

Labour Market Report 2019



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

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LABOUR MARKET REPORT 2019

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MISSION

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

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Explanatory Notes

Notations

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

Abbreviations

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

Revisions

Seasonal patterns make it difficult to tell if a quarter-to-quarter change is a true reflection of the underlying trend or merely due to seasonal influences. To remove the seasonal influences, a statistical technique called seasonal adjustment is used to produce seasonally adjusted data. These seasonally adjusted data can then be compared between different periods of the year. Revision on seasonally adjusted data is done once a year, taking into account data for the latest year. The results of the latest annual revision may be found in this report.

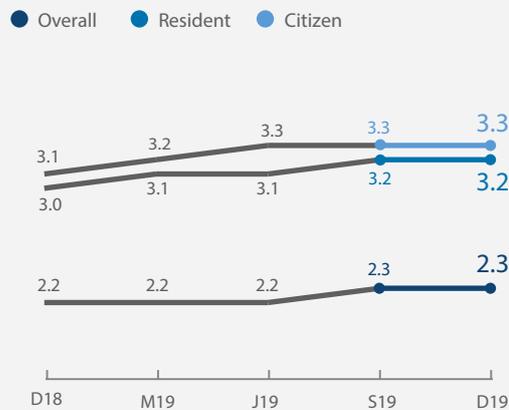
Revisions have also been made to include responses from late returns. These revisions did not lead to material changes in trends or findings.

Labour Market Report 2019

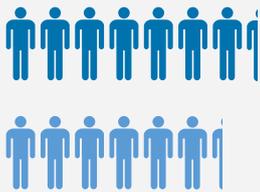
Unemployment

Unemployment rates held steady, after inching up in previous quarters

Unemployment rate (%), seasonally adjusted



Unemployed persons



73,900 Residents
Dec 2019

63,500 Citizens
Dec 2019

Resident long-term unemployment rate crept up

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



Employment

Employment level (excl. FDW)



3,518,000
Dec 2019

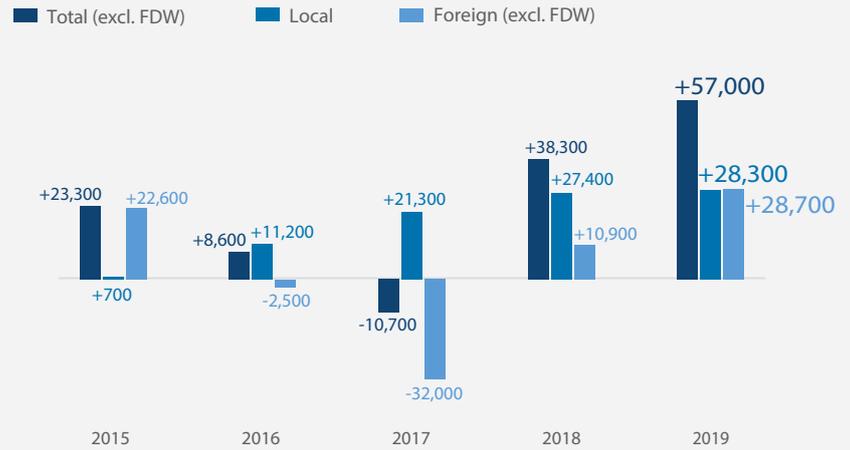
Foreigners' share of employment (excl. FDW)



33.0 %
Dec 2019

Local employment growth tracks total employment growth closely in 2019

Employment change (Annual)



Retrenchment

Slightly more retrenchments in 4Q 2019

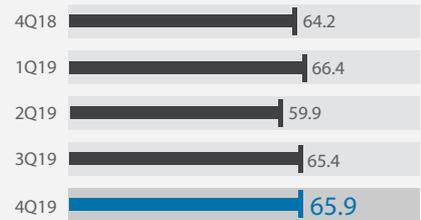
Retrenched employees



Re-entry into Employment

Rate of re-entry into employment edged up

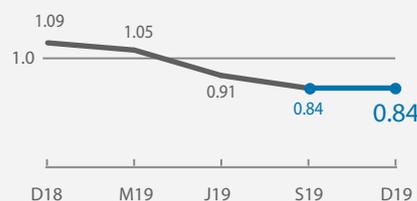
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

Job vacancies to unemployed ratio was unchanged from previous quarter

Ratio of job vacancies to unemployed persons, seasonally adjusted



Labour Turnover

Turnover rates dipped

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



HIGHLIGHTS

Based on final data, the labour market held up in 2019:

- Despite economic headwinds, total employment growth in 2019 (57,000) was higher than in 2018 (38,300). Local employment growth continued to track total employment growth closely. The majority of the increase in employment was in *community, social & personal services, professional services, financial & insurance services* and *information & communications*.
- Retrenchments stayed low in 2019 (10,690), similar to levels in 2018 (10,730).
- Rate of re-entry into employment among retrenched locals was slightly higher in 2019 (64%) compared to 2018 (63%).
- Unemployment rates rose slightly (overall: 2.3%, resident: 3.1%; citizen: 3.3%), but they remained in the relatively low range of recent years. The resident long-term unemployment rate also held steady at 0.7%.

However, in the more recent quarter (fourth quarter of 2019), trends were mixed:

- The pace of employment growth has slowed, growing at a more moderated pace of 18,300, compared to 14,700 in the fourth quarter of 2018, and the third quarter of 2019 (21,700).
- Unemployment rates remained unchanged after inching up in previous quarters, (overall: 2.3%; residents: 3.2%; citizens: 3.3%) but the resident long-term unemployment rate inched up (from 0.8% to 0.9%).
- There were slightly more retrenchments than the third quarter of 2019 (from 2,470 to 2,670). But the re-entry rate improved to 66%.
- The job vacancies to unemployed persons ratio held steady at 0.84, after trending down in previous quarters.

Overview

The labour market held up in 2019. Despite economic headwinds, employment growth was higher. Retrenchments stayed low, and the re-entry rate into employment among retrenched residents rose slightly. Unemployment rates edged up, but they remained in the relatively low range of recent years. As hiring sentiments turned cautious, vacancies trended lower.

However, trends were mixed in the more recent quarter (fourth quarter of 2019). The pace of employment growth has slowed. Unemployment rates remained unchanged after inching up in previous quarters, but the resident long-term unemployment rate crept up. Retrenchments were slightly higher in the fourth quarter of 2019, while the re-entry rate improved over the quarter.

Unemployment

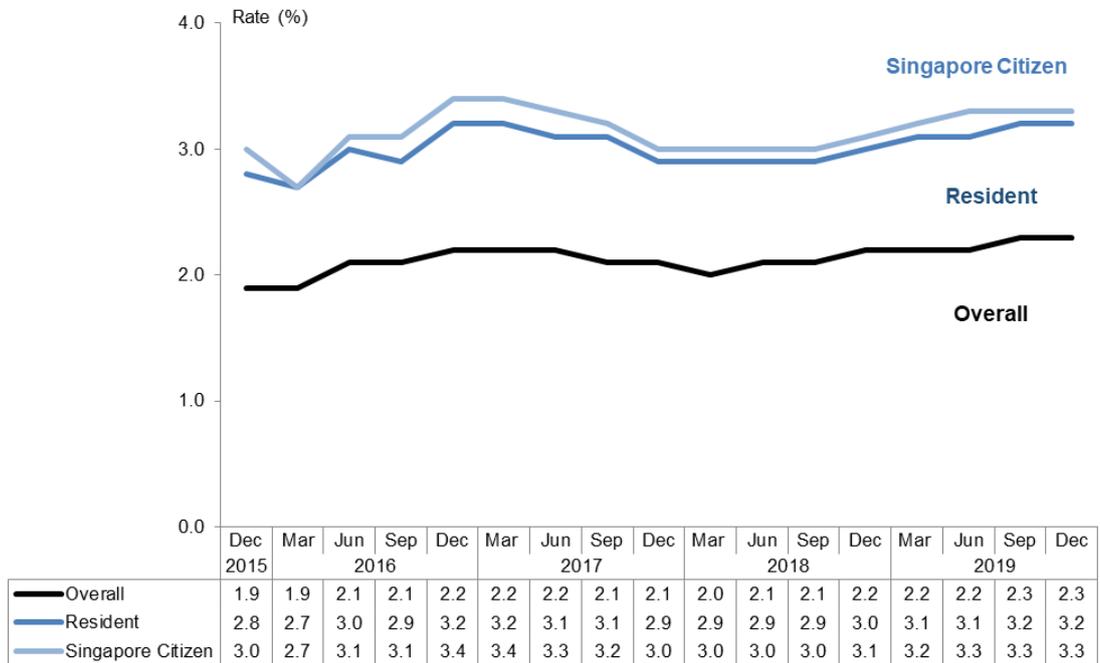
Unemployment rates held steady in December 2019

Quarter-on-quarter, the seasonally adjusted unemployment rates held steady in December 2019 (overall: 2.3%; residents: 3.2%; citizens: 3.3%), after edging up in previous quarters.

73,900 residents, including 63,500 citizens, were unemployed in December 2019. This was similar to the levels in September 2019 (74,200 and 64,500 respectively).¹

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

Chart 1 Unemployment Rate (Seasonally Adjusted)

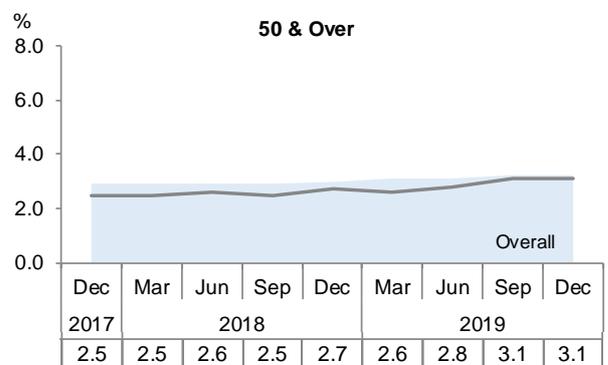
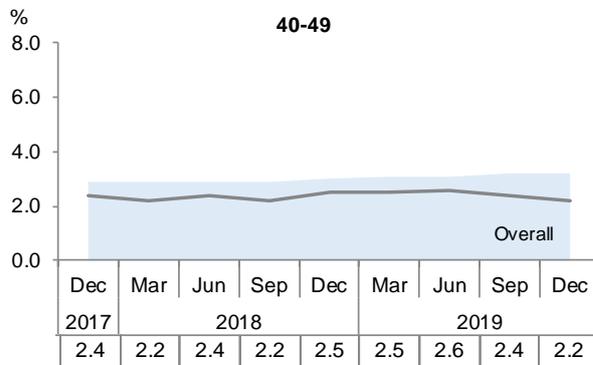
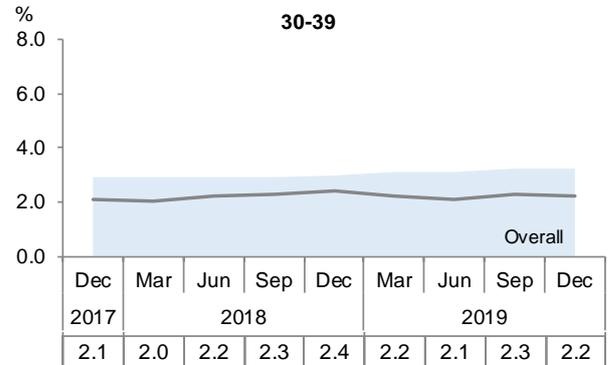
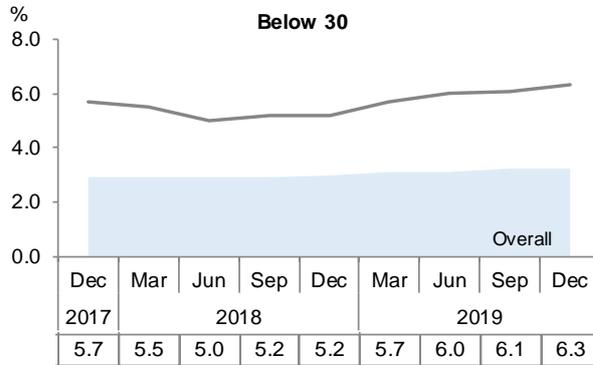


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

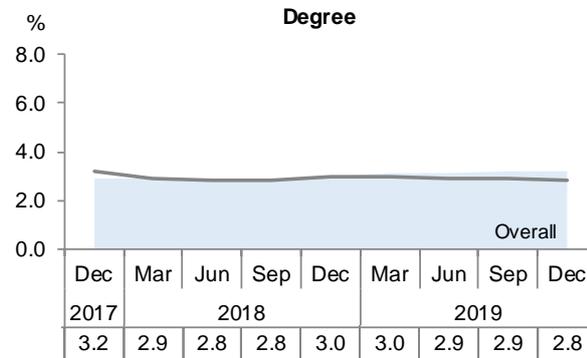
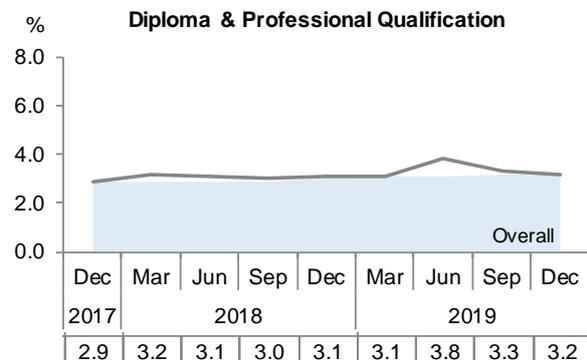
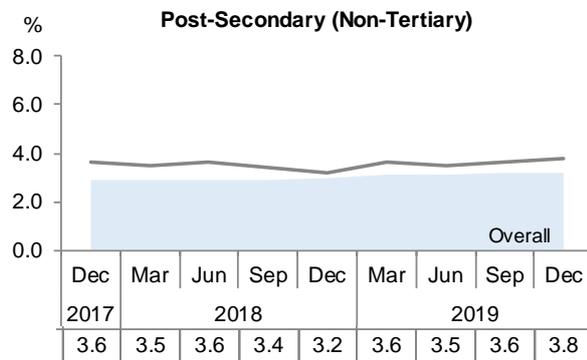
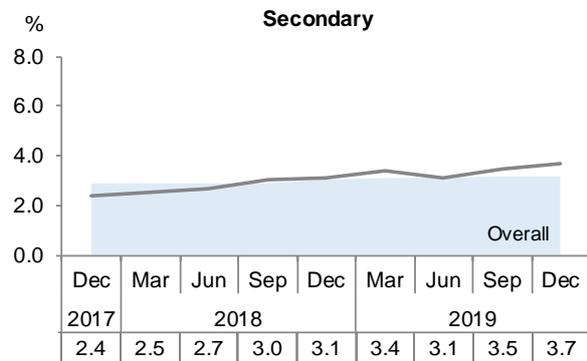
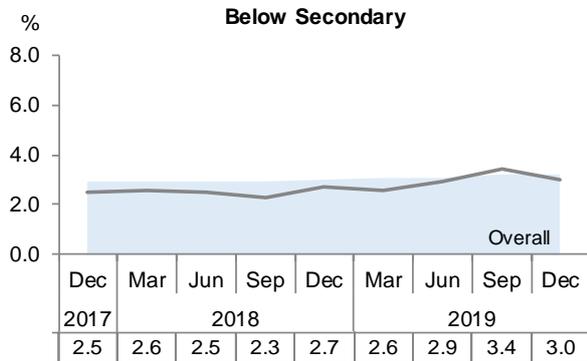
The unemployment rate for residents aged below 30, and those with secondary and post-secondary (non-tertiary) qualifications continued to trend higher. Unemployment rates for the remaining age and education groups either declined or were unchanged.

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

By Age



By Education

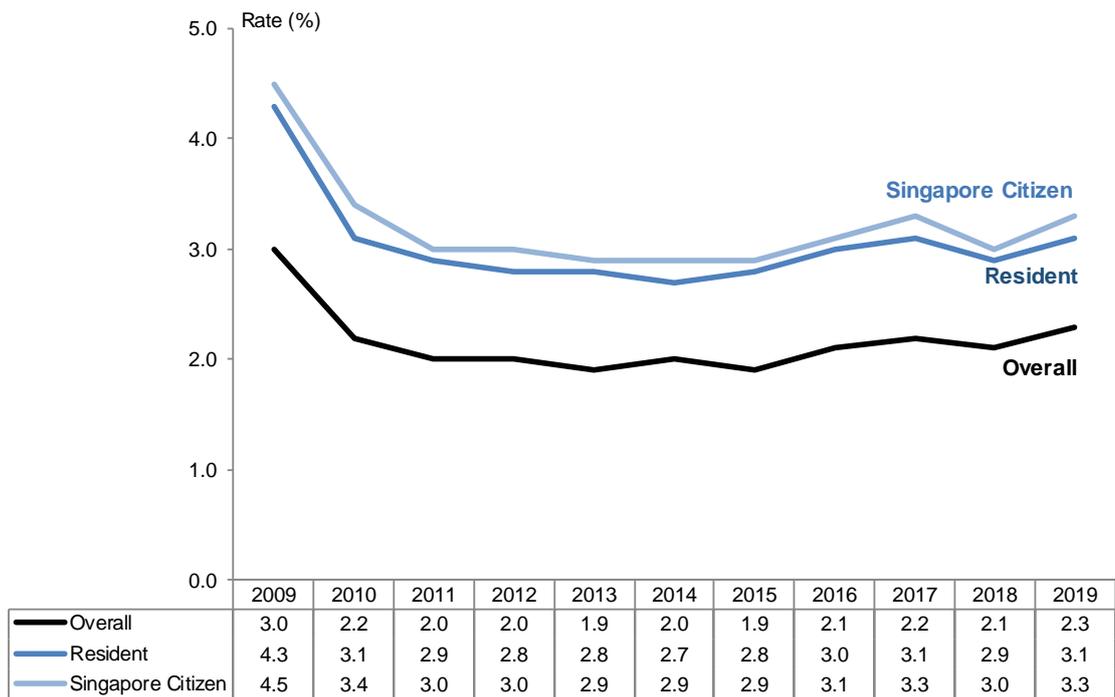


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

While annual average rates were higher in 2019, they remained in the fairly low range of recent years

As quarterly unemployment rates in 2019 were consistently higher than in 2018, the unemployment rates averaged for the year edged up (overall: from 2.1% to 2.3%, residents: from 2.9% to 3.1%, citizens: from 3.0% to 3.3%). Nonetheless, the rates remained in the fairly low range of recent years. Among residents, unemployment rates held steady or rose in 2019 for all age and education groups.

Chart 3 Annual Average Unemployment Rate

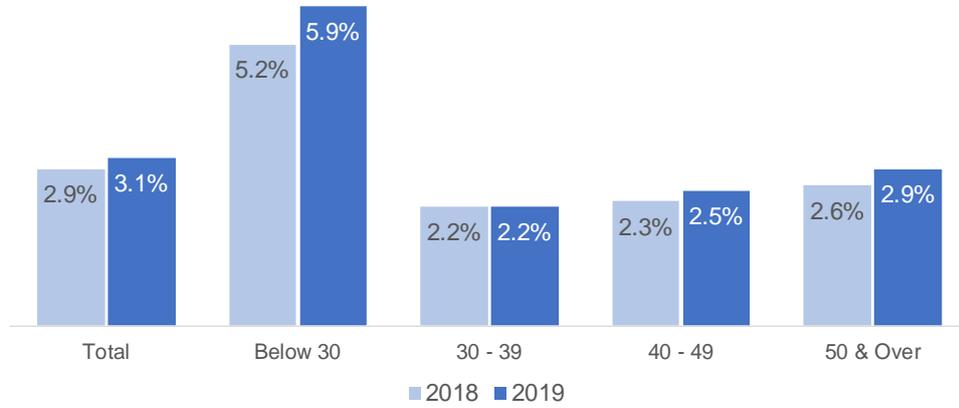


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

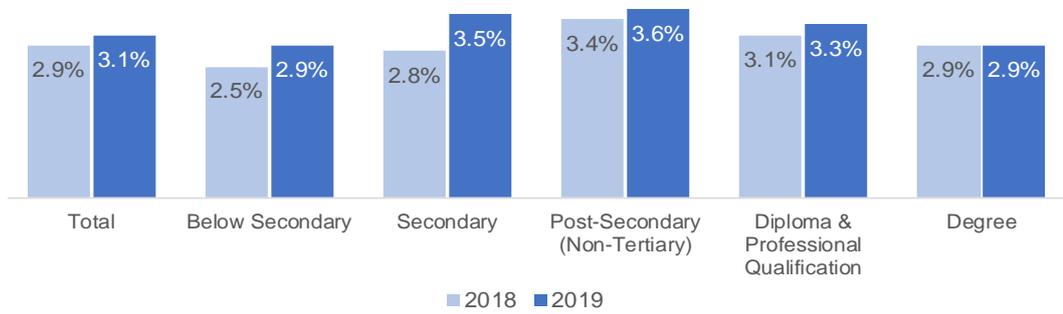
Note: Annual figures are the simple averages of the non-seasonally adjusted figures obtained at quarterly intervals.

Chart 4 Annual Average Resident Unemployment Rate By Age And Education

By Age



By Education



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

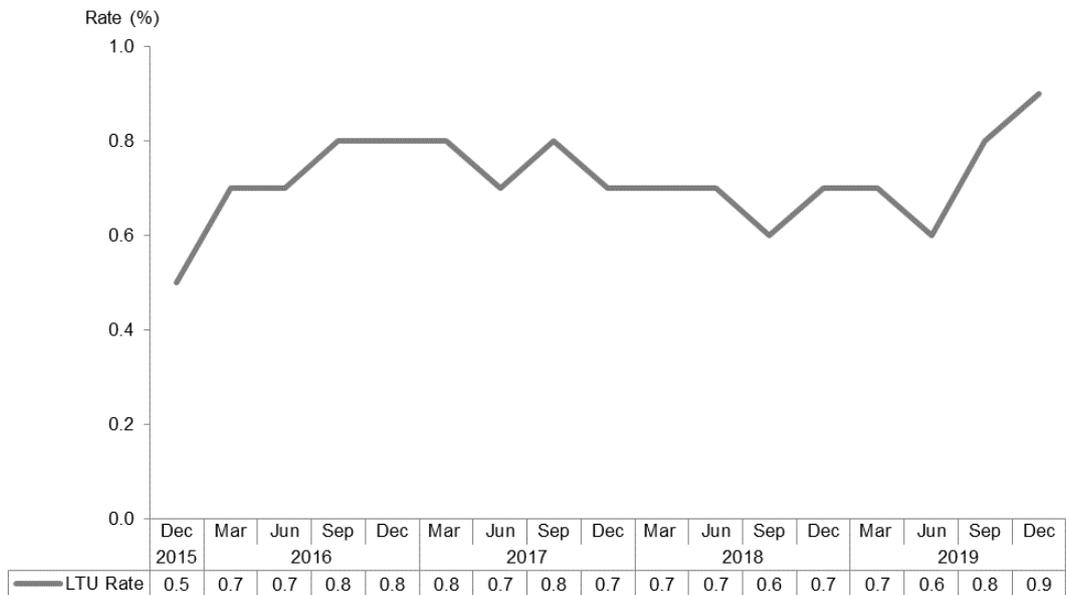
Note: Annual figures are the simple averages of the non-seasonally adjusted figures obtained at quarterly intervals.

Resident long-term unemployment rate rose in December 2019

Quarter-on-quarter, the seasonally adjusted resident long-term unemployment rate rose for the second consecutive quarter to 0.9% in December 2019, from 0.8% in September 2019.

Most age and education groups saw an increase in long-term unemployment rates over the quarter, and the rate was the highest for residents aged 50 & over.

Chart 5 Resident Long-Term Unemployment Rate (Seasonally Adjusted)

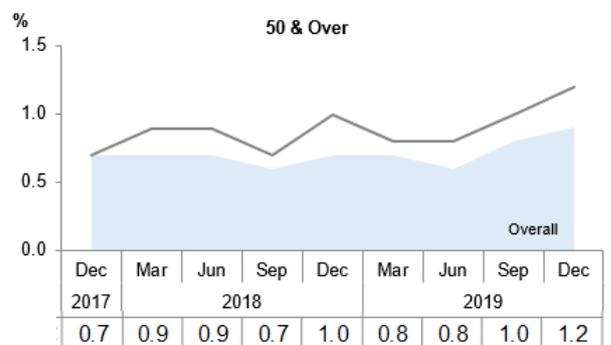
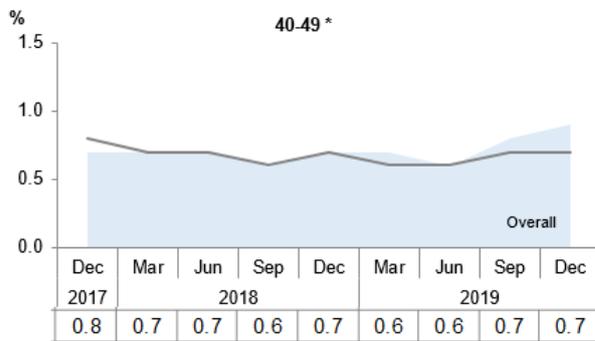
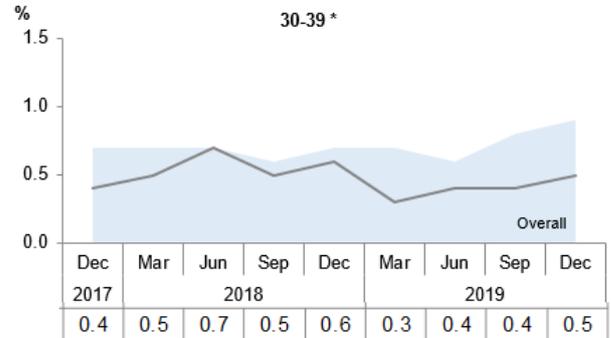
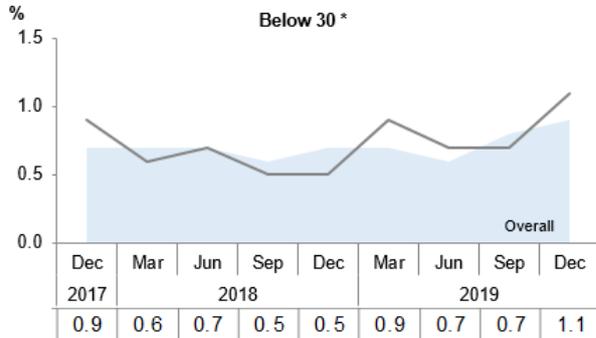


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

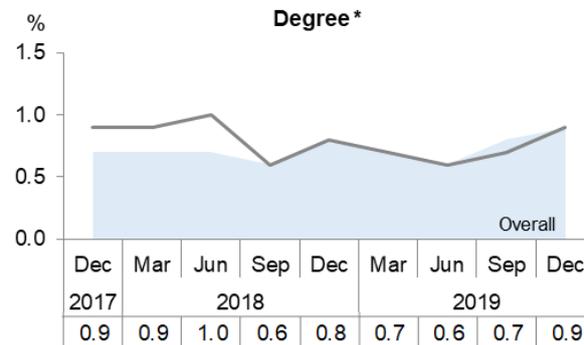
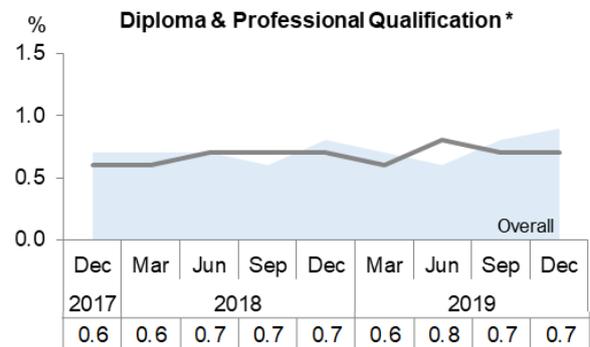
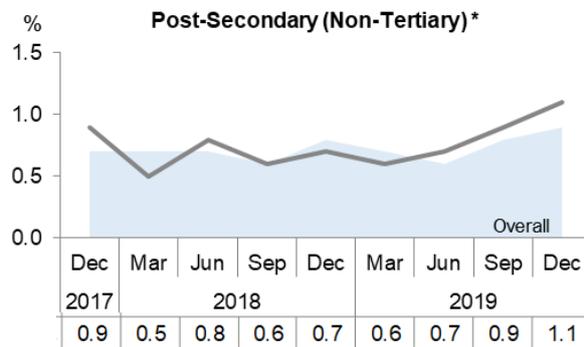
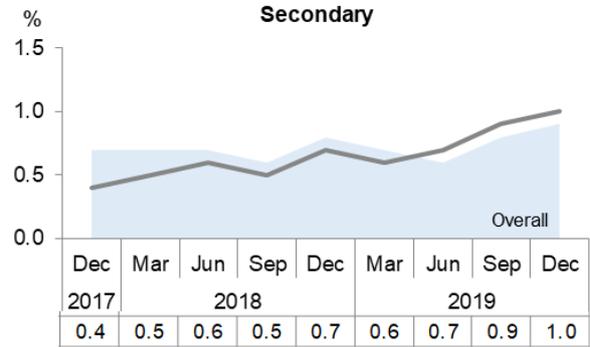
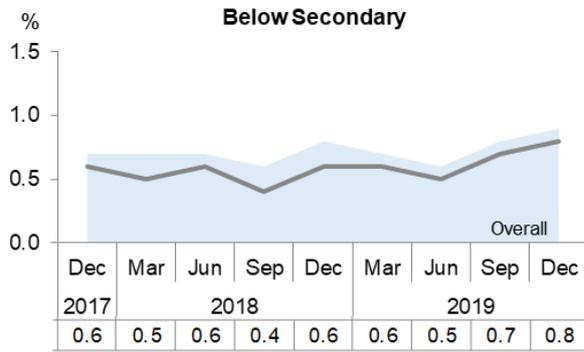
Note: Long-term unemployed refers to those unemployed for at least 25 weeks.

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

By Age



By Education



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

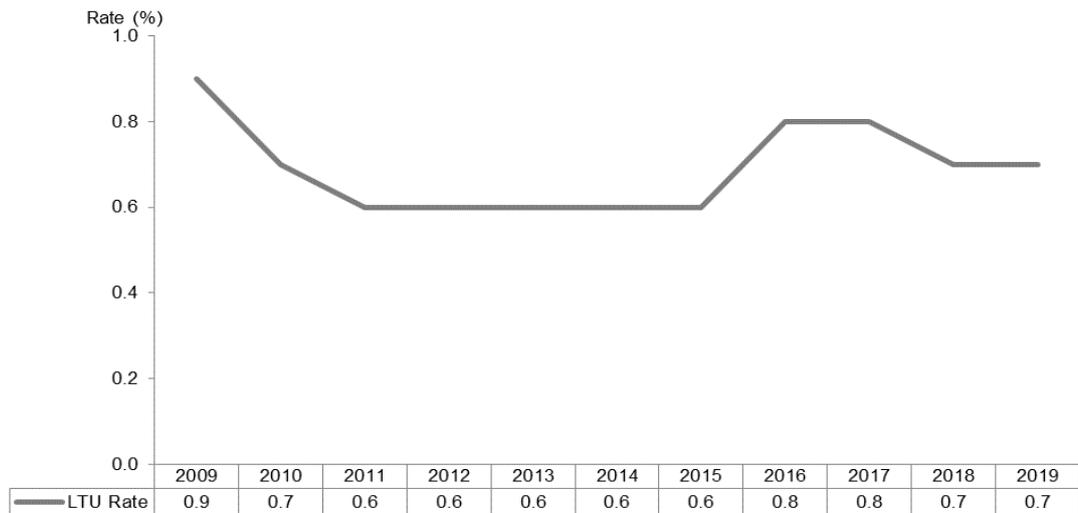
Notes:

- (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.

Annual average long-term unemployment rate unchanged in 2019

The annual average resident long-term unemployment rate in 2019 was unchanged from 2018 (0.7%). However, trends were mixed across age and education groups. In particular, residents at both ends of the age spectrum, and those with non-tertiary qualifications, saw a rise in long-term unemployment rate.

Chart 7 Annual Average Resident Long-Term Unemployment Rate



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

Notes:

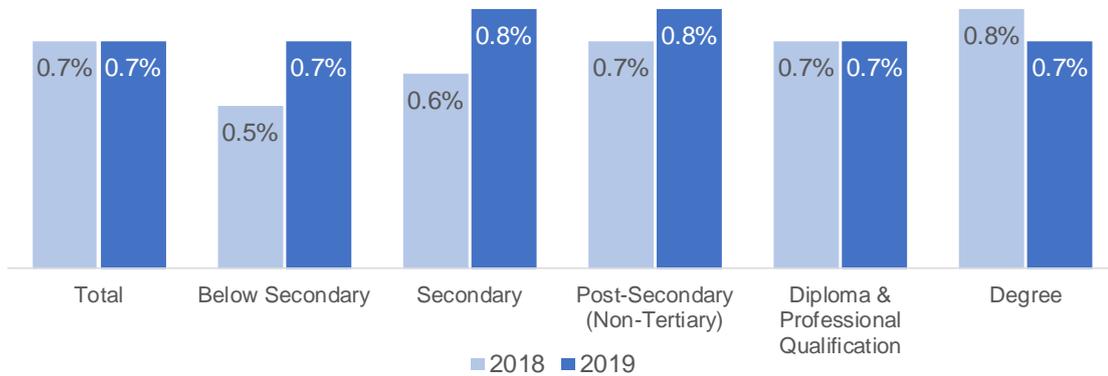
- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) Annual figures are the simple averages of the non-seasonally adjusted figures obtained at quarterly intervals.

Chart 8 Annual Average Resident Long-Term Unemployment Rate By Age And Education

By Age



By Education



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

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

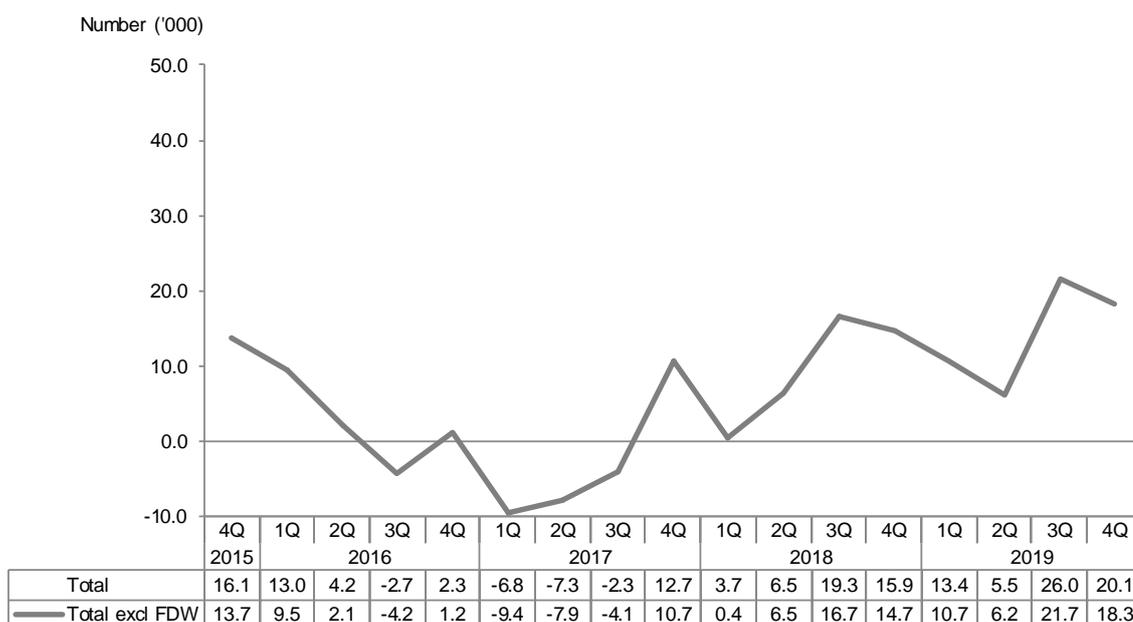
Employment

Total employment increased at a slightly slower pace than the previous quarter

In the fourth quarter of 2019, total employment (excluding foreign domestic workers (FDW)) grew by 18,300. This was lower than the preceding quarter (21,700), but still higher than the same quarter a year ago (14,700).

The slower pace of increase over the quarter was more notable in *Services*, though it remained the main driver of employment growth (12,700 excluding FDW). Increases were in most sub-services sectors, with *food & beverage services* (3,200) and *retail trade* (2,400) leading the increase in the quarter that included year-end festivities. *Accommodation* (-500) and *wholesale trade* (-500) were the only sectors which saw employment decline, the latter for the fourth straight quarter.

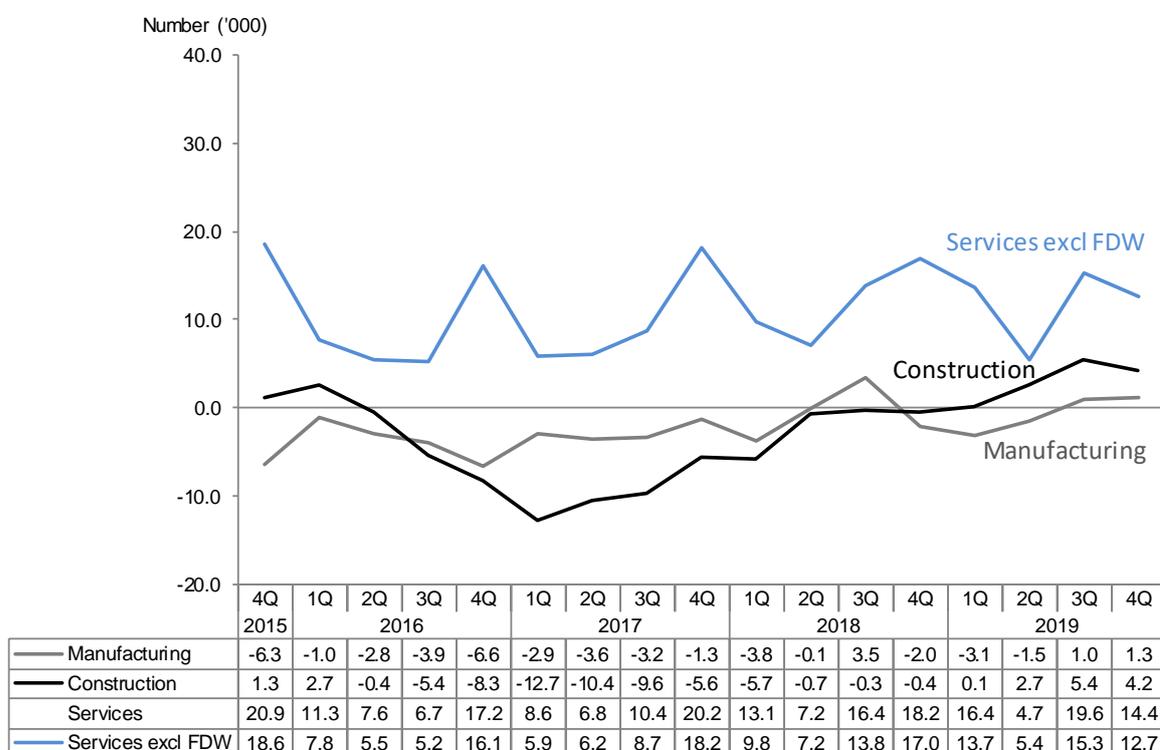
Employment continued to grow in *Construction* (4,200) but the growth also eased over the quarter. *Manufacturing* registered its second consecutive quarter of employment growth in the fourth quarter of 2019 (1,300). *Transport equipment* (1,800) and *food, beverages & tobacco* (800) were the main contributors, outweighing declines mainly in *electronics* (-700) as output fell with the global electronics downswing.

Chart 9 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.

Chart 10 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.
- (4) 'Excl FDW' refers to excluding foreign domestic workers.

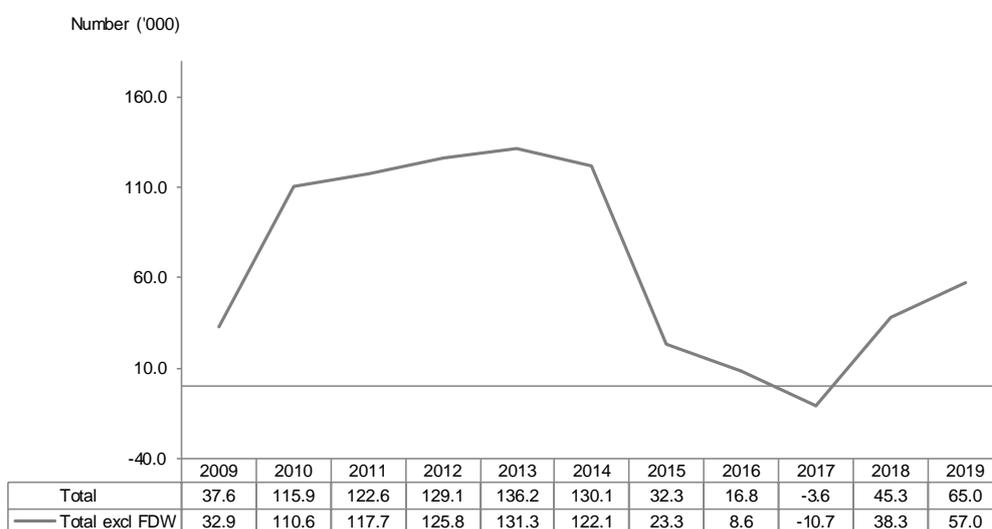
Total employment growth in 2019 was the highest in five years

For the whole of 2019, total employment growth (excluding FDW) was 57,000. The increase, largest in the past five years, was mostly due to local employment growth (28,300) and foreign worker increases in *Construction* (13,900).

Employment growth in the *Services* sector (47,000) was broadly similar to last year, and growth was led by *community, social & personal services* (13,000 excluding FDW, mainly *health & social services* and *public administration & education*), *professional services* (10,000, mainly *legal, accounting & management services*) and *information & communications* (7,100). *Construction* added 12,500 workers, a first in four years. On the other hand, total employment continued to decline in *Manufacturing* (-2,400) for the sixth consecutive year.

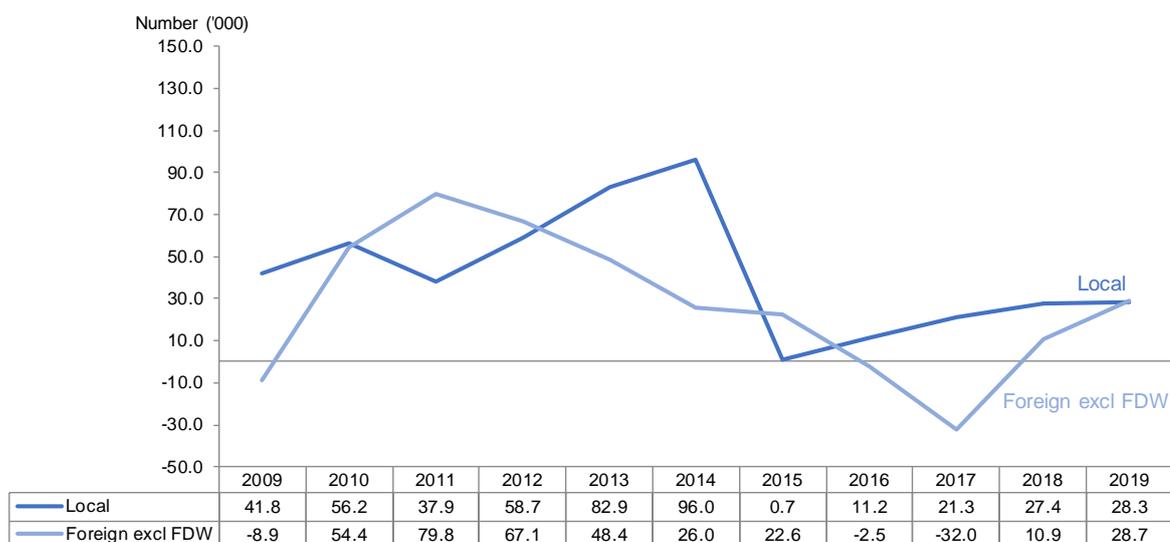
In December 2019, there were 3,518,000 persons in employment (excluding FDW), with 2,357,100 locals and 1,160,900 foreigners. Of every three persons in employment (excluding FDW), two were locals (67.0%) and one was a foreigner (33.0%).

Chart 11 Annual Employment Change



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

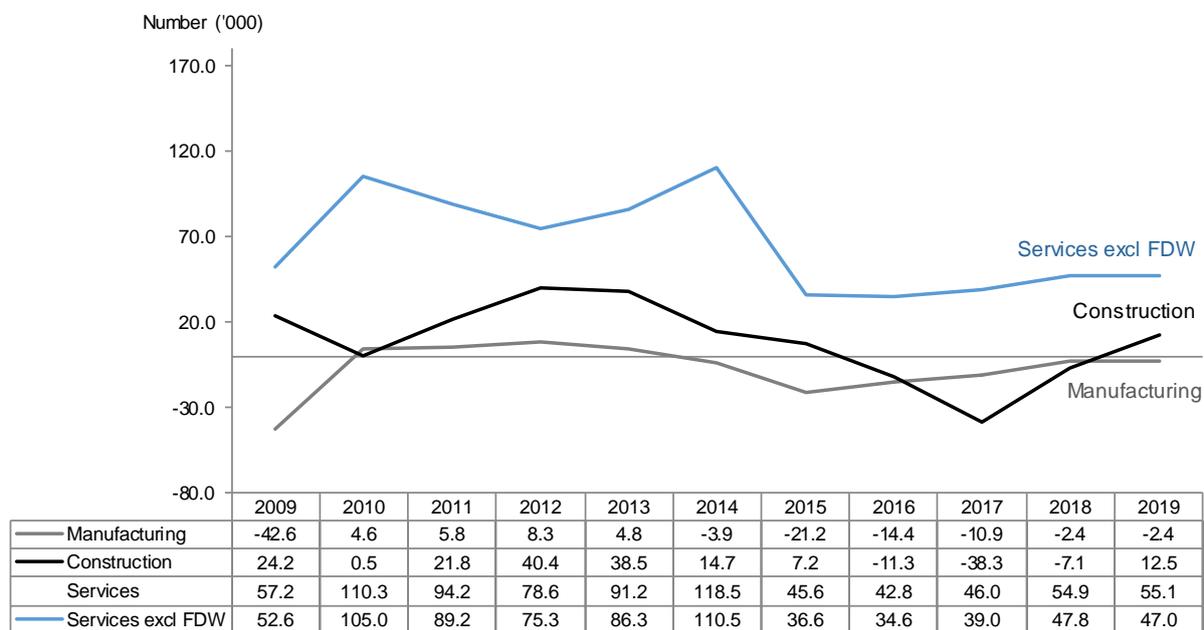
Note: Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.

Chart 12 Annual Employment Change By Residential Status

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) 'Excl FDW' refers to excluding foreign domestic workers.
- (3) Data may not add up to the total due to rounding.

Chart 13 Annual 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.
- (4) 'Excl FDW' refers to excluding foreign domestic workers.

Table 1 Total Employment Change By Industry

In Thousands

	Quarterly Change								Annual Change		Employment Level
	2018				2019				2018	2019	Dec 19
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q			
Total	3.7	6.5	19.3	15.9	13.4	5.5	26.0	20.1	45.3	65.0	3,779.8
Total (excl FDW)	0.4	6.5	16.7	14.7	10.7	6.2	21.7	18.3	38.3	57.0	3,518.0
Total (excl FDW & Construction)	6.1	7.2	17.0	15.1	10.6	3.4	16.3	14.1	45.4	44.5	3,061.3
Manufacturing	-3.8	-0.1	3.5	-2.0	-3.1	-1.5	1.0	1.3	-2.4	-2.4	485.8
Construction	-5.7	-0.7	-0.3	-0.4	0.1	2.7	5.4	4.2	-7.1	12.5	456.7
Services	13.1	7.2	16.4	18.2	16.4	4.7	19.6	14.4	54.9	55.1	2,810.3
Services (excl FDW)	9.8	7.2	13.8	17.0	13.7	5.4	15.3	12.7	47.8	47.0	2,548.5
Wholesale & Retail Trade	-1.8	-1.7	1.1	4.1	-1.9	-3.0	-1.9	1.9	1.6	-4.9	486.4
Wholesale Trade	-0.2	0.6	2.1	1.0	-1.1	-0.1	-0.6	-0.5	3.6	-2.4	323.1
Retail Trade	-1.7	-2.4	-1.1	3.2	-0.8	-2.9	-1.2	2.4	-2.0	-2.5	163.3
Transportation & Storage	2.0	2.6	1.7	1.4	1.1	0.2	-	1.6	7.7	2.9	262.8
Accommodation & Food Services	-1.1	-1.6	1.0	3.0	0.3	0.4	1.7	2.7	1.3	5.1	264.8
Accommodation	-0.5	-0.7	1.1	-0.7	-0.3	-0.3	1.1	-0.5	-0.8	-	36.4
Food & Beverage Services	-0.6	-1.0	-0.1	3.7	0.6	0.6	0.7	3.2	2.1	5.1	228.4
Information & Communications	1.2	2.4	3.1	1.6	1.4	2.0	2.5	1.2	8.4	7.1	149.4
Financial & Insurance Services	2.2	1.7	2.5	1.1	2.0	1.6	1.5	1.2	7.6	6.2	200.7
Financial Services	1.8	1.4	2.2	1.0	1.7	1.2	1.4	0.8	6.4	5.2	160.2
Insurance Services	0.4	0.4	0.3	0.1	0.3	0.4	-	0.3	1.1	1.1	40.5
Real Estate Services	-	-	-	-	0.1	0.2	0.8	-	-	1.1	83.7
Professional Services	1.2	1.4	3.4	1.0	2.9	2.1	3.7	1.3	6.9	10.0	253.8
Administrative & Support Services	2.0	0.4	-1.5	2.8	2.1	0.1	2.6	1.8	3.6	6.6	254.2
Community, Social & Personal Services	7.4	2.1	5.1	3.2	8.5	1.2	8.5	2.8	17.8	21.0	854.6
Community, Social & Personal Services (excl FDW)	4.1	2.1	2.5	2.0	5.8	1.9	4.2	1.0	10.7	13.0	592.7
Others	0.1	-	-0.3	0.1	0.1	-0.4	0.1	0.1	-0.1	-0.1	26.9

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.

Local And Foreign Employment By Sector

**Local
employment
growth
tracks total
employment
growth
closely**

Similar to total employment growth, local employment growth was higher in 2019 (28,300) compared to 2018 (27,400). The trends in local employment growth by sectors also largely mirrored that for total employment. The majority of the local employment increase was in *Services*, including *community, social & personal services, professional services, financial & insurance services* and *information & communications*.

Foreign employment increase in 2019 (28,700 excluding FDW) was driven by *Construction* (13,900, mostly Work Permit & Other Work Passes) as well as *Services* (15,100), the latter easing from the growth in 2018 (16,600).

Excluding *Construction*, foreign employment growth in 2019 (14,900 excluding FDW) would have been lower than that for locals (29,700), as well as the foreign growth in the previous year (16,300).

Table 2 Annual Employment Change By Residential Status And Industry

In Thousands

	Employment Change											Employment Level
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	Dec 2019
	Overall											
Total	37.6	115.9	122.6	129.1	136.2	130.1	32.3	16.8	-3.6	45.3	65.0	3,779.8
Total (excl FDW)	32.9	110.6	117.7	125.8	131.3	122.1	23.3	8.6	-10.7	38.3	57.0	3,518.0
Local	41.8	56.2	37.9	58.7	82.9	96.0	0.7	11.2	21.3	27.4	28.3	2,357.1
Foreign	-4.2	59.7	84.8	70.4	53.3	34.0	31.6	5.7	-24.9	17.9	36.8	1,422.7
Foreign (excl FDW)	-8.9	54.4	79.8	67.1	48.4	26.0	22.6	-2.5	-32.0	10.9	28.7	1,160.9
	Manufacturing											
Total	-42.6	4.6	5.8	8.3	4.8	-3.9	-21.2	-14.4	-10.9	-2.4	-2.4	485.8
Local	-8.3	5.2	-0.5	-1.0	1.4	0.7	-6.6	-5.6	-1.0	-1.8	-2.0	243.4
Foreign	-34.3	-0.7	6.3	9.4	3.4	-4.6	-14.5	-8.7	-9.9	-0.6	-0.3	242.5
	Construction											
Total	24.2	0.5	21.8	40.4	38.5	14.7	7.2	-11.3	-38.3	-7.1	12.5	456.7
Local	4.5	-3.3	2.2	5.5	6.6	5.1	0.5	-1.3	-5.5	-1.7	-1.4	115.5
Foreign	19.7	3.8	19.7	34.9	31.9	9.7	6.7	-10.0	-32.8	-5.4	13.9	341.2
	Services											
Total	57.2	110.3	94.2	78.6	91.2	118.5	45.6	42.8	46.0	54.9	55.1	2,810.3
Total (excl FDW)	52.6	105.0	89.2	75.3	86.3	110.5	36.6	34.6	39.0	47.8	47.0	2,548.5
Local	46.9	54.0	35.5	52.7	73.5	89.8	6.4	18.4	28.3	31.2	31.9	1,976.7
Foreign	10.4	56.2	58.6	25.9	17.7	28.7	39.2	24.4	17.7	23.7	23.2	833.7
Foreign (excl FDW)	5.7	50.9	53.7	22.6	12.8	20.7	30.2	16.2	10.7	16.6	15.1	571.8

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) 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) Data may not add up to the total due to rounding.
- (4) 'excl FDW' refers to excluding foreign domestic workers.
- (5) The industries are classified based on SSIC 2015.

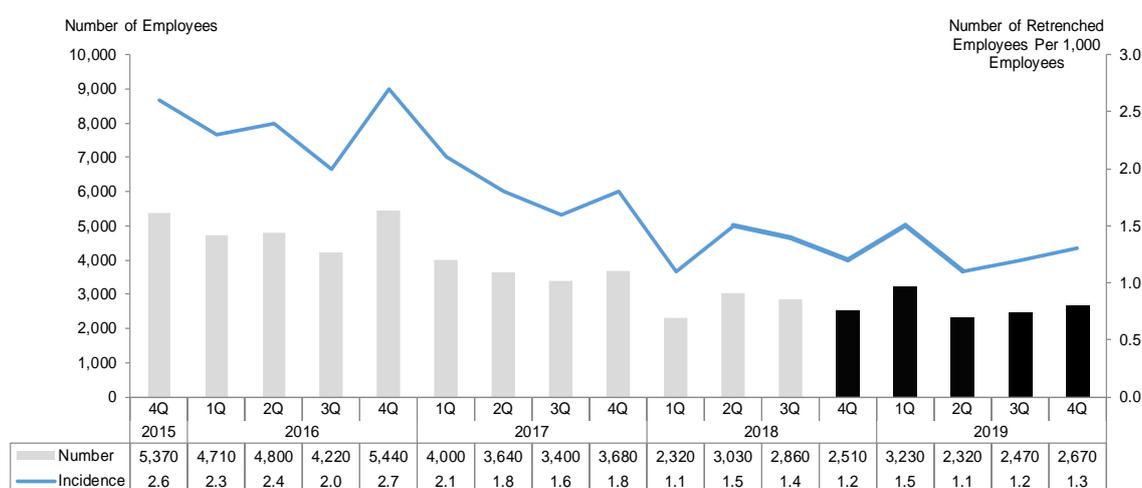
Retrenchment

Slightly more retrenchments in the fourth quarter of 2019

The number of retrenchments in the fourth quarter of 2019 (2,670) was slightly higher than the previous quarter (2,470) and a year ago (2,510). This increase was seen across the three broad sectors.

The majority of the retrenchments occurred in *Services* (65%), led by *professional services* (16%), *wholesale trade* (15%) and *financial services* (11%). Business restructuring and re-organisation accounted for the bulk of the retrenchments in the fourth quarter of 2019.

Chart 14 Retrenchments

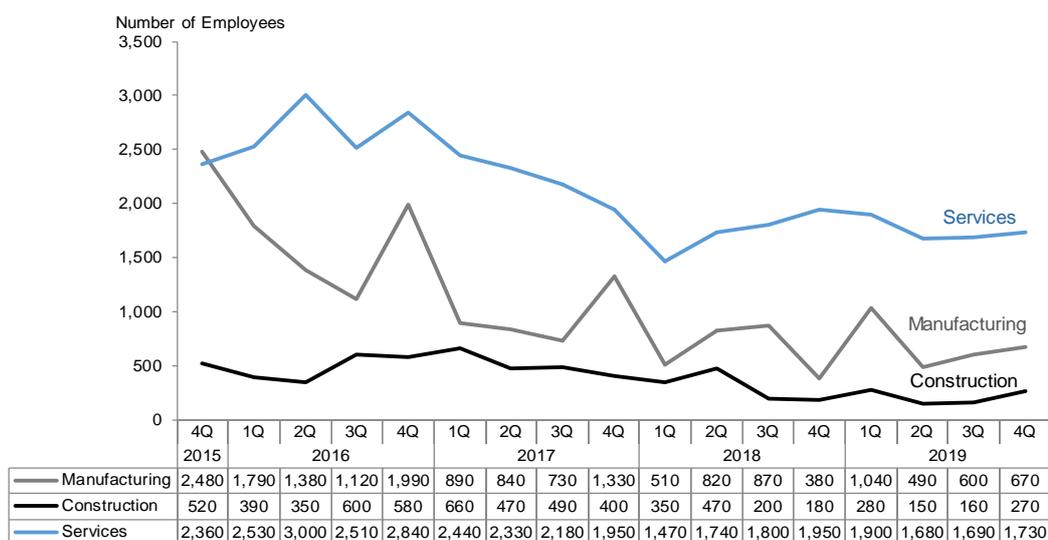


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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.

Chart 15 Retrenchments By Sector



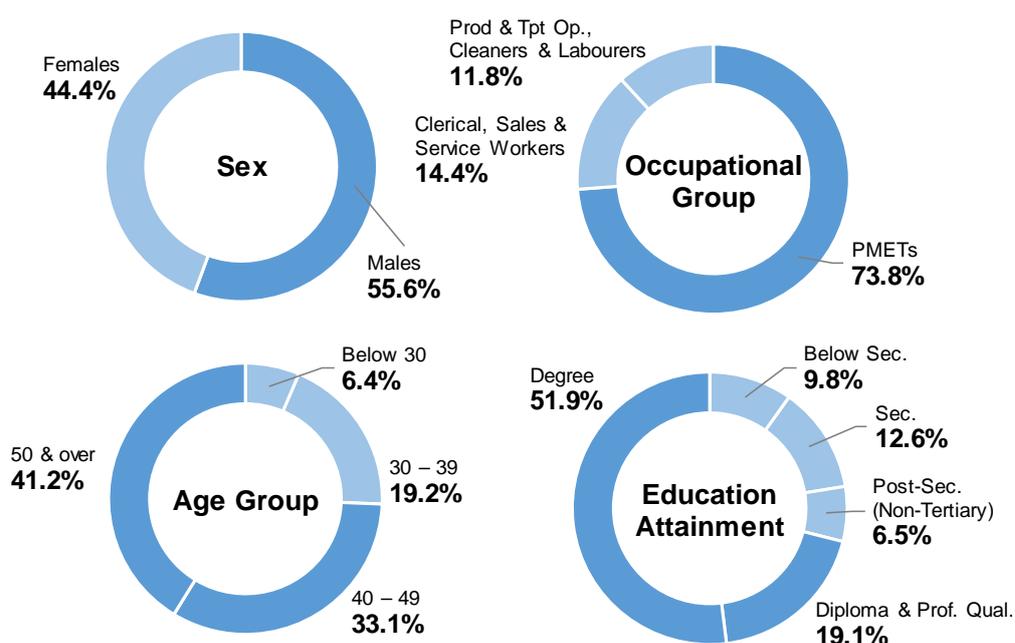
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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 profile of retrenched locals largely mirrored that of employed locals. In the fourth quarter of 2019, about seven in ten of retrenched locals were professionals, managers, executives & technicians (PMETs) and another three in ten were non-PMETs. The share from PMETs was higher than non-PMETs as the PMET share of the workforce has risen, and most retrenchments occurred in PMET-dominated sectors.

Chart 16 Profile Of Retrenched Locals, Fourth Quarter 2019



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

Notes:

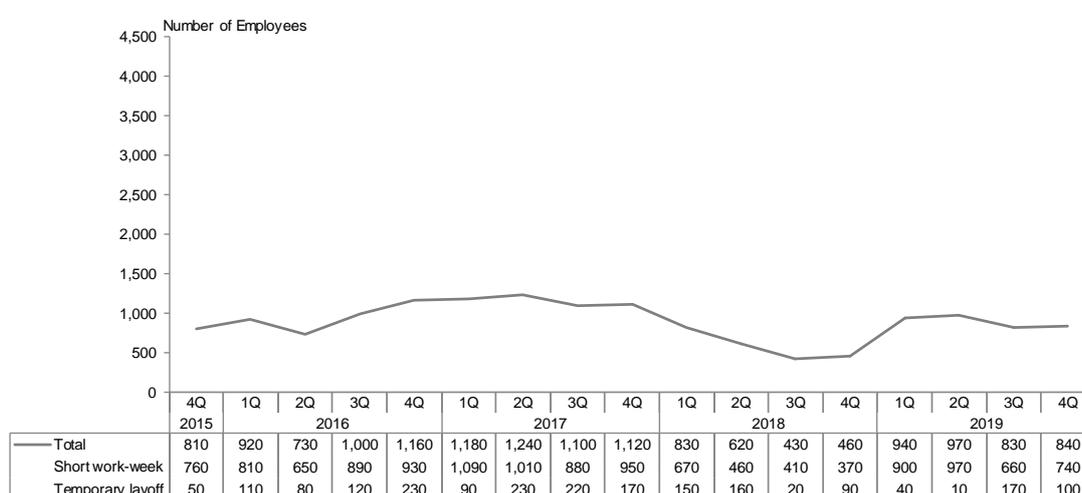
- (1) Data on retrenched locals pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data may not add up to the total due to rounding.

Slight increase in number of employees placed on short work-week

There was a slight increase in the number of employees placed on short work-week in the fourth quarter of 2019 (from 660 to 740). On the other hand, fewer employees were placed on temporary layoffs over the quarter (from 170 to 100). Overall, the number of employees placed on short work-week or temporary layoffs held steady.

Most of the affected employees were from *Manufacturing* (70%), with the remaining split between *Construction* (15%) and *Services* (14%). By occupation, PMETs (76%) formed the majority of those affected, followed by production & related workers (15%) and clerical, sales and service workers (9%).

Chart 17 Number of Employees On Short Work-week Or Temporary Layoff



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

Notes:

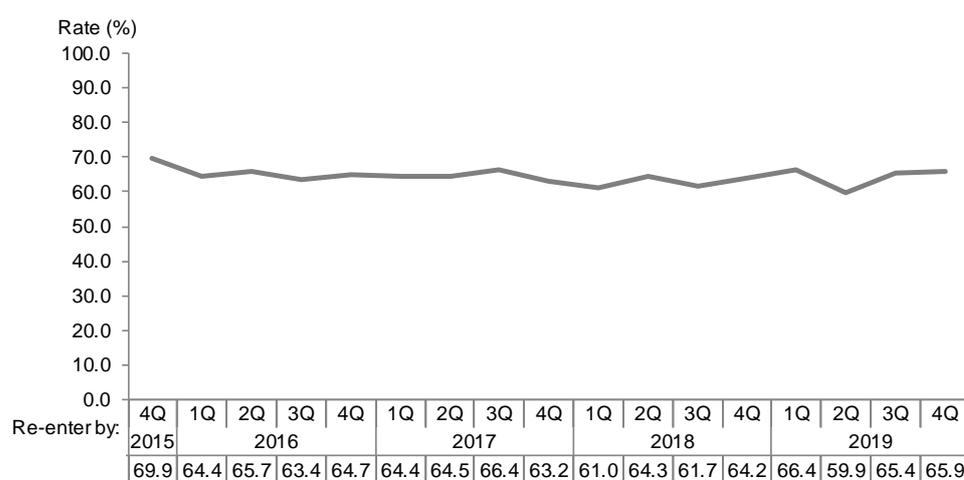
- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

Re-entry Into Employment

**Quarterly
rate of
re-entry into
employment
edged up**

The six-month re-entry rate among retrenched residents continued to increase, from 65% in the third quarter of 2019 to 66% in the fourth quarter of 2019. The increase was observed mainly for residents aged 50 & over, PMETs, and diploma & professional qualification holders.

Chart 18 Quarterly Rate Of Re-entry Into Employment Of Retrenched Residents (6 Months Post-Retrenchment)

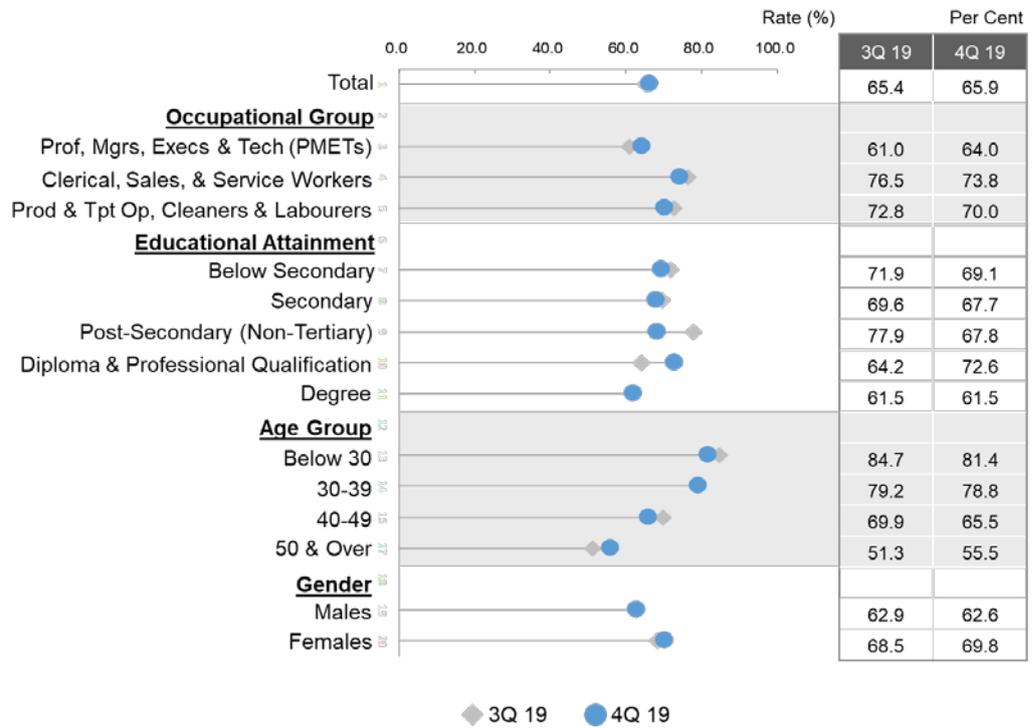


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

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 fourth quarter of 2019 refers to residents retrenched in second 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 19 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

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

Retrenchment & Re-Entry Into Employment (Annual)

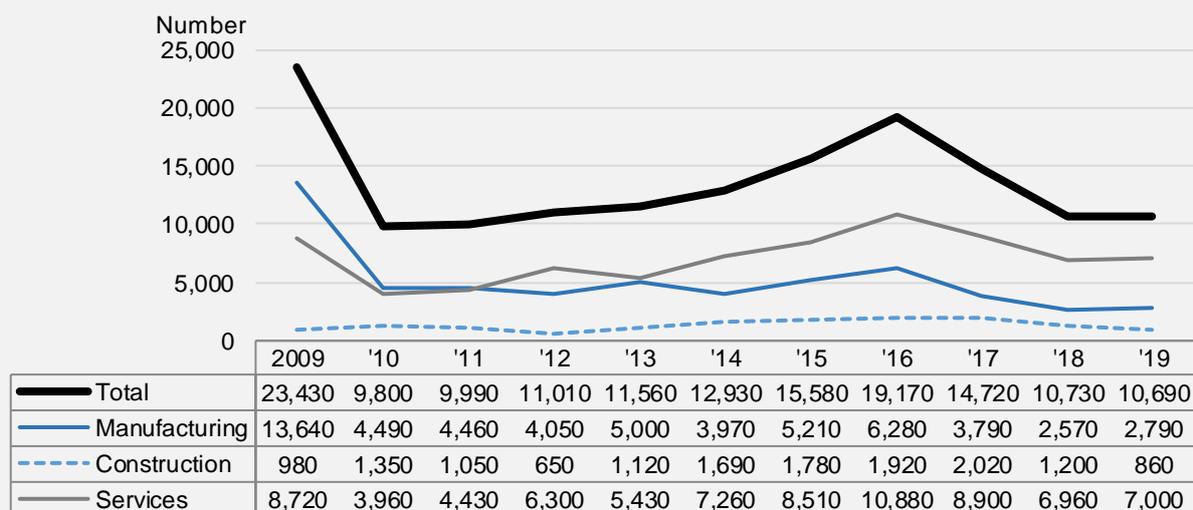
Retrenchments

Despite economic headwinds, the number of retrenchments remained low in 2019 (10,690), and at a similar level as 2018 (10,730). Fewer private sector establishments carried out retrenchments in 2019 (1,189) compared to 2018 (1,239).

Bulk of retrenchments took place in Services

Services continued to account for most retrenchments (66%) in 2019, mainly in *wholesale trade* (17%), *professional services*¹ and *financial services* (both at 11%). These were industries where re-organisation and restructuring were occurring. The remaining retrenchments were in *Manufacturing* (26%)² and *Construction* (8%).

Chart 1: Retrenchments By Broad Industries



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.

¹ Mainly Legal, Accounting and Management Services.

² Mainly Electronics and Fabricated Metal Products & Machinery.

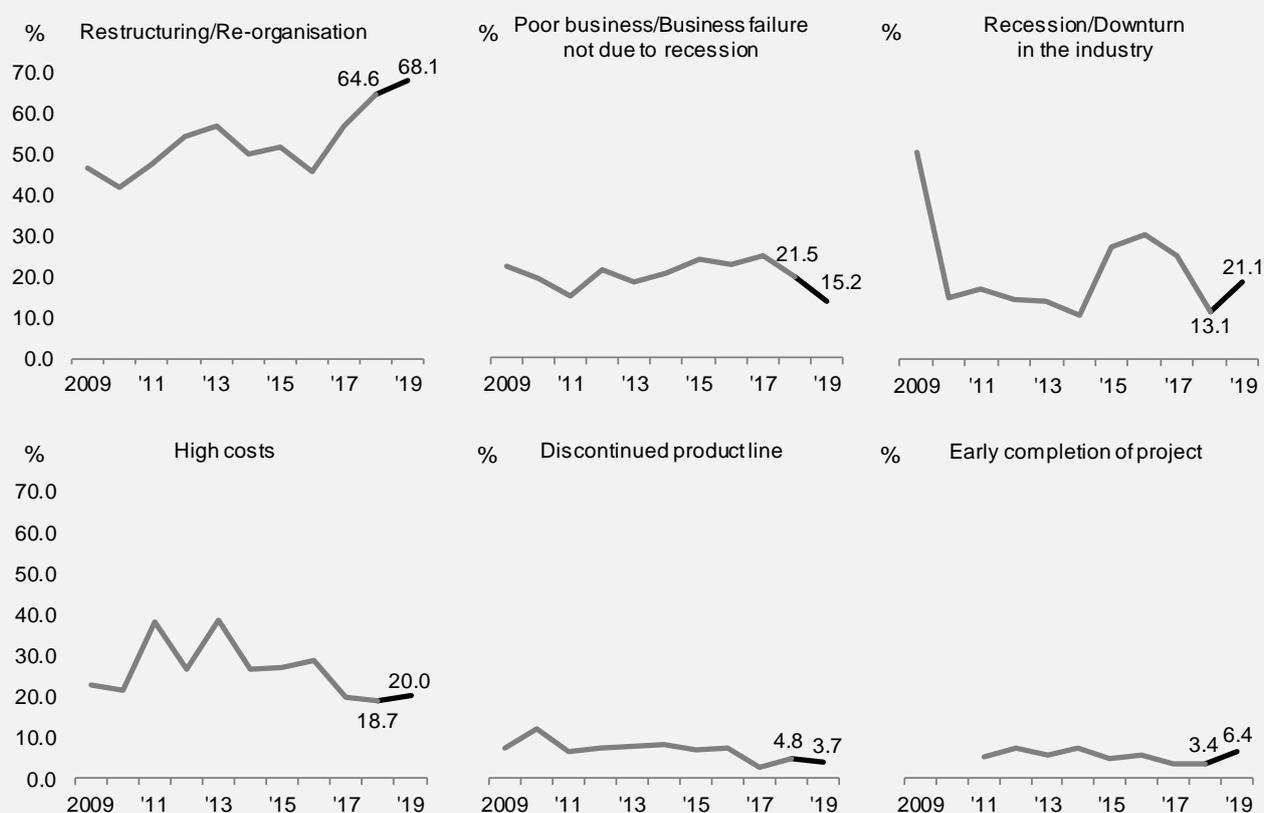
Business restructuring and re-organisation remained the top reason cited by firms for retrenchments

Retrenchments commonly take place due to restructuring and re-organisation. The number of retrenchments as a result of restructuring and re-organisation rose steadily, from 46% in 2016 to 68% in 2019, as businesses transform due to changing environments.

Retrenchments due to sectoral downturn rose in 2019. They occurred mostly in the *electronics* sector, which posted output declines.³

The share of retrenchments due to other reasons such as poor business, high costs, discontinued product line and early completion of project declined or remained stable.

Chart 2: Retrenched Employees By Reasons For Retrenchment



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) Establishments can indicate more than one reason.
- (3) Data on reasons for retrenchment are available from 2009. Data on early completion of project are available from 2011.

³ Source: Economic Survey of Singapore 2019, MTI.

Local share of retrenchments fell

The number of local retrenchments fell in 2019 (6,790) compared to 2018 (7,070), while the number of foreign retrenchments rose (from 3,660 to 3,890). The local share of retrenchments declined slightly from 66% in 2018 to 64% in 2019.

While locals remained slightly more likely to be retrenched than foreigners (whose employment could be ended through contract expiry), their incidence of retrenchment continued to decline in 2019, while that for foreigners rose.

Chart 3: Retrenchments By Residential Status



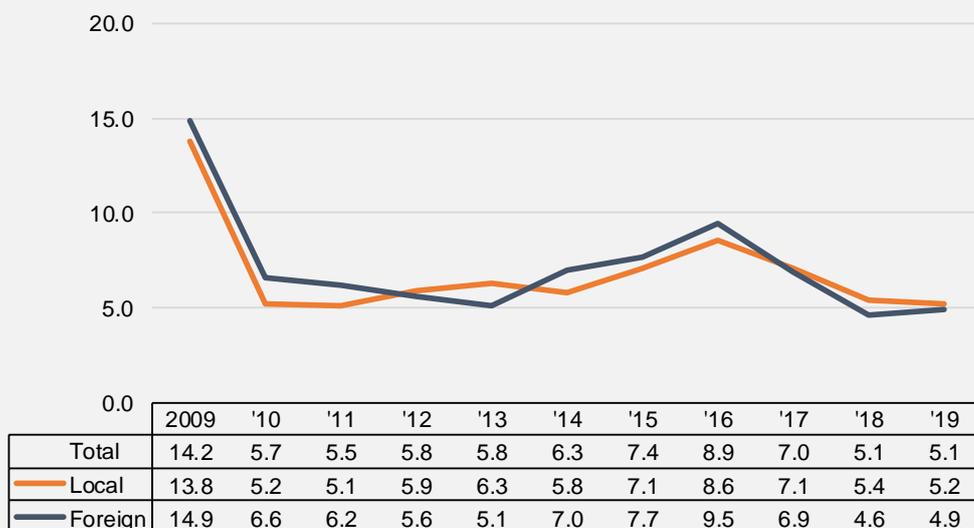
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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.

Chart 4: Incidence Of Retrenchment By Residential Status

Number retrenched per 1,000 employees



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.

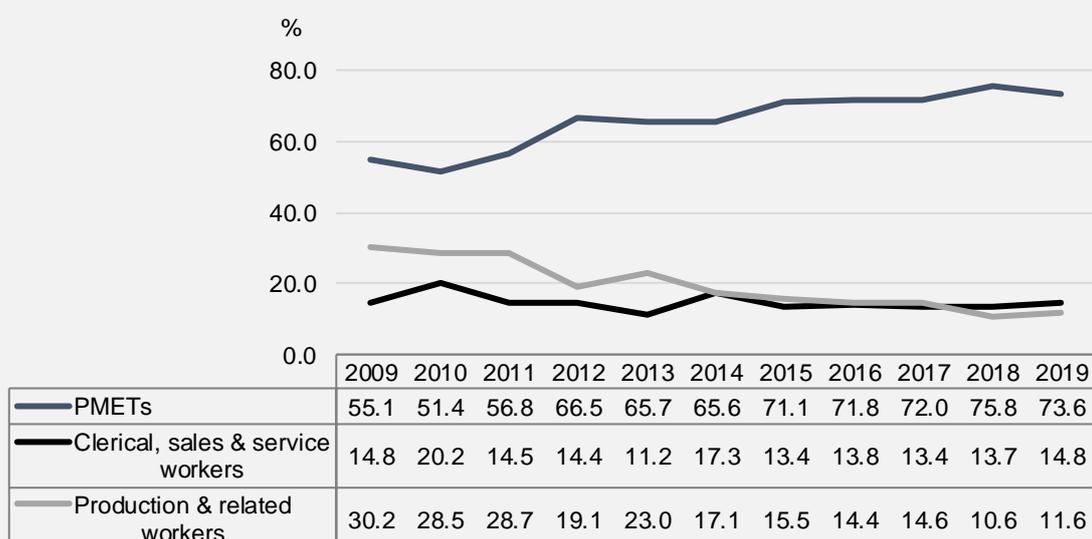
Profile Of Retrenched Locals

Likelihood of retrenchment among PMETs had declined

PMETs formed the majority of local retrenchments because their share in the workforce had risen, and most retrenchments occurred in PMET dominated sectors e.g. *professional services* and *financial services*.

However, PMETs are now less likely to be retrenched than previous cohorts. Their incidence of retrenchment had declined steadily since 2016 to 6.1 local PMETs retrenched per 1,000 local PMET employees in 2019. Clerical, sales & service workers (3.5 workers per 1,000 employees) and production & related workers (3.9 workers per 1,000 employees) had a relatively lower incidence of retrenchment, though this had risen slightly compared to 2018.

Chart 5: Share Of Local Retrenchments By Occupation

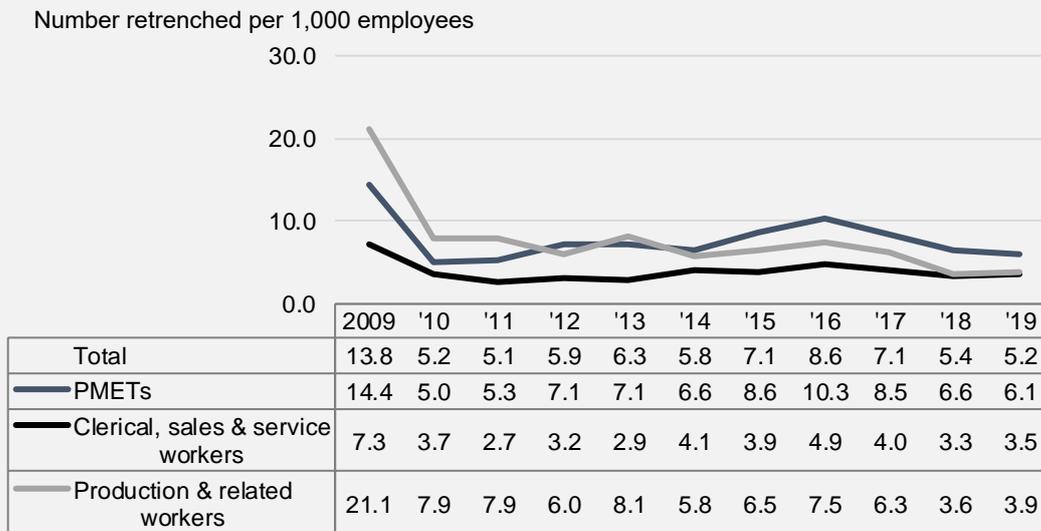


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Note:

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

Chart 6: Incidence Of Local Retrenchments By Occupation



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

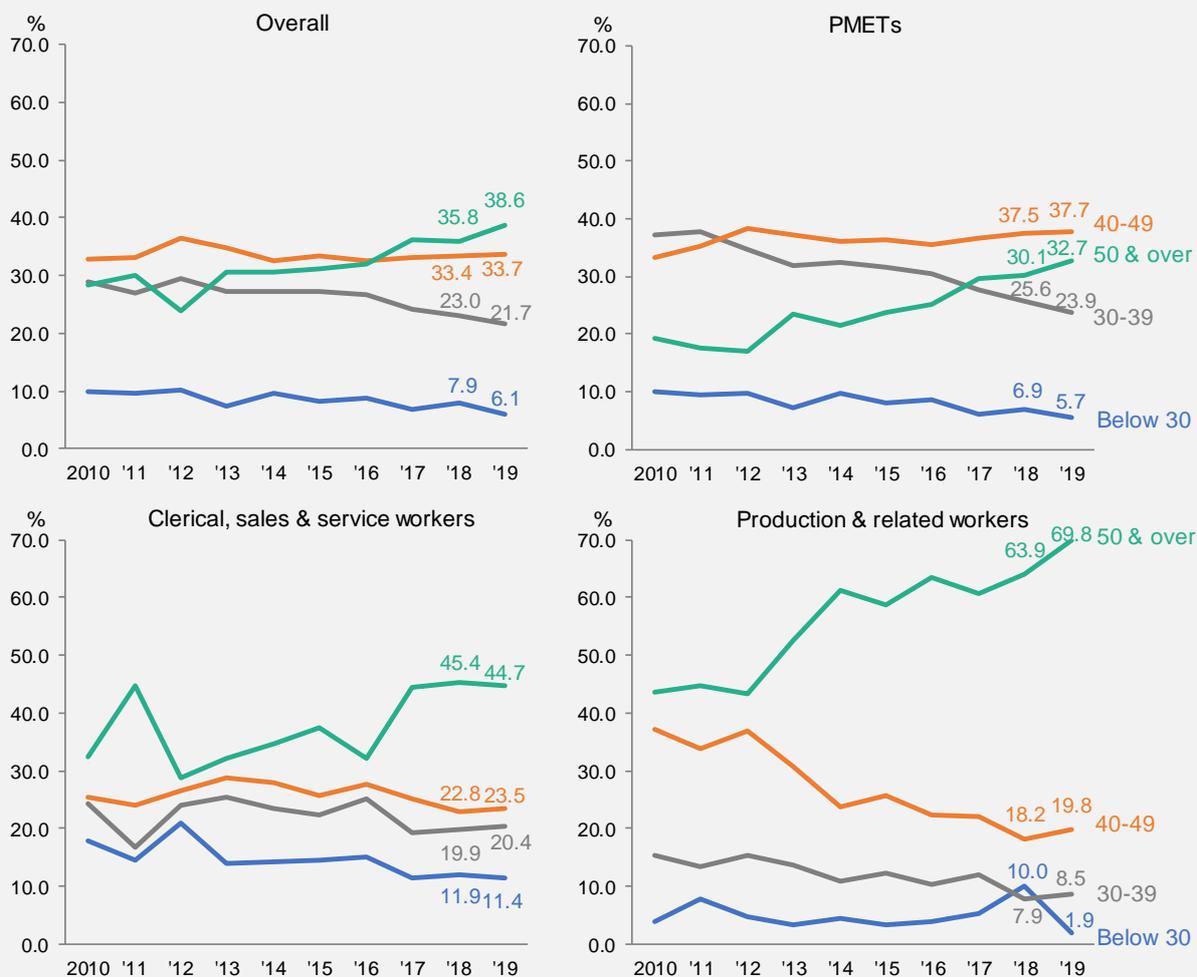
Note:

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

Older workers continued to form a higher share of local retrenchments

Older workers aged 40 & over continued to form the majority of local retrenchments. Within this group, there had been a steady increase in the proportion of those aged 50 & over, notably among PMETs and production & related workers. This mirrored the workforce composition.

Chart 7: Share Of Local Retrenchments By Occupation And Age



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

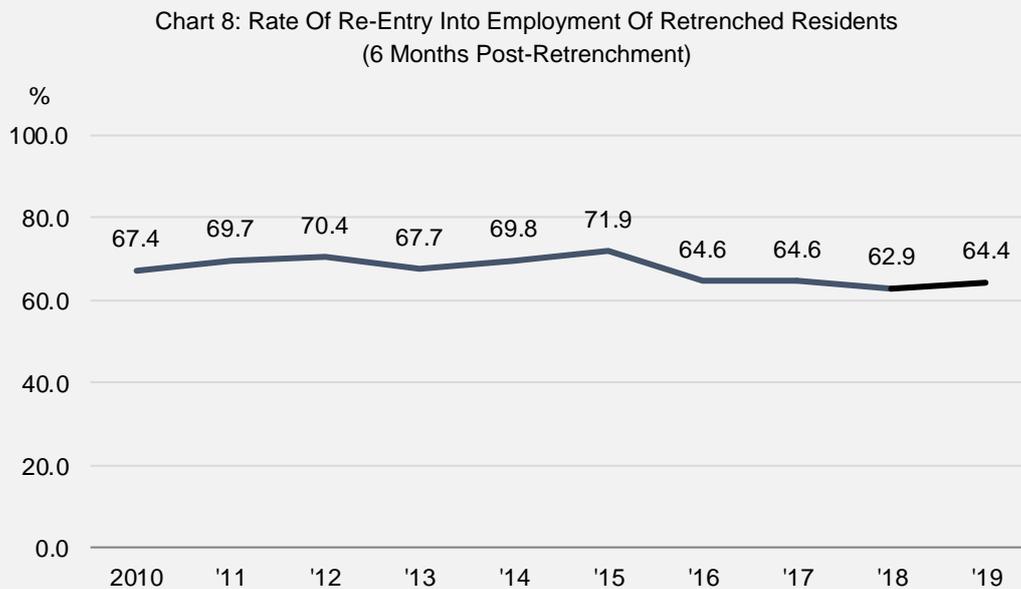
Note:

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

Re-entry Into Employment

Re-entry rate inched up and remained within range of recent years

The six-month re-entry rate among retrenched residents inched up, from 63% in 2018 to 64% in 2019.⁴ It remained within the range seen in recent years. Re-entry rates were relatively lower for residents aged 50 & over, PMETs and degree holders. The latter two groups spend more time looking for jobs that match their job and salary expectations. When tracked over a longer period (more than 6 months), the re-entry rates for these groups improved, though they still remained slightly below average.



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

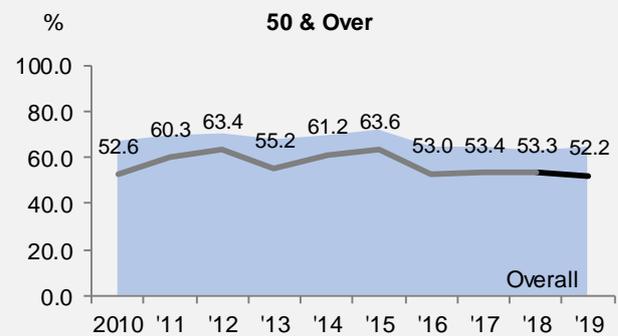
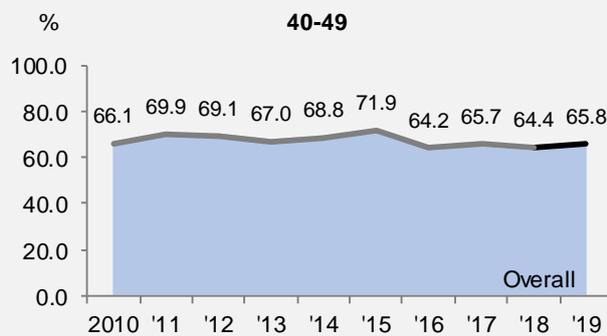
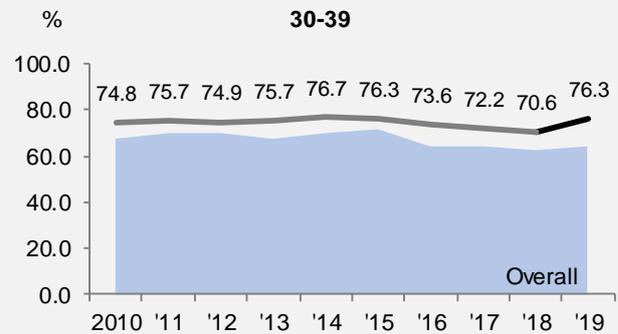
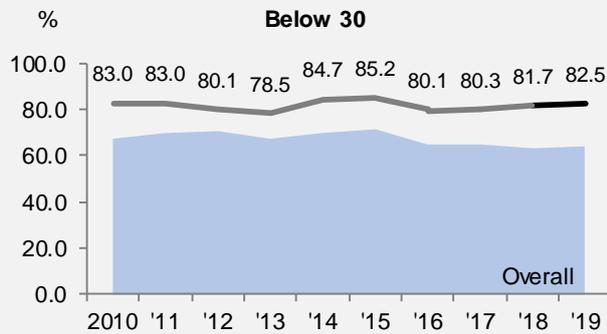
Notes:

- (1) The annual rates refer to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment.
- (2) Data pertain to residents retrenched by private sector establishments (each with at least 25 employees) and the public sector.

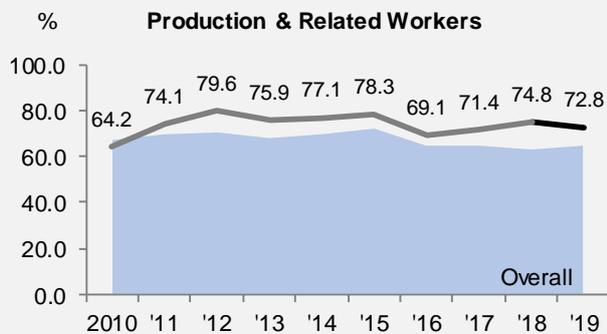
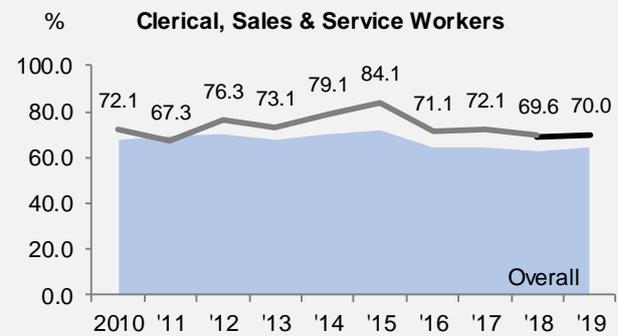
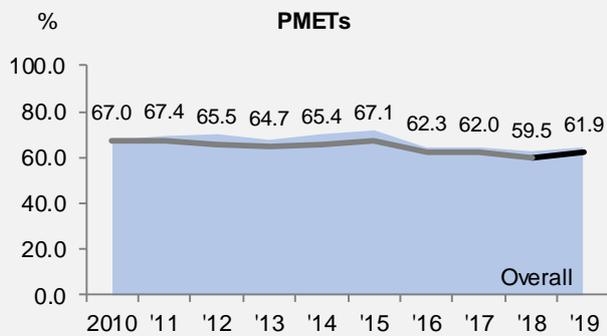
⁴ The 2019 re-entry rate pertains to residents retrenched from 3Q 2018 to 2Q 2019, who re-entered employment by the end of 2019, given 6 months post-retrenchment.

Chart 9: Rate Of Re-Entry Into Employment Of Retrenched Residents
(6 Months Post-Retraining)

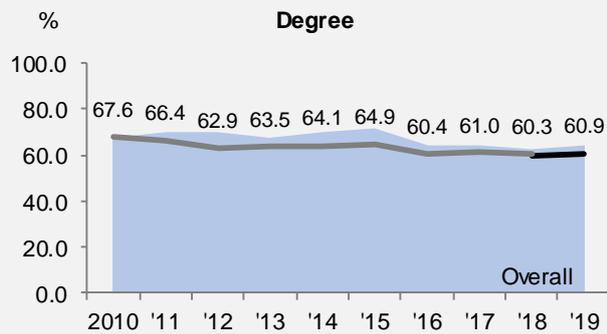
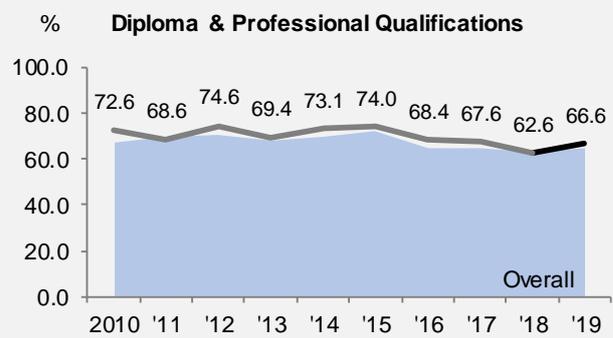
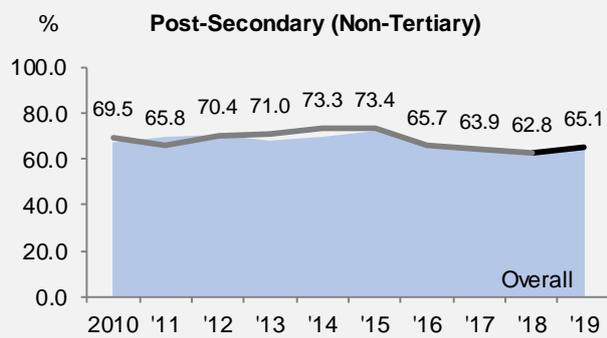
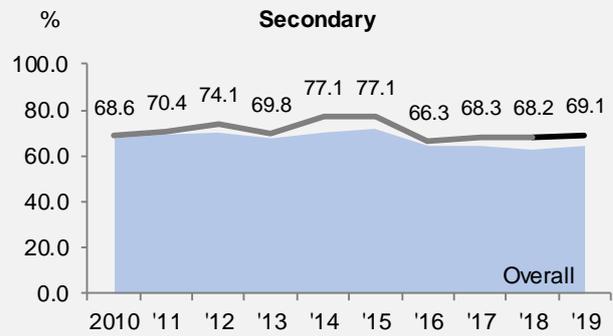
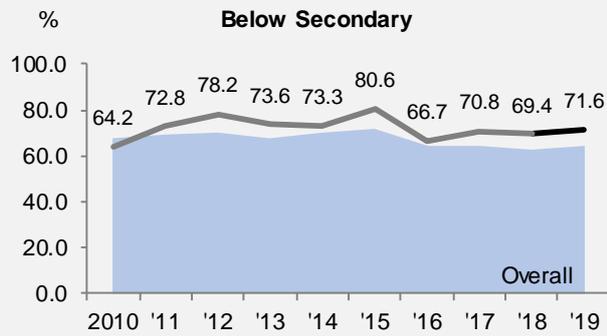
Age Group



Occupational Group



Educational Group



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

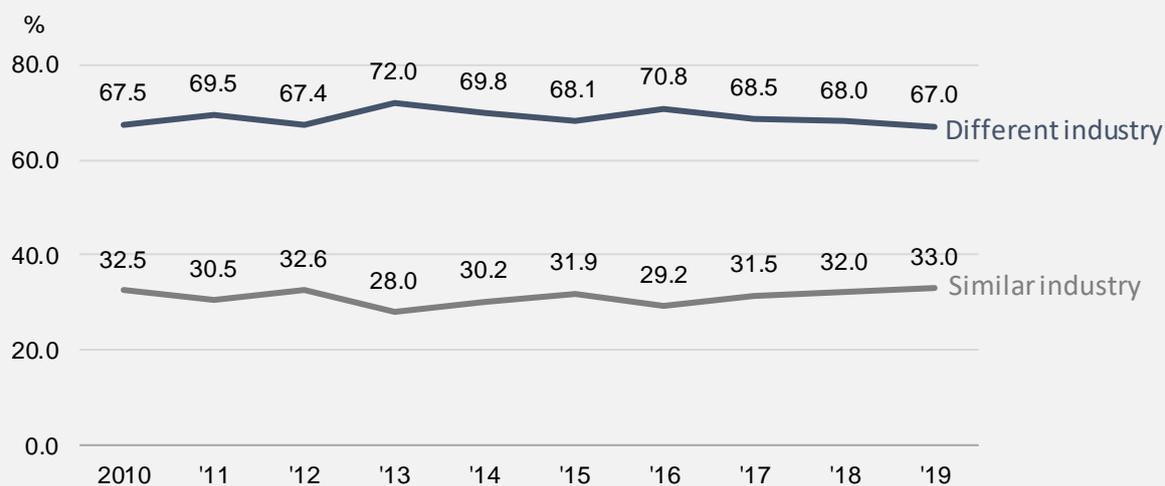
Notes:

- (1) The annual rates refer to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment.
- (2) Data pertain to residents retrenched by private sector establishments (each with at least 25 employees) and the public sector.

Majority of those who re-entered switched industry

The majority (67%) of residents who re-entered employment joined a different industry in 2019. Residents who were retrenched from *Construction* and *retail trade* were more likely to re-enter into a similar industry.

Chart 10: Share Of Retrenched Residents Who Re-Entered Employment By Similar Or Different Industry (6 Months Post-Retrenchment)

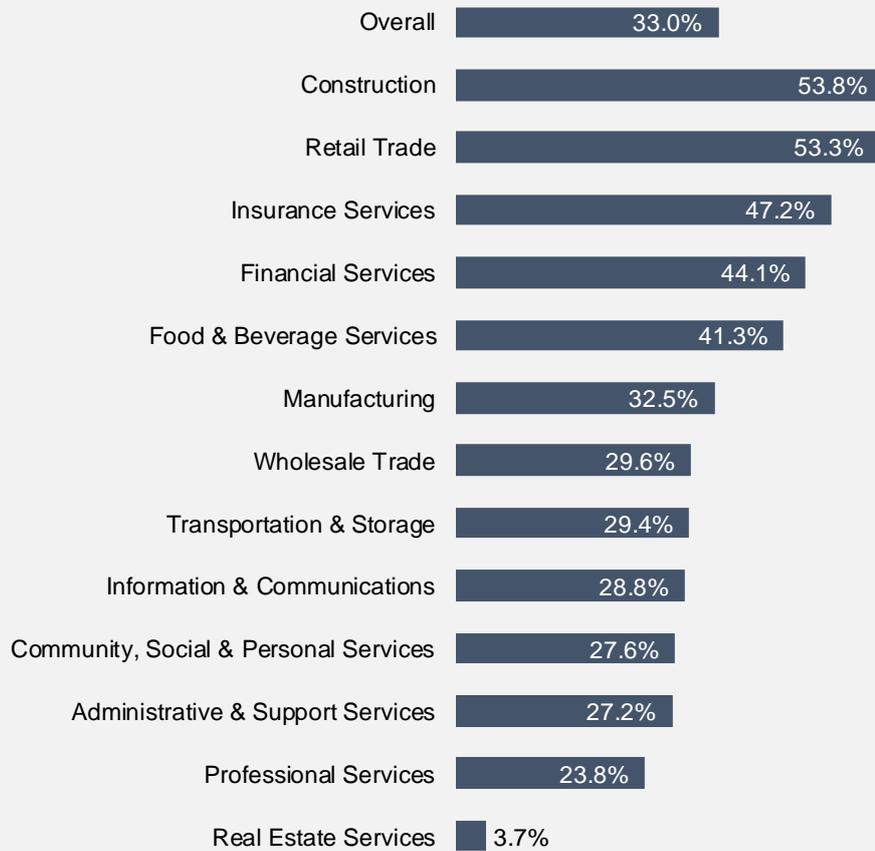


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

Notes:

- (1) The annual rates refer to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment.
- (2) Data pertain to residents retrenched by private sector establishments (each with at least 25 employees) and the public sector.
- (3) Similar/different industry after re-entry is determined based on comparison of industry before and after retrenchment using two-digit Singapore Standard Industrial Classification (SSIC) groupings.

Chart 11: Share Of Retrenched Residents Who Re-Entered Into A Similar Industry By Previous Industry
(6 Months Post-Retrenchment)



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

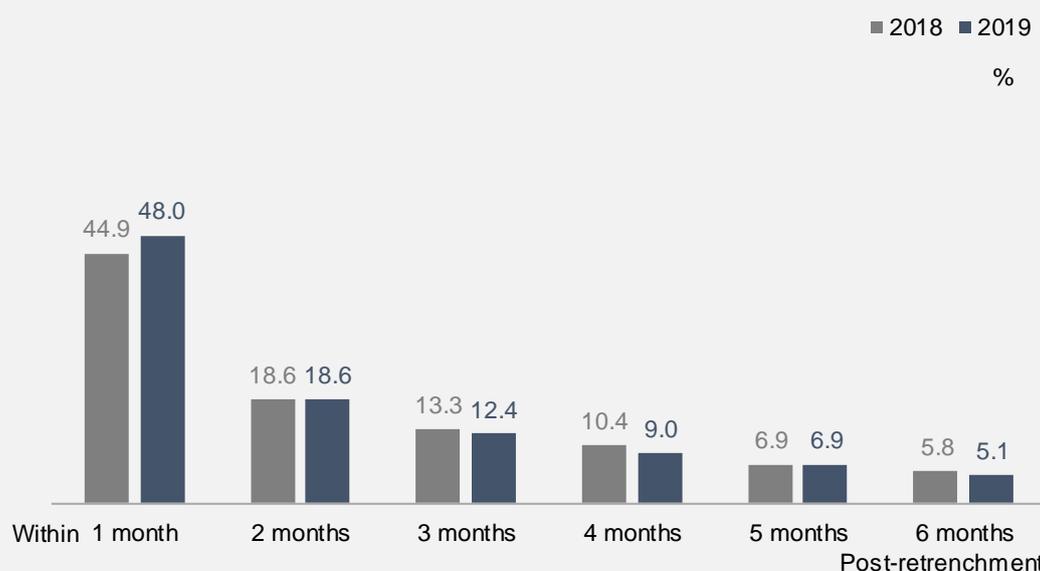
Notes:

- (1) Data for Accommodation are suppressed due to small numbers.
- (2) Data pertain to residents retrenched by private sector establishments (each with at least 25 employees) and the public sector.
- (3) Similar industry after re-entry is determined based on comparison of industry before and after retrenchment using two-digit Singapore Standard Industrial Classification (SSIC) groupings.

Nearly half of residents who re-entered employment did so within a month

In 2019, among those who re-entered employment, 48% did so within the first month. This was higher than in 2018 (45%). While the majority of retrenched PMETs and degree holders re-entered employment within the first month, they were less likely to do so compared to other occupation and education groups.

Chart 12: Share Of Retrenched Residents Who Re-Entered Employment By Time Taken
(6 Months Post-Retrenchment)



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

Notes:

- (1) Data pertain to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment.
- (2) Data pertain to residents retrenched by private sector establishments (each with at least 25 employees) and the public sector.

Job Vacancy

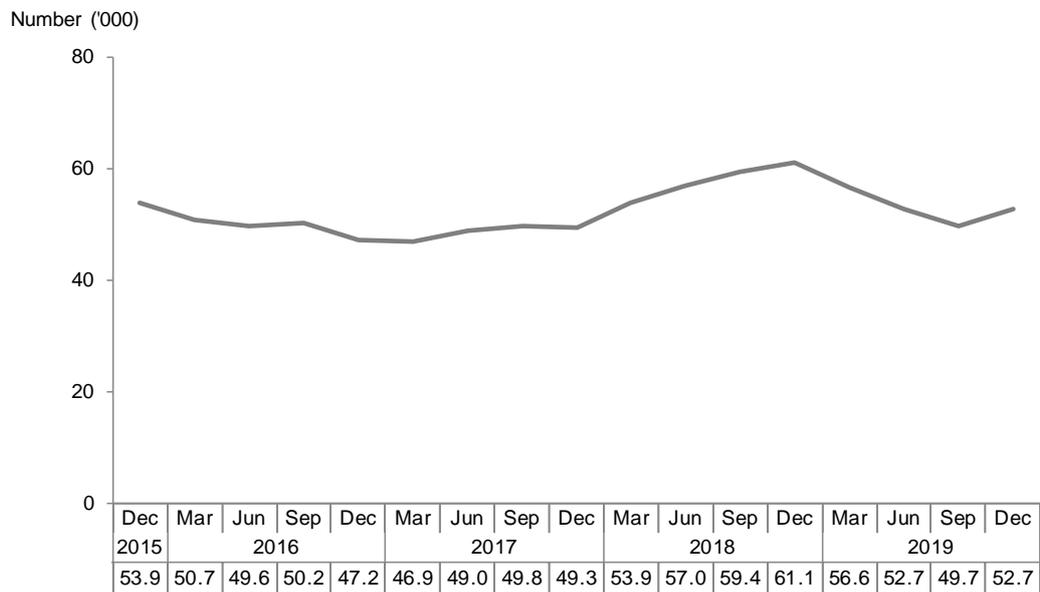
Job vacancies to unemployed ratio was unchanged over the quarter

The seasonally adjusted ratio of job vacancies to unemployed persons in December 2019 (0.84) was unchanged from September 2019, as both the number of unemployed persons and vacancies for the whole economy declined. The decline in vacancies for the whole economy reflects a decline in estimated job vacancies for small establishments.² This outweighed the increase in job vacancies among private establishments with 25 or more employees and public sector, which rose from 49,700 in September 2019 to 52,700 in December 2019, after three consecutive quarters of decline.

However, there were fewer vacancies in December 2019 compared to December 2018, as employers exercised greater caution in hiring due to the uncertain business environment. The decline in job vacancies was broad-based, but more so for production & related workers (-3,900, primarily in *Construction*) and clerical, sales & service workers (-2,300, led by *administrative & support services* and *transportation & storage*). The decline in PMET vacancies (-1,600) was predominantly due to *Manufacturing*, particularly *electronics*.

² These are private sector firms with less than 25 employees. Their seasonally adjusted vacancies, based on the vacancy rate for firms with 25-49 employees, was estimated to have declined from 21,500 in September 2019 to 18,400 in December 2019.

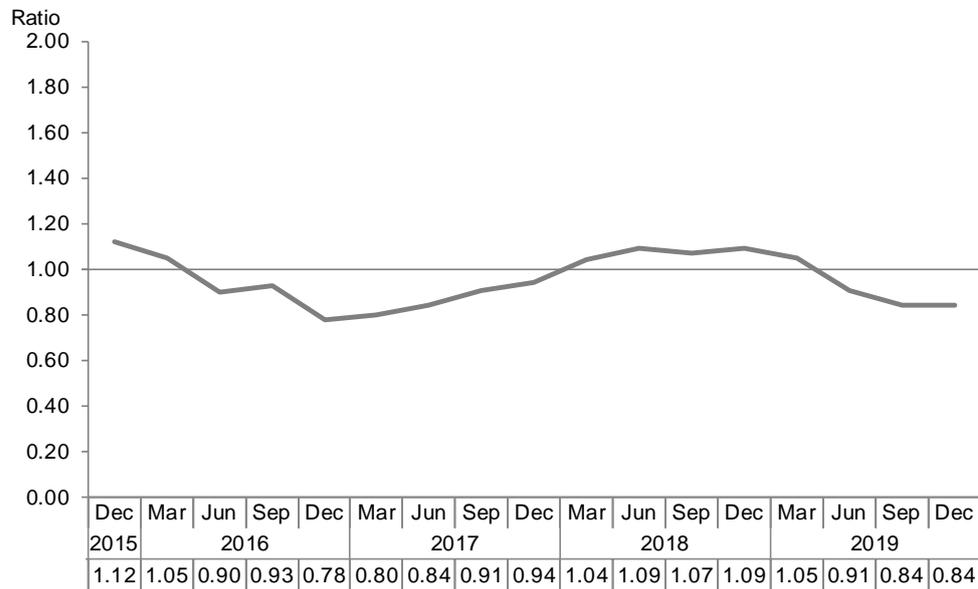
Chart 20 Job Vacancy (Seasonally Adjusted)



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 21 Ratio Of Job Vacancies To Unemployed Persons (Seasonally Adjusted)



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

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

Labour Turnover

Recruitment activity dipped over the quarter

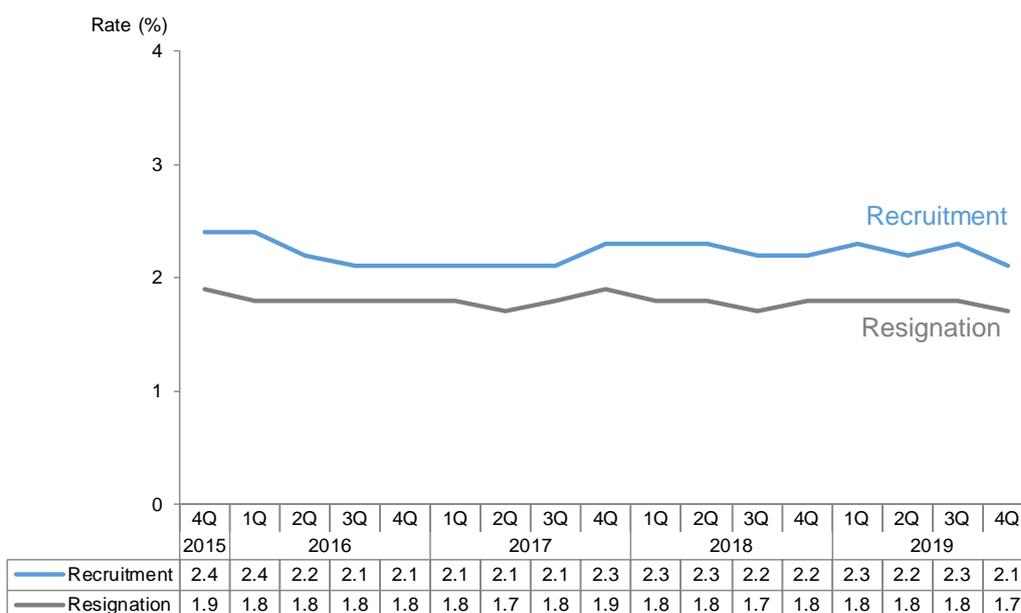
Both recruitment (from 2.3% to 2.1%) and resignation (from 1.8% to 1.7%) rates were lower in the fourth quarter of 2019 compared to the previous quarter.

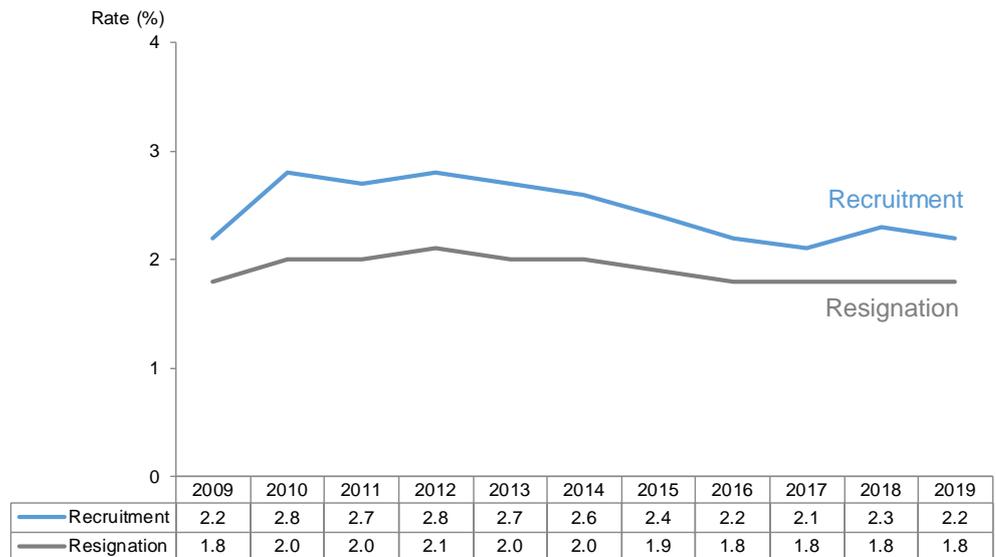
Compared to the same period a year ago, labour turnover fell across most industries, particularly in *financial services* and *real estate services*. *Accommodation* and *security & investigation* were the exceptions as both recruitment and resignation rates rose over the year.

Averaged for the year, the recruitment rate declined in 2019 (from 2.3% to 2.2%), while the resignation rate was 1.8%, unchanged for four years.

Chart 22 Average Monthly Recruitment And Resignation Rates

Quarterly (Seasonally Adjusted)



Annual Average

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.
- (3) Annual figures are computed based on the simple averages of the four non-seasonally adjusted quarterly figures in the year.

Hours Worked

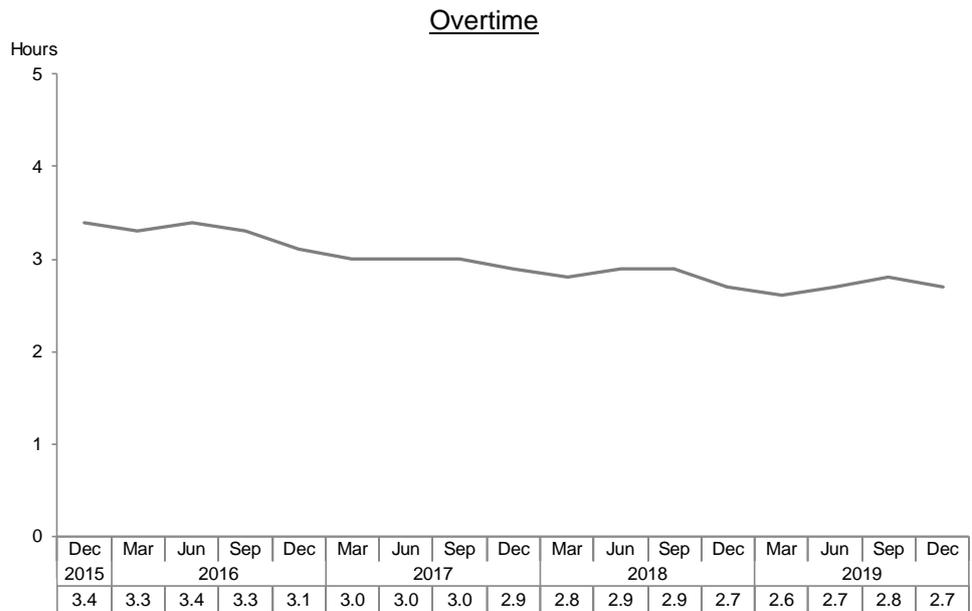
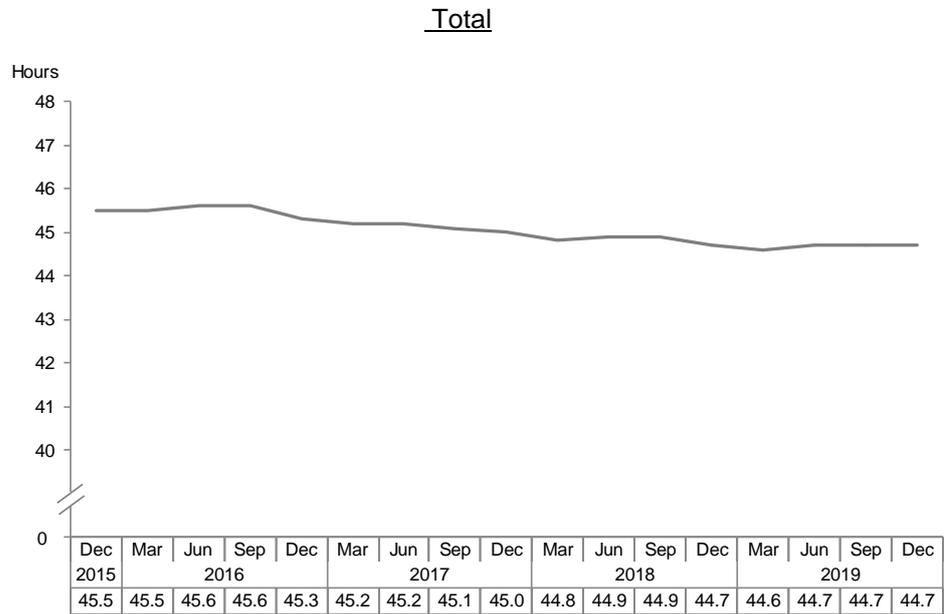
Paid hours worked per employee edged down on a full-year basis

The total weekly paid hours worked³ per employee was unchanged over the quarter in December 2019 (44.7 hours). As the paid hours worked in the first three quarters of 2019 were consistently lower than the corresponding periods in 2018, the annual average paid working hours fell further to 44.7 hours in 2019, continuing its downtrend from 2013.

Comparing December-on-December, there were more pronounced declines in 2019 for *professional services* (mainly *architectural & engineering services*) and *administrative & support services* (mainly *security & investigation* and *cleaning & landscaping*). On the other hand, workers in *financial & insurance services* and *wholesale trade* saw larger increases in paid hours over the year.

³ Average weekly paid hours worked per employee are based on the last month of each quarter.

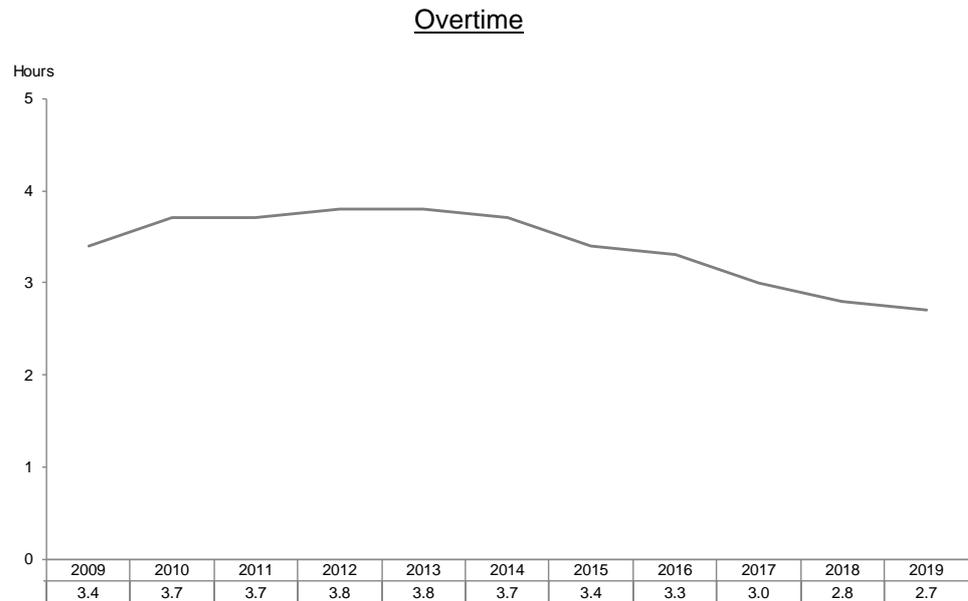
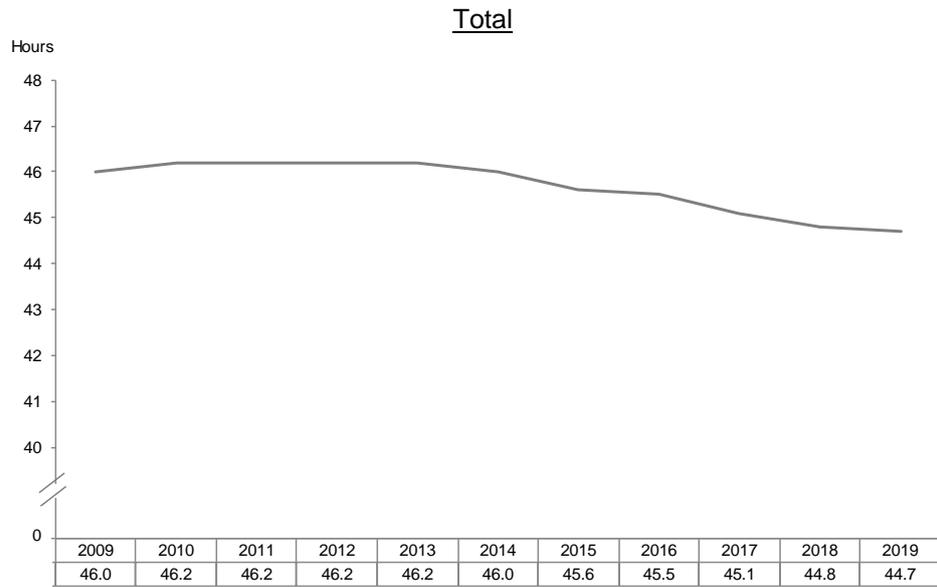
Chart 23 Quarterly Average Weekly Paid Hours Worked Per Employee



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 24 Annual Average Weekly Paid Hours Worked Per Employee



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) Annual figures are computed based on the simple averages of the four quarterly figures in the year.

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2017	2018	2019	Dec	
				2018	2019
TOTAL	3.1	2.9	3.1	2.6	2.7
GENDER					
Males	3.1	2.9	3.0	2.6	2.7
Females	3.1	3.0	3.4	2.6	2.8
AGE GROUP (YEARS)					
Below 30	5.4	5.2	5.9	4.1	4.9
30 - 39	2.4	2.2	2.2	2.0	1.9
40 & Over	2.7	2.5	2.7	2.4	2.5
40 - 49	2.5	2.3	2.5	2.1	1.9
50 & Over	2.8	2.6	2.9	2.5	3.0
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.6	2.5	2.9	2.5	2.8
Secondary	2.8	2.8	3.5	2.7	3.3
Post-Secondary (Non-Tertiary)	3.8	3.4	3.6	2.8	3.3
Diploma & Professional Qualification	3.3	3.1	3.3	2.5	2.6
Degree	3.2	2.9	2.9	2.6	2.5

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

In Thousands

Characteristics	2017	2018	2019	Dec	
				2018	2019
TOTAL	70.9	66.9	72.9	60.2	63.9
GENDER					
Males	38.4	35.4	37.0	32.5	33.6
Females	32.6	31.5	35.8	27.7	30.3
AGE GROUP (YEARS)					
Below 30	22.6	21.6	23.1	16.9	17.2
30 - 39	12.6	11.5	11.5	10.7	9.8
40 & Over	35.7	33.7	38.2	32.5	36.9
40 - 49	13.7	12.6	14.1	11.4	12.0
50 & Over	22.0	21.1	24.1	21.1	25.0
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	10.9	9.7	10.9	9.6	10.7
Secondary	11.1	11.0	13.3	10.8	13.3
Post-Secondary (Non-Tertiary)	8.9	8.0	8.0	6.1	6.6
Diploma & Professional Qualification	14.1	13.8	15.2	11.4	11.7
Degree	25.9	24.4	25.4	22.3	21.6

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	2017	2018	2019	Per Cent	
				Dec	
				2018	2019
TOTAL	0.8	0.7	0.7	0.7	0.9
GENDER					
Males	0.9	0.8	0.8	0.8	1.0
Females	0.6	0.6	0.6	0.6	0.7
AGE GROUP (YEARS)					
Below 30	0.8	0.6	0.9	0.5	1.1
30 - 39	0.5	0.6	0.4	0.6	0.5
40 & Over	0.8	0.8	0.9	0.8	1.0
40 - 49	0.9	0.7	0.7	0.7	0.7
50 & Over	0.8	0.9	1.0	0.9	1.2
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	0.7	0.5	0.7	0.6	0.9
Secondary	0.5	0.6	0.8	0.6	0.9
Post-Secondary (Non-Tertiary)	0.8	0.7	0.8	0.7	1.1
Diploma & Professional Qualification	0.8	0.7	0.7	0.7	0.7
Degree	0.9	0.8	0.7	0.8	0.9

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	2017	2018	2019	Dec	
				2018	2019
TOTAL	17.1	15.9	17.0	16.4	20.0
GENDER					
Males	10.5	9.7	10.3	10.1	13.1
Females	6.6	6.2	6.7	6.3	6.9
AGE GROUP (YEARS)					
Below 30	3.4	2.3	3.2	2.0	3.7
30 - 39	2.9	2.9	2.1	2.9	2.4
40 & Over	10.9	10.8	11.7	11.5	14.0
40 - 49	4.5	3.7	3.8	4.0	4.3
50 & Over	6.4	7.2	7.9	7.5	9.7
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.6	2.1	2.5	2.3	3.3
Secondary	2.1	2.4	3.2	2.5	3.7
Post-Secondary (Non-Tertiary)	1.9	1.5	1.8	1.6	2.2
Diploma & Professional Qualification	3.5	3.1	3.2	3.1	3.1
Degree	7.0	6.9	6.3	6.9	7.7

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 Dec 2019
	2017	2018	2019	2018	2019				
				4Q	1Q	2Q	3Q	4Q	
TOTAL	-3.6	45.3	65.0	15.9	13.4	5.5	26.0	20.1	3 779.8
C10-32 MANUFACTURING	-10.9	-2.4	-2.4	-2.0	-3.1	-1.5	1.0	1.3	485.8
C10-12 Food, Beverages & Tobacco	2.4	1.4	1.8	0.2	0.4	0.1	0.5	0.8	53.1
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.6	-1.2	-1.1	-0.3	-0.4	-0.4	-0.3	-0.1	28.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	-4.0	3.2	0.6	-1.2	-0.2	-0.6	1.2	0.2	63.5
C25,28 Fabricated Metal Products, Machinery & Equipment	-2.3	-2.6	-1.4	-0.6	-0.4	-0.3	-0.4	-0.3	93.8
C26 Electronic, Computer & Optical Products	7.5	-0.1	-3.6	-0.2	-2.0	-0.1	-0.8	-0.7	88.4
C29-30 Transport Equipment	-13.5	-3.1	2.6	0.2	-0.8	0.5	1.1	1.8	96.6
Other Manufacturing Industries	0.5	-	-1.2	-0.2	0.3	-0.8	-0.2	-0.5	61.8
F41-43 CONSTRUCTION	-38.3	-7.1	12.5	-0.4	0.1	2.7	5.4	4.2	456.7
G-U SERVICES	46.0	54.9	55.1	18.2	16.4	4.7	19.6	14.4	2 810.3
G46-47 WHOLESALE AND RETAIL TRADE	-1.7	1.6	-4.9	4.1	-1.9	-3.0	-1.9	1.9	486.4
G46 Wholesale Trade	-0.6	3.6	-2.4	1.0	-1.1	-0.1	-0.6	-0.5	323.1
G47 Retail Trade	-1.1	-2.0	-2.5	3.2	-0.8	-2.9	-1.2	2.4	163.3
H49-53 TRANSPORTATION AND STORAGE	7.1	7.7	2.9	1.4	1.1	0.2	-	1.6	262.8
H49,5221 Land Transport & Supporting Services	4.4	4.8	0.9	0.4	0.3	-	-	0.6	109.4
H50,5222, 5225 Water Transport & Supporting Services	-0.5	-0.6	-0.4	-	-0.2	-0.1	-0.1	-	44.9
H51,5223 Air Transport & Supporting Services	1.8	1.2	1.2	0.4	0.3	0.5	0.1	0.4	35.5
Other Transportation & Storage Services	1.4	2.3	1.2	0.6	0.6	-0.2	0.1	0.7	72.9
I55-56 ACCOMMODATION AND FOOD SERVICES	3.5	1.3	5.1	3.0	0.3	0.4	1.7	2.7	264.8
I55 Accommodation	-	-0.8	-	-0.7	-0.3	-0.3	1.1	-0.5	36.4
I56 Food & Beverage Services	3.4	2.1	5.1	3.7	0.6	0.6	0.7	3.2	228.4
J58-63 INFORMATION AND COMMUNICATIONS	4.0	8.4	7.1	1.6	1.4	2.0	2.5	1.2	149.4
J58-61 Telecommunications, Broadcasting & Publishing	-0.3	0.5	0.1	-0.3	0.2	-	-	-0.1	41.1
J62-63 IT & Other Information Services	4.3	7.9	7.0	1.8	1.2	2.1	2.5	1.2	108.4
K64-66 FINANCIAL AND INSURANCE SERVICES	4.5	7.6	6.2	1.1	2.0	1.6	1.5	1.2	200.7
K64 & 66 (excl.662) Financial Services	1.8	6.4	5.2	1.0	1.7	1.2	1.4	0.8	160.2
K65 & 662 Insurance Services	2.7	1.1	1.1	0.1	0.3	0.4	-	0.3	40.5
L68 REAL ESTATE SERVICES	1.7	-	1.1	-	0.1	0.2	0.8	-	83.7
M69-75 PROFESSIONAL SERVICES	3.0	6.9	10.0	1.0	2.9	2.1	3.7	1.3	253.8
M69-70 Legal, Accounting & Management Services	2.8	5.7	7.4	1.1	2.3	1.5	2.9	0.8	133.1
M71 Architectural & Engineering Services	-1.4	0.9	0.6	-	0.1	0.1	0.3	0.2	61.2
Other Professional Services	1.6	0.3	1.9	-0.1	0.5	0.6	0.4	0.4	59.5
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	6.5	3.6	6.6	2.8	2.1	0.1	2.6	1.8	254.2
N80 Security & Investigation	2.6	1.4	0.9	0.2	0.5	0.2	0.5	-0.2	49.4
N81 Cleaning & Landscaping	2.7	0.2	1.8	0.1	1.1	0.6	0.3	-0.3	79.4
Other Administrative & Support Services	1.1	2.0	3.8	2.4	0.4	-0.7	1.8	2.3	125.4
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	17.6	17.8	21.0	3.2	8.5	1.2	8.5	2.8	854.6
O84,P85 Public Administration & Education	1.6	3.9	5.1	1.0	3.0	-0.1	1.5	0.7	255.8
Q86-88 Health & Social Services	5.9	5.7	5.8	0.7	1.2	1.6	1.9	1.1	169.2
R90-93 Arts, Entertainment & Recreation	0.6	1.0	0.5	0.4	0.9	-	0.2	-0.6	57.2
S,T,U Other Community, Social & Personal Services	9.5	7.2	9.6	1.2	3.4	-0.3	5.0	1.5	372.3
A,B,D,E,V OTHERS*	-0.5	-0.1	-0.1	0.1	0.1	-0.4	0.1	0.1	26.9

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

	2017	2018	2019	2018	2019			
				4Q	1Q	2Q	3Q	4Q
TOTAL	14 720	10 730	10 690	2 510	3 230	2 320	2 470	2 670
INDUSTRY (SSIC 2015)								
C10-32 MANUFACTURING	3 790	2 570	2 790	380	1 040	490	600	670
C10-12 Food, Beverages & Tobacco	190	200	100	10	10	10	60	20
C17,18,22 Paper / Rubber / Plastic Products & Printing	480	160	170	10	70	30	10	60
C19-21 Petroleum, Chemical & Pharmaceutical Products	300	180	200	30	70	30	30	70
C25,28 Fabricated Metal Products, Machinery & Equipment	930	870	690	110	230	110	110	230
C26 Electronic, Computer & Optical Products	920	670	1 160	80	600	190	200	170
C29-30 Transport Equipment	820	310	120	110	40	10	60	10
Other Manufacturing Industries	150	190	360	40	30	100	130	100
F41-43 CONSTRUCTION	2 020	1 200	860	180	280	150	160	270
G-U SERVICES	8 900	6 960	7 000	1 950	1 900	1 680	1 690	1 730
G46-47 WHOLESALE AND RETAIL TRADE	2 180	1 780	2 090	470	620	480	520	470
G46 Wholesale Trade	1 920	1 580	1 850	430	520	430	490	410
G47 Retail Trade	260	210	240	30	90	50	30	60
H49-53 TRANSPORTATION AND STORAGE	900	710	770	190	330	170	180	90
H49,5221 Land Transport & Supporting Services	160	200	60	10	-	-	50	10
H50,5222,5225 Water Transport & Supporting Services	300	180	80	80	20	20	10	30
H51,5223 Air Transport & Supporting Services	20	20	50	-	10	-	30	-
Other Transportation & Storage Services	430	310	580	100	290	150	90	60
I55-56 ACCOMMODATION AND FOOD SERVICES	470	350	170	50	40	30	30	70
I55 Accommodation	120	10	20	-	-	-	20	-
I56 Food & Beverage Services	350	340	150	50	40	30	10	70
J58-63 INFORMATION AND COMMUNICATIONS	910	1 070	650	460	200	160	140	150
J58-61 Telecommunications, Broadcasting & Publishing	500	650	300	310	70	70	90	70
J62-63 IT & Other Information Services	420	420	350	150	130	90	50	80
K64-66 FINANCIAL AND INSURANCE SERVICES	1 780	1 330	1 300	370	240	430	310	320
K64 & 66 (excl.662) Financial Services	1 720	1 240	1 190	350	230	400	270	300
K65 & 662 Insurance Services	60	80	110	20	10	40	40	20
L68 REAL ESTATE SERVICES	70	100	190	20	110	30	20	40
M69-75 PROFESSIONAL SERVICES	1 700	1 100	1 210	280	240	250	300	420
M69-70 Legal, Accounting & Management Services	860	600	640	170	160	130	130	220
M71 Architectural & Engineering Services	560	310	360	80	20	80	140	120
Other Professional Services	280	190	220	30	60	40	30	90
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	430	240	320	30	40	70	150	60
N80 Security & Investigation	120	10	10	-	-	-	10	-
N81 Cleaning & Landscaping	70	40	60	-	-	-	60	10
Other Administrative & Support Services	250	190	250	30	40	70	90	60
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	460	290	300	70	70	60	50	110
O84,P85 Public Administration & Education	40	90	90	20	-	40	30	20
Q86-88 Health & Social Services	50	20	100	-	40	-	10	50
R90-93 Arts, Entertainment & Recreation	240	130	20	30	-	10	10	-
S,T,U Other Community, Social & Personal Services	130	50	90	20	40	10	10	40
A,B,D,E,V OTHERS*	20	-	30	-	-	-	20	10
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	8 700	6 980	6 500	1 780	1 440	1 680	1 650	1 730
Clerical, Sales & Service Workers	1 550	1 230	1 420	280	440	290	350	330
Production & Transport Operators, Cleaners & Labourers	4 480	2 510	2 770	450	1 350	340	470	610

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, 2019

Industry (SSIC 2015)		Reasons For Retrenchment							Number of Employees			
		Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisa-tion / Restruc-turing	Product Line Was Disconti-nued	Early Completion of Project	Others	Total	Profes-sionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
TOTAL		2 260	1 630	2 140	7 280	390	680	130	10 690	6 500	1 420	2 770
C10-32 MANUFACTURING		1 220	260	1 070	1 910	360	100	-	2 790	1 230	210	1 350
C10-12	Food, Beverages & Tobacco	50	10	-	40	50	-	-	100	30	60	20
C17,18,22	Paper / Rubber / Plastic Products & Printing	70	10	70	160	60	-	-	170	60	20	90
C19-21	Petroleum, Chemical & Pharmaceutical Products	-	40	40	170	40	-	-	200	130	20	50
C25,28	Fabricated Metal Products, Machinery & Equipment	270	60	200	370	80	100	-	690	320	60	310
C26	Electronic, Computer & Optical Products	720	60	600	990	70	-	-	1 160	470	20	670
C29-30	Transport Equipment	60	40	-	20	-	-	-	120	60	10	50
	Other Manufacturing Industries	50	40	160	170	60	-	-	360	160	40	160
F41-43 CONSTRUCTION		240	260	380	170	-	290	10	860	180	60	620
G-U SERVICES		800	1 090	690	5 170	30	290	120	7 000	5 070	1 140	790
G46-47	WHOLESALE AND RETAIL TRADE	250	350	210	1 610	10	30	-	2 090	1 460	480	150
G46	Wholesale Trade	230	320	190	1 420	10	30	-	1 850	1 360	360	140
G47	Retail Trade	10	30	20	180	-	-	-	240	100	120	20
H49-53	TRANSPORTATION AND STORAGE	130	60	110	660	-	30	-	770	280	180	310
H49,5221	Land Transport & Supporting Services	20	-	20	30	-	-	-	60	20	10	20
H50,5222, 5225	Water Transport & Supporting Services	10	20	10	60	-	-	-	80	60	20	-
H51,5223	Air Transport & Supporting Services	-	-	-	50	-	-	-	50	20	30	-
	Other Transportation & Storage Services	100	40	90	520	-	30	-	580	180	120	290
I55-56	ACCOMMODATION AND FOOD SERVICES	70	30	50	40	-	10	-	170	30	70	70
I55	Accommodation	-	-	-	20	-	-	-	20	10	10	-
I56	Food & Beverage Services	70	30	50	20	-	10	-	150	30	60	70
J58-63	INFORMATION AND COMMUNICATIONS	90	90	70	510	-	50	-	650	600	40	10
J58-61	Telecommunications, Broadcasting & Publishing	40	60	40	240	-	-	-	300	280	20	10
J62-63	IT & Other Information Services	60	20	30	260	-	50	-	350	330	20	10
K64-66	FINANCIAL AND INSURANCE SERVICES	30	40	90	1 210	30	20	-	1 300	1 210	50	40
K64 & 66 (excl.662)	Financial Services	30	30	80	1 130	20	20	-	1 190	1 120	40	40
K65 & 662	Insurance Services	-	20	10	80	-	-	-	110	90	10	-
L68	REAL ESTATE SERVICES	-	30	10	50	-	100	10	190	90	10	100
M69-75	PROFESSIONAL SERVICES	170	280	120	790	-	20	100	1 210	1 090	100	30
M69-70	Legal, Accounting & Management Services	70	90	70	540	-	10	10	640	570	60	-
M71	Architectural & Engineering Services	40	150	20	90	-	10	90	360	310	30	20
	Other Professional Services	60	40	40	160	-	-	-	220	210	-	10
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	10	130	30	150	-	30	-	320	180	80	50
N80	Security & Investigation	10	-	-	-	-	-	-	10	10	-	-
N81	Cleaning & Landscaping	-	60	-	-	-	10	-	60	10	10	40
	Other Administrative & Support Services	-	70	20	150	-	20	-	250	170	80	10
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	50	80	10	160	-	-	10	300	130	140	20
O84,P85	Public Administration & Education	20	10	-	60	-	-	-	90	70	20	-
Q86-88	Health & Social Services	30	10	-	60	-	-	-	100	30	60	10
R90-93	Arts, Entertainment & Recreation	-	-	-	10	-	-	10	20	10	10	-
S,T,U	Other Community, Social & Personal Services	-	70	-	30	-	-	-	90	20	60	10
A,B,D,E,V OTHERS**		-	10	-	20	-	-	-	30	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

	2017	2018	2019	2018	2019			
				4Q	1Q	2Q	3Q	4Q
TOTAL	12 880	9 610	9 810	2 230	3 010	2 120	2 240	2 440
INDUSTRY (SSIC 2015)								
C10-32 MANUFACTURING	3 330	2 280	2 580	310	1 020	420	490	650
C10-12 Food, Beverages & Tobacco	190	150	40	10	-	10	10	20
C17,18,22 Paper / Rubber / Plastic Products & Printing	480	160	160	10	70	20	10	60
C19-21 Petroleum, Chemical & Pharmaceutical Products	290	170	190	30	70	30	30	60
C25,28 Fabricated Metal Products, Machinery & Equipment	800	780	650	80	220	110	100	230
C26 Electronic, Computer & Optical Products	920	570	1 080	60	600	140	180	160
C29-30 Transport Equipment	550	260	110	90	40	10	60	10
Other Manufacturing Industries	110	190	340	40	30	100	110	100
F41-43 CONSTRUCTION	1 190	800	500	110	210	80	110	100
G-U SERVICES	8 350	6 520	6 700	1 820	1 780	1 620	1 620	1 690
G46-47 WHOLESALE AND RETAIL TRADE	2 150	1 680	2 030	420	590	480	500	460
G46 Wholesale Trade	1 900	1 500	1 800	390	500	430	470	400
G47 Retail Trade	250	190	230	30	90	50	30	60
H49-53 TRANSPORTATION AND STORAGE	680	700	760	190	330	170	180	90
H49,5221 Land Transport & Supporting Services	20	200	60	10	-	-	50	10
H50,5222, 5225 Water Transport & Supporting Services	290	180	80	80	20	20	10	30
H51,5223 Air Transport & Supporting Services	20	20	40	-	10	-	30	-
Other Transportation & Storage Services	350	310	580	100	290	140	80	60
I55-56 ACCOMMODATION AND FOOD SERVICES	450	340	150	50	40	20	20	70
I55 Accommodation	120	10	20	-	-	-	20	-
I56 Food & Beverage Services	330	330	130	50	40	20	10	70
J58-63 INFORMATION AND COMMUNICATIONS	880	950	630	420	200	150	140	150
J58-61 Telecommunications, Broadcasting & Publishing	480	580	300	270	70	70	90	70
J62-63 IT & Other Information Services	390	370	330	140	130	80	50	80
K64-66 FINANCIAL AND INSURANCE SERVICES	1 770	1 300	1 280	370	240	430	310	300
K64 & 66 (excl.662) Financial Services	1 710	1 230	1 170	350	230	390	270	280
K65 & 662 Insurance Services	60	80	110	20	10	40	40	20
L68 REAL ESTATE SERVICES	70	90	100	20	20	30	20	40
M69-75 PROFESSIONAL SERVICES	1 580	1 010	1 160	250	240	240	260	420
M69-70 Legal, Accounting & Management Services	830	590	640	170	160	130	130	210
M71 Architectural & Engineering Services	480	240	330	60	20	80	120	120
Other Professional Services	270	180	190	30	60	30	10	90
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	400	210	300	30	40	60	150	60
N80 Security & Investigation	120	10	10	-	-	-	10	-
N81 Cleaning & Landscaping	50	30	60	-	-	-	60	10
Other Administrative & Support Services	230	180	230	30	40	60	90	50
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	380	230	280	70	70	60	40	110
O84,P85 Public Administration & Education	30	50	80	20	-	40	20	20
Q86-88 Health & Social Services	40	20	90	-	40	-	10	50
R90-93 Arts, Entertainment & Recreation	220	120	20	30	-	10	10	-
S,T,U Other Community, Social & Personal Services	100	40	90	10	40	10	-	40
A,B,D,E,V OTHERS*	10	-	30	-	-	-	20	10
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	8 420	6 670	6 250	1 700	1 420	1 590	1 570	1 680
Clerical, Sales & Service Workers	1 440	1 100	1 300	270	430	270	290	310
Production & Transport Operators, Cleaners & Labourers	3 020	1 840	2 250	260	1 170	260	380	450

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

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

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	2019	2018	2019				
				4Q	1Q	2Q	3Q	4Q	
GENDER									
Males	7.6	5.8	5.7	1.4	1.3	1.4	1.5	1.5	
Females	6.5	5.0	4.7	1.4	1.1	1.2	1.1	1.3	
AGE GROUP (YEARS)									
Below 30	2.3	2.1	1.6	0.6	0.3	0.4	0.4	0.5	
30 - 39	6.9	5.0	4.5	1.3	1.0	1.2	1.2	1.1	
40 & Over	8.9	6.7	6.7	1.7	1.6	1.6	1.7	1.9	
40 - 49	9.9	7.7	7.5	2.0	1.8	1.8	1.9	2.0	
50 & Over	8.1	6.0	6.2	1.5	1.4	1.5	1.5	1.8	
SECTOR									
Manufacturing	12.3	9.0	8.0	1.2	1.4	2.2	2.2	2.3	
Construction	6.6	4.5	3.3	0.9	1.1	0.7	0.4	1.3	
Services	6.3	4.9	4.9	1.5	1.2	1.2	1.2	1.3	
Others*	0.7	0.1	1.8	-	0.2	0.1	0.9	0.6	
OCCUPATIONAL GROUP									
Professionals, Managers, Executives & Technicians	8.5	6.6	6.1	1.8	1.3	1.6	1.6	1.7	
Clerical, Sales & Service Workers	4.0	3.3	3.5	0.8	1.0	0.7	0.8	0.9	
Production & Transport Operators, Cleaners & Labourers	6.3	3.6	3.9	0.6	1.0	0.9	0.9	1.0	

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

	2017	2018	2019	2018	2019			
				4Q	1Q	2Q	3Q	4Q
<u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	1 160	590	890	460	940	970	830	840
SECTOR								
Manufacturing	650	260	490	250	750	240	400	590
Construction	250	160	110	160	130	60	120	130
Services	250	170	290	60	60	680	300	120
Others*	10	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	400	200	430	100	630	210	250	640
Clerical, Sales & Service Workers	110	90	140	80	60	180	230	80
Production & Transport Operators, Cleaners & Labourers	650	300	330	280	240	580	360	130
<u>EMPLOYEES ON SHORT WORK-WEEK</u>								
TOTAL	980	480	820	370	900	970	660	740
SECTOR								
Manufacturing	650	240	480	210	740	240	370	590
Construction	110	110	80	120	120	60	80	60
Services	220	130	260	50	50	680	210	90
Others*	10	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	380	160	410	80	630	210	200	610
Clerical, Sales & Service Workers	110	80	100	70	50	180	110	60
Production & Transport Operators, Cleaners & Labourers	500	240	300	230	220	580	350	70
<u>EMPLOYEES ON TEMPORARY LAY-OFF</u>								
TOTAL	180	110	80	90	40	10	170	100
SECTOR								
Manufacturing	10	20	10	40	10	-	30	-
Construction	140	50	30	40	20	10	40	70
Services	30	30	40	10	10	-	100	40
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	20	40	20	30	10	-	40	30
Clerical, Sales & Service Workers	10	10	40	-	10	-	120	20
Production & Transport Operators, Cleaners & Labourers	150	60	30	60	20	10	10	60

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

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

- : nil or negligible

Notes :

- 1) Annual figures are simple averages of the quarterly figures. It refers to the average number of 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							
	2017	2018	2019	2018	2019			
				4Q	1Q	2Q	3Q	4Q
TOTAL	64.6	62.9	64.4	64.2	66.4	59.9	65.4	65.9
GENDER								
Males	62.0	61.4	63.1	61.9	67.2	59.1	62.9	62.6
Females	67.8	64.7	65.8	67.1	65.4	60.7	68.5	69.8
AGE GROUP (YEARS)								
Below 30	80.3	81.7	82.5	83.5	82.6	82.1	84.7	81.4
30 - 39	72.2	70.6	76.3	75.7	77.3	70.8	79.2	78.8
40 & Over	59.7	58.6	58.5	58.0	60.8	53.2	60.0	60.2
40 - 49	65.7	64.4	65.8	64.3	69.1	59.0	69.9	65.5
50 & Over	53.4	53.3	52.2	51.8	54.4	47.5	51.3	55.5
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	70.8	69.4	71.6	70.4	72.2	71.8	71.9	69.1
Secondary	68.3	68.2	69.1	66.7	73.3	64.4	69.6	67.7
Post-Secondary (Non-Tertiary)	63.9	62.8	65.1	65.2	58.3	56.1	77.9	67.8
Diploma & Professional Qualification	67.6	62.6	66.6	63.2	70.9	57.7	64.2	72.6
Degree	61.0	60.3	60.9	62.7	62.7	58.6	61.5	61.5
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	62.0	59.5	61.9	62.6	65.0	57.8	61.0	64.0
Clerical, Sales & Service Workers	72.1	69.6	70.0	71.5	66.2	63.9	76.5	73.8
Production & Transport Operators, Cleaners & Labourers	71.4	74.8	72.8	68.2	73.4	75.4	72.8	70.0

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

	2017	2018	2019	Dec	
				2018	2019
TOTAL	48.8	57.9	52.9	57.8	50.0
INDUSTRY (SSIC 2015)					
C10-32 MANUFACTURING	6.5	8.3	6.6	7.5	6.0
C10-12 Food, Beverages & Tobacco	0.6	0.7	0.7	0.6	0.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	0.4	0.3	0.4	0.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.4	0.7	0.7	0.6	0.7
C25,28 Fabricated Metal Products, Machinery & Equipment	1.2	1.6	1.3	1.3	1.0
C26 Electronic, Computer & Optical Products	2.5	2.3	1.7	2.1	1.5
C29-30 Transport Equipment	0.9	1.6	1.3	1.6	1.4
Other Manufacturing Industries	0.5	0.9	0.7	0.8	0.5
F41-43 CONSTRUCTION	1.7	3.0	2.3	4.4	1.2
G-U SERVICES	40.1	46.2	43.6	45.5	42.4
G46-47 WHOLESALE AND RETAIL TRADE	5.8	6.5	5.4	6.0	5.4
G46 Wholesale Trade	3.1	3.7	3.2	3.5	3.3
G47 Retail Trade	2.7	2.8	2.2	2.5	2.0
H49-53 TRANSPORTATION AND STORAGE	3.3	3.9	3.0	3.6	2.1
H49,5221 Land Transport & Supporting Services	0.7	0.8	0.5	0.6	0.4
H50,5222,5225 Water Transport & Supporting Services	0.5	0.4	0.5	0.4	0.6
H51,5223 Air Transport & Supporting Services	0.6	1.0	0.9	1.1	0.7
Other Transportation & Storage Services	1.6	1.7	1.0	1.6	0.4
I55-56 ACCOMMODATION AND FOOD SERVICES	5.3	5.9	5.9	6.4	6.0
I55 Accommodation	1.6	2.0	1.8	2.0	1.3
I56 Food & Beverage Services	3.8	3.9	4.0	4.4	4.8
J58-63 INFORMATION AND COMMUNICATIONS	3.0	3.9	4.1	4.1	4.5
J58-61 Telecommunications, Broadcasting & Publishing	0.8	0.8	0.7	0.6	0.6
J62-63 IT & Other Information Services	2.2	3.2	3.5	3.5	3.9
K64-66 FINANCIAL AND INSURANCE SERVICES	4.2	5.0	5.3	4.7	4.6
K64 & 66 (excl.662) Financial Services	3.7	4.3	4.6	4.1	3.9
K65 & 662 Insurance Services	0.5	0.7	0.7	0.6	0.7
L68 REAL ESTATE SERVICES	1.1	1.2	1.3	1.4	1.2
M69-75 PROFESSIONAL SERVICES	2.8	4.0	3.9	4.0	3.4
M69-70 Legal, Accounting & Management Services	1.6	2.2	2.4	2.2	2.1
M71 Architectural & Engineering Services	0.6	1.1	1.0	1.2	0.8
Other Professional Services	0.5	0.7	0.5	0.5	0.5
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.7	5.0	3.9	5.3	4.2
N80 Security & Investigation	2.0	1.9	1.5	2.4	1.4
N81 Cleaning & Landscaping	1.5	1.8	1.2	1.4	1.3
Other Administrative & Support Services	1.2	1.4	1.3	1.6	1.5
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	9.9	10.7	10.8	10.0	11.0
O84,P85 Public Administration & Education	4.9	5.2	5.4	4.5	5.3
Q86-88 Health & Social Services	2.7	3.3	3.7	3.2	3.8
R90-93 Arts, Entertainment & Recreation	1.5	1.1	1.1	1.1	1.5
S,T,U Other Community, Social & Personal Services	0.8	1.1	0.7	1.2	0.3
A,B,D,E,V OTHERS*	0.4	0.4	0.4	0.4	0.4
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	25.7	31.5	30.7	30.6	29.0
Clerical, Sales & Service Workers	12.3	13.6	12.1	13.9	11.6
Production & Transport Operators, Cleaners & Labourers	10.8	12.9	10.1	13.3	9.4

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) 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.

6.3 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 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	52.9	2.5	30.7	2.8	12.1	2.8	10.1	1.6
C10-32 MANUFACTURING	6.6	1.9	3.4	2.2	0.5	1.7	2.6	1.6
C10-12 Food, Beverages & Tobacco	0.7	2.0	0.2	1.9	0.2	2.4	0.3	1.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	1.5	0.1	1.7	-	-	0.1	1.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.7	2.2	0.5	2.3	-	-	0.1	2.2
C25,28 Fabricated Metal Products, Machinery & Equipment	1.3	1.6	0.6	1.9	0.1	1.5	0.6	1.4
C26 Electronic, Computer & Optical Products	1.7	2.2	1.1	2.5	-	-	0.6	2.0
C29-30 Transport Equipment	1.3	1.7	0.6	2.5	0.1	1.4	0.5	1.3
Other Manufacturing Industries	0.7	1.9	0.3	2.2	-	-	0.3	1.7
F41-43 CONSTRUCTION	2.3	0.8	0.8	1.3	0.2	1.0	1.3	0.7
G-U SERVICES	43.6	2.9	26.2	3.1	11.3	3.0	6.1	2.2
G46-47 WHOLESALE AND RETAIL TRADE	5.4	2.2	2.5	2.2	2.2	2.5	0.8	1.8
G46 Wholesale Trade	3.2	2.0	2.1	2.2	0.6	1.7	0.5	1.4
G47 Retail Trade	2.2	2.8	0.4	2.1	1.6	3.1	0.3	2.8
H49-53 TRANSPORTATION AND STORAGE	3.0	1.9	1.0	2.1	0.7	1.7	1.2	1.8
H49,5221 Land Transport & Supporting Services	0.5	1.3	0.1	0.8	0.1	1.6	0.4	1.3
H50,5222,5225 Water Transport & Supporting Services	0.5	1.7	0.3	2.2	0.1	1.2	0.2	1.3
H51,5223 Air Transport & Supporting Services	0.9	2.7	0.4	4.0	0.4	1.9	0.1	4.5
Other Transportation & Storage Services	1.0	2.0	0.3	1.6	0.2	1.7	0.6	2.5
I55-56 ACCOMMODATION AND FOOD SERVICES	5.9	3.8	1.1	3.1	3.4	3.7	1.5	4.8
I55 Accommodation	1.8	7.1	0.4	4.4	0.9	8.0	0.6	9.8
I56 Food & Beverage Services	4.0	3.1	0.6	2.6	2.5	3.1	0.9	3.5
J58-63 INFORMATION AND COMMUNICATIONS	4.1	4.6	3.9	4.8	0.2	2.9	-	-
J58-61 Telecommunications, Broadcasting & Publishing	0.7	2.4	0.6	2.5	0.1	2.1	-	-
J62-63 IT & Other Information Services	3.5	5.6	3.3	5.8	0.1	4.0	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	5.3	3.5	4.8	3.6	0.4	2.9	-	-
K64 & 66 (excl.662) Financial Services	4.6	3.5	4.3	3.6	0.3	2.5	-	-
K65 & 662 Insurance Services	0.7	3.3	0.5	3.2	0.1	3.8	-	-
L68 REAL ESTATE SERVICES	1.3	2.7	0.7	3.0	0.2	2.3	0.3	2.5
M69-75 PROFESSIONAL SERVICES	3.9	2.9	3.3	3.2	0.3	2.5	0.2	1.3
M69-70 Legal, Accounting & Management Services	2.4	3.5	2.1	3.6	0.2	2.5	0.1	4.7
M71 Architectural & Engineering Services	1.0	2.0	0.8	2.7	0.1	1.9	0.1	0.7
Other Professional Services	0.5	2.7	0.5	2.7	0.1	3.7	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.9	2.6	0.8	2.6	1.6	3.6	1.5	2.0
N80 Security & Investigation	1.5	4.2	-	-	1.3	4.4	0.2	4.6
N81 Cleaning & Landscaping	1.2	1.7	-	-	0.1	1.6	1.1	1.8
Other Administrative & Support Services	1.3	2.8	0.7	3.1	0.3	2.4	0.3	2.5
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10.8	2.9	8.0	2.9	2.3	3.1	0.5	2.0
O84,P85 Public Administration & Education	5.4	2.9	4.9	2.9	0.4	3.1	0.1	1.4
Q86-88 Health & Social Services	3.7	3.2	2.4	3.1	1.0	3.7	0.2	3.3
R90-93 Arts, Entertainment & Recreation	1.1	2.7	0.4	2.5	0.6	3.0	0.1	2.3
S,T,U Other Community, Social & Personal Services	0.7	1.9	0.3	2.0	0.3	2.2	0.1	1.1
A,B,D,E,V OTHERS*	0.4	1.7	0.3	2.0	-	-	0.1	1.2

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

	2017	2018	2019	4Q	
				2018	2019
TOTAL	2.1	2.3	2.2	2.1	2.0
INDUSTRY (SSIC 2015)					
C10-32 MANUFACTURING	1.8	1.9	1.7	1.6	1.5
C10-12 Food, Beverages & Tobacco	3.0	3.2	2.9	3.2	1.9
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.9	1.8	1.6	1.3	1.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.4	1.3	1.3	1.1	1.0
C25,28 Fabricated Metal Products, Machinery & Equipment	1.6	1.9	1.8	1.3	1.6
C26 Electronic, Computer & Optical Products	2.5	1.8	1.6	1.4	1.3
C29-30 Transport Equipment	1.2	1.7	1.4	1.7	1.5
Other Manufacturing Industries	1.6	1.6	1.5	1.5	1.3
F41-43 CONSTRUCTION	1.7	2.0	2.2	1.9	2.1
G-U SERVICES	2.3	2.4	2.4	2.2	2.1
G46-47 WHOLESALE AND RETAIL TRADE	2.4	2.4	2.2	2.3	2.1
G46 Wholesale Trade	1.8	2.0	1.9	1.8	1.7
G47 Retail Trade	3.5	3.4	2.9	3.3	3.1
H49-53 TRANSPORTATION AND STORAGE	1.7	1.8	1.7	1.7	1.4
H49,5221 Land Transport & Supporting Services	1.7	1.8	1.8	1.9	1.5
H50,5222, 5225 Water Transport & Supporting Services	1.5	1.1	1.2	0.8	1.1
H51,5223 Air Transport & Supporting Services	1.1	1.6	1.5	1.5	1.3
Other Transportation & Storage Services	2.3	2.5	2.3	2.2	1.6
I55-56 ACCOMMODATION AND FOOD SERVICES	3.7	3.7	4.0	3.8	3.9
I55 Accommodation	2.8	2.8	3.1	2.2	2.4
I56 Food & Beverage Services	4.0	3.9	4.1	4.1	4.1
J58-63 INFORMATION AND COMMUNICATIONS	2.0	2.3	2.4	2.1	2.1
J58-61 Telecommunications, Broadcasting & Publishing	1.6	1.7	1.7	1.4	1.5
J62-63 IT & Other Information Services	2.2	2.6	2.7	2.5	2.4
K64-66 FINANCIAL AND INSURANCE SERVICES	1.8	2.1	1.8	1.9	1.3
K64 & 66 (excl.662) Financial Services	1.8	2.1	1.8	1.9	1.2
K65 & 662 Insurance Services	2.3	2.2	2.3	2.1	2.1
L68 REAL ESTATE SERVICES	3.4	3.3	3.2	2.5	2.3
M69-75 PROFESSIONAL SERVICES	2.0	2.5	2.2	2.0	1.8
M69-70 Legal, Accounting & Management Services	2.1	2.3	2.4	2.1	1.9
M71 Architectural & Engineering Services	1.9	2.8	2.1	2.1	1.6
Other Professional Services	1.8	2.3	2.1	1.3	1.4
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.6	4.5	4.3	4.0	3.7
N80 Security & Investigation	3.7	3.9	4.5	3.9	4.0
N81 Cleaning & Landscaping	4.6	4.7	4.5	4.2	4.0
Other Administrative & Support Services	5.5	4.5	4.0	3.6	3.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.3	1.5	1.5	1.3	1.2
O84,P85 Public Administration & Education	1.0	1.1	1.1	0.8	0.8
Q86-88 Health & Social Services	1.6	1.7	1.7	1.5	1.5
R90-93 Arts, Entertainment & Recreation	1.8	1.9	2.0	1.8	1.8
S,T,U Other Community, Social & Personal Services	2.0	2.6	2.1	2.9	1.8
A,B,D,E,V OTHERS*	1.4	1.8	1.6	1.8	1.4
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	1.5	1.7	1.7	1.6	1.4
Clerical, Sales & Service Workers	3.1	3.2	3.2	3.1	3.0
Production & Transport Operators, Cleaners & Labourers	2.4	2.5	2.5	2.2	2.2

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) 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				
				2017	2018	2019	4Q	
							2018	2019
TOTAL				1.8	1.8	1.8	1.6	1.5
INDUSTRY (SSIC 2015)								
C10-32	MANUFACTURING			1.5	1.6	1.5	1.3	1.0
C10-12	Food, Beverages & Tobacco			2.5	2.8	2.6	2.5	1.6
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.7	1.7	1.6	1.2	1.1
C19-21	Petroleum, Chemical & Pharmaceutical Products			0.9	0.9	0.8	0.7	0.7
C25,28	Fabricated Metal Products, Machinery & Equipment			1.6	1.5	1.4	1.1	0.9
C26	Electronic, Computer & Optical Products			1.5	1.6	1.5	1.1	1.0
C29-30	Transport Equipment			1.4	1.3	1.2	1.2	0.8
	Other Manufacturing Industries			1.3	1.5	1.4	1.5	1.0
F41-43	CONSTRUCTION			1.8	1.8	1.8	1.7	1.4
G-U	SERVICES			1.9	1.9	1.8	1.7	1.6
G46-47	WHOLESALE AND RETAIL TRADE			2.0	2.0	1.8	1.7	1.5
G46	Wholesale Trade			1.6	1.6	1.4	1.4	1.3
G47	Retail Trade			3.0	3.0	2.4	2.3	2.1
H49-53	TRANSPORTATION AND STORAGE			1.3	1.3	1.4	1.2	1.1
H49,5221	Land Transport & Supporting Services			1.3	1.3	1.1	1.0	0.9
H50,5222,5225	Water Transport & Supporting Services			0.9	0.9	0.9	0.7	0.8
H51,5223	Air Transport & Supporting Services			0.8	1.0	0.9	1.0	0.9
	Other Transportation & Storage Services			1.9	1.9	2.1	1.8	1.7
I55-56	ACCOMMODATION AND FOOD SERVICES			3.6	3.3	3.4	3.2	3.1
I55	Accommodation			2.6	2.4	2.5	1.8	2.0
I56	Food & Beverage Services			3.8	3.4	3.6	3.5	3.3
J58-63	INFORMATION AND COMMUNICATIONS			1.6	1.6	1.6	1.3	1.5
J58-61	Telecommunications, Broadcasting & Publishing			1.2	1.2	1.2	0.9	1.0
J62-63	IT & Other Information Services			1.8	1.8	1.8	1.5	1.7
K64-66	FINANCIAL AND INSURANCE SERVICES			1.3	1.4	1.2	1.4	1.0
K64 & 66 (excl.662)	Financial Services			1.2	1.3	1.2	1.4	0.9
K65 & 662	Insurance Services			1.6	1.6	1.6	1.4	1.5
L68	REAL ESTATE SERVICES			2.7	2.5	2.5	2.2	1.7
M69-75	PROFESSIONAL SERVICES			1.5	1.6	1.7	1.6	1.4
M69-70	Legal, Accounting & Management Services			1.6	1.6	1.6	1.5	1.5
M71	Architectural & Engineering Services			1.5	1.7	1.7	1.8	1.4
	Other Professional Services			1.5	1.8	1.8	1.7	1.3
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			3.6	3.4	3.5	3.3	3.1
N80	Security & Investigation			3.0	3.0	3.8	3.1	3.7
N81	Cleaning & Landscaping			4.3	4.2	3.9	3.9	3.4
	Other Administrative & Support Services			3.3	2.5	2.7	2.5	2.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			1.0	1.1	1.0	0.9	0.8
O84,P85	Public Administration & Education			0.6	0.7	0.7	0.5	0.4
Q86-88	Health & Social Services			1.1	1.2	1.2	1.0	1.1
R90-93	Arts, Entertainment & Recreation			1.6	1.5	1.6	1.2	1.5
S,T,U	Other Community, Social & Personal Services			1.8	2.3	1.8	2.5	1.4
A,B,D,E,V	OTHERS*			1.4	1.4	1.2	1.1	1.0
OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians			1.2	1.3	1.2	1.1	1.0
	Clerical, Sales & Service Workers			2.6	2.5	2.6	2.4	2.3
	Production & Transport Operators, Cleaners & Labourers			2.2	2.2	2.1	1.9	1.7

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) 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, 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	2.2	1.8	1.7	1.2	3.2	2.6	2.5	2.1
C10-32 MANUFACTURING	1.7	1.5	1.3	1.0	2.8	2.1	1.8	1.7
C10-12 Food, Beverages & Tobacco	2.9	2.6	1.8	1.4	4.3	3.3	2.6	2.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.6	1.6	1.3	1.0	1.8	1.8	1.8	2.0
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.3	0.8	1.2	0.7	1.6	1.1	1.4	1.1
C25,28 Fabricated Metal Products, Machinery & Equipment	1.8	1.4	1.5	1.2	2.5	1.7	2.0	1.5
C26 Electronic, Computer & Optical Products	1.6	1.5	1.3	1.0	1.4	1.3	2.2	2.2
C29-30 Transport Equipment	1.4	1.2	1.1	0.8	1.7	1.2	1.5	1.5
Other Manufacturing Industries	1.5	1.4	1.6	1.2	2.5	2.2	1.4	1.4
F41-43 CONSTRUCTION	2.2	1.8	2.1	1.8	2.0	2.0	2.3	1.8
G-U SERVICES	2.4	1.8	1.8	1.2	3.3	2.7	3.1	2.6
G46-47 WHOLESALE AND RETAIL TRADE	2.2	1.8	1.6	1.2	3.0	2.4	2.4	1.9
G46 Wholesale Trade	1.9	1.4	1.5	1.1	2.4	1.9	2.3	1.8
G47 Retail Trade	2.9	2.4	1.8	1.5	3.4	2.8	2.5	2.1
H49-53 TRANSPORTATION AND STORAGE	1.7	1.4	1.5	1.2	1.8	1.4	1.9	1.5
H49,5221 Land Transport & Supporting Services	1.8	1.1	1.2	1.0	2.1	1.7	1.8	1.0
H50,5222, 5225 Water Transport & Supporting Services	1.2	0.9	1.5	1.0	1.3	1.1	0.8	0.8
H51,5223 Air Transport & Supporting Services	1.5	0.9	1.2	0.6	1.4	0.9	2.4	2.3
Other Transportation & Storage Services	2.3	2.1	1.8	1.8	2.6	2.3	2.5	2.3
I55-56 ACCOMMODATION AND FOOD SERVICES	4.0	3.4	2.4	2.1	4.7	4.0	3.7	3.2
I55 Accommodation	3.1	2.5	2.4	2.0	3.8	2.9	3.1	2.7
I56 Food & Beverage Services	4.1	3.6	2.4	2.1	4.8	4.2	3.9	3.4
J58-63 INFORMATION AND COMMUNICATIONS	2.4	1.6	2.3	1.6	2.9	1.9	3.9	3.3
J58-61 Telecommunications, Broadcasting & Publishing	1.7	1.2	1.6	1.1	2.1	1.4	2.1	3.1
J62-63 IT & Other Information Services	2.7	1.8	2.6	1.8	4.0	2.7	4.5	3.4
K64-66 FINANCIAL AND INSURANCE SERVICES	1.8	1.2	1.8	1.2	2.2	1.6	2.1	1.9
K64 & 66 (excl.662) Financial Services	1.8	1.2	1.8	1.1	1.9	1.5	2.1	1.9
K65 & 662 Insurance Services	2.3	1.6	2.1	1.5	3.1	1.9	1.0	0.7
L68 REAL ESTATE SERVICES	3.2	2.5	1.9	1.4	3.9	2.9	4.9	4.1
M69-75 PROFESSIONAL SERVICES	2.2	1.7	2.2	1.5	2.8	2.5	2.0	1.8
M69-70 Legal, Accounting & Management Services	2.4	1.6	2.4	1.6	2.5	2.2	1.4	0.6
M71 Architectural & Engineering Services	2.1	1.7	1.9	1.4	2.8	2.4	2.2	2.1
Other Professional Services	2.1	1.8	2.0	1.6	4.0	4.3	1.5	1.1
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.3	3.5	3.3	2.1	4.7	3.7	4.5	4.0
N80 Security & Investigation	4.5	3.8	2.2	2.0	4.9	4.2	2.5	2.1
N81 Cleaning & Landscaping	4.5	3.9	1.9	1.5	3.4	2.1	4.8	4.2
Other Administrative & Support Services	4.0	2.7	3.8	2.2	4.8	3.2	3.5	3.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.5	1.0	1.3	0.8	2.2	1.7	2.0	1.4
O84,P85 Public Administration & Education	1.1	0.7	1.1	0.7	1.5	1.0	1.8	0.8
Q86-88 Health & Social Services	1.7	1.2	1.6	1.0	2.1	1.6	1.9	1.2
R90-93 Arts, Entertainment & Recreation	2.0	1.6	1.9	1.4	2.2	2.0	2.1	1.0
S,T,U Other Community, Social & Personal Services	2.1	1.8	1.5	1.2	2.7	2.2	2.1	2.1
A,B,D,E,V OTHERS*	1.6	1.2	1.1	0.6	2.0	2.1	2.5	2.0

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

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

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

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2015)		Hours							
		2017	2018	2019	2018	2019			
					Dec	Mar	Jun	Sep	Dec
TOTAL		45.1	44.8	44.7	44.7	44.6	44.7	44.7	44.7
C10-32 MANUFACTURING		48.5	48.3	47.8	48.0	47.7	47.9	47.8	47.9
C10-12	Food, Beverages & Tobacco	46.4	45.6	45.1	45.1	45.1	45.1	45.3	45.1
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.6	48.3	47.6	47.7	47.6	48.0	47.5	47.4
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.4	44.1	43.9	44.0	44.3	43.7	43.5	44.2
C25,28	Fabricated Metal Products, Machinery & Equipment	50.1	49.8	49.5	49.0	48.7	49.1	49.7	50.3
C26	Electronic, Computer & Optical Products	46.9	47.1	46.3	47.9	46.3	46.5	46.1	46.3
C29-30	Transport Equipment	50.6	50.7	50.7	50.1	50.8	51.2	50.5	50.1
	Other Manufacturing Industries	48.5	48.0	47.4	47.3	47.3	47.6	47.5	47.3
F41-43 CONSTRUCTION		50.8	50.4	50.0	49.8	49.5	50.0	50.4	50.1
G-U SERVICES		43.1	42.9	42.9	42.9	42.9	42.9	43.0	43.0
G46-47 WHOLESALE AND RETAIL TRADE		42.8	42.9	42.9	42.7	42.6	42.7	43.0	43.2
G46	Wholesale Trade	43.2	43.3	43.2	43.0	42.9	42.9	43.3	43.8
G47	Retail Trade	42.1	42.0	42.1	42.1	41.9	42.2	42.5	42.0
H49-53 TRANSPORTATION AND STORAGE		45.5	45.6	45.5	45.7	45.7	45.8	45.1	45.5
H49,5221	Land Transport & Supporting Services	45.3	45.2	46.1	45.9	45.8	46.9	45.4	46.4
H50,5222, 5225	Water Transport & Supporting Services	44.3	44.5	44.7	44.5	44.3	44.7	44.7	44.9
H51,5223	Air Transport & Supporting Services	45.1	45.0	44.5	44.9	45.8	44.7	43.7	43.7
	Other Transportation & Storage Services	46.9	46.9	46.2	46.8	46.3	46.5	45.8	46.2
I55-56 ACCOMMODATION AND FOOD SERVICES		42.2	41.5	41.8	41.5	41.7	41.5	42.1	41.8
I55	Accommodation	46.1	45.7	45.7	46.0	45.6	45.5	45.9	45.9
I56	Food & Beverage Services	41.3	40.6	41.0	40.6	40.8	40.7	41.3	41.1
J58-63 INFORMATION AND COMMUNICATIONS		41.5	41.7	41.6	41.8	41.7	41.7	41.5	41.7
J58-61	Telecommunications, Broadcasting & Publishing	41.6	41.6	41.7	41.9	41.6	41.6	41.6	41.9
J62-63	IT & Other Information Services	41.5	41.7	41.6	41.8	41.7	41.8	41.4	41.6
K64-66 FINANCIAL AND INSURANCE SERVICES		41.1	41.1	41.6	41.2	41.2	41.2	41.5	42.4
K64 & 66 (excl.662)	Financial Services	41.3	41.3	41.8	41.4	41.4	41.3	41.8	42.6
K65 & 662	Insurance Services	40.1	40.1	40.2	40.2	40.2	40.2	40.0	40.6
L68	REAL ESTATE SERVICES	44.6	44.0	44.2	44.2	44.2	44.4	44.1	44.2
M69-75 PROFESSIONAL SERVICES		43.1	43.0	42.9	43.1	42.8	42.9	43.0	42.7
M69-70	Legal, Accounting & Management Services	41.2	41.1	40.9	41.2	40.9	40.9	41.0	40.9
M71	Architectural & Engineering Services	46.1	46.1	46.0	46.2	46.0	46.4	46.3	45.5
	Other Professional Services	42.4	41.8	41.9	42.0	41.9	41.9	41.8	42.2
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES		46.7	46.0	46.0	46.0	46.0	45.9	46.3	45.7
N80	Security & Investigation	52.3	51.4	51.3	50.9	51.6	51.5	51.7	50.3
N81	Cleaning & Landscaping	44.4	44.7	44.4	44.8	44.6	44.3	44.7	44.3
	Other Administrative & Support Services	44.5	44.1	44.4	44.4	44.1	44.4	45.0	44.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES		41.9	41.8	41.9	41.9	41.8	41.9	41.8	41.9
O84,P85	Public Administration & Education	41.4	41.2	41.3	41.2	41.2	41.3	41.3	41.4
Q86-88	Health & Social Services	41.9	42.0	41.9	41.9	41.9	42.0	41.9	42.0
R90-93	Arts, Entertainment & Recreation	43.7	43.8	43.8	43.7	43.8	43.7	43.8	43.9
S,T,U	Other Community, Social & Personal Services	42.8	42.3	42.4	43.4	42.8	42.6	41.8	42.5
A,B,D,E,V OTHERS*		45.4	45.4	45.1	45.1	45.3	44.8	45.1	45.2

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

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

Notes :

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

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours							
Industry (SSIC 2015)		2017	2018	2019	2018	2019			
					Dec	Mar	Jun	Sep	Dec
TOTAL		3.0	2.8	2.7	2.7	2.6	2.7	2.8	2.7
C10-32	MANUFACTURING	5.6	5.5	5.1	5.2	4.9	5.3	5.1	5.2
C10-12	Food, Beverages & Tobacco	3.9	3.6	3.3	3.5	3.2	3.5	3.5	2.9
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.3	5.2	4.3	4.5	4.4	4.9	4.2	3.9
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.5	2.4	2.3	2.2	2.2	2.2	2.2	2.6
C25,28	Fabricated Metal Products, Machinery & Equipment	6.8	6.5	6.3	5.7	5.4	6.0	6.5	7.1
C26	Electronic, Computer & Optical Products	4.5	4.9	4.0	5.5	3.9	4.2	3.8	4.0
C29-30	Transport Equipment	7.1	7.3	7.3	6.7	7.4	7.9	7.2	6.7
	Other Manufacturing Industries	6.0	5.5	5.0	4.9	4.9	5.2	4.8	5.1
F41-43	CONSTRUCTION	6.6	6.4	6.1	6.1	5.8	6.2	6.6	5.8
G-U	SERVICES	1.5	1.5	1.5	1.4	1.4	1.5	1.5	1.5
G46-47	WHOLESALE AND RETAIL TRADE	1.5	1.6	1.5	1.3	1.2	1.4	1.6	1.6
G46	Wholesale Trade	1.5	1.4	1.3	1.0	1.0	1.3	1.4	1.6
G47	Retail Trade	1.7	1.8	1.7	2.0	1.6	1.8	1.9	1.7
H49-53	TRANSPORTATION AND STORAGE	2.6	2.6	2.7	2.7	2.7	3.0	2.4	2.7
H49,5221	Land Transport & Supporting Services	2.8	2.8	3.7	3.3	3.2	4.7	3.0	3.8
H50,5222,5225	Water Transport & Supporting Services	1.6	1.9	2.2	1.9	1.7	2.3	2.2	2.4
H51,5223	Air Transport & Supporting Services	2.0	1.8	1.4	1.7	2.6	1.4	0.7	0.9
	Other Transportation & Storage Services	3.7	3.5	3.0	3.5	3.0	3.1	3.1	3.0
I55-56	ACCOMMODATION AND FOOD SERVICES	2.0	1.9	1.9	1.9	1.8	1.8	2.0	2.1
I55	Accommodation	2.4	2.3	2.3	2.5	2.2	2.1	2.4	2.6
I56	Food & Beverage Services	1.9	1.8	1.9	1.8	1.8	1.8	1.9	2.0
J58-63	INFORMATION AND COMMUNICATIONS	0.3	0.4	0.3	0.4	0.3	0.4	0.2	0.3
J58-61	Telecommunications, Broadcasting & Publishing	0.4	0.4	0.3	0.3	0.3	0.4	0.2	0.3
J62-63	IT & Other Information Services	0.3	0.4	0.3	0.4	0.4	0.3	0.2	0.2
K64-66	FINANCIAL AND INSURANCE SERVICES	0.2	0.1	0.4	0.1	0.1	0.1	0.4	1.0
K64 & 66 (excl.662)	Financial Services	0.2	0.2	0.5	0.1	0.1	0.1	0.5	1.1
K65 & 662	Insurance Services	0.2	0.1	0.1	0.1	0.1	0.2	0.1	0.1
L68	REAL ESTATE SERVICES	2.0	1.6	1.7	1.6	1.6	1.8	1.7	1.6
M69-75	PROFESSIONAL SERVICES	1.5	1.4	1.4	1.4	1.4	1.5	1.5	1.2
M69-70	Legal, Accounting & Management Services	0.4	0.3	0.3	0.3	0.3	0.3	0.2	0.2
M71	Architectural & Engineering Services	3.3	3.3	3.4	3.3	3.4	3.7	3.5	2.9
	Other Professional Services	0.8	0.7	0.6	0.7	0.7	0.6	0.6	0.6
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.7	4.1	4.1	4.0	4.1	4.1	4.3	3.9
N80	Security & Investigation	9.8	9.9	10.1	9.7	10.5	10.4	10.3	9.0
N81	Cleaning & Landscaping	2.5	2.7	2.6	2.7	2.7	2.5	2.7	2.6
	Other Administrative & Support Services	2.6	2.0	2.0	1.8	1.6	1.9	2.6	2.1
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.4	0.4	0.5	0.4	0.5	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	0.5	0.4	0.5	0.5	0.5	0.4
R90-93	Arts, Entertainment & Recreation	1.2	1.3	1.1	1.4	1.1	1.1	1.1	1.2
S,T,U	Other Community, Social & Personal Services	1.1	1.2	1.2	1.5	1.1	1.2	1.1	1.2
A,B,D,E,V	OTHERS*	2.9	2.8	2.6	2.5	2.8	2.3	2.6	2.6

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Annual figures are the simple averages of the 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 2019 shows the proportion of residents retrenched in the third quarter of 2018 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 2019 re-entry rate pertains to residents retrenched from 3Q 2018 to 2Q 2019, who re-entered employment by 2019 (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	Dec 19	63,900	2,400	3.8%	59,200	68,600
Resident Unemployment Rate	Dec 19	2.7%	0.10%-pt	3.9%	2.5%	2.9%
JOB VACANCY						
Job Vacancy Number	Dec 19	50,000	1,000	2.0%	47,900	52,000
Job Vacancy Rate	Dec 19	2.3%	0.05%-pt	2.0%	2.3%	2.4%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	4Q 19	2.0%	0.03%-pt	1.3%	1.9%	2.0%
Average Monthly Resignation Rate	4Q 19	1.5%	0.02%-pt	1.1%	1.4%	1.5%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Dec 19	2.7	0.03	1.2%	2.6	2.7

Note: Data are non-seasonally adjusted.

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

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