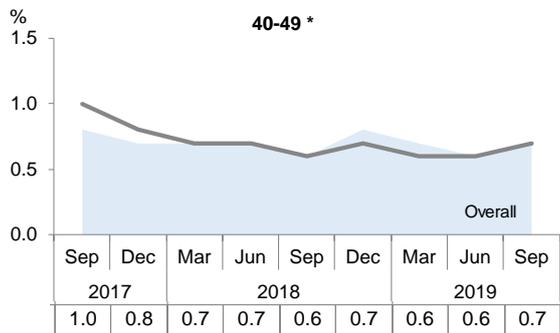
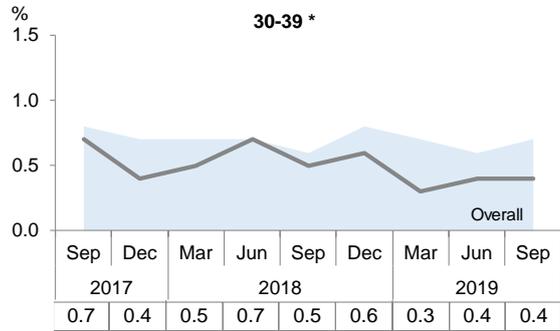
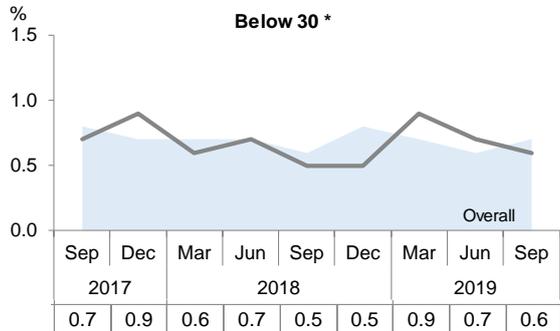
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: Long-term unemployed refers to those unemployed for at least 25 weeks.

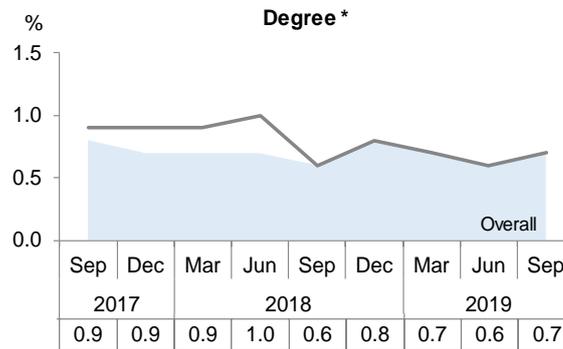
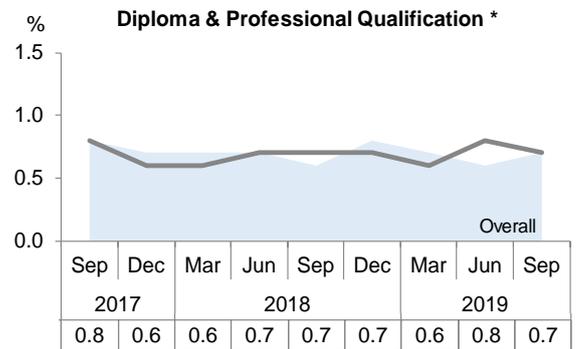
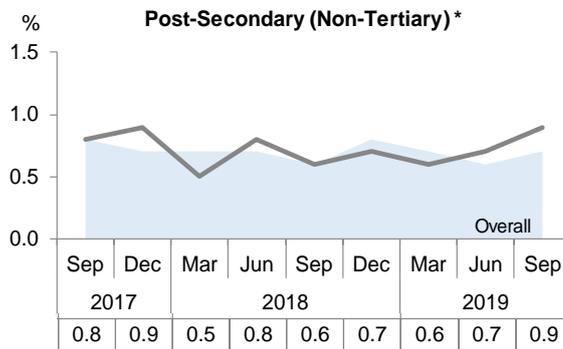
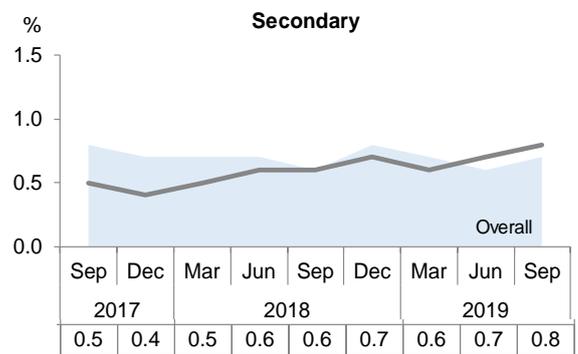
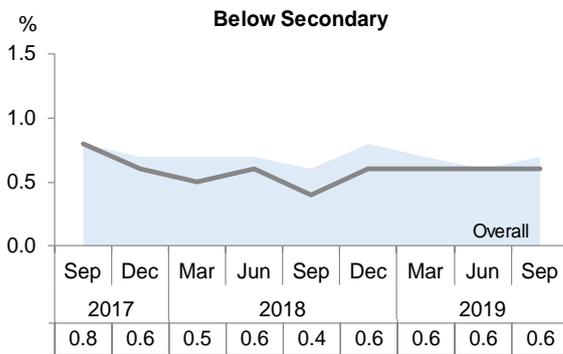
² The long-term unemployment rate is the percentage of long-term unemployed persons (i.e. those unemployed for at least 25 weeks) to the labour force.

Chart 4 Resident Long-Term Unemployment Rate By Age And Education (Seasonally Adjusted)

By Age



By Education



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

Notes:

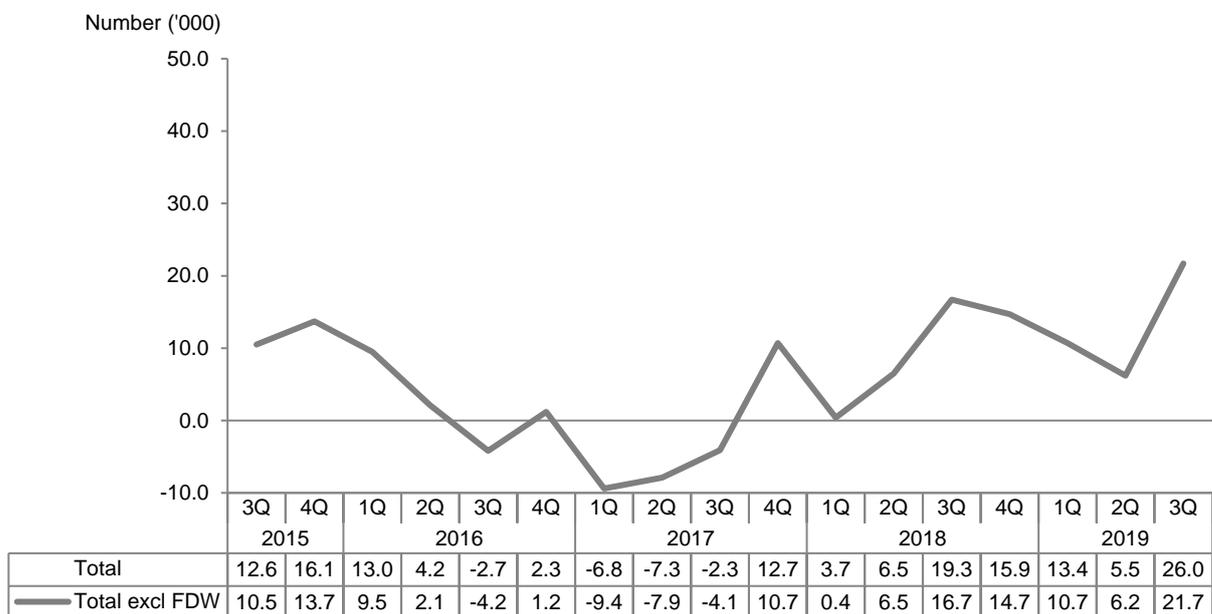
- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) * These series are not seasonally adjusted because they have weak or no seasonality.

Employment

Total employment growth higher than previous quarter and a year ago

The increase in total employment (excluding foreign domestic workers (FDW)) in the third quarter of 2019 (21,700) was higher than the previous quarter (6,200) and a year ago (16,700). Total employment growth (excluding FDW) in the first three quarters of 2019 (38,600) was the highest in five years, reflecting the rebound in the Construction sector.³ When the Construction industry was excluded, the increase (30,400) was similar to that in same period last year (30,300).

Chart 5 Employment Change



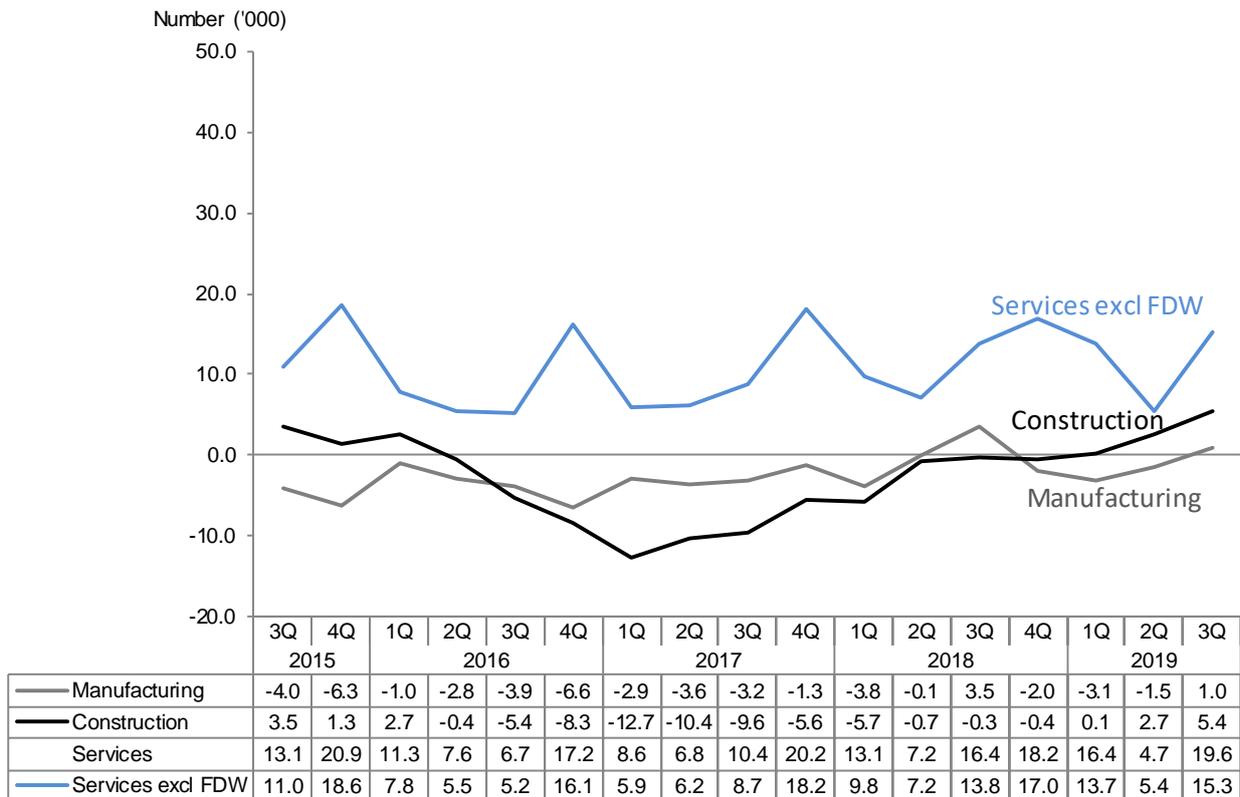
Source: Administrative Records and Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes:

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

³ Output in the Construction sector grew 2.9% over the year in the third quarter of 2019, supported by both public sector and private sector Construction activities, Source: Economic Survey of Singapore, MTI.

Chart 6 Employment Change By Sector



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

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Data for the three major sectors do not add up to the total as the latter includes agriculture, fishing, quarrying, utilities and sewerage & waste management.
- (3) The industries are classified based on SSIC 2015.

Services (15,300 excluding FDW) formed the bulk of total employment growth in the third quarter of 2019. The increase was higher than the previous quarter (5,400) and a year ago (13,800). Employment rose across many Services industries, but was concentrated in *modern services*⁴, *community, social & personal services* (4,200, close to half from *health & social services*) and *administrative & support services* (2,600). These gains more than offset the contractions in *wholesale trade* (-600) and *retail trade* (-1,200). The decline in *retail trade* also eased from a quarter ago (-2,900), and hiring for the sector is expected to pick up in the fourth quarter of 2019 due to seasonal demands.⁵

⁴ This includes *professional services* (3,700), *information & communications* (2,500) and *financial & insurance services* (1,500).

⁵ A net weighted balance of 20% of firms in *retail trade* expected to increase hiring in the fourth quarter of 2019. Source: Business Expectations (Services Sector), Department of Statistics, MTI.

In the third quarter of 2019, the Construction sector added workers at a faster pace (5,400, up from 2,700 in the previous quarter and -300 a year ago), amid increasing public and private sector Construction activities.

Following three consecutive quarters of declines, employment in Manufacturing rose in the third quarter of 2019 (1,000), though the increase was lower than a year ago (3,500), as hiring outlook for the sector remained subdued.⁶

Over the first three quarters of 2019, Construction (8,300), and the Services industries including *community, social & personal services* (11,900), *professional services* (8,700), *information & communications* (5,900), *financial & insurance services* (5,100), and *administrative & support services* (4,800), led the employment growth. The employment growth was weighed down by declines in Manufacturing (-3,700), as well as *wholesale trade* (-1,900) and *retail trade* (-4,900), as trade-related sectors faced global economic headwinds.

⁶ A net weighted balance of 3% of firms in Manufacturing expected to reduce hiring in the fourth quarter of 2019. Source: Business Expectations of the Manufacturing Sector, EDB Singapore.

Table 1 Total Employment Change By Industry

In Thousands

	Quarterly Change							Cumulative Change		Employment Level
	2018				2019			2018	2019	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	1Q-3Q	1Q-3Q	Sep 19
Total	3.7	6.5	19.3	15.9	13.4	5.5	26.0	29.4	45.0	3,759.7
Total (excl FDW)	0.4	6.5	16.7	14.7	10.7	6.2	21.7	23.6	38.6	3,499.6
Total (excl FDW and Construction)	6.1	7.2	17.0	15.1	10.6	3.4	16.3	30.3	30.4	3,047.1
Manufacturing	-3.8	-0.1	3.5	-2.0	-3.1	-1.5	1.0	-0.4	-3.7	484.5
Construction	-5.7	-0.7	-0.3	-0.4	0.1	2.7	5.4	-6.7	8.3	452.5
Services	13.1	7.2	16.4	18.2	16.4	4.7	19.6	36.7	40.7	2,795.9
Services (excl FDW)	9.8	7.2	13.8	17.0	13.7	5.4	15.3	30.9	34.3	2,535.8
Wholesale & Retail Trade	-1.8	-1.7	1.1	4.1	-1.9	-3.0	-1.9	-2.5	-6.8	484.5
Wholesale Trade	-0.2	0.6	2.1	1.0	-1.1	-0.1	-0.6	2.6	-1.9	323.6
Retail Trade	-1.7	-2.4	-1.1	3.2	-0.8	-2.9	-1.2	-5.1	-4.9	160.8
Transportation & Storage	2.0	2.6	1.7	1.4	1.1	0.2	-	6.3	1.3	261.1
Accommodation & Food Services	-1.1	-1.6	1.0	3.0	0.3	0.4	1.7	-1.7	2.4	262.0
Accommodation	-0.5	-0.7	1.1	-0.7	-0.3	-0.3	1.1	-0.1	0.5	36.9
Food & Beverage Services	-0.6	-1.0	-0.1	3.7	0.6	0.6	0.7	-1.7	1.9	225.2
Information & Communications	1.2	2.4	3.1	1.6	1.4	2.0	2.5	6.8	5.9	148.3
Financial & Insurance Services	2.2	1.7	2.5	1.1	2.0	1.6	1.5	6.4	5.1	199.5
Financial Services	1.8	1.4	2.2	1.0	1.7	1.2	1.4	5.4	4.3	159.4
Insurance Services	0.4	0.4	0.3	0.1	0.3	0.4	0.0	1.0	0.7	40.1
Real Estate Services	-	-	-	-	0.1	0.2	0.8	0.1	1.1	83.8
Professional Services	1.2	1.4	3.4	1.0	2.9	2.1	3.7	5.9	8.7	252.5
Administrative & Support Services	2.0	0.4	-1.5	2.8	2.1	0.1	2.6	0.8	4.8	252.4
Community, Social & Personal Services	7.4	2.1	5.1	3.2	8.5	1.2	8.5	14.6	18.2	851.8
Community, Social & Personal Services (excl FDW)	4.1	2.1	2.5	2.0	5.8	1.9	4.2	8.8	11.9	591.7
Others	0.1	-	-0.3	0.1	0.1	-0.4	0.1	-0.2	-0.3	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) 'excl FDW' refers to excluding foreign domestic workers.
- (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.
- (8) The industries are classified based on SSIC 2015.

Retrenchment

Retrenchments stayed low

The number of retrenchments in the third quarter of 2019 (2,430⁷) edged up from the previous quarter (2,320), but remained lower than a year ago (2,860). Higher retrenchments were observed across the three broad industries, but affected mainly production & related workers.⁸ Restructuring and reorganisation remained the top reason cited by establishments for retrenchments, although the percentage that cited downturn in the industry⁹ also increased.

Retrenchments in the recent 12-month period ending September 2019 (10,490) were lower than similar periods in 2018 (11,900) and 2017 (16,480).

The majority of retrenchments in the third quarter of 2019 were from Services (70%), led by *wholesale trade* (19%), *professional services* (12%), and *financial services* (11%).

Chart 7 Retrenchments



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

Notes:

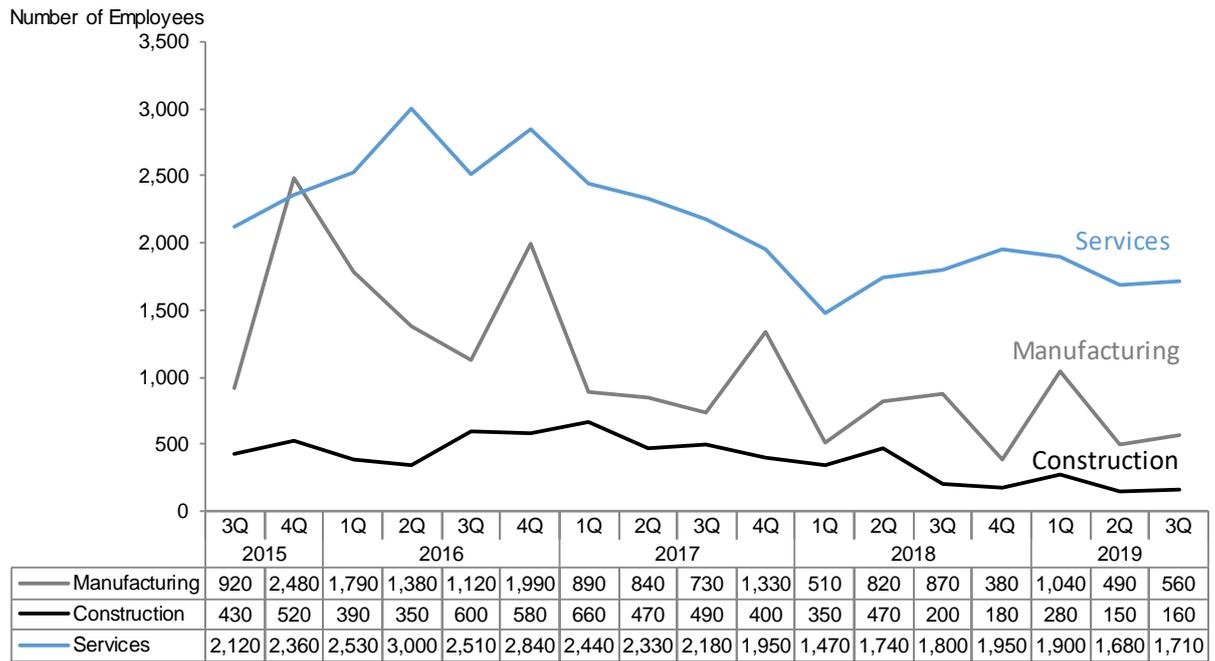
- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data on the number of retrenchments are rounded to the nearest 10.

⁷ This was lower than the preliminary figure of 2,900, as more firms revised their retrenchment numbers downwards than the number of additions.

⁸ The number of retrenched production & related workers rose from 340 in the second quarter of 2019 to 470 in the third quarter of 2019.

⁹ About half of which were from Manufacturing.

Chart 8 Retrenchments By Sector



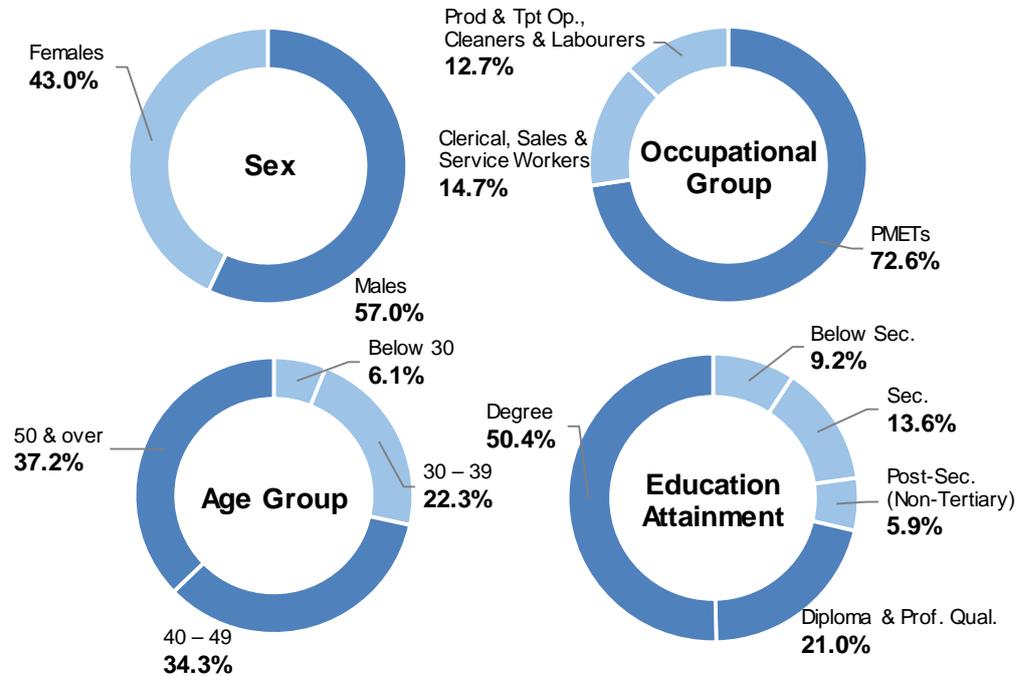
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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 due to rounding.

The majority (73%) of retrenched locals were previously in PMET jobs, as they formed a higher share of the workforce, and were more prone to retrenchments than non-PMETs.¹⁰

Chart 9 Profile Of Retrenched Locals, Third Quarter 2019



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

Notes:

- (1) Data on retrenched locals 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.

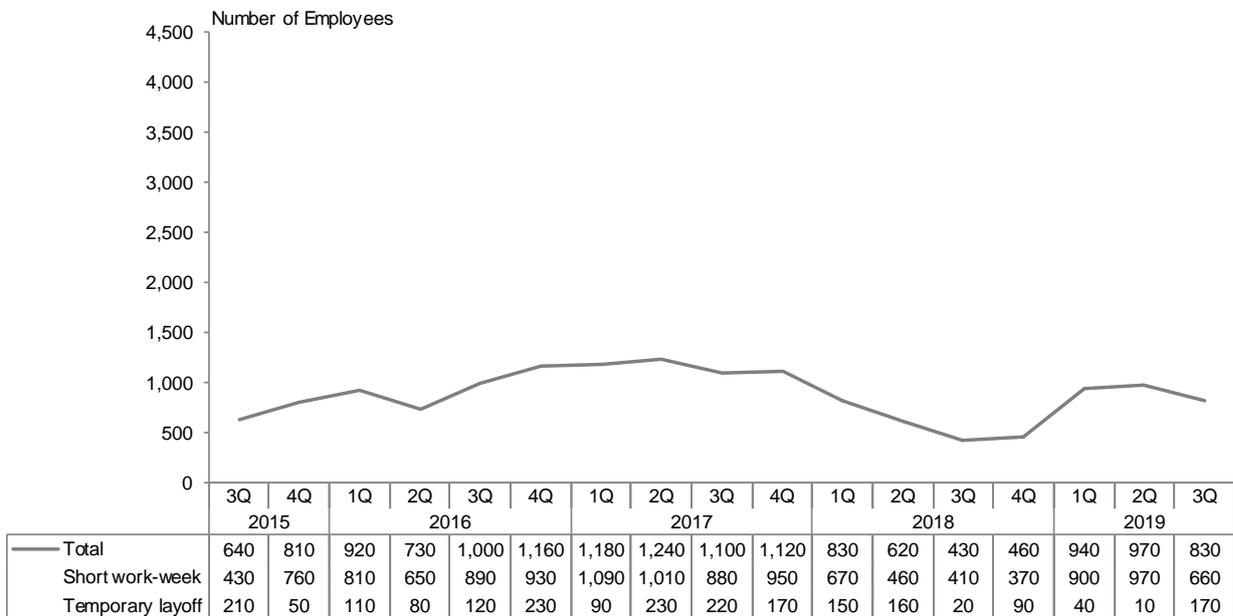
¹⁰ 1.8 PMETs were retrenched per 1,000 local PMET employees in the third quarter of 2019, higher than non-PMETs (clerical, sales & service workers: 1.0 per 1,000; production & related workers: 1.4 per 1,000).

Employees on short work-week/temporary layoff declined

After three consecutive quarters of increase, the number of employees placed on short work-week or temporary layoff declined over the quarter, from 970 to 830 in the third quarter of 2019. Fewer employees were placed on short work-week (from 970 to 660), while those on temporary layoff increased (from 10 to 170).

Employees placed on short work-week or temporary layoff were mainly from Manufacturing (48%), followed by Services (36%) and Construction (14%). By occupation, nearly half were production & related workers (43%), while the remaining employees were split among PMETs (30%) and clerical, sales & service workers (28%).

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



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

Notes:

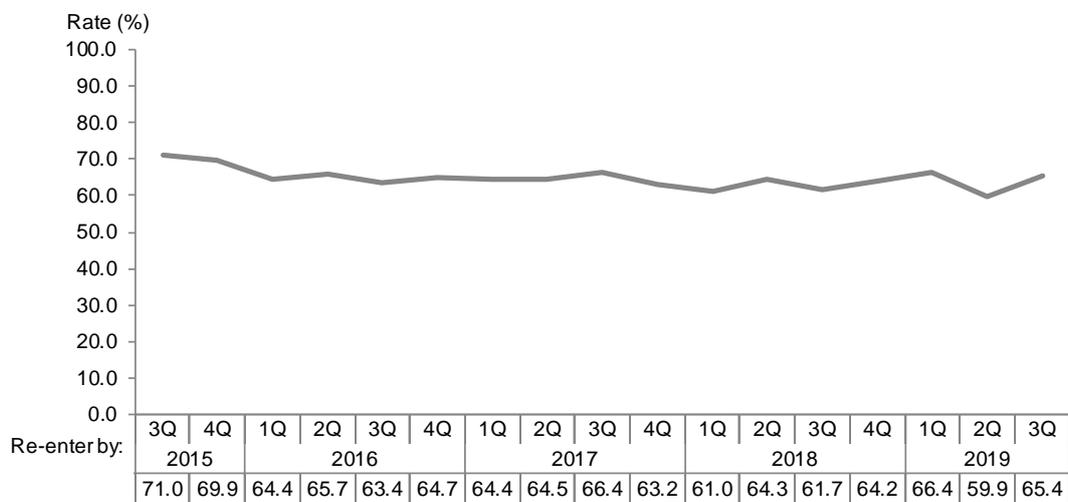
- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

Re-entry Into Employment

Rate of re-entry into employment rose

The six-month re-entry rate among retrenched residents was 65% in the third quarter of 2019, up from the previous quarter (60%) and a year ago (62%). The increase was broad-based across most age, education, and occupational groups. Production & related workers were the exception, as their re-entry rate dipped after three straight quarters of increases.

Chart 11 Quarterly Rate Of Re-entry Into Employment Of Retrenched Residents (6 Months Post-Retrenchment)

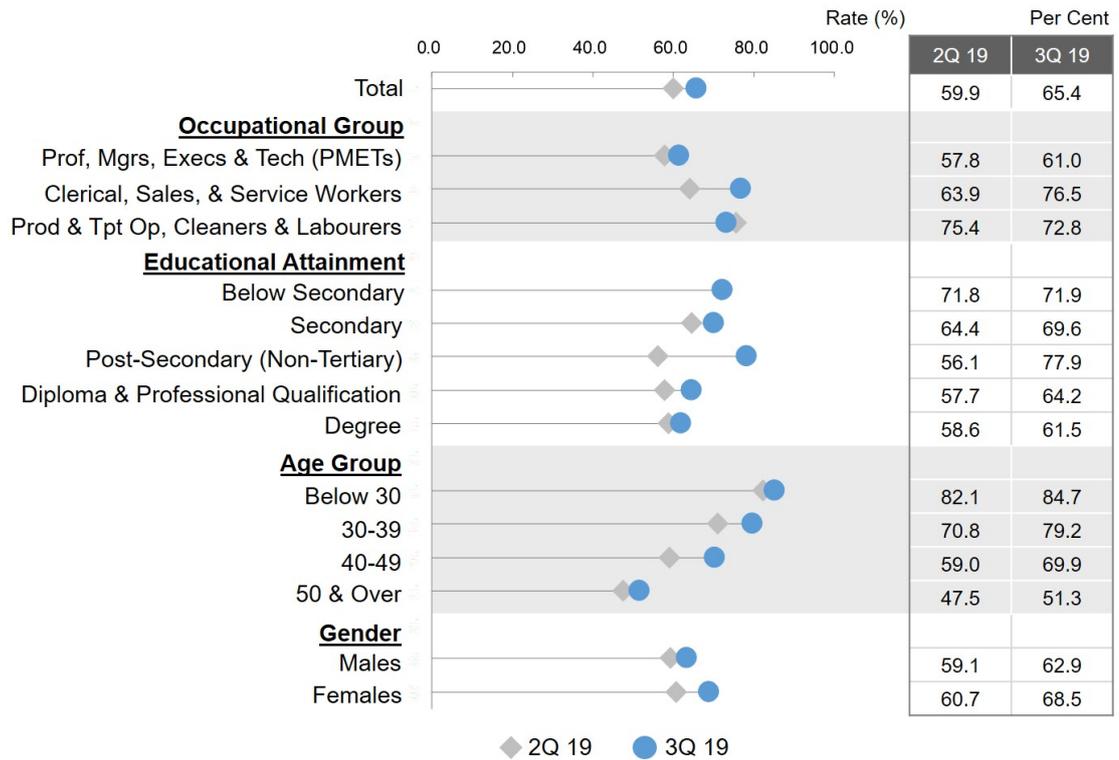


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Notes:

- (1) Data refer to re-entry rates for residents retrenched 6 months ago by private sector establishments (each with at least 25 employees) and the public sector. For example, the re-entry rate for the third quarter of 2019 refers to residents retrenched in first quarter of 2019.
- (2) 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 administrative records do not capture workers who went into self or informal employment or undergo training while looking for a job.

Chart 12 Quarterly Rate Of Re-entry Into Employment Of Retrenched Residents (6 Months Post-Retranchment)



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Note: Data refer to re-entry rates in the second/third quarter of 2019 for residents retrenched in the fourth quarter of 2018 / first quarter of 2019 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retranchment.

Job Vacancy

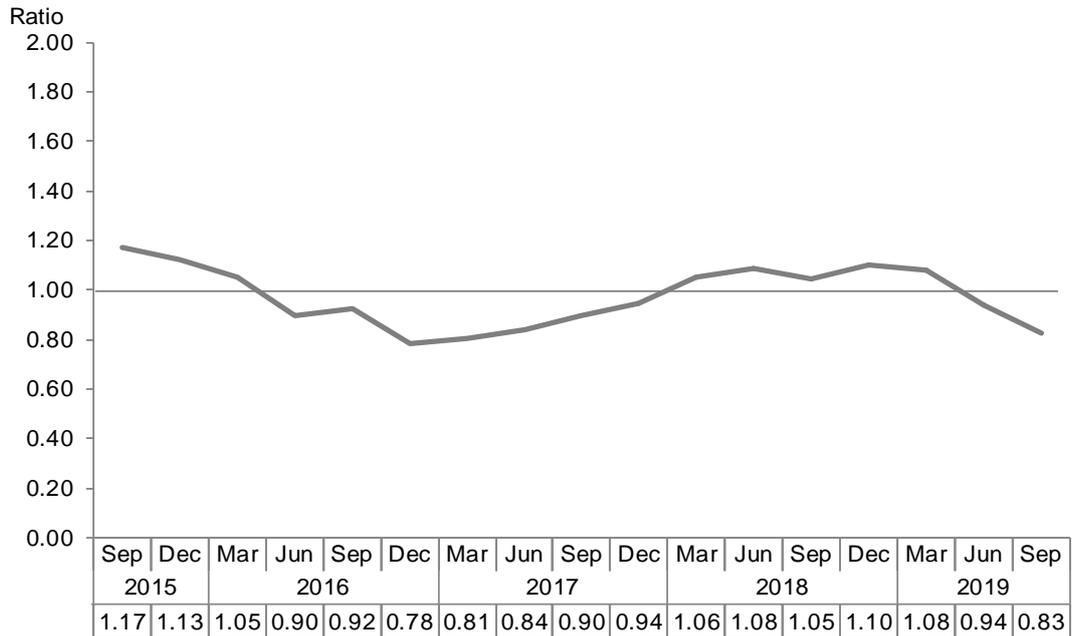
Fewer job vacancies than unemployed persons

The seasonally adjusted number of job vacancies declined for the third consecutive quarter from 47,700 in June 2019 to 42,200 in September 2019, although the pace of decline has slowed compared to the previous quarter. With fewer job vacancies and a slight increase in unemployment, the seasonally adjusted ratio of job vacancies to unemployed persons declined from 0.94 in June 2019 to 0.83 in September 2019, and was similar to that in June 2017 (0.84).

The job vacancies in September 2019 were mainly for PMET positions (58%) in *community, social & personal services, financial & insurance services, information & communications, and professional services*.

Compared to a year ago, the number of job vacancies (non-seasonally adjusted) also declined, more so for non-PMETs (-11,300) than PMETs (-7,100). The decrease in non-PMET vacancies was mainly from *administrative & support services, food & beverage services, and Manufacturing*.

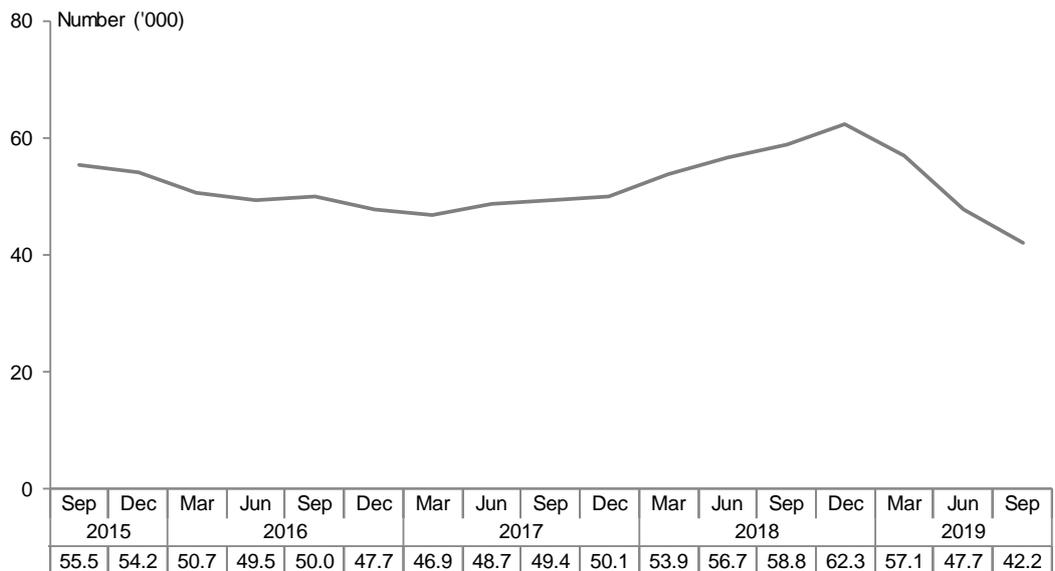
Chart 13 Ratio Of Job Vacancies To Unemployed Persons (Seasonally Adjusted)



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.

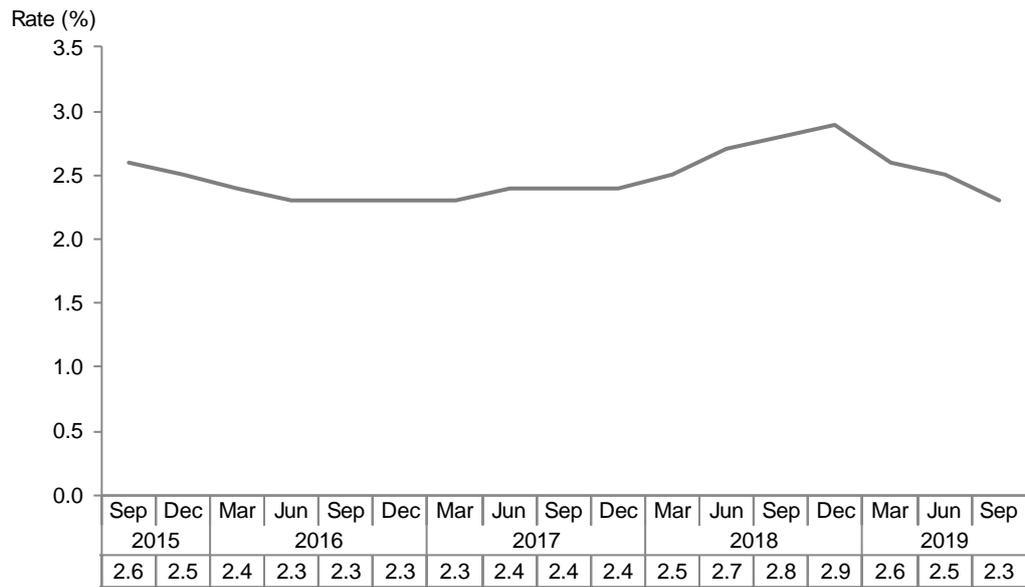
Chart 14 Job Vacancy (Seasonally Adjusted)



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 15 Job Vacancy Rate (Seasonally Adjusted)



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.

Labour Turnover

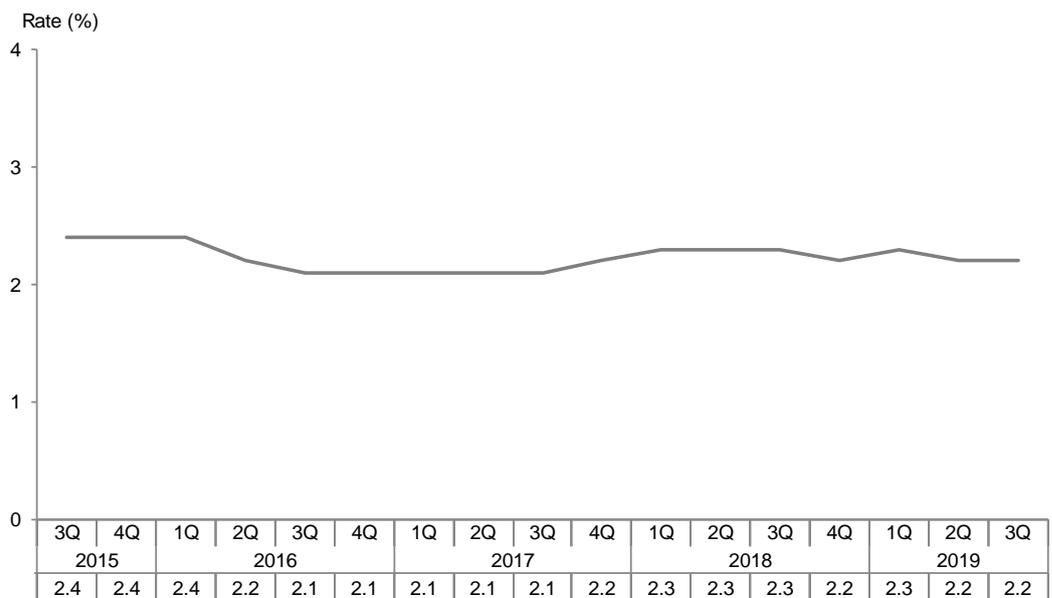
Overall labour turnover stable

In the third quarter of 2019, the seasonally adjusted recruitment (2.2%) and resignation rates (1.8%) were broadly similar to the previous quarter (2.2% and 1.8%) and a year ago (2.3% and 1.7%).

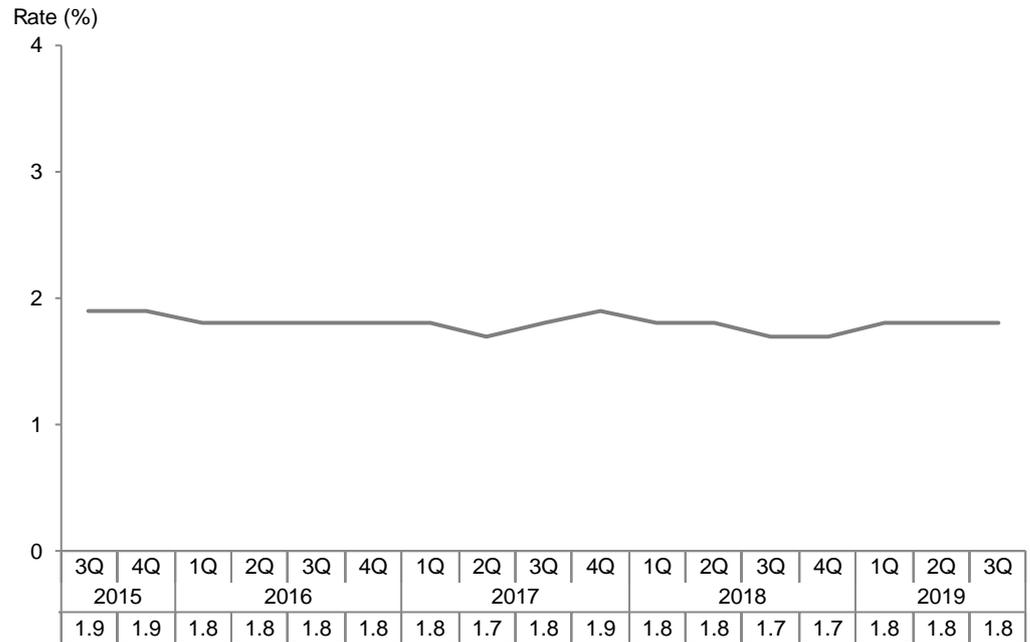
Over the year, trends by industry were mixed. Labour turnover rose more in *security & investigation* and *food & beverage services*, but it declined in most sub-Manufacturing industries, especially in *electronics* and *food, beverages & tobacco manufacturing*.

Chart 16 Average Monthly Recruitment And Resignation Rates (Seasonally Adjusted)

Recruitment Rate



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.

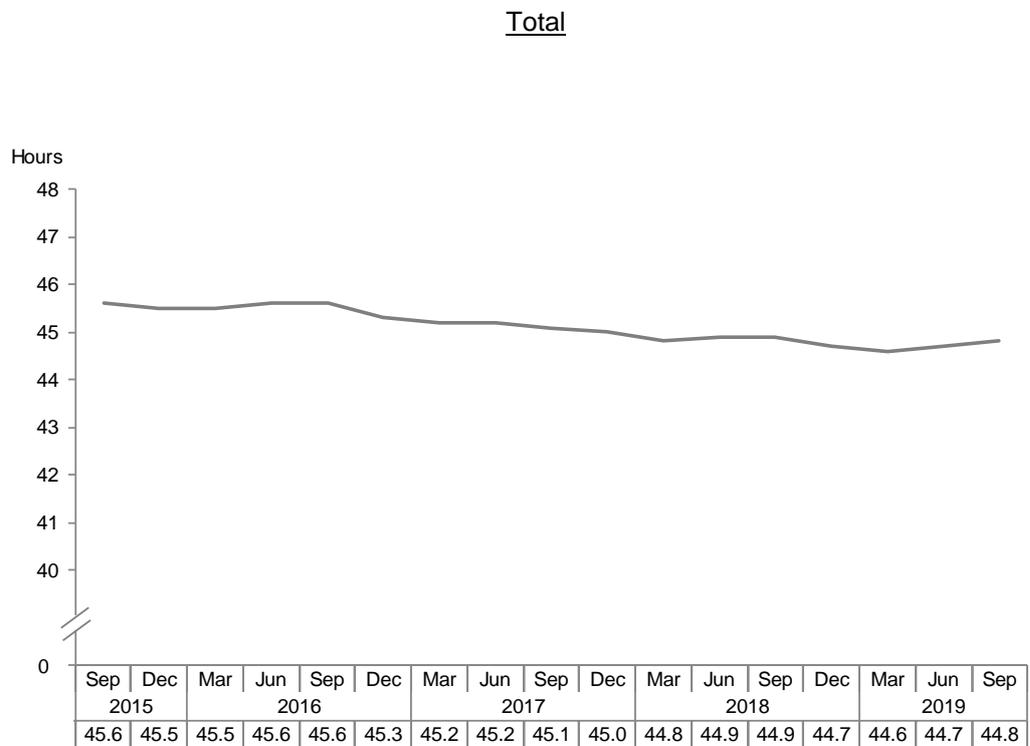
Hours Worked

Paid hours worked per employee rose further

There was an uptick in the average total weekly paid hours worked¹¹ per employee between June 2019 (44.7 hours) and September 2019 (44.8).

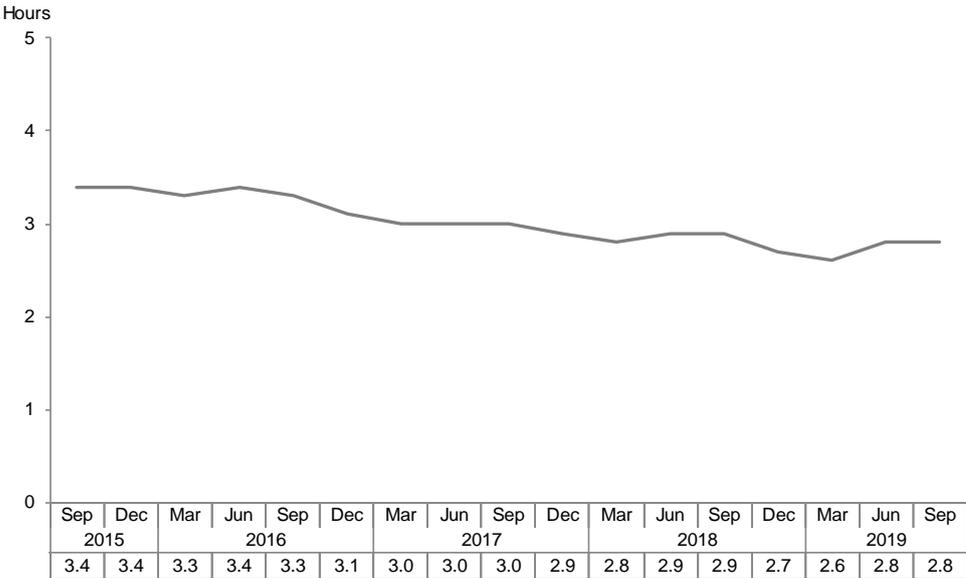
Nonetheless, average hours worked remained lower than a year ago. *Security & investigation* posted the highest increase in hours worked over the year, while *transportation & storage* and Manufacturing (led by *paper, rubber, plastic products & printing* and *electronics*) saw pronounced declines.

Chart 17 Average Weekly Paid Hours Worked Per Employee



¹¹ Average weekly paid hours worked per employee is 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.

TECHNICAL NOTE

Employment Change, Unemployment and Retrenchment

In Singapore, there are three headline indicators for a timely measure of the state of the labour market. In this technical note, we summarise what they are and how they have trended over time.

What are they?

(1) Employment Change

Employment change shows the aggregate increase or decrease in the number of workers. A positive employment change means an increase in employment, while a negative change means a decline in employment.

Total employment change can be broken down by residential status and by industry. Thus, examining employment change is useful in understanding the underlying shifts in demand for workers.

(2) Unemployment Rate

The unemployment rate is probably the best-known labour market measure. It measures the extent to which persons who want to find work are able to do so.

Persons who are not working are not necessarily unemployed. A person is unemployed if he or she is:

- not working;
- actively seeking work; and
- available for work

As it takes time for job matches to happen, there is always some unemployment due to people changing jobs and from new entrants looking for work for the first time. Within the unemployed pool, there is a group who have been searching for a job for an extended period and they are termed as long-term unemployed.

(3) Retrenchment

Retrenchment refer to termination of employees due to redundancy. It can occur when there is a lack of sufficient work or when businesses restructure to stay competitive.

Retrenchment should not be confused with unemployment. Not all retrenched persons will be unemployed as some will re-enter employment or decide to leave the labour force. For those who have not found a new job and are actively seeking and available for work, they join the pool of the unemployed.

How are the data obtained?

Employment change is derived by taking the difference in the employment level at the end of the reference period compared with the end of the preceding period. The number of persons employed are obtained from administrative records and labour force surveys.

The unemployment rate is the percentage of unemployed persons to the labour force, which comprises the employed and unemployed persons. The long-term unemployment rate is the percentage of persons unemployed for 25 weeks or more to the labour force. Data on unemployment are compiled from the Labour Force Survey.

Data on retrenchment are from the Labour Market Survey, which cover private establishments each with at least 25 employees and the public sector.

What has been the trend?

Local employment growth tracks total employment growth closely

Over the last two decades, total and local employment grew in tandem. In fact, local employment grew in every year of the last two decades, even in years when total employment shrank as businesses cut foreign workers. In the first half of 2019, local employment growth has also tracked total employment growth.

While the local share of employment growth may vary year to year due to sudden surges in demand which cannot be met entirely by locals (for e.g. in construction), locals has formed the bulk of employment increases over the longer term. In both the recent decade as well as the preceding decade, locals made up about six in every ten workers added. Excluding Construction workers, locals formed seven in ten of the workers added in the recent decade, up from about six in ten in the preceding decade.

Employment Change ('000)

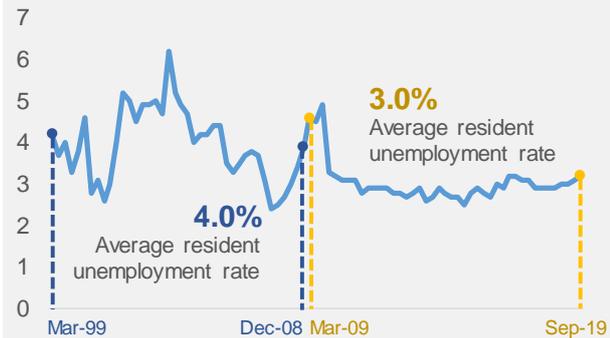


Note: Figure for 2019 is for first half of the year.

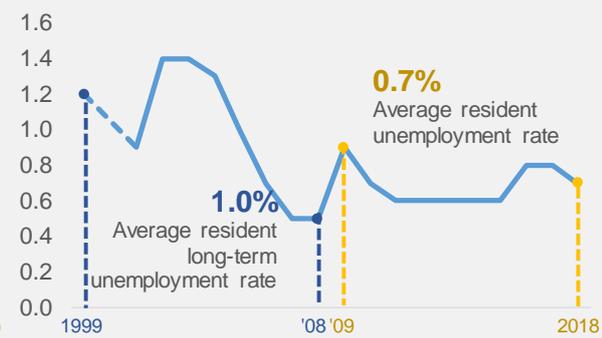
Unemployment remained low

The continued increase in employment has kept unemployment low. Resident unemployment rate averaged a low of 3.0% in the recent decade compared to 4.0% in the earlier decade. While the rate has edged up in the first three quarters of 2019, it remained below the decade's peak in September 2009. Resident long-term unemployment rate also stayed low.

Resident Unemployment Rate (%)
Seasonally Adjusted



Resident Long-Term Unemployment Rate (%)
Annual Average

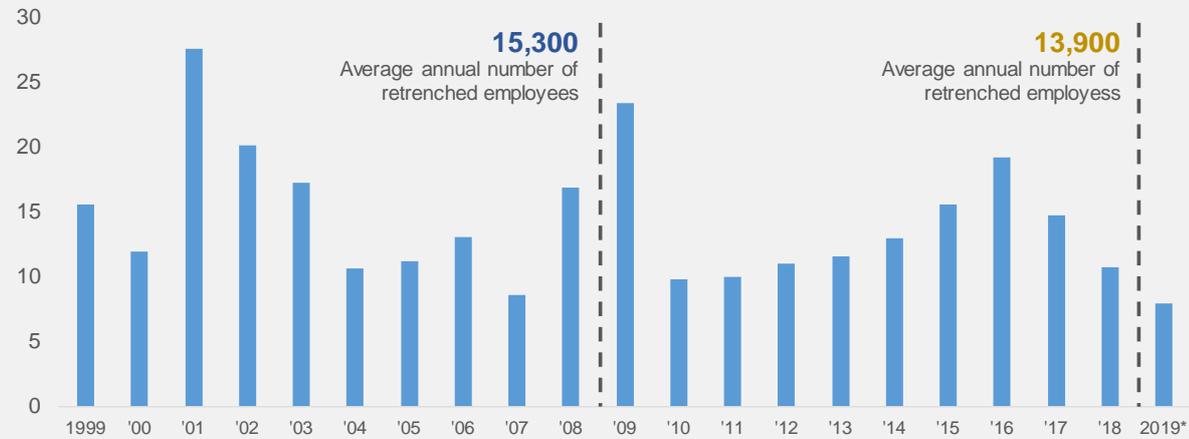


Note: Average long-term unemployment rate for 2000 is not available as June data on duration of unemployment were not available from the Population Census 2000 conducted by the Department of Statistics, Ministry of Trade and Industry.

Overall retrenchments did not increase

Retrenchments commonly take place as part of business restructuring and re-organisation, and it was only during recessionary years when the number of retrenchments spiked. Over the longer term, the number of retrenchments has not increased.

Number of Retrenched Employees ('000)



Note: Figure for 2019 is for first three quarters of the year.

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2016	2017	2018	Sep	
				2018	2019
TOTAL	3.0	3.1	2.9	2.5	2.8
GENDER					
Males	3.0	3.1	2.9	2.4	2.6
Females	3.0	3.1	3.0	2.6	3.1
AGE GROUP (YEARS)					
Below 30	5.0	5.4	5.2	4.4	5.2
30 - 39	2.3	2.4	2.2	2.0	2.1
40 & Over	2.6	2.7	2.5	2.1	2.4
40 - 49	2.4	2.5	2.3	2.0	2.2
50 & Over	2.7	2.8	2.6	2.2	2.6
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.4	2.6	2.5	1.7	2.5
Secondary	3.1	2.8	2.8	2.4	2.8
Post-Secondary (Non-Tertiary)	3.2	3.8	3.4	3.1	3.3
Diploma & Professional Qualification	3.1	3.3	3.1	2.8	3.1
Degree	3.1	3.2	2.9	2.5	2.7

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

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

1.2 UNEMPLOYMENT

UNEMPLOYED RESIDENTS BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Characteristics	2016	2017	2018	In Thousands	
				Sep	
				2018	2019
TOTAL	67.4	70.9	66.9	57.4	64.5
GENDER					
Males	36.2	38.4	35.4	29.5	31.7
Females	31.2	32.6	31.5	27.9	32.8
AGE GROUP (YEARS)					
Below 30	21.8	22.6	21.6	18.3	19.3
30 - 39	11.9	12.6	11.5	10.4	10.9
40 & Over	33.7	35.7	33.7	28.6	34.2
40 - 49	12.8	13.7	12.6	10.8	12.7
50 & Over	20.9	22.0	21.1	17.8	21.6
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	10.1	10.9	9.7	6.5	9.3
Secondary	12.3	11.1	11.0	9.4	11.0
Post-Secondary (Non-Tertiary)	7.5	8.9	8.0	6.9	6.9
Diploma & Professional Qualification	13.2	14.1	13.8	12.8	14.0
Degree	24.2	25.9	24.4	21.8	23.4

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

Notes :

- 1) Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the 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	2016	2017	2018	Per Cent	
				Sep	
				2018	2019
TOTAL	0.8	0.8	0.7	0.6	0.7
GENDER					
Males	0.9	0.9	0.8	0.6	0.7
Females	0.6	0.6	0.6	0.5	0.7
AGE GROUP (YEARS)					
Below 30	0.6	0.8	0.6	0.5	0.6
30 - 39	0.6	0.5	0.6	0.5	0.4
40 & Over	0.9	0.8	0.8	0.6	0.9
40 - 49	0.8	0.9	0.7	0.6	0.7
50 & Over	1.0	0.8	0.9	0.7	1.0
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	0.6	0.7	0.5	0.3	0.6
Secondary	0.7	0.5	0.6	0.5	0.8
Post-Secondary (Non-Tertiary)	0.6	0.8	0.7	0.6	0.9
Diploma & Professional Qualification	0.7	0.8	0.7	0.7	0.7
Degree	1.0	0.9	0.8	0.6	0.7

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

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

1.4 LONG-TERM UNEMPLOYMENT

LONG-TERM UNEMPLOYED RESIDENTS BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2016	2017	2018	Sep	
				2018	2019
TOTAL	17.0	17.1	15.9	13.0	16.3
GENDER					
Males	10.6	10.5	9.7	7.7	9.3
Females	6.3	6.6	6.2	5.3	7.0
AGE GROUP (YEARS)					
Below 30	2.4	3.4	2.3	1.9	2.2
30 - 39	2.9	2.9	2.9	2.3	2.0
40 & Over	11.7	10.9	10.8	8.7	12.1
40 - 49	4.3	4.5	3.7	3.1	4.2
50 & Over	7.4	6.4	7.2	5.6	7.9
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.6	2.6	2.1	1.3	2.2
Secondary	2.9	2.1	2.4	1.8	3.0
Post-Secondary (Non-Tertiary)	1.2	1.9	1.5	1.4	1.9
Diploma & Professional Qualification	2.9	3.5	3.1	3.2	3.1
Degree	7.3	7.0	6.9	5.2	6.1

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

Notes :

- 1) Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the 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 2015)	Total Employment Change								Total Employment Level in Sep 2019
	2016	2017	2018	2018		2019			
				3Q	4Q	1Q	2Q	3Q	
TOTAL	16.8	-3.6	45.3	19.3	15.9	13.4	5.5	26.0	3 759.7
C10-32 MANUFACTURING	-14.4	-10.9	-2.4	3.5	-2.0	-3.1	-1.5	1.0	484.5
C10-12 Food, Beverages & Tobacco	1.4	2.4	1.4	0.6	0.2	0.4	0.1	0.5	52.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.9	-1.6	-1.2	-0.2	-0.3	-0.4	-0.4	-0.3	28.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	5.3	-4.0	3.2	1.3	-1.2	-0.2	-0.6	1.2	63.3
C25,28 Fabricated Metal Products, Machinery & Equipment	-8.4	-2.3	-2.6	-1.4	-0.6	-0.4	-0.3	-0.4	94.1
C26 Electronic, Computer & Optical Products	-1.9	7.5	-0.1	1.6	-0.2	-2.0	-0.1	-0.8	89.1
C29-30 Transport Equipment	-8.7	-13.5	-3.1	1.5	0.2	-0.8	0.5	1.1	94.9
Other Manufacturing Industries	-0.2	0.5	-	-	-0.2	0.3	-0.8	-0.2	62.3
F41-43 CONSTRUCTION	-11.3	-38.3	-7.1	-0.3	-0.4	0.1	2.7	5.4	452.5
G-U SERVICES	42.8	46.0	54.9	16.4	18.2	16.4	4.7	19.6	2 795.9
G46-47 WHOLESALE AND RETAIL TRADE	1.3	-1.7	1.6	1.1	4.1	-1.9	-3.0	-1.9	484.5
G46 Wholesale Trade	0.5	-0.6	3.6	2.1	1.0	-1.1	-0.1	-0.6	323.6
G47 Retail Trade	0.8	-1.1	-2.0	-1.1	3.2	-0.8	-2.9	-1.2	160.8
H49-53 TRANSPORTATION AND STORAGE	3.4	7.1	7.7	1.7	1.4	1.1	0.2	-	261.1
H49,5221 Land Transport & Supporting Services	4.9	4.4	4.8	1.3	0.4	0.3	-	-	108.8
H50,5222, 5225 Water Transport & Supporting Services	-0.7	-0.5	-0.6	-0.2	-	-0.2	-0.1	-0.1	44.9
H51,5223 Air Transport & Supporting Services	-1.3	1.8	1.2	0.3	0.4	0.3	0.5	0.1	35.1
Other Transportation & Storage Services	0.5	1.4	2.3	0.4	0.6	0.6	-0.2	0.1	72.3
I55-56 ACCOMMODATION AND FOOD SERVICES	5.3	3.5	1.3	1.0	3.0	0.3	0.4	1.7	262.0
I55 Accommodation	-0.8	-	-0.8	1.1	-0.7	-0.3	-0.3	1.1	36.9
I56 Food & Beverage Services	6.1	3.4	2.1	-0.1	3.7	0.6	0.6	0.7	225.2
J58-63 INFORMATION AND COMMUNICATIONS	2.2	4.0	8.4	3.1	1.6	1.4	2.0	2.5	148.3
J58-61 Telecommunications, Broadcasting & Publishing	-1.0	-0.3	0.5	0.2	-0.3	0.2	-	-	41.1
J62-63 IT & Other Information Services	3.2	4.3	7.9	2.9	1.8	1.2	2.1	2.5	107.2
K64-66 FINANCIAL AND INSURANCE SERVICES	5.7	4.5	7.6	2.5	1.1	2.0	1.6	1.5	199.5
K64 & 66 (excl.662) Financial Services	4.3	1.8	6.4	2.2	1.0	1.7	1.2	1.4	159.4
K65 & 662 Insurance Services	1.4	2.7	1.1	0.3	0.1	0.3	0.4	-	40.1
L68 REAL ESTATE SERVICES	-5.1	1.7	-	-	-	0.1	0.2	0.8	83.8
M69-75 PROFESSIONAL SERVICES	-0.5	3.0	6.9	3.4	1.0	2.9	2.1	3.7	252.5
M69-70 Legal, Accounting & Management Services	1.9	2.8	5.7	2.5	1.1	2.3	1.5	2.9	132.3
M71 Architectural & Engineering Services	-2.5	-1.4	0.9	0.7	-	0.1	0.1	0.3	61.1
Other Professional Services	0.1	1.6	0.3	0.2	-0.1	0.5	0.6	0.4	59.1
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	9.4	6.5	3.6	-1.5	2.8	2.1	0.1	2.6	252.4
N80 Security & Investigation	1.6	2.6	1.4	0.4	0.2	0.5	0.2	0.5	49.6
N81 Cleaning & Landscaping	7.5	2.7	0.2	0.1	0.1	1.1	0.6	0.3	79.6
Other Administrative & Support Services	0.3	1.1	2.0	-2.1	2.4	0.4	-0.7	1.8	123.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	21.1	17.6	17.8	5.1	3.2	8.5	1.2	8.5	851.8
O84,P85 Public Administration & Education	4.9	1.6	3.9	1.2	1.0	3.0	-0.1	1.5	255.1
Q86-88 Health & Social Services	7.4	5.9	5.7	1.1	0.7	1.2	1.6	1.9	168.1
R90-93 Arts, Entertainment & Recreation	-0.6	0.6	1.0	0.1	0.4	0.9	-	0.2	57.8
S,T,U Other Community, Social & Personal Services	9.5	9.5	7.2	2.7	1.2	3.4	-0.3	5.0	370.8
A,B,D,E,V OTHERS*	-0.3	-0.5	-0.1	-0.3	0.1	0.1	-0.4	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 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

		Number of Employees							
		2016	2017	2018	2018		2019		
					3Q	4Q	1Q	2Q	3Q
TOTAL		19 170	14 720	10 730	2 860	2 510	3 230	2 320	2 430
INDUSTRY (SSIC 2015)									
C10-32	MANUFACTURING	6 280	3 790	2 570	870	380	1 040	490	560
C10-12	Food, Beverages & Tobacco	330	190	200	80	10	10	10	10
C17,18,22	Paper / Rubber / Plastic Products & Printing	410	480	160	30	10	70	30	10
C19-21	Petroleum, Chemical & Pharmaceutical Products	360	300	180	40	30	70	30	30
C25,28	Fabricated Metal Products, Machinery & Equipment	2 400	930	870	410	110	230	110	120
C26	Electronic, Computer & Optical Products	1 670	920	670	270	80	600	190	210
C29-30	Transport Equipment	720	820	310	20	110	40	10	60
	Other Manufacturing Industries	390	150	190	10	40	30	100	130
F41-43	CONSTRUCTION	1 920	2 020	1 200	200	180	280	150	160
G-U	SERVICES	10 880	8 900	6 960	1 800	1 950	1 900	1 680	1 710
G46-47	WHOLESALE AND RETAIL TRADE	2 380	2 180	1 780	450	470	620	480	500
G46	Wholesale Trade	2 200	1 920	1 580	370	430	520	430	470
G47	Retail Trade	180	260	210	80	30	90	50	30
H49-53	TRANSPORTATION AND STORAGE	870	900	710	120	190	330	170	180
H49,5221	Land Transport & Supporting Services	10	160	200	30	10	-	-	50
H50,5222,5225	Water Transport & Supporting Services	490	300	180	10	80	20	20	10
H51,5223	Air Transport & Supporting Services	160	20	20	10	-	10	-	30
	Other Transportation & Storage Services	220	430	310	80	100	290	150	90
I55-56	ACCOMMODATION AND FOOD SERVICES	350	470	350	220	50	40	30	30
I55	Accommodation	70	120	10	10	-	-	-	20
I56	Food & Beverage Services	280	350	340	210	50	40	30	10
J58-63	INFORMATION AND COMMUNICATIONS	970	910	1 070	200	460	200	160	140
J58-61	Telecommunications, Broadcasting & Publishing	570	500	650	110	310	70	70	90
J62-63	IT & Other Information Services	400	420	420	90	150	130	90	50
K64-66	FINANCIAL AND INSURANCE SERVICES	2 310	1 780	1 330	320	370	240	430	320
K64 & 66 (excl.662)	Financial Services	2 210	1 720	1 240	310	350	230	400	280
K65 & 662	Insurance Services	90	60	80	20	20	10	40	40
L68	REAL ESTATE SERVICES	90	70	100	10	20	110	30	20
M69-75	PROFESSIONAL SERVICES	2 740	1 700	1 100	260	280	240	250	300
M69-70	Legal, Accounting & Management Services	1 410	860	600	110	170	160	130	120
M71	Architectural & Engineering Services	1 050	560	310	70	80	20	80	140
	Other Professional Services	280	280	190	80	30	60	40	30
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	340	430	240	70	30	40	70	140
N80	Security & Investigation	20	120	10	-	-	-	-	10
N81	Cleaning & Landscaping	60	70	40	10	-	-	-	60
	Other Administrative & Support Services	260	250	190	70	30	40	70	80
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	850	460	290	150	70	70	60	90
O84,P85	Public Administration & Education	50	40	90	40	20	-	40	20
Q86-88	Health & Social Services	40	50	20	-	-	40	-	10
R90-93	Arts, Entertainment & Recreation	500	240	130	90	30	-	10	10
S,T,U	Other Community, Social & Personal Services	260	130	50	20	20	40	10	50
A,B,D,E,V	OTHERS*	100	20	-	-	-	-	-	10
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	10 890	8 700	6 980	1 750	1 780	1 440	1 680	1 630
	Clerical, Sales & Service Workers	2 100	1 550	1 230	360	280	440	290	330
	Production & Transport Operators, Cleaners & Labourers	6 190	4 480	2 510	760	450	1 350	340	470

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 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY, REASONS FOR RETRENCHMENT AND OCCUPATIONAL GROUP, THIRD QUARTER 2019

Industry (SSIC 2015)		Reasons For Retrenchment							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		450	420	420	1 270	120	100	580	2 430	1 630	330	470
C10-32	MANUFACTURING	210	80	190	210	60	-	90	560	340	50	170
C10-12	Food, Beverages & Tobacco	-	-	-	10	-	-	-	10	10	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	10	10	10	-	-	-	-	10	-	-	10
C19-21	Petroleum, Chemical & Pharmaceutical Products	-	10	-	30	-	-	-	30	20	-	-
C25,28	Fabricated Metal Products, Machinery & Equipment	40	20	80	50	50	-	-	120	80	10	30
C26	Electronic, Computer & Optical Products	70	10	30	60	-	-	80	210	150	10	50
C29-30	Transport Equipment	50	-	-	-	-	-	-	60	20	-	40
	Other Manufacturing Industries	40	30	80	60	-	-	-	130	70	20	40
F41-43	CONSTRUCTION	80	110	50	20	-	40	-	160	30	-	130
G-U	SERVICES	170	240	170	1 030	70	60	490	1 710	1 260	280	170
G46-47	WHOLESALE AND RETAIL TRADE	50	50	70	330	20	10	110	500	410	60	40
G46	Wholesale Trade	50	50	70	300	20	10	110	470	390	50	30
G47	Retail Trade	-	-	-	30	-	-	-	30	20	10	10
H49-53	TRANSPORTATION AND STORAGE	70	10	20	120	-	-	30	180	70	60	40
H49,5221	Land Transport & Supporting Services	20	-	20	30	-	-	-	50	10	10	20
H50,5222, 5225	Water Transport & Supporting Services	-	-	-	10	-	-	-	10	10	-	-
H51,5223	Air Transport & Supporting Services	-	-	-	10	-	-	30	30	20	20	-
	Other Transportation & Storage Services	50	10	-	80	-	-	-	90	40	30	20
I55-56	ACCOMMODATION AND FOOD SERVICES	10	-	10	20	-	-	-	30	10	20	-
I55	Accommodation	-	-	-	20	-	-	-	20	10	10	-
I56	Food & Beverage Services	10	-	10	-	-	-	-	10	-	10	-
J58-63	INFORMATION AND COMMUNICATIONS	20	10	20	80	10	30	10	140	130	-	10
J58-61	Telecommunications, Broadcasting & Publishing	20	10	20	60	10	-	10	90	80	-	10
J62-63	IT & Other Information Services	-	-	-	20	-	30	-	50	50	-	-
K64-66	FINANCIAL AND INSURANCE SERVICES	10	30	20	260	20	-	90	320	290	20	-
K64 & 66 (excl.662)	Financial Services	10	20	20	230	20	-	90	280	260	10	-
K65 & 662	Insurance Services	-	10	-	30	-	-	-	40	40	10	-
L68	REAL ESTATE SERVICES	-	-	-	20	-	-	-	20	20	-	-
M69-75	PROFESSIONAL SERVICES	10	40	30	160	-	20	120	300	270	20	10
M69-70	Legal, Accounting & Management Services	-	-	10	100	-	10	20	120	110	10	-
M71	Architectural & Engineering Services	10	20	-	20	-	10	100	140	130	10	10
	Other Professional Services	-	20	20	30	-	-	-	30	30	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	10	80	-	30	30	-	70	140	40	60	40
N80	Security & Investigation	10	-	-	-	-	-	-	10	10	-	-
N81	Cleaning & Landscaping	-	60	-	-	-	-	50	60	10	10	40
	Other Administrative & Support Services	-	30	-	30	30	-	20	80	30	50	-
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	-	-	10	30	-	-	60	90	30	40	20
O84,P85	Public Administration & Education	-	-	-	20	-	-	-	20	20	-	-
Q86-88	Health & Social Services	-	-	-	-	-	-	-	10	-	-	-
R90-93	Arts, Entertainment & Recreation	-	-	-	-	-	-	10	10	-	10	-
S,T,U	Other Community, Social & Personal Services	-	-	-	-	-	-	50	50	10	30	20
A,B,D,E,V	OTHERS**	-	-	-	10	-	-	-	10	-	-	10

* 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 retrenchment.
- 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 OF PERMANENT EMPLOYEES

RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2016	2017	2018	2018		2019		
				3Q	4Q	1Q	2Q	3Q
TOTAL	16 810	12 880	9 610	2 560	2 230	3 010	2 120	2 220
INDUSTRY (SSIC 2015)								
C10-32 MANUFACTURING	5 620	3 330	2 280	770	310	1 020	420	500
C10-12 Food, Beverages & Tobacco	290	190	150	60	10	-	10	10
C17,18,22 Paper / Rubber / Plastic Products & Printing	360	480	160	30	10	70	20	10
C19-21 Petroleum, Chemical & Pharmaceutical Products	360	290	170	40	30	70	30	30
C25,28 Fabricated Metal Products, Machinery & Equipment	2 240	800	780	400	80	220	110	100
C26 Electronic, Computer & Optical Products	1 670	920	570	210	60	600	140	190
C29-30 Transport Equipment	450	550	260	20	90	40	10	60
Other Manufacturing Industries	260	110	190	10	40	30	100	110
F41-43 CONSTRUCTION	870	1 190	800	120	110	210	80	90
G-U SERVICES	10 230	8 350	6 520	1 680	1 820	1 780	1 620	1 620
G46-47 WHOLESALE AND RETAIL TRADE	2 300	2 150	1 680	430	420	590	480	490
G46 Wholesale Trade	2 130	1 900	1 500	360	390	500	430	460
G47 Retail Trade	170	250	190	60	30	90	50	30
H49-53 TRANSPORTATION AND STORAGE	720	680	700	120	190	330	170	180
H49,5221 Land Transport & Supporting Services	-	20	200	30	10	-	-	50
H50,5222, 5225 Water Transport & Supporting Services	420	290	180	10	80	20	20	10
H51,5223 Air Transport & Supporting Services	110	20	20	10	-	10	-	30
Other Transportation & Storage Services	190	350	310	80	100	290	140	90
I55-56 ACCOMMODATION AND FOOD SERVICES	320	450	340	210	50	40	20	30
I55 Accommodation	70	120	10	10	-	-	-	20
I56 Food & Beverage Services	250	330	330	210	50	40	20	10
J58-63 INFORMATION AND COMMUNICATIONS	920	880	950	190	420	200	150	140
J58-61 Telecommunications, Broadcasting & Publishing	530	480	580	110	270	70	70	90
J62-63 IT & Other Information Services	390	390	370	80	140	130	80	50
K64-66 FINANCIAL AND INSURANCE SERVICES	2 290	1 770	1 300	320	370	240	430	320
K64 & 66 (excl.662) Financial Services	2 200	1 710	1 230	300	350	230	390	270
K65 & 662 Insurance Services	90	60	80	10	20	10	40	40
L68 REAL ESTATE SERVICES	70	70	90	10	20	20	30	20
M69-75 PROFESSIONAL SERVICES	2 610	1 580	1 010	230	250	240	240	260
M69-70 Legal, Accounting & Management Services	1 380	830	590	100	170	160	130	120
M71 Architectural & Engineering Services	970	480	240	40	60	20	80	120
Other Professional Services	260	270	180	80	30	60	30	10
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	220	400	210	60	30	40	60	140
N80 Security & Investigation	-	120	10	-	-	-	-	10
N81 Cleaning & Landscaping	50	50	30	-	-	-	-	60
Other Administrative & Support Services	170	230	180	60	30	40	60	80
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	770	380	230	120	70	70	60	70
O84,P85 Public Administration & Education	40	30	50	10	20	-	40	20
Q86-88 Health & Social Services	30	40	20	-	-	40	-	10
R90-93 Arts, Entertainment & Recreation	480	220	120	90	30	-	10	10
S,T,U Other Community, Social & Personal Services	230	100	40	10	10	40	10	30
A,B,D,E,V OTHERS*	100	10	-	-	-	-	-	10
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	10 490	8 420	6 670	1 660	1 700	1 420	1 590	1 550
Clerical, Sales & Service Workers	1 940	1 440	1 100	300	270	430	270	310
Production & Transport Operators, Cleaners & Labourers	4 390	3 020	1 840	600	260	1 170	260	360

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 RETRENCHMENT OF TERM CONTRACT EMPLOYEES

RETRENCHED TERM CONTRACT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2016	2017	2018	2018		2019		
				3Q	4Q	1Q	2Q	3Q
TOTAL	2 360	1 840	1 120	300	280	220	200	210
INDUSTRY (SSIC 2015)								
C10-32 MANUFACTURING	660	460	290	100	70	30	70	50
C10-12 Food, Beverages & Tobacco	40	10	50	30	-	10	-	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	50	-	-	-	-	-	10	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	10	-	-	-	-	-	-
C25,28 Fabricated Metal Products, Machinery & Equipment	160	130	80	10	30	10	-	20
C26 Electronic, Computer & Optical Products	10	10	100	60	30	-	50	20
C29-30 Transport Equipment	270	280	50	-	10	10	-	-
Other Manufacturing Industries	130	30	-	-	-	-	-	10
F41-43 CONSTRUCTION	1 050	830	400	80	70	70	70	70
G-U SERVICES	650	550	440	120	130	120	60	90
G46-47 WHOLESALE AND RETAIL TRADE	70	30	100	20	40	30	-	20
G46 Wholesale Trade	70	20	80	10	40	30	-	10
G47 Retail Trade	10	10	20	10	-	-	-	-
H49-53 TRANSPORTATION AND STORAGE	150	220	10	-	-	-	10	-
H49,5221 Land Transport & Supporting Services	-	140	-	-	-	-	-	-
H50,5222, 5225 Water Transport & Supporting Services	60	-	-	-	-	-	-	-
H51,5223 Air Transport & Supporting Services	50	-	-	-	-	-	-	-
Other Transportation & Storage Services	30	80	10	-	-	-	10	-
I55-56 ACCOMMODATION AND FOOD SERVICES	30	20	10	10	-	-	10	-
I55 Accommodation	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	30	20	10	10	-	-	10	-
J58-63 INFORMATION AND COMMUNICATIONS	50	40	120	10	50	-	10	-
J58-61 Telecommunications, Broadcasting & Publishing	30	10	70	-	40	-	-	-
J62-63 IT & Other Information Services	20	20	40	10	10	-	10	-
K64-66 FINANCIAL AND INSURANCE SERVICES	20	10	20	10	10	-	-	-
K64 & 66 (excl.662) Financial Services	20	10	20	-	-	-	-	-
K65 & 662 Insurance Services	-	-	-	-	-	-	-	-
L68 REAL ESTATE SERVICES	10	10	10	-	-	90	-	-
M69-75 PROFESSIONAL SERVICES	130	120	100	30	30	-	10	40
M69-70 Legal, Accounting & Management Services	30	30	10	10	10	-	-	-
M71 Architectural & Engineering Services	80	80	70	30	20	-	-	20
Other Professional Services	20	10	10	-	-	-	-	20
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	120	30	30	10	-	10	10	-
N80 Security & Investigation	20	-	10	-	-	-	-	-
N81 Cleaning & Landscaping	10	10	10	10	-	-	-	-
Other Administrative & Support Services	90	20	10	10	-	10	10	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	70	70	50	40	-	-	-	30
O84,P85 Public Administration & Education	10	10	40	40	-	-	-	-
Q86-88 Health & Social Services	10	10	-	-	-	-	-	-
R90-93 Arts, Entertainment & Recreation	20	30	-	-	-	-	-	-
S,T,U Other Community, Social & Personal Services	30	20	10	-	-	-	-	20
A,B,D,E,V OTHERS*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	400	280	310	90	80	20	90	90
Clerical, Sales & Service Workers	160	110	140	60	10	20	20	20
Production & Transport Operators, Cleaners & Labourers	1 800	1 460	670	150	180	180	90	110

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.

3.5 INCIDENCE OF RETRENCHMENT AMONG LOCALS

NUMBER OF RETRENCHED LOCALS PER ONE THOUSAND LOCAL EMPLOYEES BY GENDER, AGE, SECTOR AND OCCUPATIONAL GROUP

Per 1,000 Local Employees

Characteristics	2017	2018	2018		2019		
			3Q	4Q	1Q	2Q	3Q
GENDER							
Males	7.6	5.8	1.6	1.4	1.3	1.6	1.7
Females	6.5	5.0	1.2	1.4	1.1	1.4	1.4
AGE GROUP (YEARS)							
Below 30	2.3	2.1	0.7	0.6	0.3	0.5	0.5
30 - 39	6.9	5.0	1.2	1.3	1.0	1.4	1.4
40 & Over	8.9	6.7	1.8	1.7	1.6	1.8	2.0
40 - 49	9.9	7.7	1.8	2.0	1.8	2.0	2.3
50 & Over	8.1	6.0	1.8	1.5	1.4	1.7	1.8
SECTOR							
Manufacturing	12.3	9.0	3.0	1.2	1.4	2.5	2.6
Construction	6.6	4.5	0.9	0.9	1.1	0.8	1.1
Services	6.3	4.9	1.2	1.5	1.2	1.3	1.4
Others*	0.7	0.1	-	-	0.2	0.1	0.6
OCCUPATIONAL GROUP							
Professionals, Managers, Executives & Technicians	8.5	6.6	1.6	1.8	1.3	1.8	1.8
Clerical, Sales & Service Workers	4.0	3.3	0.9	0.8	1.0	0.8	1.0
Production & Transport Operators, Cleaners & Labourers	6.3	3.6	1.4	0.6	1.0	1.0	1.4

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

* 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) Retrenchment refers to the termination of permanent employees due to redundancy and early termination of term contract employees due to redundancy.

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

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

Number of Employees

	2016	2017	2018	2018		2019		
				3Q	4Q	1Q	2Q	3Q
<u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	950	1 160	590	430	460	940	970	830
SECTOR								
Manufacturing	600	650	260	170	250	750	240	400
Construction	110	250	160	70	160	130	60	120
Services	240	250	170	190	60	60	680	300
Others*	-	10	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	260	400	200	90	100	630	210	250
Clerical, Sales & Service Workers	100	110	90	140	80	60	180	230
Production & Transport Operators, Cleaners & Labourers	590	650	300	210	280	240	580	360
<u>EMPLOYEES ON SHORT WORK-WEEK</u>								
TOTAL	820	980	480	410	370	900	970	660
SECTOR								
Manufacturing	570	650	240	170	210	740	240	370
Construction	40	110	110	60	120	120	60	80
Services	200	220	130	180	50	50	680	210
Others*	-	10	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	230	380	160	80	80	630	210	200
Clerical, Sales & Service Workers	90	110	80	130	70	50	180	110
Production & Transport Operators, Cleaners & Labourers	500	500	240	200	230	220	580	350
<u>EMPLOYEES ON TEMPORARY LAY-OFF</u>								
TOTAL	130	180	110	20	90	40	10	170
SECTOR								
Manufacturing	30	10	20	-	40	10	-	30
Construction	70	140	50	20	40	20	10	40
Services	40	30	30	-	10	10	-	100
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	30	20	40	10	30	10	-	40
Clerical, Sales & Service Workers	10	10	10	10	-	10	-	120
Production & Transport Operators, Cleaners & Labourers	90	150	60	10	60	20	10	10

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 employees 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 RETRENCHED RESIDENTS WHO RE-ENTERED EMPLOYMENT
BY GENDER, AGE, HIGHEST QUALIFICATION ATTAINED AND OCCUPATIONAL GROUP
PRIOR TO RETRENCHMENT

Characteristics	Per Cent							
	2016	2017	2018	2018		2019		
				3Q	4Q	1Q	2Q	3Q
TOTAL	64.6	64.6	62.9	61.7	64.2	66.4	59.9	65.4
GENDER								
Males	62.7	62.0	61.4	60.9	61.9	67.2	59.1	62.9
Females	67.3	67.8	64.7	62.6	67.1	65.4	60.7	68.5
AGE GROUP (YEARS)								
Below 30	80.1	80.3	81.7	73.9	83.5	82.6	82.1	84.7
30 - 39	73.6	72.2	70.6	69.9	75.7	77.3	70.8	79.2
40 & Over	58.8	59.7	58.6	58.0	58.0	60.8	53.2	60.0
40 - 49	64.2	65.7	64.4	63.6	64.3	69.1	59.0	69.9
50 & Over	53.0	53.4	53.3	52.8	51.8	54.4	47.5	51.3
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	66.7	70.8	69.4	63.5	70.4	72.2	71.8	71.9
Secondary	66.3	68.3	68.2	62.6	66.7	73.3	64.4	69.6
Post-Secondary (Non-Tertiary)	65.7	63.9	62.8	64.8	65.2	58.3	56.1	77.9
Diploma & Professional Qualification	68.4	67.6	62.6	64.7	63.2	70.9	57.7	64.2
Degree	60.4	61.0	60.3	60.1	62.7	62.7	58.6	61.5
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	62.3	62.0	59.5	59.7	62.6	65.0	57.8	61.0
Clerical, Sales & Service Workers	71.1	72.1	69.6	67.1	71.5	66.2	63.9	76.5
Production & Transport Operators, Cleaners & Labourers	69.1	71.4	74.8	67.9	68.2	73.4	75.4	72.8

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Notes :

- 1) The quarterly rates show the rates of re-entry into employment in a quarter for residents retrenched six months ago.
- 2) The annual rate refers to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment.
- 3) Data refer to the proportion of residents retrenched by private sector establishments (each with at least 25 employees) and the public sector, who re-entered employment six months after they were retrenched.

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2016	2017	2018	Sep	
				2018	2019
TOTAL	49.5	48.8	57.9	63.3	45.0
INDUSTRY (SSIC 2015)					
C10-32 MANUFACTURING	5.8	6.5	8.3	9.2	5.3
C10-12 Food, Beverages & Tobacco	0.6	0.6	0.7	1.0	0.6
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	0.3	0.4	0.4	0.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.4	0.4	0.7	0.7	0.6
C25,28 Fabricated Metal Products, Machinery & Equipment	1.1	1.2	1.6	1.8	1.3
C26 Electronic, Computer & Optical Products	1.9	2.5	2.3	2.1	1.1
C29-30 Transport Equipment	0.8	0.9	1.6	1.9	0.9
Other Manufacturing Industries	0.8	0.5	0.9	1.2	0.6
F41-43 CONSTRUCTION	2.0	1.7	3.0	4.3	2.6
G-U SERVICES	41.3	40.1	46.2	49.4	36.8
G46-47 WHOLESALE AND RETAIL TRADE	6.2	5.8	6.5	6.8	4.5
G46 Wholesale Trade	2.8	3.1	3.7	3.9	2.8
G47 Retail Trade	3.4	2.7	2.8	3.0	1.7
H49-53 TRANSPORTATION AND STORAGE	2.9	3.3	3.9	3.8	2.4
H49,5221 Land Transport & Supporting Services	0.7	0.7	0.8	0.7	0.4
H50,5222,5225 Water Transport & Supporting Services	0.2	0.5	0.4	0.4	0.4
H51,5223 Air Transport & Supporting Services	0.7	0.6	1.0	0.9	0.9
Other Transportation & Storage Services	1.3	1.6	1.7	1.8	0.7
I55-56 ACCOMMODATION AND FOOD SERVICES	5.7	5.3	5.9	6.2	4.2
I55 Accommodation	1.6	1.6	2.0	1.7	1.6
I56 Food & Beverage Services	4.0	3.8	3.9	4.5	2.6
J58-63 INFORMATION AND COMMUNICATIONS	2.8	3.0	3.9	4.2	3.6
J58-61 Telecommunications, Broadcasting & Publishing	0.9	0.8	0.8	1.0	0.6
J62-63 IT & Other Information Services	1.9	2.2	3.2	3.2	3.0
K64-66 FINANCIAL AND INSURANCE SERVICES	3.2	4.2	5.0	6.0	4.0
K64 & 66 (excl.662) Financial Services	2.8	3.7	4.3	5.3	3.5
K65 & 662 Insurance Services	0.5	0.5	0.7	0.7	0.4
L68 REAL ESTATE SERVICES	1.5	1.1	1.2	1.3	0.9
M69-75 PROFESSIONAL SERVICES	3.3	2.8	4.0	4.4	3.7
M69-70 Legal, Accounting & Management Services	1.9	1.6	2.2	2.6	2.3
M71 Architectural & Engineering Services	0.7	0.6	1.1	1.0	1.0
Other Professional Services	0.7	0.5	0.7	0.9	0.4
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.9	4.7	5.0	6.0	3.5
N80 Security & Investigation	2.3	2.0	1.9	2.1	1.2
N81 Cleaning & Landscaping	1.4	1.5	1.8	2.5	1.1
Other Administrative & Support Services	1.2	1.2	1.4	1.4	1.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10.8	9.9	10.7	10.7	10.0
O84,P85 Public Administration & Education	5.4	4.9	5.2	5.3	5.7
Q86-88 Health & Social Services	3.1	2.7	3.3	3.5	2.7
R90-93 Arts, Entertainment & Recreation	1.4	1.5	1.1	0.8	1.1
S,T,U Other Community, Social & Personal Services	0.8	0.8	1.1	1.2	0.6
A,B,D,E,V OTHERS*	0.4	0.4	0.4	0.4	0.3
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	25.0	25.7	31.5	33.4	26.3
Clerical, Sales & Service Workers	13.7	12.3	13.6	14.8	10.1
Production & Transport Operators, Cleaners & Labourers	10.9	10.8	12.9	15.2	8.6

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data may not add up to the total due to rounding.
- 3) Figures for the month are non-seasonally adjusted. 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				
				2016	2017	2018	Sep	
							2018	2019
TOTAL				2.3	2.4	2.7	2.9	2.4
INDUSTRY (SSIC 2015)								
C10-32	MANUFACTURING			1.6	1.8	2.3	2.5	1.8
C10-12	Food, Beverages & Tobacco			2.1	2.0	2.1	2.8	2.0
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.3	1.6	2.0	2.1	1.8
C19-21	Petroleum, Chemical & Pharmaceutical Products			1.6	1.5	2.4	2.4	2.1
C25,28	Fabricated Metal Products, Machinery & Equipment			1.1	1.5	1.9	2.2	1.8
C26	Electronic, Computer & Optical Products			2.4	3.2	2.9	2.7	1.9
C29-30	Transport Equipment			0.9	1.2	2.2	2.5	1.3
	Other Manufacturing Industries			1.9	1.5	2.3	3.1	1.8
F41-43	CONSTRUCTION			0.6	0.6	1.1	1.5	1.0
G-U	SERVICES			2.9	2.9	3.1	3.3	2.8
G46-47	WHOLESALE AND RETAIL TRADE			2.6	2.5	2.7	2.8	2.1
G46	Wholesale Trade			1.8	2.0	2.2	2.3	1.9
G47	Retail Trade			4.4	3.6	3.6	3.8	2.5
H49-53	TRANSPORTATION AND STORAGE			1.9	2.2	2.4	2.3	2.1
H49,5221	Land Transport & Supporting Services			1.9	1.7	2.0	1.6	2.1
H50,5222,5225	Water Transport & Supporting Services			0.7	1.4	1.2	1.2	1.6
H51,5223	Air Transport & Supporting Services			2.1	1.9	2.9	2.6	3.1
	Other Transportation & Storage Services			2.7	3.2	3.3	3.4	1.7
I55-56	ACCOMMODATION AND FOOD SERVICES			4.3	4.2	4.2	4.2	3.3
I55	Accommodation			6.7	6.5	8.0	6.5	7.2
I56	Food & Beverage Services			3.7	3.6	3.4	3.7	2.4
J58-63	INFORMATION AND COMMUNICATIONS			3.9	4.0	4.8	4.7	5.2
J58-61	Telecommunications, Broadcasting & Publishing			3.1	2.7	2.7	3.4	3.1
J62-63	IT & Other Information Services			4.5	4.8	5.8	5.4	6.0
K64-66	FINANCIAL AND INSURANCE SERVICES			2.4	3.1	3.5	4.1	3.2
K64 & 66 (excl.662)	Financial Services			2.4	3.1	3.5	4.2	3.2
K65 & 662	Insurance Services			2.6	2.9	3.5	3.5	2.6
L68	REAL ESTATE SERVICES			2.9	2.2	2.3	2.5	2.4
M69-75	PROFESSIONAL SERVICES			2.5	2.3	3.0	3.2	3.1
M69-70	Legal, Accounting & Management Services			3.0	2.7	3.4	3.8	3.6
M71	Architectural & Engineering Services			1.6	1.5	2.3	2.1	2.5
	Other Professional Services			3.1	2.5	3.3	3.6	2.8
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			3.3	3.2	3.4	3.9	2.7
N80	Security & Investigation			4.9	4.6	5.6	6.1	4.0
N81	Cleaning & Landscaping			2.5	2.6	2.7	3.5	1.9
	Other Administrative & Support Services			2.7	2.8	2.9	3.0	2.7
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			3.1	2.8	2.9	2.9	2.8
O84,P85	Public Administration & Education			3.0	2.7	2.9	2.8	3.0
Q86-88	Health & Social Services			3.1	2.7	3.0	3.1	2.7
R90-93	Arts, Entertainment & Recreation			3.5	3.7	2.8	1.9	2.9
S,T,U	Other Community, Social & Personal Services			2.7	2.6	3.0	3.2	1.8
A,B,D,E,V	OTHERS*			1.8	1.8	2.0	2.0	1.8
OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians			2.5	2.6	3.0	3.1	2.8
	Clerical, Sales & Service Workers			3.2	3.0	3.2	3.4	2.7
	Production & Transport Operators, Cleaners & Labourers			1.6	1.7	2.0	2.3	1.6

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Figures for the month are non-seasonally adjusted. 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, SEPTEMBER 2019

Industry (SSIC 2015)	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	45.0	2.4	26.3	2.8	10.1	2.7	8.6	1.6
C10-32 MANUFACTURING	5.3	1.8	2.8	2.1	0.4	1.6	2.1	1.5
C10-12 Food, Beverages & Tobacco	0.6	2.0	0.1	1.7	0.1	1.7	0.3	2.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	1.8	0.1	1.6	0.1	2.9	0.1	1.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.6	2.1	0.4	2.3	-	-	0.1	1.8
C25,28 Fabricated Metal Products, Machinery & Equipment	1.3	1.8	0.5	1.9	0.1	2.0	0.6	1.6
C26 Electronic, Computer & Optical Products	1.1	1.9	0.8	2.4	-	-	0.3	1.2
C29-30 Transport Equipment	0.9	1.3	0.5	1.9	0.1	1.1	0.4	1.0
Other Manufacturing Industries	0.6	1.8	0.3	2.2	0.1	1.8	0.3	1.6
F41-43 CONSTRUCTION	2.6	1.0	0.9	1.6	0.2	1.3	1.4	0.8
G-U SERVICES	36.8	2.8	22.3	3.0	9.4	2.9	5.0	2.2
G46-47 WHOLESALE AND RETAIL TRADE	4.5	2.1	2.0	1.9	1.8	2.5	0.7	1.8
G46 Wholesale Trade	2.8	1.9	1.7	1.9	0.6	2.0	0.4	1.6
G47 Retail Trade	1.7	2.5	0.3	1.8	1.2	2.8	0.2	2.4
H49-53 TRANSPORTATION AND STORAGE	2.4	2.1	0.8	2.1	0.6	1.7	1.0	2.3
H49,5221 Land Transport & Supporting Services	0.4	2.1	-	-	-	-	0.3	2.4
H50,5222,5225 Water Transport & Supporting Services	0.4	1.6	0.2	1.9	0.1	2.8	0.1	0.7
H51,5223 Air Transport & Supporting Services	0.9	3.1	0.4	4.3	0.3	1.8	0.2	7.2
Other Transportation & Storage Services	0.7	1.7	0.1	1.0	0.1	1.1	0.5	2.6
I55-56 ACCOMMODATION AND FOOD SERVICES	4.2	3.3	0.7	2.5	2.4	3.2	1.0	4.3
I55 Accommodation	1.6	7.2	0.3	3.6	0.7	8.1	0.6	11.4
I56 Food & Beverage Services	2.6	2.4	0.4	2.1	1.7	2.6	0.5	2.4
J58-63 INFORMATION AND COMMUNICATIONS	3.6	5.2	3.4	5.4	0.2	3.6	-	-
J58-61 Telecommunications, Broadcasting & Publishing	0.6	3.1	0.6	3.2	0.1	2.6	-	-
J62-63 IT & Other Information Services	3.0	6.0	2.9	6.2	0.1	4.7	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	4.0	3.2	3.6	3.2	0.3	2.2	0.1	4.2
K64 & 66 (excl.662) Financial Services	3.5	3.2	3.1	3.3	0.3	2.4	0.1	4.2
K65 & 662 Insurance Services	0.4	2.6	0.4	2.8	-	-	-	-
L68 REAL ESTATE SERVICES	0.9	2.4	0.6	2.8	0.1	1.7	0.2	1.9
M69-75 PROFESSIONAL SERVICES	3.7	3.1	3.1	3.5	0.4	3.1	0.2	1.2
M69-70 Legal, Accounting & Management Services	2.3	3.6	1.9	3.7	0.3	3.2	0.1	2.9
M71 Architectural & Engineering Services	1.0	2.5	0.7	3.3	0.1	2.7	0.1	1.0
Other Professional Services	0.4	2.8	0.4	2.9	0.1	3.7	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.5	2.7	0.7	2.7	1.4	3.7	1.4	2.0
N80 Security & Investigation	1.2	4.0	-	-	1.1	4.5	0.1	2.6
N81 Cleaning & Landscaping	1.1	1.9	-	-	0.1	2.7	1.0	1.9
Other Administrative & Support Services	1.2	2.7	0.7	3.4	0.2	2.2	0.3	2.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10.0	2.8	7.5	2.8	2.2	3.2	0.4	1.9
O84,P85 Public Administration & Education	5.7	3.0	5.1	3.0	0.5	3.9	0.1	1.2
Q86-88 Health & Social Services	2.7	2.7	1.7	2.6	0.8	3.2	0.1	2.7
R90-93 Arts, Entertainment & Recreation	1.1	2.9	0.3	2.4	0.6	3.5	0.1	2.6
S,T,U Other Community, Social & Personal Services	0.6	1.8	0.3	1.9	0.2	2.0	0.1	1.4
A,B,D,E,V OTHERS*	0.3	1.8	0.2	2.4	-	-	0.1	1.3

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

	2016	2017	2018	3Q	
				2018	2019
TOTAL	2.2	2.1	2.3	2.3	2.3
INDUSTRY (SSIC 2015)					
C10-32 MANUFACTURING	1.6	1.8	1.9	2.1	1.7
C10-12 Food, Beverages & Tobacco	2.9	3.0	3.2	3.1	2.6
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.6	1.9	1.8	1.8	1.8
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.4	1.4	1.3	1.5	1.8
C25,28 Fabricated Metal Products, Machinery & Equipment	1.4	1.6	1.9	2.1	1.8
C26 Electronic, Computer & Optical Products	1.6	2.5	1.8	2.1	1.5
C29-30 Transport Equipment	1.2	1.2	1.7	2.0	1.2
Other Manufacturing Industries	1.8	1.6	1.6	1.8	1.6
F41-43 CONSTRUCTION	2.1	1.7	2.0	2.0	2.4
G-U SERVICES	2.4	2.3	2.4	2.4	2.5
G46-47 WHOLESALE AND RETAIL TRADE	2.5	2.4	2.4	2.3	2.2
G46 Wholesale Trade	1.9	1.8	2.0	2.1	2.0
G47 Retail Trade	3.8	3.5	3.4	2.8	2.8
H49-53 TRANSPORTATION AND STORAGE	1.8	1.7	1.8	1.7	1.7
H49,5221 Land Transport & Supporting Services	1.9	1.7	1.8	1.4	1.8
H50,5222, 5225 Water Transport & Supporting Services	1.4	1.5	1.1	1.0	1.2
H51,5223 Air Transport & Supporting Services	1.3	1.1	1.6	1.6	1.4
Other Transportation & Storage Services	2.4	2.3	2.5	2.4	2.2
I55-56 ACCOMMODATION AND FOOD SERVICES	3.9	3.7	3.7	3.4	4.1
I55 Accommodation	2.9	2.8	2.8	3.0	3.8
I56 Food & Beverage Services	4.2	4.0	3.9	3.4	4.2
J58-63 INFORMATION AND COMMUNICATIONS	2.2	2.0	2.3	2.3	2.6
J58-61 Telecommunications, Broadcasting & Publishing	1.8	1.6	1.7	1.8	1.7
J62-63 IT & Other Information Services	2.4	2.2	2.6	2.6	3.1
K64-66 FINANCIAL AND INSURANCE SERVICES	1.9	1.8	2.1	2.5	2.2
K64 & 66 (excl.662) Financial Services	1.8	1.8	2.1	2.5	2.1
K65 & 662 Insurance Services	2.5	2.3	2.2	2.5	2.5
L68 REAL ESTATE SERVICES	3.5	3.4	3.3	3.8	2.9
M69-75 PROFESSIONAL SERVICES	2.3	2.0	2.5	2.8	2.5
M69-70 Legal, Accounting & Management Services	2.3	2.1	2.3	2.7	2.7
M71 Architectural & Engineering Services	2.3	1.9	2.8	2.7	2.3
Other Professional Services	2.0	1.8	2.3	3.3	2.5
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.4	4.6	4.5	3.9	4.4
N80 Security & Investigation	3.5	3.7	3.9	3.4	4.2
N81 Cleaning & Landscaping	4.8	4.6	4.7	4.6	4.4
Other Administrative & Support Services	4.9	5.5	4.5	3.3	4.5
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.4	1.3	1.5	1.6	1.7
O84,P85 Public Administration & Education	1.1	1.0	1.1	1.3	1.5
Q86-88 Health & Social Services	1.6	1.6	1.7	1.7	1.9
R90-93 Arts, Entertainment & Recreation	1.7	1.8	1.9	1.8	1.8
S,T,U Other Community, Social & Personal Services	2.2	2.0	2.6	2.1	1.9
A,B,D,E,V OTHERS*	1.3	1.4	1.8	2.1	1.6
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	1.6	1.5	1.7	1.9	1.9
Clerical, Sales & Service Workers	3.1	3.1	3.2	2.9	3.1
Production & Transport Operators, Cleaners & Labourers	2.5	2.4	2.5	2.5	2.5

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) Figures for the quarter are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

				Per Cent				
				2016	2017	2018	3Q	
							2018	2019
TOTAL				1.8	1.8	1.8	1.7	1.7
INDUSTRY (SSIC 2015)								
C10-32	MANUFACTURING			1.5	1.5	1.6	1.5	1.4
C10-12	Food, Beverages & Tobacco			2.6	2.5	2.8	2.8	2.4
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.7	1.7	1.7	1.6	1.6
C19-21	Petroleum, Chemical & Pharmaceutical Products			0.9	0.9	0.9	1.0	0.9
C25,28	Fabricated Metal Products, Machinery & Equipment			1.5	1.6	1.5	1.5	1.4
C26	Electronic, Computer & Optical Products			1.4	1.5	1.6	1.6	1.3
C29-30	Transport Equipment			1.3	1.4	1.3	1.2	1.3
	Other Manufacturing Industries			1.4	1.3	1.5	1.6	1.3
F41-43	CONSTRUCTION			1.7	1.8	1.8	1.7	1.7
G-U	SERVICES			1.9	1.9	1.9	1.8	1.8
G46-47	WHOLESALE AND RETAIL TRADE			2.2	2.0	2.0	1.9	1.7
G46	Wholesale Trade			1.7	1.6	1.6	1.5	1.4
G47	Retail Trade			3.2	3.0	3.0	2.8	2.2
H49-53	TRANSPORTATION AND STORAGE			1.4	1.3	1.3	1.2	1.3
H49,5221	Land Transport & Supporting Services			1.3	1.3	1.3	1.1	1.3
H50,5222,5225	Water Transport & Supporting Services			1.0	0.9	0.9	0.9	1.0
H51,5223	Air Transport & Supporting Services			0.9	0.8	1.0	1.0	0.9
	Other Transportation & Storage Services			2.0	1.9	1.9	1.7	1.8
I55-56	ACCOMMODATION AND FOOD SERVICES			3.6	3.6	3.3	2.9	3.4
I55	Accommodation			2.6	2.6	2.4	2.4	2.6
I56	Food & Beverage Services			3.8	3.8	3.4	3.0	3.6
J58-63	INFORMATION AND COMMUNICATIONS			1.7	1.6	1.6	1.5	1.7
J58-61	Telecommunications, Broadcasting & Publishing			1.4	1.2	1.2	1.1	1.1
J62-63	IT & Other Information Services			1.9	1.8	1.8	1.7	2.0
K64-66	FINANCIAL AND INSURANCE SERVICES			1.2	1.3	1.4	1.5	1.3
K64 & 66 (excl.662)	Financial Services			1.2	1.2	1.3	1.5	1.2
K65 & 662	Insurance Services			1.6	1.6	1.6	1.7	1.9
L68	REAL ESTATE SERVICES			2.9	2.7	2.5	2.5	2.3
M69-75	PROFESSIONAL SERVICES			1.6	1.5	1.6	1.6	1.6
M69-70	Legal, Accounting & Management Services			1.7	1.6	1.6	1.6	1.5
M71	Architectural & Engineering Services			1.5	1.5	1.7	1.6	1.6
	Other Professional Services			1.6	1.5	1.8	1.8	1.9
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			3.5	3.6	3.4	3.3	3.6
N80	Security & Investigation			2.8	3.0	3.0	2.5	4.0
N81	Cleaning & Landscaping			4.1	4.3	4.2	4.3	4.1
	Other Administrative & Support Services			3.3	3.3	2.5	2.4	2.7
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			1.0	1.0	1.1	1.1	1.0
O84,P85	Public Administration & Education			0.7	0.6	0.7	0.8	0.8
Q86-88	Health & Social Services			1.1	1.1	1.2	1.2	1.2
R90-93	Arts, Entertainment & Recreation			1.6	1.6	1.5	1.5	1.6
S,T,U	Other Community, Social & Personal Services			1.9	1.8	2.3	1.8	1.6
A,B,D,E,V	OTHERS*			1.2	1.4	1.4	1.3	1.1
OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians			1.2	1.2	1.3	1.3	1.2
	Clerical, Sales & Service Workers			2.7	2.6	2.5	2.3	2.6
	Production & Transport Operators, Cleaners & Labourers			2.1	2.2	2.2	2.0	2.0

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

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

Notes :

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

7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY
AND OCCUPATIONAL GROUP, THIRD QUARTER 2019

Per Cent

Industry (SSIC 2015)	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	2.3	1.7	1.9	1.2	3.1	2.6	2.5	2.0
C10-32 MANUFACTURING	1.7	1.4	1.5	1.0	2.6	2.0	1.7	1.7
C10-12 Food, Beverages & Tobacco	2.6	2.4	1.7	1.5	4.1	3.1	2.3	2.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.8	1.6	1.4	0.9	2.2	2.6	1.9	1.9
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.8	0.9	2.0	0.8	1.2	0.7	1.4	1.3
C25,28 Fabricated Metal Products, Machinery & Equipment	1.8	1.4	1.5	1.1	2.0	2.0	2.1	1.5
C26 Electronic, Computer & Optical Products	1.5	1.3	1.4	1.0	0.9	0.9	1.8	1.8
C29-30 Transport Equipment	1.2	1.3	1.1	0.8	1.7	1.0	1.2	1.6
Other Manufacturing Industries	1.6	1.3	1.7	1.2	2.7	2.0	1.3	1.3
F41-43 CONSTRUCTION	2.4	1.7	2.2	1.8	1.7	1.5	2.5	1.7
G-U SERVICES	2.5	1.8	2.0	1.2	3.2	2.7	3.1	2.5
G46-47 WHOLESALE AND RETAIL TRADE	2.2	1.7	1.8	1.2	2.8	2.3	2.5	1.7
G46 Wholesale Trade	2.0	1.4	1.7	1.2	2.4	2.0	2.5	1.6
G47 Retail Trade	2.8	2.2	2.3	1.5	3.1	2.6	2.3	1.9
H49-53 TRANSPORTATION AND STORAGE	1.7	1.3	1.6	1.2	1.8	1.5	1.8	1.4
H49,5221 Land Transport & Supporting Services	1.8	1.3	1.3	1.2	2.2	2.3	1.9	1.2
H50,5222, 5225 Water Transport & Supporting Services	1.2	1.0	1.6	1.1	1.2	1.3	0.6	0.8
H51,5223 Air Transport & Supporting Services	1.4	0.9	1.2	0.5	1.5	0.9	1.7	1.5
Other Transportation & Storage Services	2.2	1.8	1.9	1.5	2.5	2.2	2.3	1.9
I55-56 ACCOMMODATION AND FOOD SERVICES	4.1	3.4	2.5	2.0	4.9	4.1	3.5	2.9
I55 Accommodation	3.8	2.6	2.6	2.0	4.9	3.1	3.8	2.9
I56 Food & Beverage Services	4.2	3.6	2.5	2.0	4.9	4.3	3.4	2.8
J58-63 INFORMATION AND COMMUNICATIONS	2.6	1.7	2.6	1.6	2.3	2.2	3.7	4.2
J58-61 Telecommunications, Broadcasting & Publishing	1.7	1.1	1.8	1.0	1.2	1.5	1.9	2.8
J62-63 IT & Other Information Services	3.1	2.0	3.0	1.9	3.9	3.2	4.6	4.8
K64-66 FINANCIAL AND INSURANCE SERVICES	2.2	1.3	2.3	1.3	1.6	1.4	2.3	1.7
K64 & 66 (excl.662) Financial Services	2.1	1.2	2.2	1.2	1.3	1.2	2.3	1.8
K65 & 662 Insurance Services	2.5	1.9	2.4	1.8	2.9	2.1	0.4	0.4
L68 REAL ESTATE SERVICES	2.9	2.3	1.7	1.4	2.9	2.9	5.5	3.8
M69-75 PROFESSIONAL SERVICES	2.5	1.6	2.6	1.5	2.6	2.4	2.2	1.3
M69-70 Legal, Accounting & Management Services	2.7	1.5	2.8	1.5	2.0	2.0	1.1	0.5
M71 Architectural & Engineering Services	2.3	1.6	2.2	1.5	3.0	2.0	2.3	1.5
Other Professional Services	2.5	1.9	2.2	1.5	4.8	5.4	2.7	1.5
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.4	3.6	3.5	1.9	4.8	3.8	4.5	4.2
N80 Security & Investigation	4.2	4.0	1.5	1.6	4.7	4.3	2.7	2.7
N81 Cleaning & Landscaping	4.4	4.1	2.1	1.7	2.2	2.3	4.7	4.5
Other Administrative & Support Services	4.5	2.7	4.1	2.0	5.8	3.0	4.1	3.5
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.7	1.0	1.5	0.9	2.1	1.7	1.9	1.3
O84,P85 Public Administration & Education	1.5	0.8	1.5	0.8	1.5	0.9	2.1	0.6
Q86-88 Health & Social Services	1.9	1.2	1.8	1.0	2.2	1.6	2.3	1.3
R90-93 Arts, Entertainment & Recreation	1.8	1.6	1.6	1.2	2.1	2.1	1.7	1.0
S,T,U Other Community, Social & Personal Services	1.9	1.6	1.4	0.9	2.6	2.2	1.5	2.0
A,B,D,E,V OTHERS*	1.6	1.1	1.4	0.7	2.0	0.8	2.0	1.8

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

		Hours								
Industry (SSIC 2015)		2016	2017	2018	2018		2019			
					Sep	Dec	Mar	Jun	Sep	
TOTAL		45.5	45.1	44.8	44.9	44.7	44.6	44.7	44.8	
C10-32	MANUFACTURING	48.9	48.5	48.3	48.5	48.0	47.7	48.0	48.1	
C10-12	Food, Beverages & Tobacco	46.6	46.4	45.6	45.7	45.1	45.1	45.5	45.8	
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.5	48.6	48.3	48.2	47.7	47.6	48.1	47.2	
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.9	44.4	44.1	44.0	44.0	44.3	43.8	43.7	
C25,28	Fabricated Metal Products, Machinery & Equipment	50.4	50.1	49.8	50.0	49.0	48.7	49.2	49.9	
C26	Electronic, Computer & Optical Products	47.0	46.9	47.1	47.4	47.9	46.3	46.5	46.4	
C29-30	Transport Equipment	51.3	50.6	50.7	51.3	50.1	50.8	51.4	50.7	
	Other Manufacturing Industries	48.6	48.5	48.0	48.3	47.3	47.3	47.9	47.7	
F41-43	CONSTRUCTION	52.0	50.8	50.4	50.6	49.8	49.5	50.3	50.7	
G-U	SERVICES	43.2	43.1	42.9	42.9	42.9	42.9	42.9	42.9	
G46-47	WHOLESALE AND RETAIL TRADE	42.7	42.8	42.9	43.0	42.7	42.6	42.8	43.0	
G46	Wholesale Trade	43.0	43.2	43.3	43.3	43.0	42.9	43.0	43.2	
G47	Retail Trade	42.1	42.1	42.0	42.2	42.1	41.9	42.4	42.4	
H49-53	TRANSPORTATION AND STORAGE	45.9	45.5	45.6	45.5	45.7	45.7	46.1	44.9	
H49,5221	Land Transport & Supporting Services	45.9	45.3	45.2	45.2	45.9	45.8	47.5	44.6	
H50,5222,5225	Water Transport & Supporting Services	44.7	44.3	44.5	44.4	44.5	44.3	44.9	44.8	
H51,5223	Air Transport & Supporting Services	45.7	45.1	45.0	45.0	44.9	45.8	44.8	43.7	
	Other Transportation & Storage Services	46.8	46.9	46.9	46.7	46.8	46.3	46.6	46.0	
I55-56	ACCOMMODATION AND FOOD SERVICES	42.0	42.2	41.5	41.3	41.5	41.7	41.4	41.9	
I55	Accommodation	46.2	46.1	45.7	45.4	46.0	45.6	45.6	46.0	
I56	Food & Beverage Services	41.1	41.3	40.6	40.5	40.6	40.8	40.4	41.1	
J58-63	INFORMATION AND COMMUNICATIONS	41.4	41.5	41.7	41.7	41.8	41.7	41.8	41.5	
J58-61	Telecommunications, Broadcasting & Publishing	41.7	41.6	41.6	41.5	41.9	41.6	42.1	41.6	
J62-63	IT & Other Information Services	41.2	41.5	41.7	41.8	41.8	41.7	41.6	41.4	
K64-66	FINANCIAL AND INSURANCE SERVICES	41.1	41.1	41.1	41.1	41.2	41.2	41.2	41.6	
K64 & 66 (excl.662)	Financial Services	41.2	41.3	41.3	41.3	41.4	41.4	41.3	41.9	
K65 & 662	Insurance Services	40.1	40.1	40.1	40.1	40.2	40.2	40.1	40.0	
L68	REAL ESTATE SERVICES	45.0	44.6	44.0	43.9	44.2	44.2	44.4	44.3	
M69-75	PROFESSIONAL SERVICES	43.3	43.1	43.0	43.0	43.1	42.8	43.1	43.0	
M69-70	Legal, Accounting & Management Services	41.3	41.2	41.1	41.2	41.2	40.9	40.7	41.0	
M71	Architectural & Engineering Services	46.5	46.1	46.1	45.9	46.2	46.0	46.8	46.4	
	Other Professional Services	42.0	42.4	41.8	42.1	42.0	41.9	42.3	42.0	
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	46.6	46.7	46.0	45.8	46.0	46.0	46.3	46.7	
N80	Security & Investigation	51.2	52.3	51.4	51.0	50.9	51.6	51.4	51.7	
N81	Cleaning & Landscaping	44.0	44.4	44.7	44.7	44.8	44.6	44.4	44.9	
	Other Administrative & Support Services	44.9	44.5	44.1	43.9	44.4	44.1	44.8	45.2	
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	42.1	41.9	41.8	41.8	41.9	41.8	41.8	41.7	
O84,P85	Public Administration & Education	41.6	41.4	41.2	41.2	41.2	41.2	41.3	41.3	
Q86-88	Health & Social Services	42.0	41.9	42.0	42.0	41.9	41.9	41.9	41.7	
R90-93	Arts, Entertainment & Recreation	44.0	43.7	43.8	43.7	43.7	43.8	43.6	43.8	
S,T,U	Other Community, Social & Personal Services	42.9	42.8	42.3	41.9	43.4	42.8	42.3	41.4	
A,B,D,E,V	OTHERS*	45.7	45.4	45.4	45.5	45.1	45.3	44.7	45.1	

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 figures obtained at quarterly intervals.

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours								
Industry (SSIC 2015)		2016	2017	2018	2018		2019			
					Sep	Dec	Mar	Jun	Sep	
TOTAL		3.3	3.0	2.8	2.9	2.7	2.6	2.8	2.8	
C10-32	MANUFACTURING	5.9	5.6	5.5	5.8	5.2	4.9	5.4	5.3	
C10-12	Food, Beverages & Tobacco	4.0	3.9	3.6	3.8	3.5	3.2	3.8	3.8	
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.2	5.3	5.2	5.1	4.5	4.4	4.9	4.0	
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.8	2.5	2.4	2.4	2.2	2.2	2.2	2.3	
C25,28	Fabricated Metal Products, Machinery & Equipment	6.9	6.8	6.5	6.6	5.7	5.4	6.1	6.7	
C26	Electronic, Computer & Optical Products	4.6	4.5	4.9	5.1	5.5	3.9	4.3	3.8	
C29-30	Transport Equipment	7.7	7.1	7.3	8.0	6.7	7.4	8.0	7.3	
	Other Manufacturing Industries	6.0	6.0	5.5	5.7	4.9	4.9	5.6	4.9	
F41-43	CONSTRUCTION	7.7	6.6	6.4	6.7	6.1	5.8	6.4	6.8	
G-U	SERVICES	1.6	1.5	1.5	1.5	1.4	1.4	1.5	1.5	
G46-47	WHOLESALE AND RETAIL TRADE	1.5	1.5	1.6	1.7	1.3	1.2	1.5	1.6	
G46	Wholesale Trade	1.4	1.5	1.4	1.6	1.0	1.0	1.4	1.4	
G47	Retail Trade	1.7	1.7	1.8	1.8	2.0	1.6	1.9	1.9	
H49-53	TRANSPORTATION AND STORAGE	2.9	2.6	2.6	2.6	2.7	2.7	3.2	2.2	
H49,5221	Land Transport & Supporting Services	3.2	2.8	2.8	2.8	3.3	3.2	5.1	1.9	
H50,5222,5225	Water Transport & Supporting Services	2.0	1.6	1.9	1.9	1.9	1.7	2.5	2.3	
H51,5223	Air Transport & Supporting Services	2.6	2.0	1.8	1.8	1.7	2.6	1.5	0.8	
	Other Transportation & Storage Services	3.7	3.7	3.5	3.4	3.5	3.0	3.2	3.3	
I55-56	ACCOMMODATION AND FOOD SERVICES	1.8	2.0	1.9	1.9	1.9	1.8	1.9	2.0	
I55	Accommodation	2.4	2.4	2.3	2.4	2.5	2.2	2.2	2.3	
I56	Food & Beverage Services	1.7	1.9	1.8	1.8	1.8	1.8	1.8	1.9	
J58-63	INFORMATION AND COMMUNICATIONS	0.3	0.3	0.4	0.4	0.4	0.3	0.3	0.2	
J58-61	Telecommunications, Broadcasting & Publishing	0.5	0.4	0.4	0.4	0.3	0.3	0.3	0.3	
J62-63	IT & Other Information Services	0.2	0.3	0.4	0.4	0.4	0.4	0.2	0.2	
K64-66	FINANCIAL AND INSURANCE SERVICES	0.2	0.2	0.1	0.1	0.1	0.1	0.1	0.5	
K64 & 66 (excl.662)	Financial Services	0.2	0.2	0.2	0.1	0.1	0.1	0.1	0.5	
K65 & 662	Insurance Services	0.2	0.2	0.1	0.1	0.1	0.1	0.2	0.1	
L68	REAL ESTATE SERVICES	2.4	2.0	1.6	1.5	1.6	1.6	1.8	1.7	
M69-75	PROFESSIONAL SERVICES	1.6	1.5	1.4	1.4	1.4	1.4	1.6	1.5	
M69-70	Legal, Accounting & Management Services	0.5	0.4	0.3	0.3	0.3	0.3	0.2	0.3	
M71	Architectural & Engineering Services	3.6	3.3	3.3	3.2	3.3	3.4	4.0	3.6	
	Other Professional Services	0.6	0.8	0.7	0.7	0.7	0.7	0.7	0.7	
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.6	4.7	4.1	3.9	4.0	4.1	4.5	4.7	
N80	Security & Investigation	9.3	9.8	9.9	9.5	9.7	10.5	10.2	10.3	
N81	Cleaning & Landscaping	2.0	2.5	2.7	2.7	2.7	2.7	2.8	3.1	
	Other Administrative & Support Services	2.9	2.6	2.0	2.0	1.8	1.6	2.2	2.7	
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.4	0.4	0.4	0.5	0.4	0.4	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	0.4	0.4	0.4	0.4	0.5	0.4	0.4	
R90-93	Arts, Entertainment & Recreation	1.4	1.2	1.3	1.2	1.4	1.1	1.1	1.2	
S,T,U	Other Community, Social & Personal Services	1.0	1.1	1.2	1.1	1.5	1.1	1.3	0.9	
A,B,D,E,V	OTHERS*	3.1	2.9	2.8	3.0	2.5	2.8	2.2	2.7	

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

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

Notes :

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

Explanatory Notes

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 each quarter will be finalised in the next quarter. 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 i.e. the increase in employment in expanding establishments only.

Retrenchment

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

Retrenchment refers to

- i) termination of permanent employees due to redundancy; and
- ii) early termination of term contract employees due to redundancy.

In the public sector, it includes those who left service under the Special Resignation Scheme².

Uses and Limitations

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

The number of retrenched persons (flow) should not be confused with persons unemployed (stock). Not all retrenched persons 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 administrative records

Coverage

Information on retrenched resident workers 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. With effect from the first quarter of 2010, 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 administrative records. Hence, it does not capture retrenched workers who went into self or informal employment or undergo training while looking for a job.

² The Special Resignation Scheme (introduced in April 1988) allows redundant non-deployable Civil Service or Statutory Board employees to leave their organisations with compensation.

Concepts and Definitions

Re-entry rate is defined as the proportion of retrenched residents who re-entered employment. The re-entry rate (6 months post-retrenchment) refers to the re-entry rate in a quarter for the residents retrenched six months ago. For example, the re-entry rate for the first quarter 2018 shows the proportion of residents retrenched in the third quarter of 2017 who had re-entered employment six months after they were retrenched. The annual rates refer to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment. For example, the 2018 re-entry rate pertains to residents retrenched from 3Q 2017 to 2Q 2018, who re-entered employment by 2018 (given 6 months post-retrenchment).

Uses and Limitations

This indicator measures the prospects of re-entry into employment of retrenched workers. 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 administrative 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 19	64,500	2,400	3.7%	59,800	69,200
Resident Unemployment Rate	Sep 19	2.8%	0.10%-pt	3.7%	2.6%	3.0%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	3Q 19	2.3%	0.03%-pt	1.3%	2.3%	2.4%
Average Monthly Resignation Rate	3Q 19	1.7%	0.02%-pt	1.3%	1.7%	1.8%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Sep 19	2.8	0.03	1.2%	2.8	2.9

Note: Data are non-seasonally adjusted.

OTHER RELEASES



UPCOMING ...

Labour Market Advance Release 2019	30/01/2020
Labour Force In Singapore 2019	30/01/2020

PAST ...

Labour Market Third Quarter 2019	12/12/2019
Labour Force In Singapore Advance Release 2019	28/11/2019
Labour Market Advance Release Third Quarter 2019	24/10/2019
Labour Market Second Quarter 2019	12/09/2019
What Does Employment Mean To You	31/07/2019
Singapore Yearbook Of Manpower Statistics 2019	27/06/2019
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