

LABOUR TURNOVER, REDUNDANCY, JOB VACANCY AND EMPLOYMENT SERVICE

Source of Data

Statistics on Labour Turnover, Redundancy and Job Vacancy are compiled from establishment surveys conducted by the Manpower Research and Statistics Department of the Ministry of Manpower. Before 2006, the surveys cover private sector establishments each with at least 25 employees. From 2006 onwards, the surveys also include the public sector.

Statistics on New Registrants at Career Centres and Job Seekers Placed in Employment are compiled by the Singapore Workforce Development Agency (WDA). The Singapore Workforce Development Agency (WDA) was established in September 2003 to help Singapore citizens and permanent residents stay competitive and employable in the job market. Singapore citizens and permanent residents who seek assistance to upgrade their skills and/or find employment can register with the WDA career centres at the Community Development Councils, the CaliberLink¹ and the Employment and Employability Institute (e2i). Additionally, trainees who undergo the Singapore Workforce Skills Qualifications

(WSQ) courses at WDA's appointed Continuing Education and Training (CET) Centres can also seek career advisory and placement assistance related to the course of study.

Concepts and Definitions

Average Monthly Resignation/ Recruitment Rate for a year is the simple averages of the quarterly figures. The monthly rate during a quarter is defined as the average number of persons resigned/ recruited in a month during the quarter divided by the average number of employees in the establishment. Resignation refers to the termination of employment initiated by the employee.

The use of average monthly rate is preferred to the cumulative annual rate as the latter is liable to misinterpretation. For example, the annual resignation rate obtained by dividing the **total** number of resignations during the year by the **average** employment during the year could amount to 40 per 100 employees. This might imply that 40% of all employees voluntarily left their jobs during the year. This is probably not the case as many jobs

¹ To complement WDA's career centres, CaliberLink was launched in Mar 2012 to serve as a one-stop centre for Professionals, Managers and Executives (PMEs), to help bridge their efforts to find employment or facilitate a career transition.

in a given establishment are vacated and refilled more than once during the year. Over shorter periods of time, the resignation rates have less repetitive counting of employees holding the same jobs.

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.

Job Vacancy Rate for a year is the simple averages of the quarterly figures. The job vacancy rate refers to the total number of job vacancies divided by the total manpower demand at the end of the reference quarter. The total demand for labour is defined as the sum of the number of employees and job vacancies at the end of the reference quarter.

Job Vacancy To Unemployed Person Ratio is 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.