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EMPLOYEES



MINISTRY OF  
MANPOWER | Manpower Research  
and Statistics Department

Singapore  
**MANPOWER  
STATISTICS**  
IN BRIEF **2019**

**UNEMPLOYMENT<sup>1</sup>**

(Annual Average)

Unemployment Rate (%)	
Overall	2.1
Residents	2.9
Citizens	3.0
Unemployed Residents ('000)	66.9

**EMPLOYMENT<sup>2</sup>**

(December)

Employment ('000)	3,714.8
Local	2,328.8
Foreign	1,386.0
Foreign Share Of Employment (Excluding Foreign Domestic Workers) (%)	32.7
Employment Change ('000)	45.3
Local	27.4
Foreign	17.9
Employment Change (%)	1.2
Local	1.2
Foreign	1.3
Employment By Industry <sup>3</sup> (%)	100.0
Manufacturing	13.1
Construction	12.0
Services	74.2
Wholesale & Retail Trade	13.2
Transportation & Storage	7.0
Accommodation & Food Services	6.9
Information & Communications	3.8
Financial & Insurance Services	5.3
Real Estate Services	2.3
Professional Services	6.6
Administrative & Support Services	6.6
Community, Social & Personal Services	22.4
Others <sup>4</sup>	0.7

**INCOME**

Median Gross Monthly Income From Work  
(Including Employer CPF Contributions) Of  
Full-Time Employed Residents (June)<sup>5, 6</sup>

Level (\$)	4,437
Annualised Change Over 5 Years (%p.a.)	
Nominal	
2008-2013	5.0
2013-2018	3.7
Real <sup>7</sup>	
2008-2013	1.9
2013-2018	3.5
Annual Wage Changes <sup>8</sup>	
Total Wage <sup>9</sup> Change Including Employer CPF Contributions (%)	
Nominal	4.6
Real <sup>7</sup>	4.2
Basic Wage <sup>10</sup> Change (%)	
Nominal	4.0
Real <sup>7</sup>	3.6
Annual Variable Component <sup>11</sup> (Months Of Basic Wage)	2.06

**LABOUR FORCE PARTICIPATION /  
EMPLOYMENT RATE<sup>5</sup>**

(June)

Resident Labour Force Participation Rate <sup>12</sup> (%)	67.7
Resident Employment Rate Aged 25-64 <sup>13</sup> (%)	80.3

2018

**JOB VACANCY**<sup>14</sup>

Job Vacancy <sup>15</sup> ('000)	57.9
Job Vacancy Rate <sup>16</sup> (%)	2.7
Job Vacancy To Unemployed Person Ratio (Seasonally Adjusted) <sup>17</sup>	1.07

**RETRENCHMENT**<sup>14</sup>

Retrenched Employees <sup>18, 19</sup>	10,730
Retrenched Permanent Employees <sup>18, 20</sup>	9,610
Retrenched Term Contract Employees <sup>18, 21</sup>	1,120
Number Of Retrenched Employees Per 1,000 Employees <sup>19</sup>	5.1

**RE-ENTRY INTO EMPLOYMENT**

6 Months Post-Retrenchment <sup>22</sup> (%)	62.9
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**LABOUR TURNOVER**<sup>14</sup>

Monthly Recruitment Rate <sup>23</sup> (%)	2.3
Monthly Resignation Rate <sup>24</sup> (%)	1.8

**HOURS WORKED**

(Per Week)

Total Paid Hours Worked Per Employee <sup>14, 25</sup>	44.8
Paid Overtime Hours Worked Per Employee <sup>14</sup>	2.8
Actual Hours Worked Per Employed Person <sup>26</sup>	44.2
Usual Hours Worked Per Employed Resident <sup>5, 27</sup>	
Total	43.0
Full-Time	45.8
Part-Time	20.9

**TRAINING**

Training Participation Rate <sup>28</sup> (%)	48.0
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**LABOUR RELATIONS**<sup>29</sup>

Employers' Trade Unions	
Number	3
Membership	3,490
Employees' Trade Unions	
Number	63
Membership	761,439
Industrial Stoppages	0

**WORKPLACE SAFETY AND HEALTH**<sup>30</sup>

Workplace Injuries (Including Fatal Injuries)	
Number	12,810
Injury Rate (Per 100,000 Persons Employed)	373
Workplace Fatal Injuries	
Number	41
Fatal Injury Rate (Per 100,000 Persons Employed)	1.2
Accident Frequency Rate <sup>31</sup>	1.6
Accident Severity Rate <sup>32</sup>	66
Occupational Diseases (Chronic)	
Number Of Cases Confirmed By MOM	563
Incidence (Per 100,000 Persons Employed)	16.4

OTHER INDICATORS<sup>33</sup>

Total Population <sup>34, 35</sup> ('000)	5,638.7
Growth (%)	0.5
Resident Population <sup>34, 35</sup> ('000)	3,994.3
Growth (%)	0.7
Change In Labour Productivity <sup>33</sup> (%)	2.4
Change In Consumer Price Index (%)	0.4
Change In Unit Labour Cost (%)	
Overall	0.4
Manufacturing	-3.8

## Notes

\$ - Singapore Dollars

- 1 Refers to the percentage of unemployed persons to the labour force. Annual figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals. Compiled from Labour Force Survey, Manpower Research and Statistics Department, MOM
- 2 Compiled primarily from administrative records, with the self-employed component estimated from the Labour Force Survey. Locals (also known as residents) comprise Singapore citizens and permanent residents. Data may not add up to total due to rounding.
- 3 The industries are classified based on Singapore Standard Industrial Classification, 2015.
- 4 Include Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
- 5 Compiled from Comprehensive Labour Force Survey, Manpower Research and Statistics Department, MOM
- 6 Refers to income earned from employment. For employees, it refers to the gross monthly wages or salaries before deduction of employee CPF contributions and personal income tax. It comprises basic wages, overtime pay, commissions, tips, other allowances and one-twelfth of annual bonuses. For self-employed persons, gross monthly income refers to the average monthly profits from their business, trade or profession (i.e. total receipts less business expenses incurred) before deduction of income tax. Full-time employment refers to employment where the normal hours of work is at least 35 hours per week. Data exclude full-time National Servicemen.
- 7 Deflated by Consumer Price Index (CPI) for all items at 2014 prices (2014=100).
- 8 Refers to wage increases granted by private sector establishments (with at least 10 employees) to full-time resident employees in continuous employment for at least a year. Compiled from Survey on Annual Wage Changes, Manpower Research and Statistics Department, MOM
- 9 Comprises basic wages, annual variable component (i.e. bonuses) and estimates of employer CPF contributions.

- 10 Refers to the basic pay before deduction of employee CPF contributions and personal income tax. It excludes employer CPF contributions, bonuses, overtime payments, commissions, allowances (e.g. shift, food, housing and transport), other monetary payments and payments-in-kind.
- 11 Also known as bonuses. Data on bonus quantum for a reference year is collected twice. Once during the reference year and once more a year later to facilitate calculation of total wage changes in the same company received by a fixed cohort of employees. Figure shown is based on bonus quantum collected in the reference year.
- 12 Refers to the percentage of the labour force to the population aged fifteen years & over.
- 13 Refers to the percentage of employed persons to the population in the specific age group.
- 14 Data pertain to private sector establishments (each with at least 25 employees) and the public sector. Compiled from Labour Market Survey, Manpower Research and Statistics Department, MOM
- 15 Refers to the number of unfilled posts for which an establishment is actively recruiting employees from outside the establishment. The annual figures are the simple averages of the quarterly figures.
- 16 Refers to the total number of job vacancies divided by the total manpower demand (i.e. 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.
- 17 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.
- 18 Data are rounded to the nearest ten.
- 19 Refers to the termination of permanent employees due to redundancy and early termination of term contract employees due to redundancy.
- 20 Refers to the termination of permanent employees due to redundancy.

- 21 Refers to early termination of term contract employees due to redundancy.
- 22 The annual rate refers to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment. Compiled from Labour Market Survey, Manpower Research and Statistics Department, MOM and derived based on data from Administrative Records
- 23 Refers to 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.
- 24 Refers to 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.
- 25 Refers to the total number of paid hours worked per week by an employee. It is the sum of standard hours and paid overtime hours worked.
- 26 Refers to the actual time spent by employed persons on work activities, regardless of whether the hours are regular in nature or whether he is paid or not.
- 27 Refers to the number of hours that a person usually works in a typical week, regardless of whether he is paid or not.
- 28 Refers to the proportion of residents aged 15 to 64 in the labour force who had engaged in some form of job-related structured training or education activities over the 12-month period ending June. Compiled from Supplementary Survey on Adult Training, Manpower Research and Statistics Department, MOM
- 29 Source: Labour Relations and Workplaces Division, MOM
- 30 Data on workplace safety and health are compiled based on incident reports made by employers, occupiers and medical practitioners in fulfilment of their obligations under the Workplace Safety and Health (Incident Reporting) Regulations. Source: Occupational Safety and Health Division, MOM
- 31 Refers to the number of workplace accidents per million man-hours worked.

- 32 Refers to the number of man-days lost to workplace accidents per million man-hours worked.
- 33 Source: Singapore Department of Statistics. Labour productivity is derived based on data from Singapore Department of Statistics and Manpower Research and Statistics Department, MOM.
- 34 Mid-year estimates.
- 35 Total population comprises Singapore residents and non-residents. The resident population comprises Singapore citizens and permanent residents.

### Regular Publications

Labour Market Report (Quarterly)

Labour Force in Singapore (Annual)

Report on Wage Practices (Annual)

Singapore Yearbook of Manpower Statistics (Annual)

Job Vacancies Report (Annual)

Retrenchment and Re-entry into Employment Report (Annual)

The Manpower Research and Statistics Department also publishes occasional papers on manpower-related topics. All the department's publications are available for free download at:

<https://stats.mom.gov.sg/>

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