Redundancy And
Re-entry Into Employment, 2013

MINISTRY OF
MANPOWER

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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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Notations:

-	: Nil or negligible
Q	: Quarter
n.a.	: Not applicable/ not available
No.	: Number
s	: Data suppressed due to small number covered

List of Abbreviations:

CPF	: Central Provident Fund
MOM	: Ministry of Manpower
MTI	: Ministry of Trade and Industry
PMETs	: Professionals, Managers, Executives & Technicians
SSIC	: Singapore Standard Industrial Classification

HIGHLIGHTS

- Amid economic restructuring, slightly more workers were laid off in 2013 (11,560) than in 2012 (11,010).[1] Against a larger pool of employees, the incidence of redundancy remained low at 5.8 workers per 1,000 employees, unchanged from 2012. Overall, the labour market was tight, with unemployment remaining low in 2013.[2]

- Reflecting the ongoing productivity drive, restructuring of business processes for greater work efficiency remained the top reason for redundancy in 2013, affecting 40% of the workers laid off in 2013, continuing its uptrend since 2010. This was followed by high costs (operating cost: 30%, labour cost: 29%) and reorganisation of businesses (23%).[3]

- Manufacturing workers were the most vulnerable, with 13 made redundant per 1,000 employees, up from 10 in 2012, as layoffs rose in manufacturing (from 4,050 in 2012 to 5,000 in 2013). In services, the incidence of redundancy declined to 4.3 workers affected per 1,000 employees in 2013 from 5.1 in 2012, as layoffs fell in the sector (from 6,300 to 5,430). Construction employees registered the lowest incidence of redundancy, despite it rising over the year from 2.4 to 3.8 per 1,000, following the increase in construction layoffs (from 650 to 1,120).

- PMETs remained more vulnerable to redundancy with 7.3 made redundant for every 1,000 PMETs, than production & related (5.7 per 1,000) and clerical, sales & service workers (2.8 per 1,000) in 2013. Nonetheless, the number of residents laid off from PMET positions was not large at 4,940. The unemployment rate of PMETs also remained lower than other occupations.[4]

- Based on CPF records, two-thirds (66%) of residents made redundant in the first three quarters of 2013 re-entered employment by December 2013. This rate of re-entry within 12 months of redundancy was slightly lower than that experienced by the preceding cohort in 2012 (68%), weighed down by PMETs who take longer to secure re-entry into employment, as they spend more time seeking jobs that match their skills, qualifications and salary expectations. However, there was improvement in the last three quarters of the year, with the rate of re-entry into employment within six months of redundancy rising from 49% in March 2013 to 59% in December 2013.

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[1] Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
[2] The unemployment rate averaged 1.9% for overall and 2.8% for residents in 2013.
[3] Establishments can indicate more than one reason.
[4] The resident unemployment rate (excluding the unemployed without work experience) for PMETs was 2.6%, lower than 3.5% for all occupations in June 2013. The corresponding figures were 5.3% for clerical, sales & service workers and 3.8% for production & related workers. Figures are non-seasonally adjusted. Source: “Labour Force In Singapore, 2013”, Manpower Research and Statistics Department, MOM.

REDUNDANCY AND RE-ENTRY INTO EMPLOYMENT, 2013

Part I: Redundancy

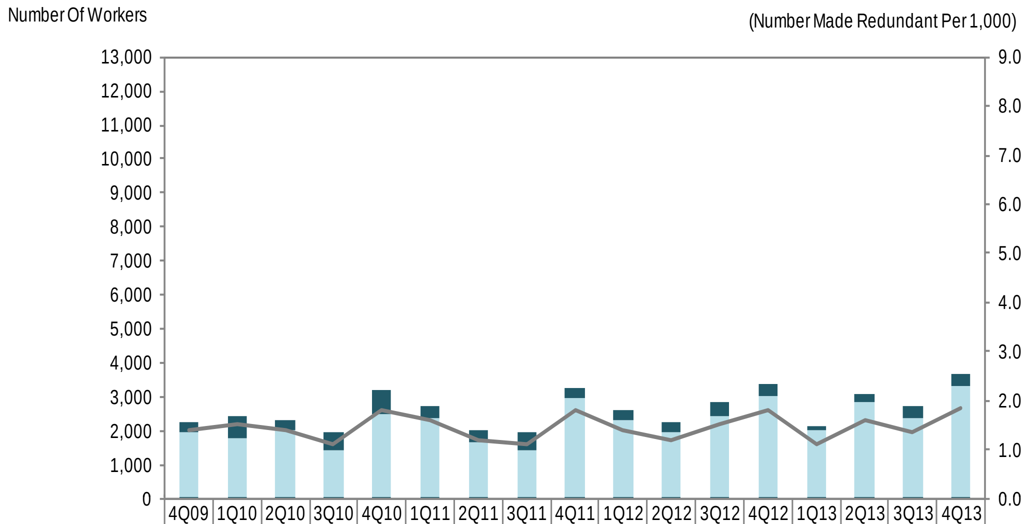
1 Overview

Incidence of redundancy remained low in 2013

1.1 Slightly more workers were laid off in 2013 (11,560) than in 2012 (11,010), amid economic restructuring towards higher productivity (Chart 1A). Against a larger pool of employees, the incidence of redundancy remained low at 5.8 workers per 1,000 employees in 2013, unchanged from the year before (Chart 1B).

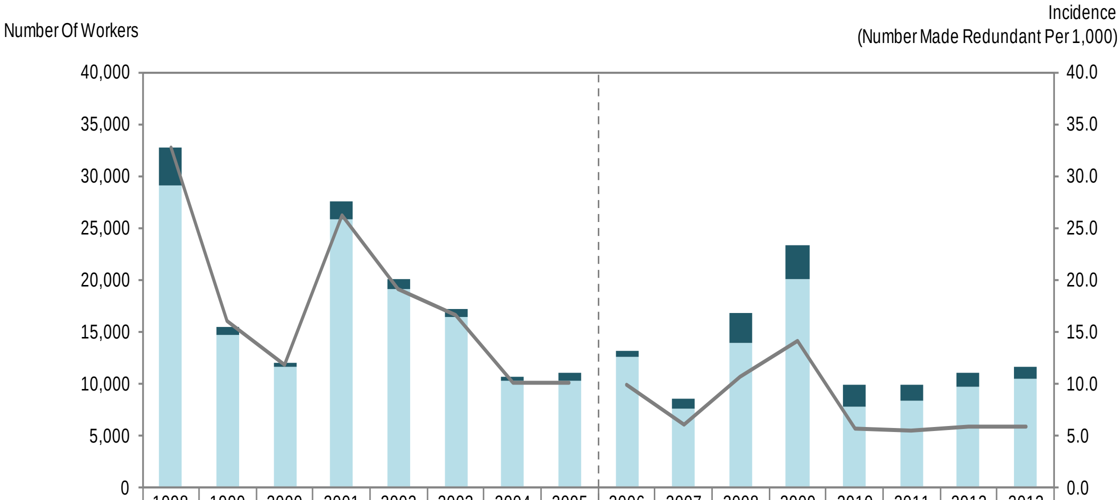
Chart 1: Number And Incidence Of Redundancy

(A) Quarterly



	4Q09	1Q10	2Q10	3Q10	4Q10	1Q11	2Q11	3Q11	4Q11	1Q12	2Q12	3Q12	4Q12	1Q13	2Q13	3Q13	4Q13
Redundancy	2,220	2,400	2,280	1,930	3,190	2,750	2,020	1,960	3,250	2,600	2,210	2,850	3,350	2,120	3,080	2,710	3,660
Retrenchment	1,980	1,800	2,010	1,440	2,480	2,380	1,630	1,410	2,940	2,280	1,970	2,430	2,990	2,010	2,820	2,390	3,320
Early Release Of Contract Workers	250	600	270	490	710	370	390	560	320	320	250	420	360	120	260	320	330
Incidence Of Redundancy	1.4	1.5	1.4	1.1	1.8	1.6	1.2	1.1	1.8	1.4	1.2	1.5	1.8	1.1	1.6	1.4	1.9

(B) Annual



	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Redundancy	32,800	15,530	11,950	27,570	20,130	17,260	10,640	11,150	13,090	8,590	16,880	23,430	9,800	9,990	11,010	11,560
Retrenchment	29,090	14,620	11,620	25,840	19,090	16,400	10,190	10,290	12,600	7,680	13,920	20,160	7,740	8,350	9,670	10,540
Early Release Of Contract Workers	3,720	910	330	1,730	1,040	860	450	850	480	920	2,970	3,270	2,070	1,640	1,340	1,030
Incidence Of Redundancy	32.7	16.1	11.9	26.3	19.2	16.7	10.1	10.0	9.8	6.0	10.6	14.2	5.7	5.5	5.8	5.8

Source: Labour Market Survey, MOM

Notes:
(1) Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, data also include the public sector.
(2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

1.2 Retrenchments continued to form the bulk of redundancy in 2013, affecting nine in ten (91% or 10,540) of the workers laid off. The remaining one in ten (8.9% or 1,030) were released early from their contracts (Chart 1B).

2 Profile Of Workers Made Redundant

Industry

Manufacturing workers most vulnerable to layoffs

2.1 Manufacturing saw more layoffs (from 4,050 to 5,000) in 2013, mainly in electronics (from 1,820 to 2,490). Redundancy also rose in construction (from 650 to 1,120), amid a slowdown in building activities.[1] Although layoffs in services fell at the overall level (from 6,300 to 5,430), the trends were mixed across detailed industries. Layoffs were lower in a number of services industries led by retail trade (from 560 to 100) amid strong demand for shop sales assistants[2], and also professional services (from 1,230 to 960), wholesale trade (from 1,270 to 1,180) and financial & insurance services (from 1,380 to 1,270), underscoring stronger output growth over the year in these industries[3]. This more than offset the increases in layoffs in transportation & storage (from 280 to 450) and information & communications (from 710 to 800).[4]

Table 1: Redundancy By Industry, 2009 - 2013

Industry (SSIC 2010)	2009		2010		2011		2012		2013	
	No.	Share (%)	No.	Share (%)	No.	Share (%)	No.	Share (%)	No.	Share (%)
Total	**23,430**	**100.0**	**9,800**	**100.0**	**9,990**	**100.0**	**11,010**	**100.0**	**11,560**	**100.0**
Manufacturing	**13,640**	**58.2**	**4,490**	**45.8**	**4,460**	**44.6**	**4,050**	**36.8**	**5,000**	**43.2**
Construction	**980**	**4.2**	**1,350**	**13.8**	**1,050**	**10.5**	**650**	**5.9**	**1,120**	**9.7**
Services	**8,720**	**37.2**	**3,960**	**40.4**	**4,430**	**44.4**	**6,300**	**57.2**	**5,430**	**47.0**
Wholesale & Retail Trade	2,670	11.4	1,170	11.9	1,050	10.5	1,830	16.6	1,280	11.1
Transportation & Storage	1,050	4.5	320	3.3	230	2.3	280	2.6	450	3.9
Accommodation & Food Services	200	0.8	130	1.3	350	3.5	270	2.4	220	1.9
Information & Communications	590	2.5	340	3.4	480	4.8	710	6.4	800	7.0
Financial & Insurance Services	1,840	7.9	610	6.3	860	8.6	1,380	12.6	1,270	10.9
Real Estate Services	140	0.6	130	1.3	130	1.3	60	0.5	30	0.2
Professional Services	1,210	5.2	720	7.3	940	9.4	1,230	11.2	960	8.3
Administrative & Support Services	780	3.3	280	2.9	130	1.3	300	2.7	240	2.1
Community, Social & Personal Services	240	1.0	260	2.7	260	2.6	240	2.2	190	1.6
Others	**90**	**0.4**	-	-	**50**	**0.5**	**10**	**0.1**	**10**	**0.1**

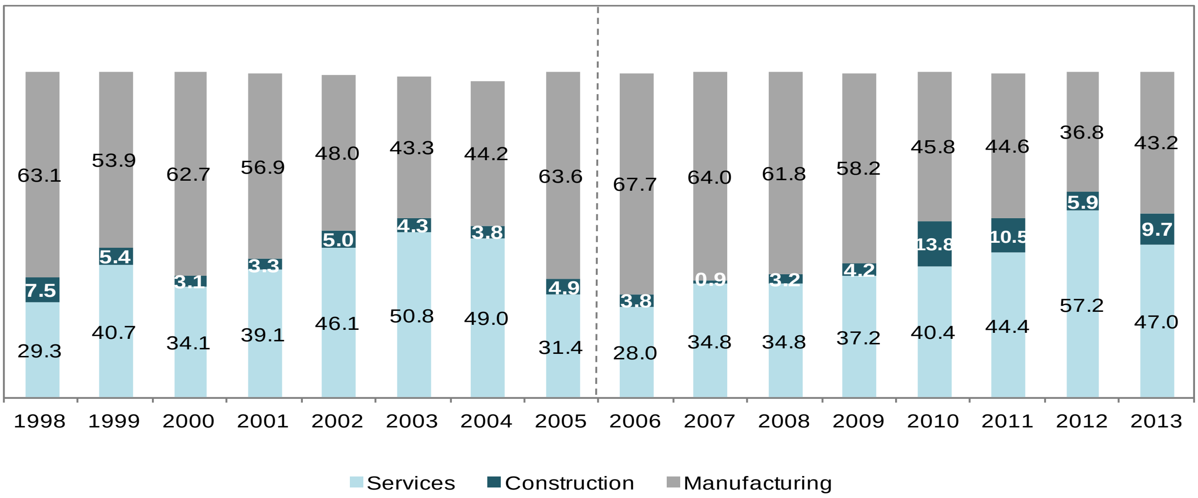
Source: Labour Market Survey, MOM

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.
(3) "-": Nil or negligible.
(4) Breakdown by detailed industries is at Annex A- Table A1.

[1] Growth in the construction sector moderated to 5.9% in 2013 from 8.6% in 2012. Source: Department of Statistics, MTI.
[2] Shop sales assistants were sought in large numbers (3,510) and had an above-average incidence of vacancies unfilled for at least six months (44.1%). Source: "Job Vacancies, 2013", Manpower Research and Statistics Department, MOM.
[3] Growth in the services sector rose to 5.3% in 2013 from 2.0% in 2012, mainly due to stronger growth in the finance & insurance (from 1.3% to 11%) and wholesale trade sectors (from -1.7% to 5.7%). Professional services also saw stronger growth in 2013 at 4.2%, up from 4.0% in 2012. Source: Department of Statistics, MTI.
[4] The transportation & storage sector grew by 3.0% in 2013, slower than the 3.4% growth in 2012. Information & communications also saw slower output growth in 2013 (5.5%) than in 2012 (6.2%). Source: Department of Statistics, MTI.

2.2 As layoffs declined in services but rose in manufacturing and construction, the services' share of the total redundancy fell to 47% in 2013, from the high of 57% in 2012 following four consecutive years of increases (Chart 2). Manufacturing's share rose to 43% in 2013 from 37% in 2012, though it remained lower than services'. Construction formed 9.7% of total redundancy in 2013, up from 5.9% in 2012. A detailed breakdown by industry is at Annex A – Table A1.

Chart 2: Distribution Of Redundancy By Sector, 1998 - 2013



Source: Labour Market Survey, MOM

Notes:

(1) Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, data also include the public sector.

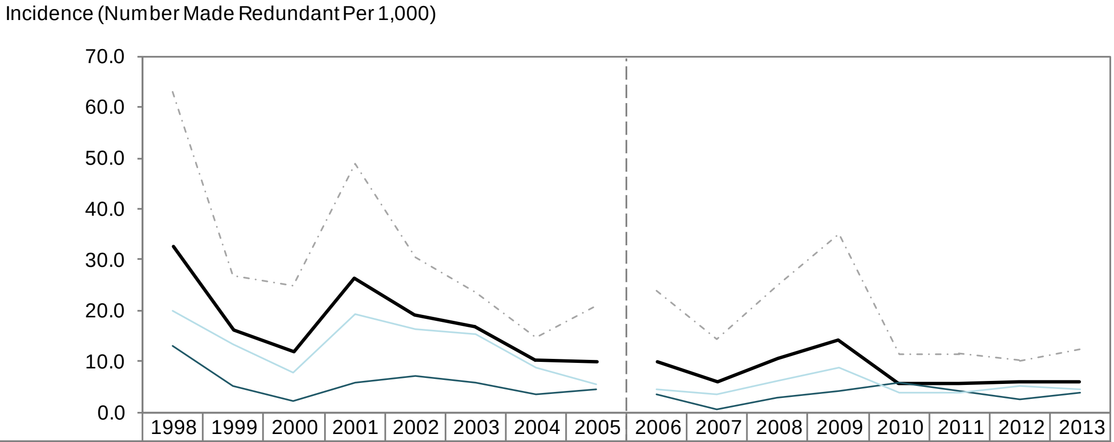
(2) Industries are classified based on SSIC 2010 for 2006 to 2013 and previous editions of SSIC for the earlier years.

(3) Figures for each year may not add up to 100% due to the exclusion of 'Others'.

2.3 While the distribution of redundancy by industry gives an idea of where layoffs come from, the data do not shed light on the vulnerability of workers to losing their jobs. For this, we need to relate the redundancy to the number employed in the industry.

2.4 Manufacturing workers remained more vulnerable to redundancy, with 13 workers made redundant per 1,000 employees in 2013, up from 10 the year before (Chart 3). Services workers as a whole were generally less vulnerable, with 4.3 workers laid off per 1,000 employees, down from 5.1 in 2012, but above the 3.8 in 2011 and 3.7 in 2010. Construction employees continued to register lower incidence of redundancy, despite it rising over the year from 2.4 to 3.8 per 1,000. A breakdown by detailed industries is at Annex A – Table A2.

Chart 3: Incidence Of Redundancy By Sector, 1998 - 2013



	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Total	32.7	16.1	11.9	26.3	19.2	16.7	10.1	10.0	9.8	6.0	10.6	14.2	5.7	5.5	5.8	5.8
Manufacturing	62.9	26.9	24.9	49.0	30.4	23.6	14.7	20.9	24.0	14.3	24.7	35.1	11.5	11.4	10.2	12.5
Construction	13.0	5.0	2.3	5.9	7.0	5.7	3.3	4.3	3.5	0.5	2.8	4.1	5.6	4.2	2.4	3.8
Services	20.0	13.3	7.7	19.1	16.2	15.2	8.8	5.5	4.5	3.4	6.1	8.7	3.7	3.8	5.1	4.3

Source: Labour Market Survey, MOM

Notes:

(1) Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, data also include the public sector.

(2) Industries are classified based on SSIC 2010 for 2006 to 2013 and previous editions of SSIC for the earlier years.

Occupation

PMETs remained more vulnerable to layoffs

2.5 Some 6,430 representing 56% of all workers made redundant were displaced from PMET positions in 2013, up from 5,960 or 54% in 2012. Production & related workers also saw more layoffs (from 3,570 or 32% to 4,000 or 35%). On the other hand, fewer clerical, sales & service workers were affected (from 1,480 or 13% to 1,140 or 9.8%) as services' share of redundancy declined in 2013 (Chart 4).

2.6 The majority of PMETs (65%) and clerical, sales & service workers (62%) made redundant were from services, while production & related workers (65%) were mainly from manufacturing. A detailed breakdown by industry and occupation is at Annex A – Table A3.

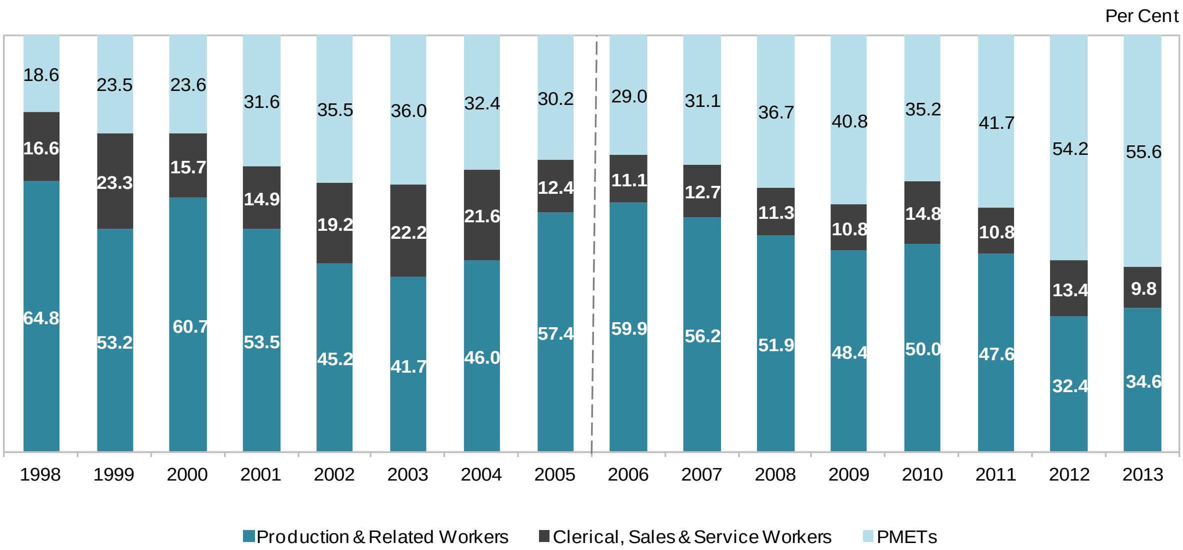
Table 2: Redundancy By Occupational Group, 2009 - 2013

Occupational Group	2009		2010		2011		2012		2013	
	No.	Share (%)	No.	Share (%)	No.	Share (%)	No.	Share (%)	No.	Share (%)
Total	**23,430**	**100.0**	**9,800**	**100.0**	**9,990**	**100.0**	**11,010**	**100.0**	**11,560**	**100.0**
PMETs	9,570	40.8	3,450	35.2	4,170	41.7	5,960	54.2	6,430	55.6
Clerical, Sales & Service Workers	2,530	10.8	1,450	14.8	1,080	10.8	1,480	13.4	1,140	9.8
Production, Transport Operators, Cleaners & Labourers	11,330	48.4	4,900	50.0	4,750	47.6	3,570	32.4	4,000	34.6

Source: Labour Market Survey, MOM

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

Chart 4: Distribution Of Redundancy By Occupational Group, 1998 - 2013



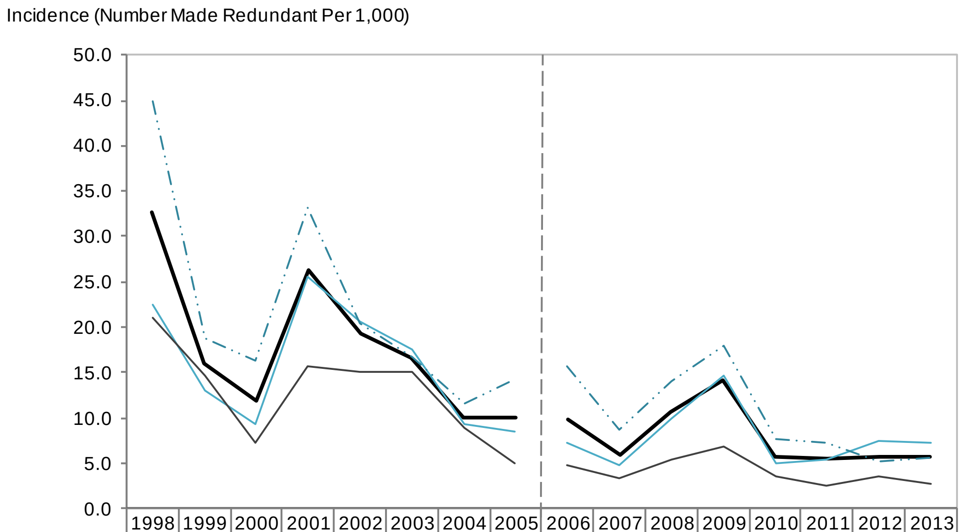
Source: Labour Market Survey, MOM

Notes:
(1) Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, data also include the public sector.
(2) Figures may not add up to total due to rounding.

2.7 PMETs remained more vulnerable to redundancy in 2013, with 7.3 laid off for every 1,000 PMETs, though this came down slightly from the 7.4 in 2012 (<u>Chart 5</u>). Above-average incidences for PMETs were observed in manufacturing (14 per 1,000) (led by electronics at 24 per 1,000), information & communications (15 per 1,000), financial services (13 per 1,000) and wholesale trade (11 per 1,000) (<u>Annex A- Table A3</u>).

2.8 Reflecting the rise in layoffs among production & related workers, their incidence of redundancy increased to 5.7 workers made redundant for every 1,000 employees in 2013 from the low of 5.2 in 2012. They continued to lag the PMETs in terms of vulnerability for the second consecutive year since comparable data started in 2006. The incidence of redundancy remained the lowest for clerical, sales & service workers at 2.8 per 1,000 employees, down from 3.5 in 2012.

Chart 5: Incidence Of Redundancy By Occupational Group, 1998 – 2013



	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Total	32.7	16.1	11.9	26.3	19.2	16.7	10.1	10.0	9.8	6.0	10.6	14.2	5.7	5.5	5.8	5.8
PMETs	22.4	13.1	9.3	25.6	20.7	17.5	9.4	8.5	7.3	4.7	9.9	14.7	5.0	5.5	7.4	7.3
Clerical, Sales & Service Workers	21.1	14.6	7.3	15.7	15.1	15.1	8.9	5.1	4.7	3.4	5.5	6.9	3.6	2.6	3.5	2.8
Production & Related Workers	45.0	18.8	16.3	33.1	20.5	16.8	11.5	14.3	15.6	8.8	14.1	17.9	7.7	7.3	5.2	5.7

Source: Labour Market Survey, MOM

Note: Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, data also include the public sector.

Residential Status

Share of residents made redundant, comparable to their workforce composition

2.9 Residents formed 7,520 or 65% of the workers laid off in 2013 (Table 3). This was comparable to the resident's share of the workforce at two-thirds.[5]

[5] Residents formed 66.2% of total employment (excluding foreign domestic workers) in December 2013. Source: "Labour Market, 2013", Manpower Research and Statistics Department, MOM.

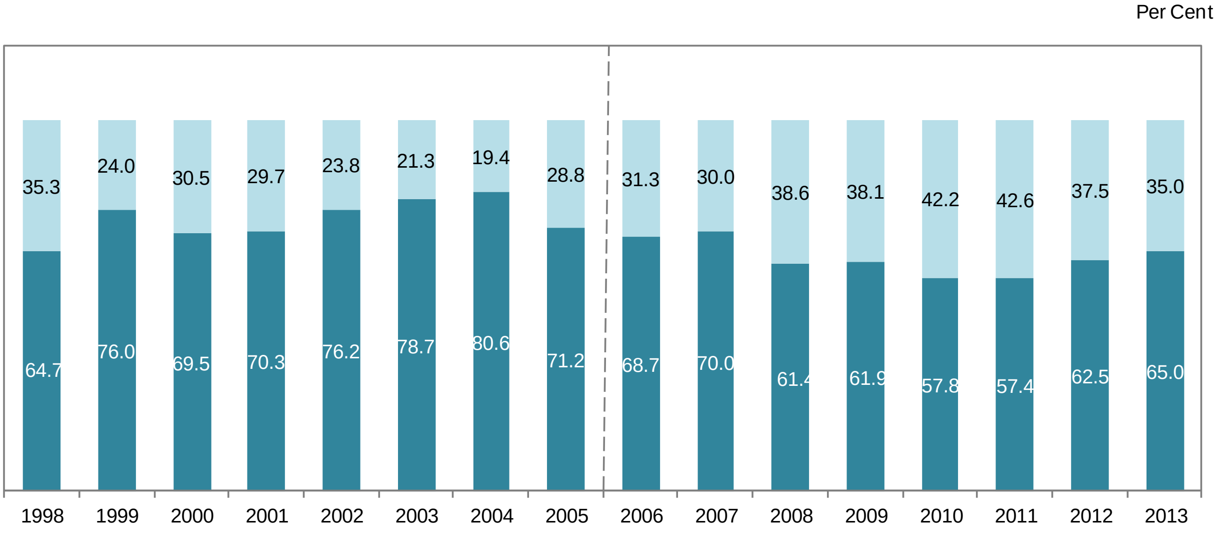
Table 3: Redundancy, Retrenchment And Early Release Of Contract Workers By Residential Status, 2009 - 2013

Residential Status	2009		2010		2011		2012		2013	
	No.	Share (%)	No.	Share (%)	No.	Share (%)	No.	Share (%)	No.	Share (%)
REDUNDANCY										
Total	23,430	100.0	9,800	100.0	9,990	100.0	11,010	100.0	11,560	100.0
Residents	14,510	61.9	5,670	57.8	5,740	57.4	6,880	62.5	7,520	65.0
Non-Residents	8,910	38.1	4,140	42.2	4,260	42.6	4,130	37.5	4,050	35.0
RETRENCHMENT										
Total	20,160	100.0	7,740	100.0	8,350	100.0	9,670	100.0	10,540	100.0
Residents	13,710	68.0	5,400	69.8	5,440	65.2	6,570	67.9	7,250	68.9
Non-Residents	6,450	32.0	2,330	30.2	2,910	34.8	3,100	32.1	3,280	31.1
EARLY RELEASE OF CONTRACT WORKERS										
Total	3,270	100.0	2,070	100.0	1,640	100.0	1,340	100.0	1,030	100.0
Residents	800	24.5	260	12.8	300	18.0	310	23.2	260	25.5
Non-Residents	2,470	75.5	1,800	87.2	1,340	82.0	1,030	76.8	760	74.5

Source: Labour Market Survey, MOM

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

Chart 6: Distribution Of Redundancy By Residential Status, 1998 – 2013



Source: Labour Market Survey, MOM

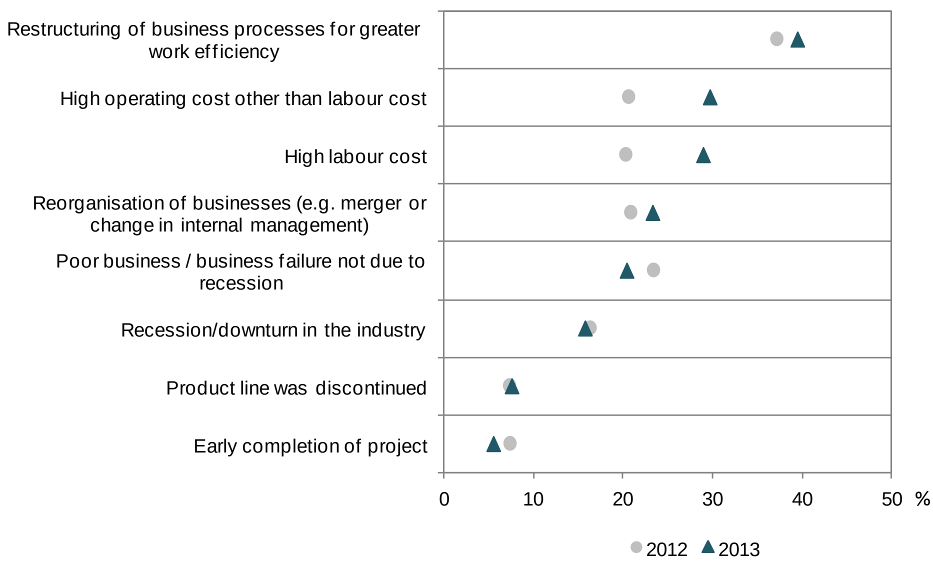
Notes:
(1) Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, data also include the public sector.
(2) Figures may not add up to total due to rounding.

3 Reasons For Redundancy

Restructuring of business processes for greater efficiency remained the top reason for redundancy

3.1 Amid the ongoing productivity drive, restructuring of business processes for greater work efficiency remained the top reason for redundancy in 2013, affecting 40% of the workers laid off in 2013, continuing its uptrend since 2010. This was followed by high costs (operating cost: 30%, labour cost: 29%) and reorganisation of businesses (23%). On the other hand, the share of workers made redundant due to poor business/business failure not due to recession continued to decline (from 23% to 20%) while the share affected by downturn in the industry stabilised (16% in 2013 and 2012) (Chart 7).

Chart 7: Workers Made Redundant By Reasons For Redundancy, 2012 And 2013



Per Cent

Reason	2012	2013
Restructuring of business processes for greater work efficiency	37.2	39.5
High operating cost other than labour cost	20.7	29.7
High labour cost	20.3	28.9
Reorganisation of businesses (e.g. merger or change in internal management)	20.9	23.3
Poor business / business failure not due to recession	23.4	20.4
Recession/downturn in the industry	16.4	15.8
Product line was discontinued	7.4	7.6
Early completion of project	7.4	5.5

Source: Labour Market Survey, MOM

Notes:
(1) Data pertain to private establishments each with at least 25 employees and public sector.
(2) Establishments can indicate more than one reason.

3.2 Layoffs in services in 2013 arose mainly out of business restructuring (46%) and reorganisation (32%), while high costs (operating cost: 47%, labour cost: 37%) and business restructuring (40%) were commonly cited in manufacturing. Workers were displaced from construction mainly due to poor business not due to recession (51%), high costs (operating cost: 32%, labour cost: 36%) as well as recession/ downturn in the industry (33%) (Table 4).

Table 4: Workers Made Redundant By Sector And Reasons For Redundancy, 2013

Per Cent

REASONS	Total	Manufacturing	Construction	Services
Total redundancy	**100.0**	**100.0**	**100.0**	**100.0**
Restructuring of business processes for greater work efficiency	39.5	39.8	5.5	46.2
High operating cost other than labour cost	29.7	47.3	32.4	12.9
High labour cost	28.9	37.1	36.1	19.9
Reorganisation of businesses (e.g. merger or change in internal management)	23.3	19.2	1.6	31.6
Poor business / business failure not due to recession	20.4	20.1	50.5	14.4
Recession/downturn in the industry	15.8	17.8	32.6	10.3
Product line was discontinued	7.6	13.8	-	3.4
Early completion of project	5.5	0.8	22.1	6.4

Source: Labour Market Survey, MOM

Notes:

(1) Data pertain to private establishments each with at least 25 employees and public sector.
(2) Establishments can indicate more than one reason.
(3) Shaded cells indicate the top reason for redundancy in the sector.
(4) "-": Nil or negligible.

4 Establishments With Redundancy

Overall

More establishments which laid off workers relocated overseas

4.1 The number of private establishments with redundancy continued to rise in 2013 (917), from 2012 (843) and 2011 (806). As with the previous three years, about three in four (76%) were small and medium sized establishments with 25 to 199 employees.

Table 5: Profile Of Private Establishments With Redundancy, 1998 - 2013

CHARACTERISTICS	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
NUMBER OF ESTABLISHMENTS WITH REDUNDANCY	1,421	856	563	1,303	1,207	1,165	765	654	564	544	1,011	1,442	831	806	843	917
SIZE OF ESTABLISHMENT (%)																
25-199 Employees	83.5	83.2	79.2	80.2	80.9	80.3	76.7	75.5	72.7	74.3	77.3	80.3	77.4	76.6	75.4	75.7
200 & Above Employees	16.5	16.8	20.8	19.8	19.1	19.7	23.3	24.5	27.3	25.7	22.7	19.7	22.6	23.4	24.6	24.3
NUMBER OF LAYOFF EXERCISES	1,946	1,167	741	1,835	1,738	1,675	1,083	918	776	713	1,274	2,009	1,165	1,124	1,251	1,367

Source: Labour Market Survey, MOM

Note: Data pertain to private sector establishments each with at least 25 employees.

Private Establishments With Redundancy Involving Overseas Relocation[6]

4.2 After declining in the previous two years, the number of private establishments which laid off workers and relocated overseas doubled from 34 (or 4.0% of private establishments with redundancy) in 2012 to 68 (or 7.4%) in 2013. The number of workers affected reached a new high (2,140) since comparable data series started in 2009 (Table 6).

4.3 Slightly over nine in ten (93%) of the relocating establishments kept some of their operations in Singapore, comprising 62% which retained their headquarter functions and 31%, their higher-end operations. The relocating establishments were mostly from services (71%), followed by manufacturing (27%) and construction (2.9%). India was the top relocating destination in 2013, overtaking Malaysia and China, which slipped to second and third place respectively.

[6] It should be noted that the actual numbers of relocating establishments and workers affected are likely to be higher as some establishments which had totally relocated overseas may not be captured in the quarterly surveys, if they did not have any reporting units left in Singapore. Where MNCs were concerned, they could also be setting up new plants elsewhere and reducing capacity of older plants and production lines in Singapore. Such companies might not consider this as 'relocating overseas' since the activity was not in Singapore in the first place. Hence, the relocating figures should be treated as guidance to trends, not definitive estimates.

Table 6: Profile Of Private Establishments And Workers Made Redundant In Layoff Exercises Involving Overseas Relocation, 1998 – 2013

CHARACTERISTICS	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
RELOCATING ESTABLISHMENTS																
Number	81	48	35	87	77	77	62	63	50	52	55	77	61	50	34	68
Proportion (%)	6.6	6.1	6.7	7.0	6.7	7.0	8.6	10.3	9.6	11.4	6.5	5.3	7.3	6.2	4.0	7.4
WORKERS MADE REDUNDANT IN LAYOFF EXERCISES INVOLVING OVERSEAS RELOCATION																
Number	3,750	4,460	2,990	3,090	2,790	2,360	1,570	3,970	2,620	1,520	1,260	1,690	1,470	1,830	700	2,140
Proportion (%)	12.9	30.5	25.7	11.9	14.6	14.4	15.4	38.6	21.2	20.3	9.1	7.2	15.1	18.4	6.4	18.5
PROFILE OF RELOCATING ESTABLISHMENTS																
SIZE OF ESTABLISHMENT (%)																
25-199 Employees	79.0	79.2	68.6	74.7	77.9	67.5	79.0	60.3	64.0	67.3	74.5	68.8	73.8	68.0	64.7	63.2
200 & Above Employees	21.0	20.8	31.4	25.3	22.1	32.5	21.0	39.7	36.0	32.7	25.5	31.2	26.2	32.0	35.3	36.8
TYPE OF RELOCATION (%)																
Partial	88.9	95.8	94.3	93.1	92.2	94.8	91.9	100.0	96.0	100.0	100.0	96.1	96.7	94.0	97.1	92.6
Total	11.1	4.2	5.7	6.9	7.8	5.2	8.1	–	4.0	–	–	3.9	3.3	6.0	2.9	7.4
INDUSTRY (%)																
Manufacturing	63.0	39.6	51.4	51.7	51.9	58.4	62.9	55.6	52.0	69.2	49.1	37.7	29.5	48.0	32.4	26.5
Construction	3.7	4.2	–	–	1.3	1.3	–	–	2.0	–	–	2.6	3.3	6.0	–	2.9
Services	33.3	56.3	48.6	48.3	46.8	40.3	37.1	44.4	46.0	30.8	50.9	59.7	67.2	46.0	67.6	70.6
TOP 3 COUNTRIES THAT ESTABLISHMENTS RELOCATED TO	Malaysia Indonesia China	Malaysia Indonesia China *Hong Kong	Malaysia Indonesia Australia *China	Malaysia Indonesia China	Malaysia China Indonesia	China Malaysia Indonesia	Malaysia China Indonesia	China Malaysia Indonesia	China Malaysia Indonesia	China Malaysia Indonesia	Malaysia China Thailand	China Malaysia Philippines	Malaysia China India	Malaysia China India	Malaysia China India *Philippines	India Malaysia China

Legend for international flags:

Australia, China, Hong Kong, India, Indonesia, Malaysia, Philippines, Thailand

Source: Labour Market Survey, MOM

Notes:

(1) Data pertain to private sector establishments each with at least 25 employees. Data before 2009 pertain to establishments which had retrenched workers, while data from 2009 onwards also cover establishments with early release of contract workers.

(2) Industries are classified based on SSIC 2010 for 2006 to 2013 and previous editions of SSIC for the earlier years.

(3) * Last two countries share 3rd place.

(4) '–': Nil or negligible.

5 Profile Of Residents Made Redundant

5.1 The subsequent sections analyse residents made redundant and their re-entry into employment.

Residents laid off from PMET positions were mostly in their 30s and 40s, unlike production & related workers who were generally older

5.2 Two in three (66%) or 4,940 residents made redundant in 2013 were previously holding PMET positions. The remaining 23% were displaced from production & related and 11% from clerical, sales & service jobs.

5.3 Resident PMETs were displaced mainly from services (63%), led by financial & insurance (18%), wholesale & retail (16%), information & communications (12%) and professional services (12%). Manufacturing also contributed 35% of the residents displaced from PMET positions (Table 7).

5.4 Residents laid off from PMET jobs were mostly in their 30s (32%) and 40s (37%). On the other hand, production & related workers displaced were generally older, with slightly more than one in two (53%) in their 50s.

Table 7: Profile Of Residents Made Redundant By Occupational Group, 2013

Per Cent

CHARACTERISTICS	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
TOTAL	100.0	100.0	100.0	100.0
	(7,520)	(4,940)	(850)	(1,730)
SEX				
Males	57.3	62.8	34.4	52.9
Females	42.7	37.2	65.6	47.1
AGE GROUP (YEARS)				
Below 30	7.3	7.4	13.9	3.3
30-39	27.2	32.0	25.3	13.5
40-49	34.9	37.3	28.7	30.7
50 & Over	30.6	23.4	32.1	52.5
EDUCATIONAL ATTAINMENT				
Below Secondary	14.2	1.5	11.0	47.1
Secondary	20.3	8.1	49.0	38.7
Post Secondary (Non-Tertiary)	8.1	6.4	11.7	10.8
Diploma & Professional Qualification	18.5	25.4	15.1	2.7
Degree	38.9	58.6	13.2	0.7
INDUSTRY (SSIC 2010)				
Manufacturing	43.6	34.5	33.5	74.5
Construction	3.6	2.8	3.2	5.8
Services	52.7	62.6	63.2	19.4
Wholesale & Retail Trade	14.4	15.5	20.6	8.3
Transportation & Storage	3.4	2.6	5.6	4.4
Accommodation & Food Services	1.5	0.5	6.7	2.0
Information & Communications	8.2	11.8	3.9	-
Financial & Insurance Services	12.5	17.9	6.3	0.1
Real Estate Services	0.3	0.1	0.9	0.5
Professional Services	8.6	11.6	6.2	1.4
Administrative & Support Services	2.2	1.9	5.1	1.8
Community, Social & Personal Services	1.6	0.7	7.9	0.9
Others*	0.2	0.1	0.1	0.3

Sources: Labour Market Survey, MOM

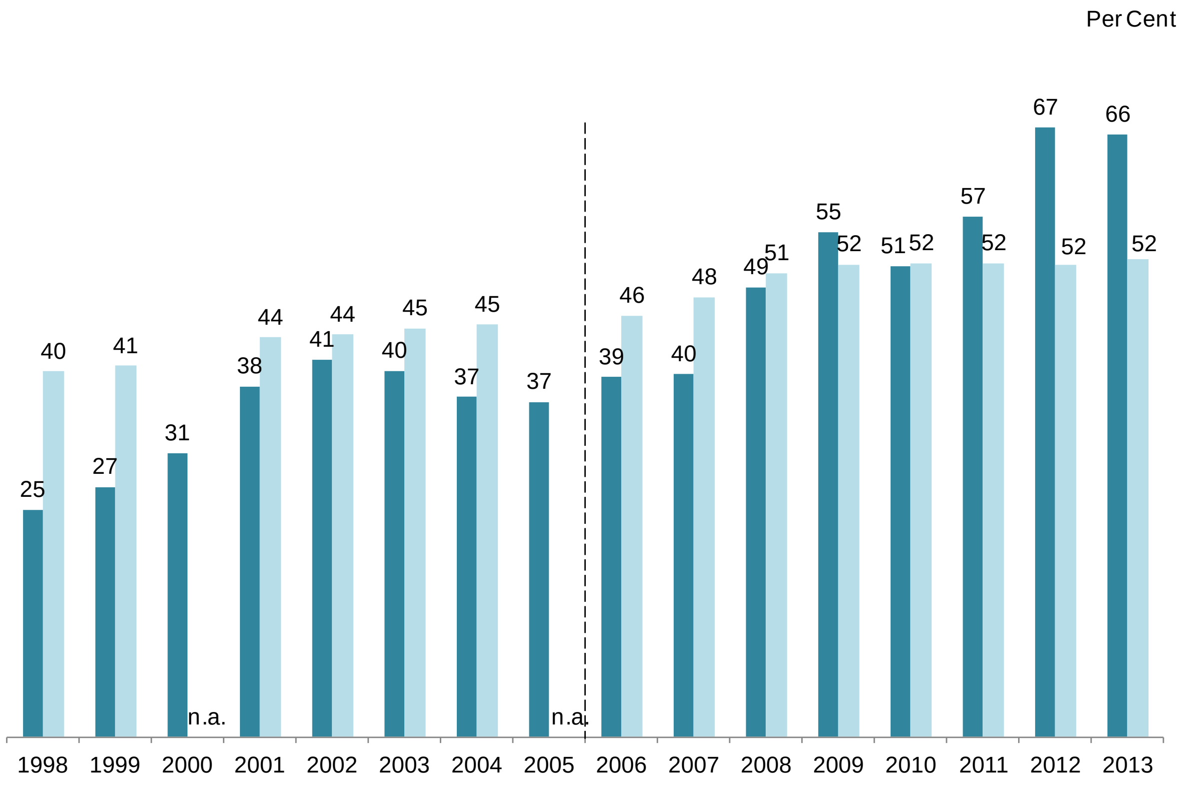
Notes:
(1) Data pertain to private sector establishments each with at least 25 employees and the public sector.
(2) Figures in brackets refer to the total number of residents made redundant by occupational groups.
(3) * - Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
(4) '-' : Nil or negligible.
(5) Figures may not add up to total due to rounding.

5.5 The PMETs' share of residents made redundant exceeded their representation among resident employees for the third consecutive year in 2013 (Chart 8A). PMETs formed 66% of residents laid off, disproportionately higher than the PMETs' share of the workforce at 52% in 2013. This possibly reflected the growing vulnerability of mid-level white-collar workers to job losses due to globalisation and technological innovations. Despite this, the unemployment rate of PMETs remained lower than other occupations.[7]

5.6 The share of production & related workers made redundant (23%) was higher than their workforce representation (19%) in 2013 (Chart 8C). Residents in clerical, sales & service positions remained the least vulnerable to layoffs, with a lower share of residents laid off (11%) relative to their workforce composition (29%) (Chart 8B).

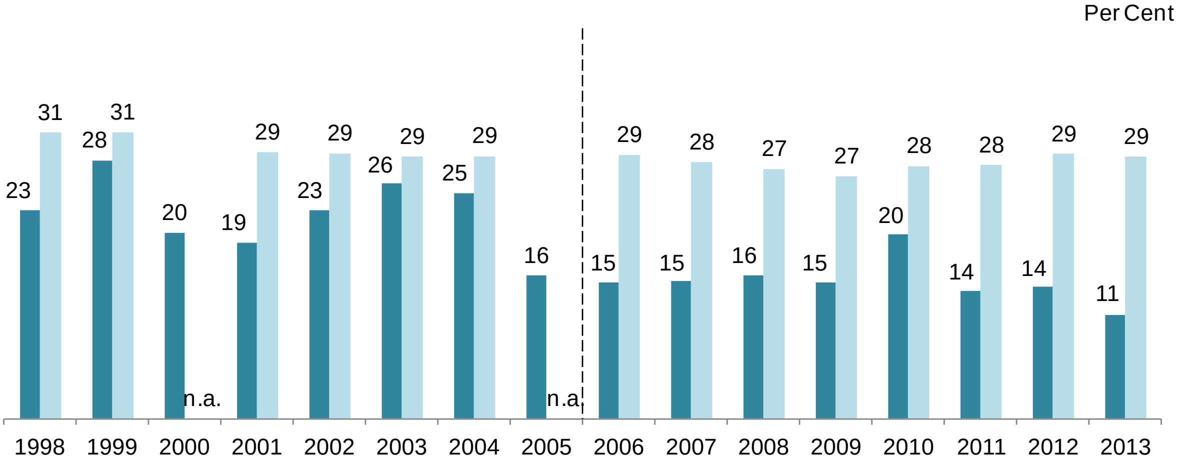
Chart 8: Profile Of Residents Made Redundant And Resident Employees By Occupational Groups, 1998 – 2013

(A) PMETs

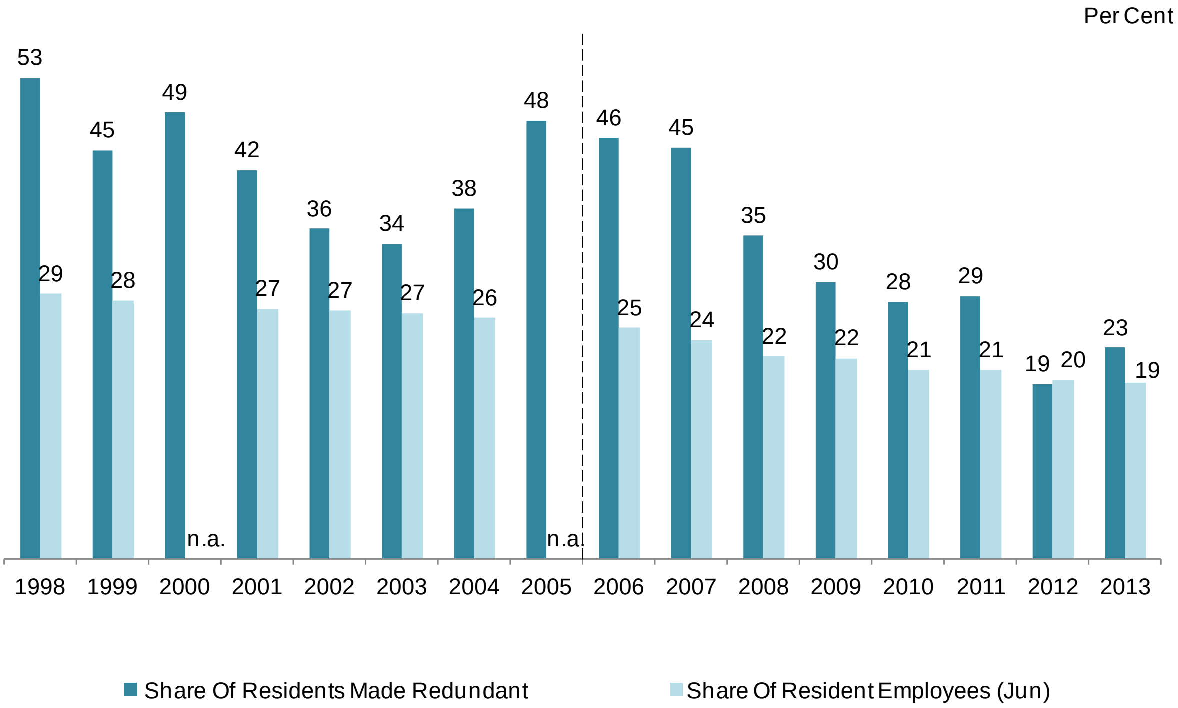


[7] The resident unemployment rate (excluding the unemployed without work experience) for PMETs was 2.6%, lower than 3.5% for all occupations in June 2013. The corresponding figures were 5.3% for clerical, sales & service workers and 3.8% for production & related workers. Figures are non-seasonally adjusted. Source: "Labour Force In Singapore, 2013", Manpower Research and Statistics Department, MOM.

(B) Clerical, Sales & Service Workers



(C) Production & Transport Operators, Cleaners & Labourers



Sources: Labour Market Survey, MOM
Comprehensive Labour Force Survey, MOM

Notes:

(1) Before 2006, data on residents made redundant pertain to private sector establishments each with at least 25 employees. From 2006 onwards, data also include the public sector.

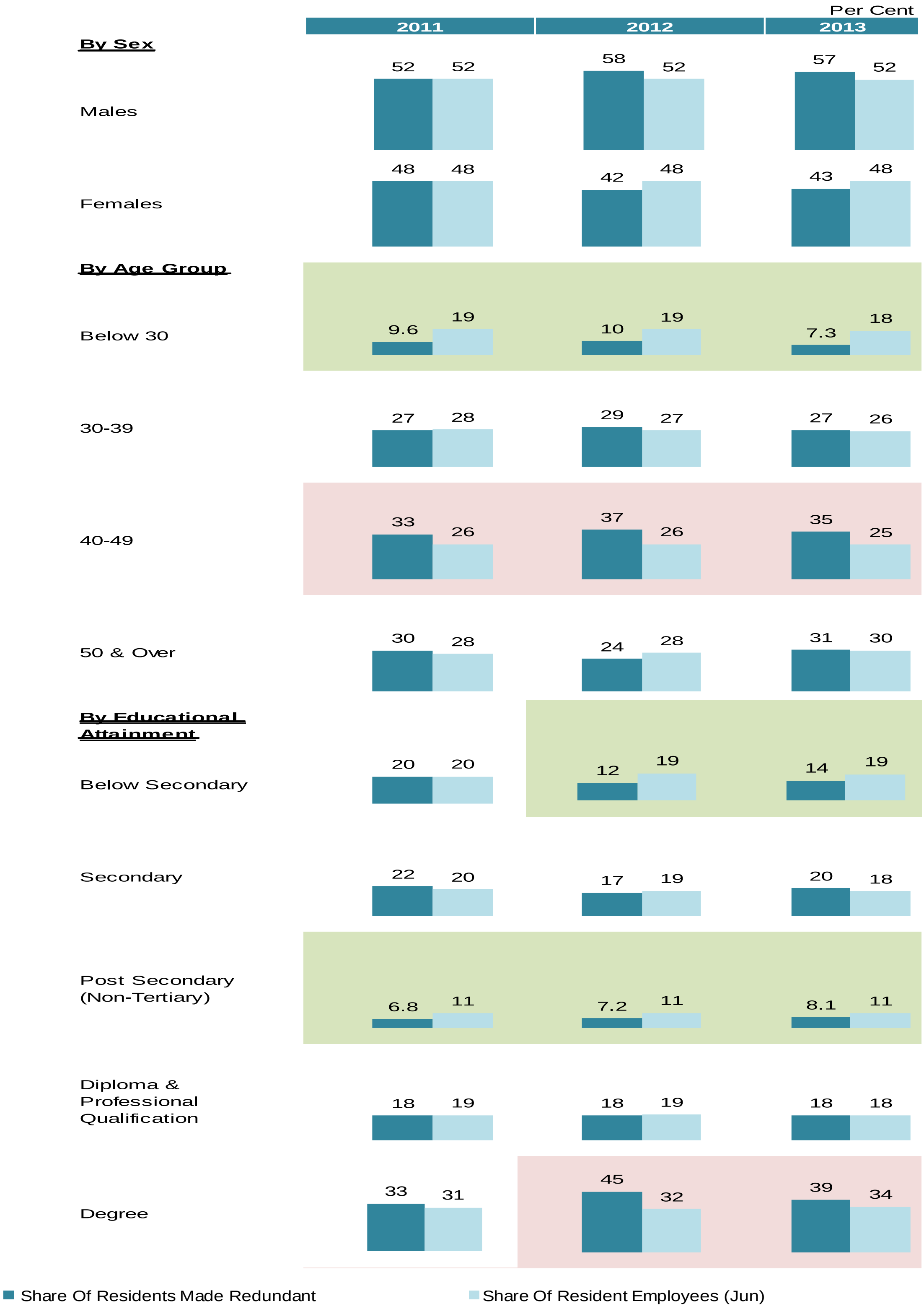
(2) Data on resident employees exclude full-time National Servicemen.

(3) n.a. – Not available. The Comprehensive Labour Force Survey was not conducted in 2000 and 2005 due to the conduct of the Census 2000 and General Household Survey 2005 by the Department of Statistics, MTI.

5.7 Residents aged below 30 were the least vulnerable to layoffs, while those in their 40s were the most affected, partly reflecting the latter's over-representation in industries with above-average incidence of redundancy, including manufacturing and wholesale trade (Chart 9).[8]

[8] Residents in their 40s who formed 25% of all resident employees (excluding full-time National Servicemen) were over-represented in manufacturing and wholesale trade (both 32%) in 2013.

Chart 9: Profile Of Residents Made Redundant And Resident Employees, 2011 – 2013



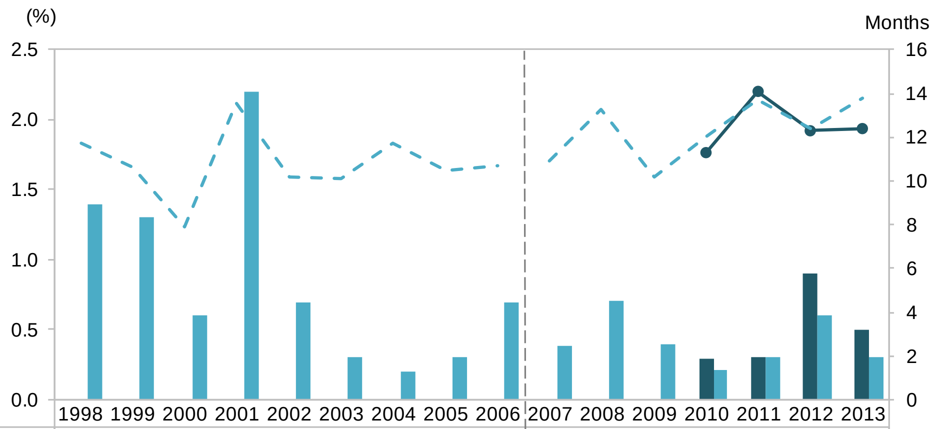
Sources: Labour Market Survey, MOM
Comprehensive Labour Force Survey, MOM

Notes:
(1) Data on residents made redundant pertain to private sector establishments each with at least 25 employees and the public sector.
(2) Data on resident employees exclude full-time National Servicemen.
(3) Cells in highlighted in green/red pertain to groups with a notably lower/higher share of residents laid off relative to their workforce composition

6 Repeated Redundancy

6.1 Only a small minority of workers experienced repeated redundancy in 2013. As at December 2013, only 0.5% of residents made redundant in 2012 were laid-off again after securing a new job, down from 0.9% for the preceding cohort. On average (mean), these workers were laid off 12 months after they re-entered employment, same as the previous cohort (Chart 10).

Chart 10: Proportion Of Residents Made Redundant With Repeated Layoffs, 1998 - 2013 (As At December)



As at December	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Proportion With Repeated Layoffs *																
Redundancy													0.3	0.3	0.9	0.5
Retrenchment	1.4	1.3	0.6	2.2	0.7	0.3	0.2	0.3	0.7	0.4	0.7	0.4	0.2	0.3	0.6	0.3
Average (Mean) Duration Between Layoffs																
Redundancy													11.3	14.1	12.3	12.4
Retrenchment	11.7	10.6	7.9	13.6	10.2	10.1	11.7	10.5	10.7	10.9	13.3	10.2	12.0	13.7	12.4	13.8

Source: Labour Market Survey, MOM

Notes:

(1) Before 2007, data pertain to private establishments each with 25 employees. From 2007 onwards, data include the public sector.

(2) * - Refers to number of residents with repeated redundancy as at end of the year as a proportion (%) of total number of residents made redundant in the preceding year.

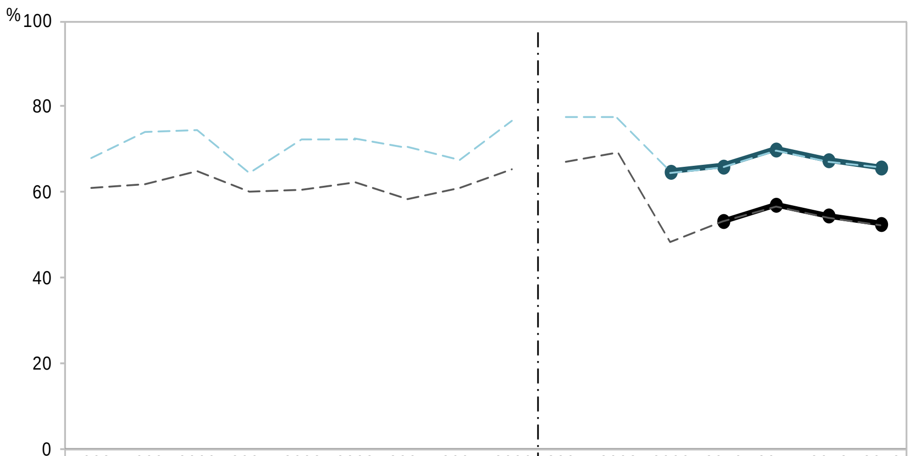
Part II: Re-entry Into Employment[9]

7 Overview

Overall rate of re-entry into employment declined slightly in 2013, but there were improvements in the last three quarters of the year

7.1 Based on CPF records, two-thirds (66%) of residents made redundant in the first three quarters of 2013 re-entered employment by December 2013. This rate of re-entry within 12 months of redundancy was slightly lower than that experienced by the preceding cohorts in 2012 (68%) and 2011 (70%) (Chart 11). However, there was improvement in the last three quarters of 2013. The rate of re-entry into employment within six months of redundancy rose from 49% in March 2013 to 59% in December 2013 (Chart 12). Overall, the labour market was tight, with unemployment remaining low in 2013.[10]

Chart 11: Rates Of Re-entry Into Employment Of Residents Made Redundant, 1998 – 2013



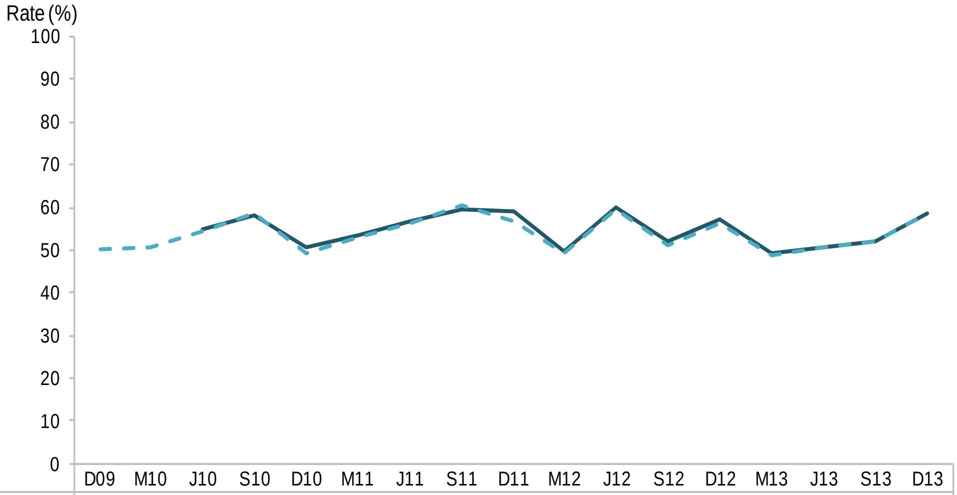
	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Cumulative Rate (Within 12 Months Of Redundancy)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	64.9	66.1	70.1	67.6	65.9
Annual Average (Within 6 Months Of Redundancy)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	53.4	57.2	54.7	52.7
Cumulative Rate (Within 12 Months Of Retrenchment)	67.9	73.9	74.5	64.6	72.4	72.4	70.6	67.5	76.6	77.5	77.4	64.7	66.0	69.8	67.2	66.0
Annual Average (Within 6 Months Of Retrenchment)	61.0	61.9	64.8	60.2	60.8	62.4	58.6	61.1	65.6	67.2	69.3	48.6	53.2	56.7	54.2	52.5

Sources: Labour Market Survey, MOM and derived based on data from Central Provident Fund Board

Notes:
(1) Before 2007, data pertain to private sector establishments each with at least 25 employees. From 2007 onwards, data also include the public sector.
(2) n.a: Not available

[9] It should be noted that data on re-entry into employment are cohort-specific. Two different cohorts of workers laid off could yield a different re-entry rate depending on the profile of the workers involved. Also, the data based on CPF records do not capture workers who enter into self or informal employment or undergo training while looking for a job.
[10] The unemployment rate averaged 1.9% for overall and 2.8% for residents in 2013.

Chart 12: Rate Of Re-entry Into Employment Of Residents Made Redundant
(Within 6 Months Of Redundancy)



Rate Of Re-entry	D09	M10	J10	S10	D10	M11	J11	S11	D11	M12	J12	S12	D12	M13	J13	S13	D13
Among Workers Made Redundant	52.1	50.0	54.7	58.1	50.8	53.3	56.8	59.8	59.1	49.8	60.2	51.9	57.0	49.1	50.9	52.0	58.8
Among Workers Retrenched	50.0	50.6	54.6	58.4	49.2	53.1	56.4	60.4	56.8	49.5	59.8	51.2	56.3	48.7	50.6	52.1	58.5

Sources: Labour Market Survey, MOM and derived based on data from Central Provident Fund Board

Notes:

(1) Data refer to the proportion of residents retrenched/ made redundant by private sector establishments (each with at least 25 employees) and the public sector, who re-entered employment within six months of redundancy.

(2) n.a: not available

8 By Profile Of Residents Made Redundant

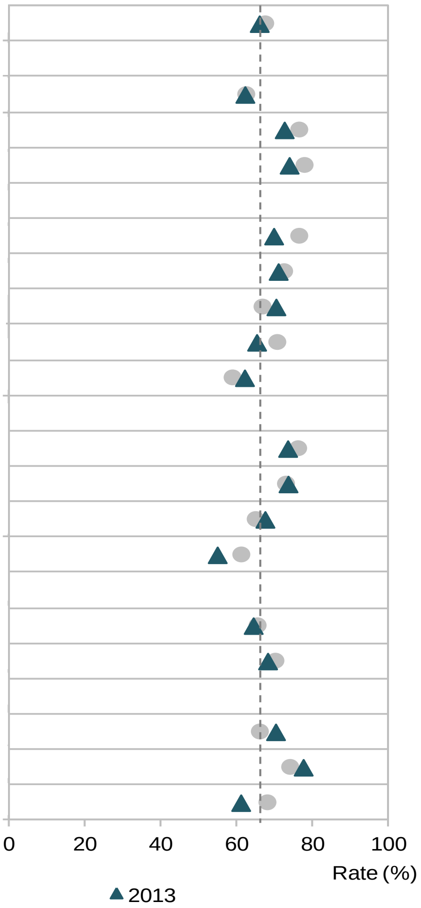
8.1 Despite the dip in re-entry rates (within 12 months of redundancy) of residents displaced from non-PMET positions, their re-entry rates were still notably higher than the overall average (Chart 13). This reflected the strong demand for lower and mid-level workers, amid tightened foreign manpower measures.[11] PMETs continued to have below-average re-entry rates, reflecting their longer job search duration[12], as they spend more time seeking jobs that match their skills, qualifications and salary expectations.

8.2 By age, the decline in re-entry rate in 2013 was felt primarily by residents aged 50 & over, whose rate continued to lag those younger. On the other hand, the re-entry rate for those in their 40s improved over the year to slightly above-average.

[11] Source: "Job Vacancies, 2013", Manpower Research and Statistics Department, MOM.

[12] While PMETs generally have lower unemployment rate (June 2013: 2.6%) than non-PMETs (June 2013: 4.4%), their job search duration is typically longer when they are out of work. The median duration of unemployment among those previously in PMET jobs was 12 weeks, compared with 8 weeks for non-PMETs in June 2013. Source: Comprehensive Labour Force Survey, MOM.

Chart 13: Rate Of Re-entry Into Employment Of Residents Made Redundant
(Within 12 Months Of Redundancy), 2012 And 2013



	2012	2013
Total	67.6	65.9
Previous Occupation		
PMETs	62.6	62.1
Clerical, Sales & Service Workers	76.6	72.5
Production & Related Workers	78.0	73.8
Educational Attainment		
Below Secondary	76.6	69.7
Secondary	72.6	70.9
Post Secondary (Non-Tertiary)	66.9	70.3
Diploma & Professional Qualification	70.8	65.2
Degree	59.0	62.0
Age Group		
Below 30	76.3	73.4
30-39	73.1	73.5
40-49	65.1	67.4
50 & Over	61.3	54.8
Sex		
Male	65.6	64.3
Female	70.3	68.1
Previous Industry		
Manufacturing	66.2	70.2
Construction	74.2	77.5
Services	68.2	61.0

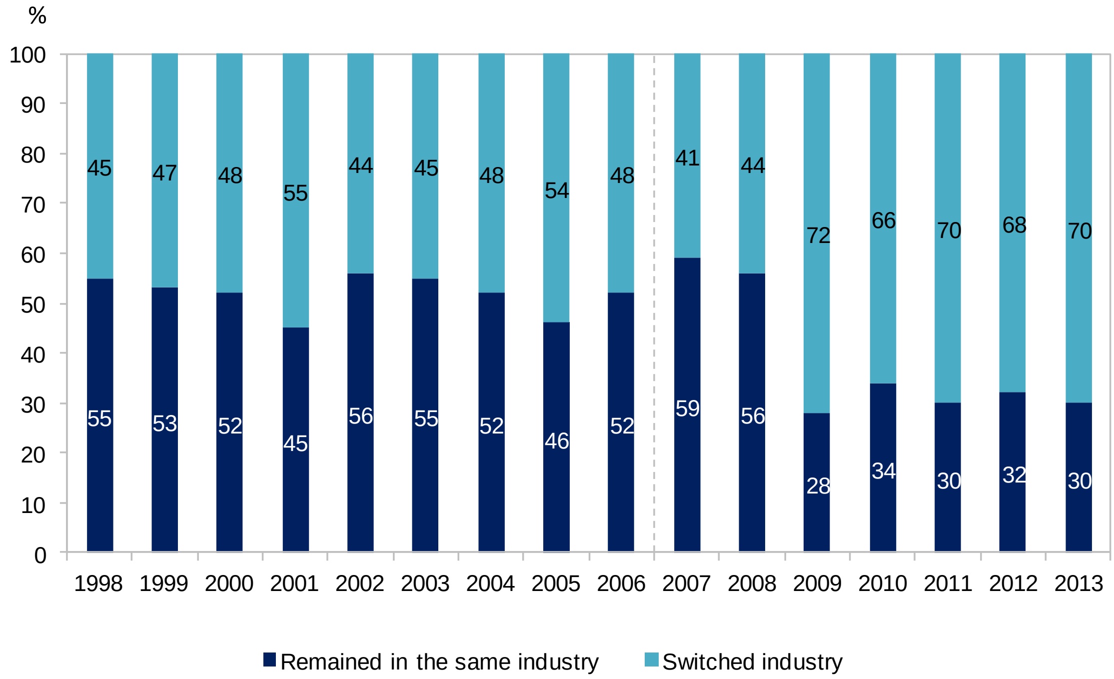
Sources: Labour Market Survey, MOM and derived based on data from Central Provident Fund Board

Note: Data pertain to residents made redundant by private sector establishments (each with at least 25 employees) and the public sector in the first nine months of 2012/2013 who re-entered employment by December 2012/2013.

Industry Shift Of Residents Re-entering Employment

8.3 The majority found jobs in a different industry continuing the trend that started in 2009 (Chart 14). Among residents laid off in the first nine months who re-entered employment by the end of 2013, only 30% secured new jobs in the same industry from which they were laid off, down from 32% for the preceding cohort.

Chart 14: Distribution Of Residents Who Re-entered Employment
By Whether They Switched Industry, 1998 - 2013



Sources: Labour Market Survey, MOM and derived based on data from Central Provident Fund Board

Note: Before 2007, data pertain to private sector establishments each with at least 25 employees. From 2007 onwards, data also include the public sector. From 2009, the coverage is further expanded to include employees on term contracts which were terminated prematurely because of redundancy.

8.4 The retention was highest for accommodation & food services (53%) and financial services (47%) in 2013 (Table 8).

Table 8: Industry Shift Of Residents Who Re-entered Employment (As At December 2013)

Per Cent

INDUSTRY PRIOR TO REDUNDANCY (SSIC 2010)	INDUSTRY AFTER RE-ENTRY (SSIC 2010)											
	Total	Manufacturing	Construction	Wholesale & Retail Trade	Transportation & Storage	Accommodation & Food Services	Information & Communications	Financial & Insurance Services	Real Estate Services	Professional Services	Administrative & Support Services	Community, Social & Personal Services
Total	100.0	19.8	4.7	14.7	6.1	4.3	5.8	7.4	1.6	8.9	12.0	9.3
Manufacturing	100.0	**29.6**	3.7	15.7	6.0	4.4	2.6	2.6	1.7	7.9	11.0	10.2
Construction	100.0	5.8	**38.4**	19.8	5.8	1.2	4.7	-	1.2	9.3	3.5	4.7
Wholesale & Retail Trade	100.0	16.7	2.6	**23.8**	9.4	3.7	5.2	6.3	1.6	7.3	10.7	7.3
Transportation & Storage	100.0	11.0	2.4	12.2	**28.0**	2.4	4.9	3.7	1.2	7.3	17.1	4.9
Accommodation & Food Services	100.0	9.4	1.9	11.3	1.9	**52.8**	-	3.8	7.5	1.9	7.5	-
Information & Communications	100.0	6.4	2.1	12.0	1.3	1.3	**25.3**	6.9	0.9	9.0	16.7	9.9
Financial & Insurance Services	100.0	1.6	0.8	6.0	1.2	0.4	9.6	**46.6**	0.4	8.0	13.3	4.8
Real Estate Services	100.0	s	s	s	s	s	s	s	**s**	s	s	s
Professional Services	100.0	7.0	10.3	9.5	4.8	1.8	9.2	9.2	1.8	**21.2**	12.1	7.3
Administrative & Support Services	100.0	9.2	6.2	9.2	6.2	6.2	-	1.5	-	9.2	**32.3**	9.2
Community, Social & Personal Services	100.0	10.6	2.1	4.3	2.1	6.4	4.3	4.3	2.1	4.3	10.6	**44.7**

Sources: Labour Market Survey, MOM and derived based on data from Central Provident Fund Board

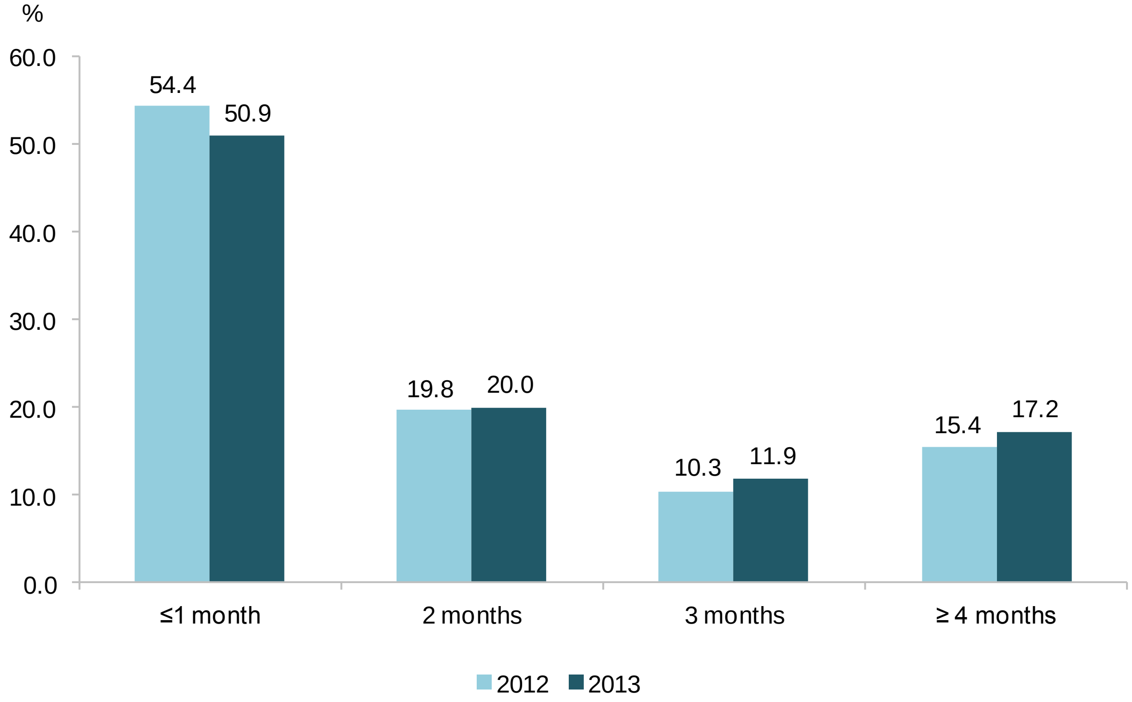
Notes:
(1) Data pertain to residents made redundant by private sector establishments (each with at least 25 employees) and the public sector in the first nine months of 2013 who re-entered employment by December 2013.
(2) '-': Nil or negligible.
(3) s: Data suppressed due to small number covered.

9 Time Taken To Secure Re-entry Into Employment

Slightly over one in two who re-entered employment took a month or less to secure their new job

9.1 Slightly over one in two (51%) residents made redundant in the first nine months of 2013 and who re-entered employment by December 2013, secured their new jobs within a month or less, down from the preceding cohort in 2012 (54%). Another 20% took two months, largely unchanged from the 2012 cohort. 12% took 3 months, up from 10% in 2012, while the proportion of those who took four months or more rose to 17% from 15% (Chart 15).

Chart 15: Distribution Of Residents Who Re-entered Employment By Time Taken (Within 12 Months Of Redundancy), 2012 And 2013

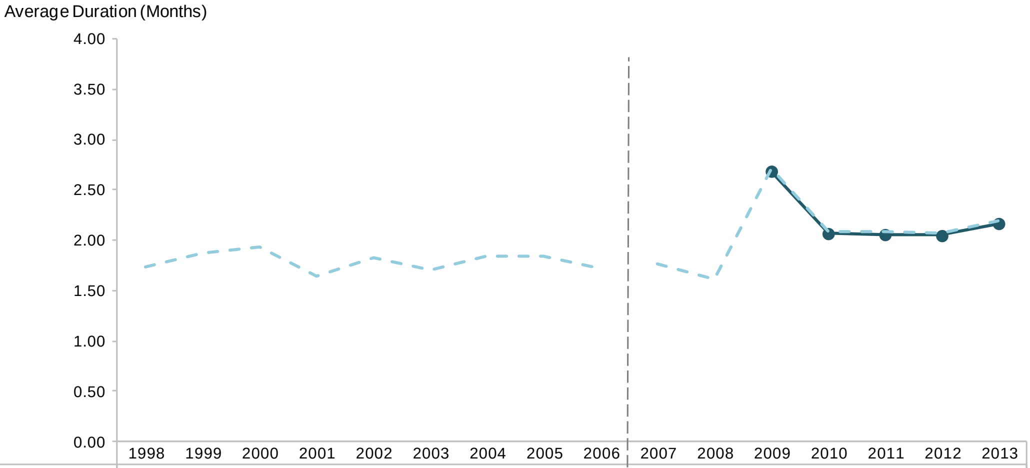


Sources: Labour Market Survey, MOM and derived based on data from Central Provident Fund Board

Note: Data pertain to residents made redundant in the first nine months of the year who re-entered employment by the end of the year, i.e. within 12 months of redundancy.

9.2 The average (mean) time taken to secure a new job for those who re-entered employment was 2.2 months, up slightly from the 2.1 months in the last three years, though still below the 2.7 months for the 2009 cohort during the recession (Chart 16). Younger residents, the less educated as well as those laid off from non-PMET jobs took shorter time to secure employment (Annex A - Chart A1).

Chart 16: Average (Mean) Time Taken By Residents Who Re-entered Employment To Secure A Job (Within 12 Months Of Redundancy), 1998 - 2013



Average Duration (Months)	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Among Workers Made Redundant	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	2.69	2.07	2.06	2.05	2.17
Among Retrenched Workers	1.74	1.88	1.93	1.65	1.82	1.71	1.84	1.85	1.72	1.77	1.62	2.72	2.09	2.09	2.07	2.20

Sources: Labour Market Survey, MOM and derived based on data from Central Provident Fund Board

Notes:

(1) Data pertain to residents made redundant in the first nine months of the year who re-entered employment by the end of the year, i.e. within 12 months of redundancy.

(2) Before 2007, data pertain to private sector establishments each with at least 25 employees. From 2007 onwards, data also include the public sector. From 2009, the coverage is further expanded to include employees on term contracts which were terminated prematurely because of redundancy.

(3) n.a: Not available.

10 Concluding Remarks

10.1 Amid economic restructuring, slightly more workers were laid off in 2013. However, the incidence of redundancy remained low in 2013, against a larger pool of employees. Overall, the labour market was tight, with unemployment remaining low in 2013.

10.2 In recent years, PMETs have become more vulnerable to redundancy. Nevertheless, the number of residents laid off from PMET positions was not large and the unemployment rate of PMETs remained lower than other occupations.

10.3 However, PMETs do take longer to secure re-entry into employment, as they spend more time seeking jobs that match their skills, qualifications and salary expectations. This weighed down the overall rate of re-entry into employment in 2013, but there were improvements in the last three quarters of the year.

ANNEX A

STATISTICAL TABLES AND CHARTS

Table A1: Distribution Of Redundancy By Industry And Occupational Group, 2009 – 2013

Number

	Year				
	2009	2010	2011	2012	2013
TOTAL	**23,430**	**9,800**	**9,990**	**11,010**	**11,560**
BY INDUSTRY (SSIC 2010)					
Manufacturing	**13,640**	**4,490**	**4,460**	**4,050**	**5,000**
Food, Beverages & Tobacco	10	20	10	30	40
Paper / Rubber / Plastic Products & Printing	780	470	660	590	380
Petroleum, Chemical & Pharmaceutical Products	230	160	330	240	220
Fabricated Metal Products, Machinery & Equipment	3,150	1,530	630	750	660
Electronic, Computer & Optical Products	6,610	1,750	2,060	1,820	2,490
Transport Equipment	1,490	310	180	130	220
Other Manufacturing Industries	1,370	250	600	510	980
Construction	**980**	**1,350**	**1,050**	**650**	**1,120**
Services	**8,720**	**3,960**	**4,430**	**6,300**	**5,430**
Wholesale And Retail Trade	**2,670**	**1,170**	**1,050**	**1,830**	**1,280**
Wholesale Trade	2,480	940	750	1,270	1,180
Retail Trade	190	220	300	560	100
Transportation And Storage	**1,050**	**320**	**230**	**280**	**450**
Land Transport & Supporting Services	60	60	70	10	10
Water Transport & Supporting Services	280	90	70	150	140
Air Transport & Supporting Services	420	110	30	10	100
Other Transportation & Storage Services	300	70	70	110	200
Accommodation And Food Services	**200**	**130**	**350**	**270**	**220**
Accommodation	60	-	210	100	10
Food & Beverage Services	140	130	140	170	210
Information And Communications	**590**	**340**	**480**	**710**	**800**
Telecommunications, Broadcasting & Publishing	260	220	250	340	480
IT & Other Information Services	330	120	220	370	330
Financial And Insurance Services	**1,840**	**610**	**860**	**1,380**	**1,270**
Financial Services	1,780	570	790	1,310	1,230
Insurance Services	70	40	70	80	40
Real Estate Services	**140**	**130**	**130**	**60**	**30**
Professional Services	**1,210**	**720**	**940**	**1,230**	**960**
Legal, Accounting & Management Services	610	370	450	560	590
Architectural & Engineering Services	370	330	200	470	240
Other Professional Services	230	20	290	200	120
Administrative And Support Services	**780**	**280**	**130**	**300**	**240**
Security & Investigation	70	-	-	20	-
Cleaning & Landscaping	90	50	20	20	10
Other Administrative & Support Services	630	230	110	260	230
Community, Social And Personal Services	**240**	**260**	**260**	**240**	**190**
Public Administration & Education	100	50	10	50	30
Health & Social Services	20	30	-	40	10
Arts, Entertainment & Recreation	10	50	50	100	40
Other Community, Social & Personal Services	120	130	190	60	120
Others*	**90**	**-**	**50**	**10**	**10**
BY OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	9,570	3,450	4,170	5,960	6,430
Clerical, Sales & Service Workers	2,530	1,450	1,080	1,480	1,140
Production & Transport Operators, Cleaners & Labourers	11,330	4,900	4,750	3,570	4,000

Percentage

	Year				
	2009	2010	2011	2012	2013
TOTAL	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
BY INDUSTRY (SSIC 2010)					
Manufacturing	**58.2**	**45.8**	**44.6**	**36.8**	**43.2**
Food, Beverages & Tobacco	0.1	0.2	0.1	0.2	0.3
Paper / Rubber / Plastic Products & Printing	3.3	4.8	6.6	5.4	3.3
Petroleum, Chemical & Pharmaceutical Products	1.0	1.6	3.3	2.1	1.9
Fabricated Metal Products, Machinery & Equipment	13.4	15.7	6.3	6.8	5.7
Electronic, Computer & Optical Products	28.2	17.8	20.7	16.5	21.6
Transport Equipment	6.4	3.2	1.8	1.2	1.9
Other Manufacturing Industries	5.8	2.5	6.0	4.6	8.5
Construction	**4.2**	**13.8**	**10.5**	**5.9**	**9.7**
Services	**37.2**	**40.4**	**44.4**	**57.2**	**47.0**
Wholesale And Retail Trade	**11.4**	**11.9**	**10.5**	**16.6**	**11.1**
Wholesale Trade	10.6	9.6	7.5	11.6	10.2
Retail Trade	0.8	2.3	3.0	5.1	0.9
Transportation And Storage	**4.5**	**3.3**	**2.3**	**2.6**	**3.9**
Land Transport & Supporting Services	0.2	0.6	0.7	-	0.1
Water Transport & Supporting Services	1.2	0.9	0.7	1.4	1.2
Air Transport & Supporting Services	1.8	1.1	0.3	0.1	0.8
Other Transportation & Storage Services	1.3	0.7	0.7	1.0	1.8
Accommodation And Food Services	**0.8**	**1.3**	**3.5**	**2.4**	**1.9**
Accommodation	0.2	-	2.1	0.9	0.1
Food & Beverage Services	0.6	1.3	1.4	1.6	1.9
Information And Communications	**2.5**	**3.4**	**4.8**	**6.4**	**7.0**
Telecommunications, Broadcasting & Publishing	1.1	2.2	2.5	3.1	4.1
IT & Other Information Services	1.4	1.3	2.2	3.3	2.8
Financial And Insurance Services	**7.9**	**6.3**	**8.6**	**12.6**	**10.9**
Financial Services	7.6	5.8	7.9	11.9	10.6
Insurance Services	0.3	0.4	0.7	0.7	0.3
Real Estate Services	**0.6**	**1.3**	**1.3**	**0.5**	**0.2**
Professional Services	**5.2**	**7.3**	**9.4**	**11.2**	**8.3**
Legal, Accounting & Management Services	2.6	3.8	4.5	5.1	5.1
Architectural & Engineering Services	1.6	3.3	2.0	4.3	2.1
Other Professional Services	1.0	0.2	2.9	1.8	1.1
Administrative And Support Services	**3.3**	**2.9**	**1.3**	**2.7**	**2.1**
Security & Investigation	0.3	-	-	0.1	-
Cleaning & Landscaping	0.4	0.5	0.2	0.2	0.1
Other Administrative & Support Services	2.7	2.4	1.1	2.4	1.9
Community, Social And Personal Services	**1.0**	**2.7**	**2.6**	**2.2**	**1.6**
Public Administration & Education	0.4	0.6	0.1	0.5	0.2
Health & Social Services	0.1	0.3	-	0.3	0.1
Arts, Entertainment & Recreation	-	0.5	0.5	0.9	0.3
Other Community, Social & Personal Services	0.5	1.3	1.9	0.5	1.0
Others*	**0.4**	**-**	**0.5**	**0.1**	**0.1**
BY OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	40.8	35.2	41.7	54.2	55.6
Clerical, Sales & Service Workers	10.8	14.8	10.8	13.4	9.8
Production & Transport Operators, Cleaners & Labourers	48.4	50.0	47.6	32.4	34.6

Source: Labour Market Survey, 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 for number of redundancy. Hence they may not add up to the total.
(3) * – Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
(4) '-': Nil or negligible.

Table A2: Incidence Of Redundancy By Industry And Occupational Group, 2009 – 2013

Number Made Redundant Per 1,000 Workers

	Year				
	2009	2010	2011	2012	2013
TOTAL	**14.2**	**5.7**	**5.5**	**5.8**	**5.8**
BY INDUSTRY (SSIC 2010)					
Manufacturing	**35.1**	**11.5**	**11.4**	**10.2**	**12.5**
Food, Beverages & Tobacco	0.6	0.8	0.4	1.0	1.3
Paper / Rubber / Plastic Products & Printing	28.1	16.5	23.3	21.2	15.1
Petroleum, Chemical & Pharmaceutical Products	9.8	6.6	13.3	9.5	8.3
Fabricated Metal Products, Machinery & Equipment	33.8	16.6	6.8	7.6	6.8
Electronic, Computer & Optical Products	76.7	19.1	22.6	20.4	28.9
Transport Equipment	14.3	3.2	1.9	1.3	2.2
Other Manufacturing Industries	41.2	6.9	16.3	14.1	25.6
Construction	**4.1**	**5.6**	**4.2**	**2.4**	**3.8**
Services	**8.7**	**3.7**	**3.8**	**5.1**	**4.3**
Wholesale And Retail Trade	**14.3**	**6.2**	**5.1**	**8.5**	**5.8**
Wholesale Trade	19.5	7.4	5.2	8.3	7.7
Retail Trade	3.1	3.7	4.9	9.0	1.5
Transportation And Storage	**9.2**	**2.6**	**1.8**	**2.0**	**3.1**
Land Transport & Supporting Services	2.7	2.1	2.6	0.2	0.3
Water Transport & Supporting Services	8.4	2.6	1.8	3.9	3.7
Air Transport & Supporting Services	15.7	4.0	1.1	0.4	3.0
Other Transportation & Storage Services	8.9	2.0	1.7	2.8	4.8
Accommodation And Food Services	**2.2**	**1.4**	**3.4**	**2.5**	**1.9**
Accommodation	2.6	-	9.5	4.3	0.4
Food & Beverage Services	2.0	1.8	1.7	2.0	2.3
Information And Communications	**12.1**	**6.7**	**8.1**	**11.7**	**13.0**
Telecommunications, Broadcasting & Publishing	11.4	9.4	10.5	13.2	19.4
IT & Other Information Services	12.7	4.5	6.4	10.6	8.8
Financial And Insurance Services	**18.3**	**6.0**	**7.5**	**11.6**	**10.4**
Financial Services	20.1	6.4	7.8	12.4	11.5
Insurance Services	5.3	3.4	4.9	5.4	2.5
Real Estate Services	**3.0**	**2.6**	**2.5**	**1.1**	**0.5**
Professional Services	**12.5**	**7.0**	**8.2**	**9.7**	**7.5**
Legal, Accounting & Management Services	14.8	8.4	8.4	9.7	10.2
Architectural & Engineering Services	9.3	8.2	4.8	9.9	5.0
Other Professional Services	14.5	0.9	14.4	9.3	5.9
Administrative And Support Services	**9.0**	**3.0**	**1.3**	**2.8**	**2.1**
Security & Investigation	2.3	-	-	0.4	-
Cleaning & Landscaping	2.9	1.6	0.5	0.6	0.2
Other Administrative & Support Services	21.6	7.3	3.3	7.3	5.9
Community, Social And Personal Services	**1.0**	**1.0**	**0.9**	**0.8**	**0.6**
Public Administration & Education	0.7	0.4	0.1	0.3	0.2
Health & Social Services	0.3	0.5	-	0.5	0.1
Arts, Entertainment & Recreation	0.5	1.4	1.4	2.5	0.9
Other Community, Social & Personal Services	4.9	4.9	6.9	2.0	4.0
Others*	**4.6**	**-**	**2.5**	**0.5**	**0.6**
BY OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	14.7	5.0	5.5	7.4	7.3
Clerical, Sales & Service Workers	6.9	3.6	2.6	3.5	2.8
Production & Transport Operators, Cleaners & Labourers	17.9	7.7	7.3	5.2	5.7

Source: Labour Market Survey, MOM

Notes:
(1) Data pertain to private sector establishments each with at least 25 employees and the public sector.
(2) Shaded cells refer to industries/occupational groups with above-average incidence of redundancy in the respective years.
(3) * – Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
(4) '-': Nil or negligible.

Table A3: Redundancy By Industry And Occupational Group, 2013

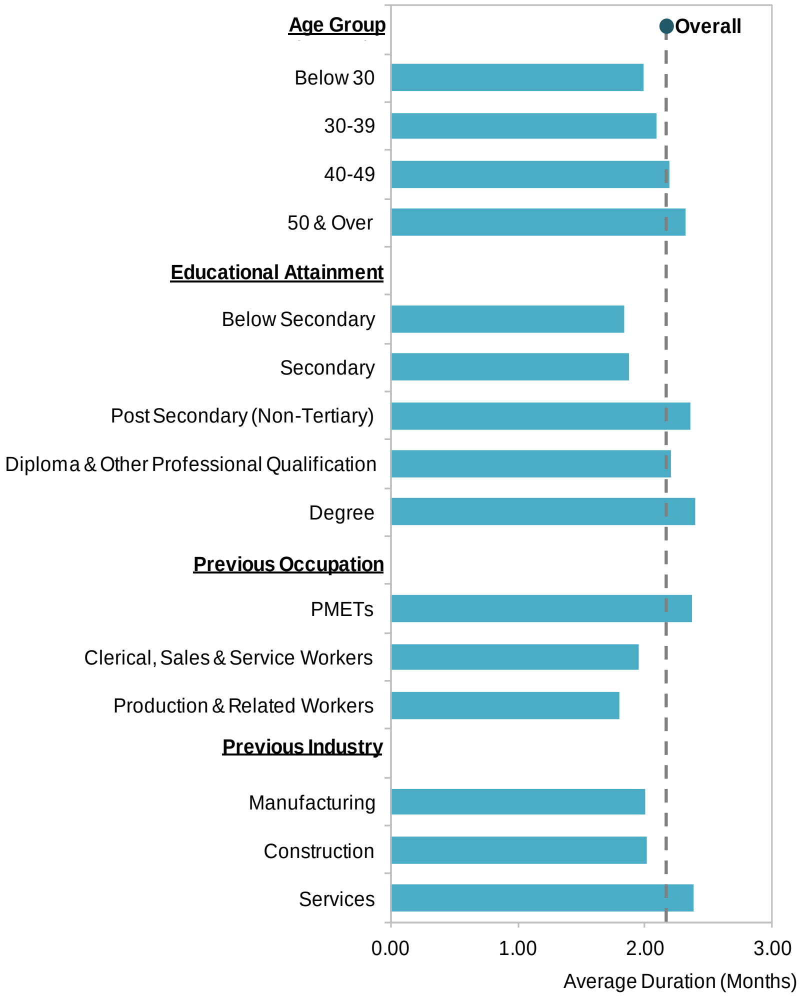
	Workers Made Redundant											
	Total			Professionals, Managers, Executives & Technicians			Clerical, Sales & Service Workers			Production, Transport Operators, Cleaners & Labourers		
	Number	Distribution (%)	No. Made Redundant Per 1,000 Workers	Number	Distribution (%)	No. Made Redundant Per 1,000 Workers	Number	Distribution (%)	No. Made Redundant Per 1,000 Workers	Number	Distribution (%)	No. Made Redundant Per 1,000 Workers
TOTAL	11,560	100.0	5.8	6,430	100.0	7.3	1,140	100.0	2.8	4,000	100.0	5.7
BY INDUSTRY (SSIC 2010)												
Manufacturing	5,000	43.2	12.5	2,020	31.3	13.5	400	34.9	13.3	2,580	64.7	11.6
Food, Beverages & Tobacco	40	0.3	1.3	-	-	-	20	1.4	2.5	20	0.5	1.2
Paper / Rubber / Plastic Products & Printing	380	3.3	15.1	80	1.3	10.4	20	1.8	7.8	280	6.9	19.1
Petroleum, Chemical & Pharmaceutical Products	220	1.9	8.3	90	1.4	5.2	20	1.6	10.9	110	2.7	15.9
Fabricated Metal Products, Machinery & Equipment	660	5.7	6.8	260	4.0	8.0	50	4.2	6.6	360	9.0	6.2
Electronic, Computer & Optical Products	2,490	21.6	28.9	1,120	17.4	23.7	240	20.7	61.1	1,140	28.5	32.4
Transport Equipment	220	1.9	2.2	100	1.5	3.4	10	0.9	2.2	120	2.9	1.7
Other Manufacturing Industries	980	8.5	25.6	370	5.7	33.4	50	4.3	14.8	560	14.1	23.5
Construction	1,120	9.7	3.8	220	3.4	4.3	30	3.0	1.9	870	21.7	3.8
Services	5,430	47.0	4.3	4,190	65.1	6.3	710	62.0	2.0	540	13.5	2.2
Wholesale And Retail Trade	1,280	11.1	5.8	910	14.1	9.3	200	17.9	2.4	170	4.3	4.6
Wholesale Trade	1,180	10.2	7.7	890	13.8	10.5	140	12.0	3.5	160	4.0	5.2
Retail Trade	100	0.9	1.5	20	0.3	1.5	70	5.9	1.4	10	0.3	1.8
Transportation And Storage	450	3.9	3.1	240	3.8	6.0	50	4.7	1.3	150	3.7	2.5
Land Transport & Supporting Services	10	0.1	0.3	-	-	-	10	0.5	1.2	-	-	-
Water Transport & Supporting Services	140	1.2	3.7	70	1.1	4.3	20	1.3	3.1	50	1.3	3.3
Air Transport & Supporting Services	100	0.8	3.0	90	1.3	12.7	10	1.1	0.6	-	-	-
Other Transportation & Storage Services	200	1.8	4.8	90	1.3	6.7	20	1.8	2.2	100	2.4	4.8
Accommodation And Food Services	220	1.9	1.9	40	0.6	1.9	120	10.1	1.6	70	1.7	3.1
Accommodation	10	0.1	0.4	-	-	-	10	0.5	0.6	-	-	-
Food & Beverage Services	210	1.9	2.3	40	0.6	2.6	110	9.6	1.7	70	1.7	4.4

	Workers Made Redundant											
	Total			Professionals, Managers, Executives & Technicians			Clerical, Sales & Service Workers			Production, Transport Operators, Cleaners & Labourers		
	Number	Distribution (%)	No. Made Redundant Per 1,000 Workers	Number	Distribution (%)	No. Made Redundant Per 1,000 Workers	Number	Distribution (%)	No. Made Redundant Per 1,000 Workers	Number	Distribution (%)	No. Made Redundant Per 1,000 Workers
Information And Communications	800	7.0	13.0	770	12.0	14.7	30	2.9	4.2	-	-	-
Telecommunications, Broadcasting & Publishing	480	4.1	19.4	450	7.0	22.7	30	2.5	6.5	-	-	-
IT & Other Information Services	330	2.8	8.8	320	5.0	9.8	-	-	-	-	-	-
Financial And Insurance Services	1,270	10.9	10.4	1,200	18.7	11.6	60	5.3	3.8	-	-	-
Financial Services	1,230	10.6	11.5	1,170	18.2	12.6	60	5.1	4.7	-	-	-
Insurance Services	40	0.3	2.5	30	0.5	3.1	-	-	-	-	-	-
Real Estate Services	30	0.2	0.5	10	0.1	0.4	10	0.7	0.9	10	0.3	0.3
Professional Services	960	8.3	7.5	830	12.9	9.3	60	5.1	3.7	70	1.8	3.2
Legal, Accounting & Management Services	590	5.1	10.2	550	8.5	13.0	40	3.1	3.2	10	0.2	1.6
Architectural & Engineering Services	240	2.1	5.0	160	2.5	5.5	20	1.4	5.3	70	1.6	3.9
Other Professional Services	120	1.1	5.9	120	1.8	6.5	10	0.6	4.3	-	-	-
Administrative And Support Services	240	2.1	2.1	140	2.2	7.1	50	4.7	1.2	40	1.1	0.8
Security & Investigation	-	-	-	-	-	-	-	-	-	-	-	-
Cleaning & Landscaping	10	0.1	0.2	-	-	-	-	-	-	10	0.2	0.2
Other Administrative & Support Services	230	1.9	5.9	140	2.2	9.1	50	4.2	6.2	40	0.9	2.3
Community, Social And Personal Services	190	1.6	0.6	50	0.7	0.2	120	10.6	1.8	20	0.6	1.1
Public Administration & Education	30	0.2	0.2	20	0.2	0.1	10	0.7	0.6	-	-	-
Health & Social Services	10	0.1	0.1	-	-	-	10	0.7	0.4	-	-	-
Arts, Entertainment & Recreation	40	0.3	0.9	10	0.1	0.7	20	1.8	0.9	10	0.2	1.2
Other Community, Social & Personal Services	120	1.0	4.0	20	0.3	1.7	90	7.5	7.4	20	0.4	2.2
Others*	10	0.1	0.6	10	0.1	0.5	-	-	-	10	0.2	0.7

Source: Labour Market Survey, MOM

Notes:
(1) Data pertain to private establishments each with at least 25 employees and the public sector.
(2) Shaded cells refer to industries with above-average incidence of redundancy for each occupational group.
(3) * – Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
(4) Number of workers made redundant are rounded to the nearest 10. Hence they may not add up to the total.
(5) '-': Nil or negligible.

Chart A1: Average (Mean) Time Taken By Residents Who Re-entered Employment To Secure A Job (Within 12 Months Of Redundancy), 2013



	Mean Time Taken (Months)
Overall	2.17
Below 30	1.99
30-39	2.09
40-49	2.19
50 & Over	2.32
Educational Attainment	
Below Secondary	1.84
Secondary	1.88
Post Secondary (Non-Tertiary)	2.36
Diploma & Other Professional Qualification	2.20
Degree	2.39
Previous Occupation	
PMETs	2.37
Clerical, Sales & Service Workers	1.95
Production & Related Workers	1.80
Previous Industry	
Manufacturing	2.00
Construction	2.01
Services	2.38

Sources: Labour Market Survey, MOM and derived based on data from Central Provident Fund Board

Notes:
(1) Data pertain to residents made redundant by the private sector establishments each with at least 25 employees and the public sector in the first nine months of 2013, who re-entered employment by December 2013.
(2) Vertical dashed lined indicates the overall average (mean) duration.

EXPLANATORY NOTES

Redundancy

Source
Labour Market Survey

Coverage
Before 2006, the survey covers private establishments each with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards. The average response rate of the quarterly surveys was 95% in 2013.

Concepts and Definitions

Redundancy comprises retrenchment and early release of contract workers due to redundancy.

Retrenchment refers to the termination of employment of a permanent employee due to redundancy. In the public sector, it includes those who left service under the Special Resignation Scheme that allows redundant non-deployable Civil Service or Statutory Board employees to leave their organisations with compensation.

Early release of contract workers refers to employees on term contracts which were terminated prematurely because of redundancy.

Uses and Limitations
Data on redundancy are useful in the analysis of re-structuring or ailing industries.

The number of persons retrenched or made redundant (flow) should not be confused with persons unemployed (stock). Not all persons retrenched or made redundant will be unemployed as some will re-enter into employment or decide to leave the workforce.

Re-entry into Employment

Source
Labour Market Survey and derived based on data from Central Provident Fund Board

Coverage
Information on resident workers made redundant is obtained from the Labour Market Survey. Before 2007, data pertain to residents retrenched from private sector establishments each with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector. With effect from the second quarter of 2009, the coverage is further expanded to include employees on term contracts which were terminated prematurely due to redundancy. The status of re-entry into employment of these workers is tracked using CPF records. Hence, it does not capture workers made redundant who went into self or informal employment or undergo training while looking for a job.

Concepts and Definitions

Re-entry rate is defined as the proportion of residents made redundant who re-entered employment. The re-entry rate within six months of redundancy for a quarter refers to the re-entry rate as at end of the quarter for the residents made redundant in the previous quarter. For example, the re-entry rate for second quarter 2009 shows the proportion of residents made redundant in the first quarter of 2009 who had re-entered employment by June 2009. The annual average re-entry rate is the simple average of the quarterly figures.

On the other hand, the cumulative re-entry rate within 12 months of redundancy refers to the proportion of residents made redundant in the first three quarters who re-entered employment by the end of the year. For example, the cumulative re-entry rate for 2009 refers to the proportion of residents made redundant in the first nine months of 2009 who re-entered employment by December 2009.

Uses and Limitations
This indicator measures the prospects of re-entry into employment of workers made redundant. It allows us to identify workers who find it difficult to secure re-entry into employment after layoff.

A low re-entry rate could also be the result of workers taking a break from the labour force rather than a weak job market. An analysis of the change in re-entry rate over time should therefore be made in the context of other indicators on the labour market. Also, the indicator could be cohort-specific. Even if the state of the labour market is unchanged, two different cohorts of workers could yield different re-entry rates, depending on the profile of the workers involved. Also, the data based on CPF records do not capture workers who went into self or informal employment or undergo training while looking for a job.

FEEDBACK FORM

Report Title: Redundancy And Re-entry Into Employment, 2013

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

	Excellent	Good	Average	Poor
a) Relevance to your work	☐	☐	☐	☐
b) Providing useful insights on prevailing labour market trends/development	☐	☐	☐	☐
c) Ease of understanding	☐	☐	☐	☐

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

____

____

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

☐ Too detailed ☐ Just right ☐ Too brief

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** This paper is a collaborative effort between Manpower Research and Statistics Department and Singapore Department of Statistics*

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