Redundancy and Re-entry into Employment 2015

MINISTRY OF MANPOWER

Manpower Research and Statistics Department
Singapore

April 2016

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REDUNDANCY AND RE-ENTRY INTO EMPLOYMENT 2015

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Contents

Notations:

-	: Nil or negligible
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
SSOC	: Singapore Standard Occupation Classification

Highlights

Overview

- On-going business restructuring and softer economic conditions were the key reasons for redundancy in 2015. Residents continued to be less vulnerable to redundancy than foreigners, as their share of redundancies remained lower than their two-thirds representation among those employed. Even though more people were laid off each year, the unemployment rate remained low, and vacancies continued to outnumber job seekers.

- The rate of re-entry into employment among residents dipped in 2015 compared to 2014, but remained within a stable range. Eight in ten (81%) residents who re-entered employment took about three months or less to secure their new job, broadly similar to past cohorts. Most found a job in an industry that was different from the one they were made redundant from.

- Among residents made redundant in 2015, those aged 40 & over (65%) formed the majority. Professionals, Managers, Executives and Technicians (PMETs) remained more vulnerable to redundancy, a pattern observed since 2012. PMETs also took longer to find a new job.

Key Findings

- Firms cited on-going business restructuring combined with a softer economy as key reasons for redundancy in 2015. 15,580 workers were laid off in 2015, a number that had been going up steadily from 2010. Normalising by their share of employment, there were 7.4 workers made redundant for every 1,000 employees, up from 6.3 in 2014, but still below recessionary highs in 2008 (11) and 2009 (14).

- Residents remained less vulnerable to redundancy, as their share of redundancies remained lower than their two-thirds share among all employed (excluding foreign domestic workers). The incidence of redundancy among residents at 7.1 layoffs per 1,000 employees was also lower than foreigners (7.7 per 1,000).

- Layoffs increased in all broad sectors in 2015; in particular manufacturing (from 3,970 to 5,210) and services (7,260 to 8,510). Layoffs in construction edged up (1,690 to 1,780) for the third consecutive year, due to reduction in both public and private sector construction demand. The fall in global oil prices and a slowdown in demand in marine and construction contributed to higher layoffs in manufacturing and professional services[1] (from 1,520 to 2,290) in 2015. Wholesale trade (1,490 to 2,150) and financial services (from 1,280 to 1,710) also posted an increase in redundancies, amid global economic uncertainties, on-going restructuring and reorganisation of businesses.

[1] Among professional services, engineering services formed the bulk of increase in redundancies in 2015.

- 66% of residents made redundant in the first nine months of 2015 secured employment by December 2015. While it dipped from 68% in 2014, the rate remained within a stable range. The decline in re-entry rates was broad-based across all age and occupation groups. Eight in ten (81%) residents who re-entered employment took about three months or less to secure their new job, broadly similar to past cohorts. Most found a job in an industry which was different from the one they were made redundant from.

- Among residents made redundant in 2015, those aged 40 & over (65%) formed the majority. More layoffs were observed for Professionals, Managers, Executives and Technicians (PMETs) (2014: 6,530 to 2015: 8,550) and production & related workers (4,540 to 5,480). PMETs were also more at risk of redundancy (8.9 layoffs per 1,000 employees compared to the overall 7.4) than other occupational groups, a pattern observed since 2012. Re-entry rates for PMETs remained lower than other occupational groups.

Redundancy and Re-entry into Employment 2015

1. Overview

1.1. On-going business restructuring and softer economic conditions were the key reasons for redundancy in 2015. Residents continued to be less vulnerable to redundancy than foreigners, as their share of redundancies remained lower than their two-thirds representation among those employed. Even though more people were laid off each year, the unemployment rate remained low, and vacancies continued to outnumber job seekers.

1.2. The rate of re-entry into employment among residents dipped in 2015 compared to 2014, but remained within a stable range. Eight in ten (81%) residents who re-entered employment took about three months or less to secure their new job, broadly similar to past cohorts. Most found a job in an industry which was different from the one they were made redundant from.

1.3. Among residents made redundant in 2015, those aged 40 & over (65%) formed the majority. Professionals, Managers, Executives and Technicians (PMETs) remained more vulnerable to redundancy, a pattern observed since 2012. PMETs also took longer to find a new job.

Part I: Redundancy

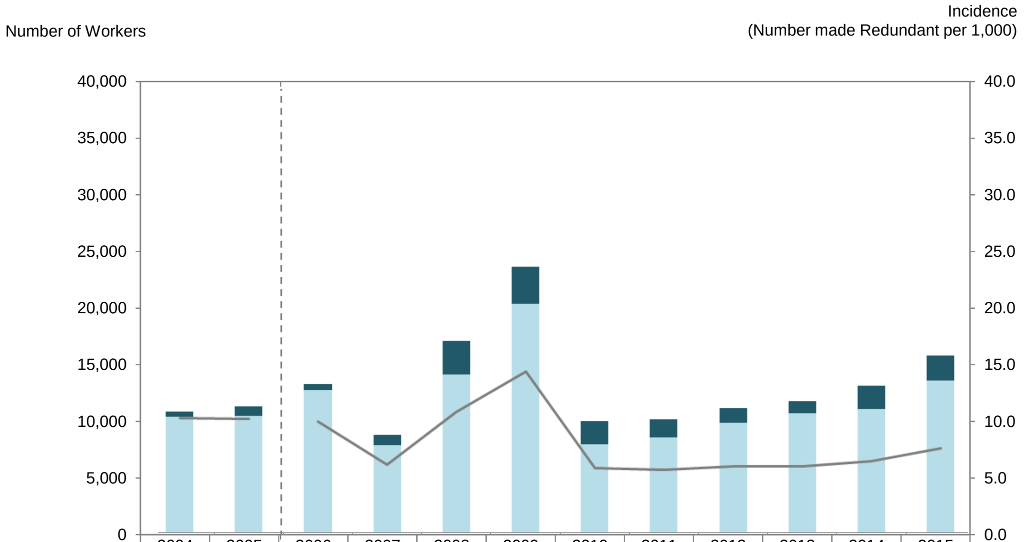
2. Overall Trends and Reasons for Redundancy

Redundancies rose due to on-going business restructuring and softer economic conditions, but unemployment remained low

2.1. Business restructuring (for greater work efficiency) remained the top reason cited by firms with redundancy, although there was an increase in the proportion which indicated recession or downturn in the industry as the reason for redundancy in 2015, in particular manufacturing and construction firms.

2.2. Some 15,580 workers were made redundant in 2015[2], up from 12,930 in 2014. This number had been going up steadily since 2010 (Chart 1).[3] Normalising by their share of employment, there were 7.4 workers made redundant for every 1,000 employees, up from 6.3 in 2014, but still below recessionary highs in 2008 (11) and 2009 (14). Even though redundancies rose, the unemployment rate[4] remained low, and vacancies continued to outnumber job seekers.[5]

Chart 1: Number and Incidence of Redundancy



	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Redundancy	10,640	11,150	13,090	8,590	16,880	23,430	9,800	9,990	11,010	11,560	12,930	15,580
Retrenchments	10,190	10,290	12,600	7,680	13,920	20,160	7,740	8,350	9,670	10,540	10,910	13,440
Early Release of Contract Workers	450	850	480	920	2,970	3,270	2,070	1,640	1,340	1,030	2,020	2,140
Incidence of Redundancy	10.1	10.0	9.8	6.0	10.6	14.2	5.7	5.5	5.8	5.8	6.3	7.4

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

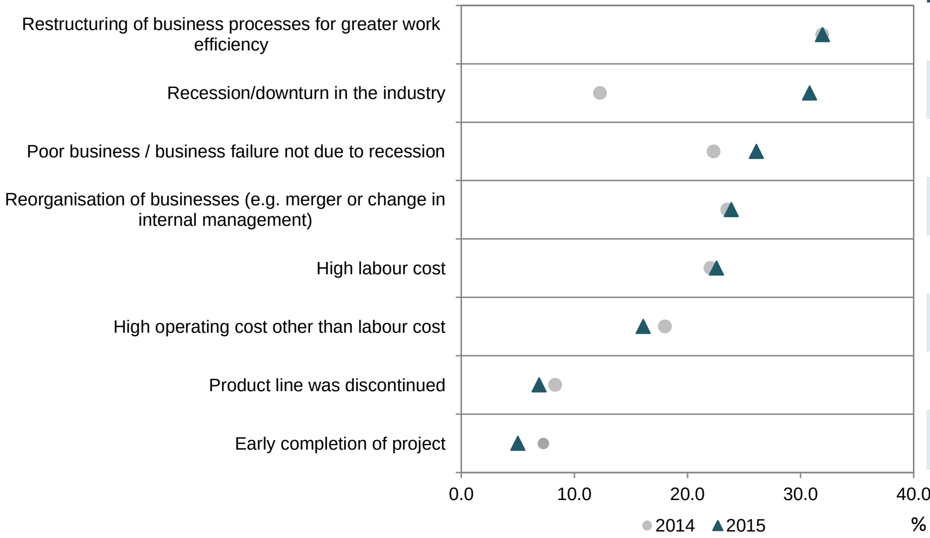
[2] Retrenchments formed the bulk of redundancies in 2015, affecting eight in ten (86% or 13,440) workers made redundant. The remaining workers (14% or 2,140) were released early from their contracts (Chart 1). Foreigners made up the bulk of workers who were released early from their contracts (Annex A – Chart A4 And Table A2).

[3] The annual number of redundancies averaged 15,500 since series started in 1998. Source: Labour Market Survey, Manpower Research & Statistics Department, MOM.

[4] The annual average overall unemployment rate for 2015 was 1.9% (residents: 2.8%; citizens: 2.9%). Source: Labour Force Survey, Manpower Research & Statistics Department, MOM.

[5] In December 2015, there was a seasonally adjusted 113 job vacancies for every 100 job seekers, down from 116 in September 2015 and 142 in December 2014. Source: Labour Market Survey and Labour Force Survey, Manpower Research & Statistics Department, MOM.

Chart 2: Workers Made Redundant by Reasons for Redundancy, 2014 And 2015



Per Cent

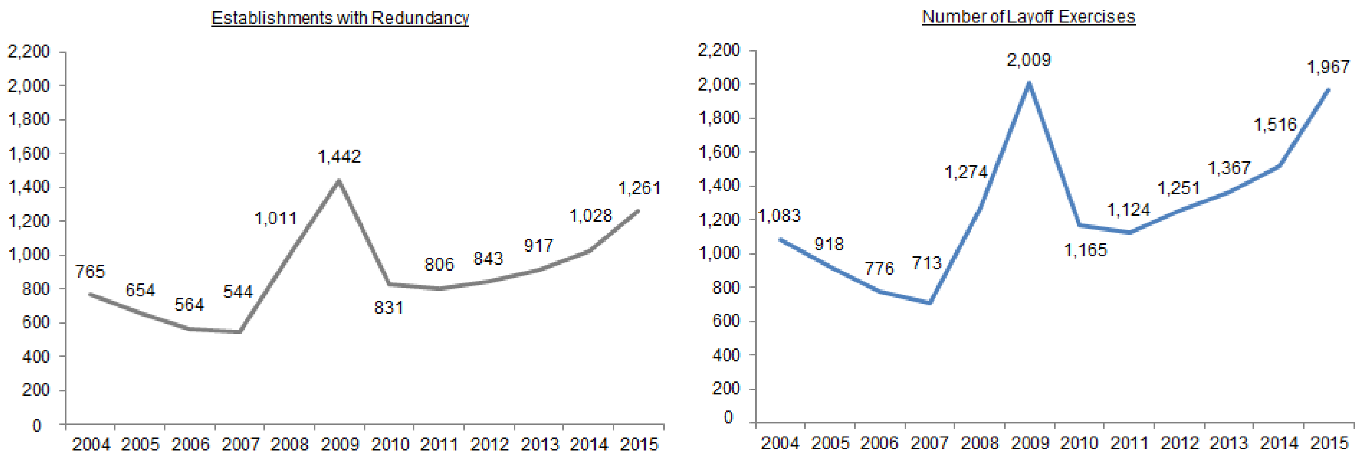
	2014	2015
Restructuring of business processes for greater work efficiency	31.9	31.9
Recession/downturn in the industry	12.3	30.8
Poor business / business failure not due to recession	22.3	26.1
Reorganisation of businesses (e.g. merger or change in internal management)	23.5	23.9
High labour cost	22.0	22.6
High operating cost other than labour cost	18.0	16.1
Product line was discontinued	8.3	6.9
Early completion of project	7.3	5.0

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) Breakdown by industries is at Annex A – Table A1.

2.3. In line with the rise in redundancies, there were more private establishments[6] which laid off workers in 2015 (1,261 compared to 1,028)[7] (Chart 3).

Chart 3: Profile of Private Establishments with Redundancy, 2004 – 2015



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

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

[6] Similar to past years, most private establishments affected were small and medium sized establishments (77%). Data from prior years are at Annex A – Chart A1.
[7] Among private establishments with redundancies, about 7.5% (or 94) relocated overseas in 2015, affecting 1,990 workers. Details on private establishments with redundancies involving overseas relocation are at Annex A – Chart A2.

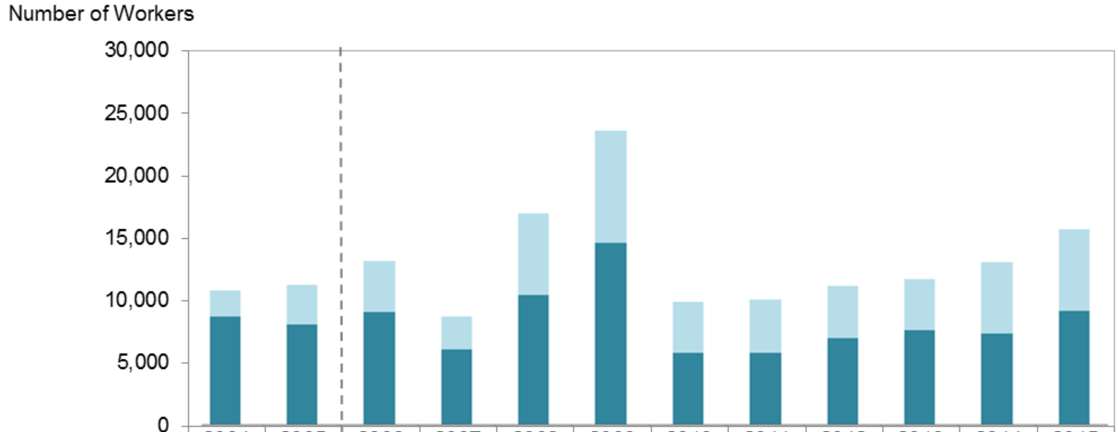
3. Profile of Workers Made Redundant

Residential Status

Residents were generally less vulnerable to layoffs than foreigners

3.1. Layoffs rose for both residents and foreigners (Chart 4). Residents (7.1 redundancies per 1,000 employees) continued to have a lower likelihood of being made redundant compared to foreigners (7.7) (Chart 5). Their share of redundancies (58%) was also lower than their share among all employed (excluding foreign domestic workers; 66%). On the other hand, foreigners continued to be over-represented among those made redundant, as their share among those made redundant (42%) remained higher than their one-third share among all employed (excluding foreign domestic workers)[8] in 2015.

Chart 4: Redundancy by Residential Status, 2004 – 2015



	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Total	10,640	11,150	13,090	8,590	16,880	23,430	9,800	9,990	11,010	11,560	12,930	15,580
Residents	8,580	7,940	8,990	6,010	10,360	14,510	5,670	5,740	6,880	7,520	7,240	9,090
Foreigners	2,060	3,210	4,090	2,580	6,520	8,910	4,140	4,260	4,130	4,050	5,690	6,490

Residents Foreigners

Source: Labour Market Survey, Manpower Research & Statistics Department, 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 total.
(3) Data pertaining to share of redundancy are at Annex – Chart A3.

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[8] Foreigners' share of all employed was 33.7% (excluding foreign domestic workers) in December 2015. Source: Administrative Records and Labour Force Survey, Manpower Research & Statistics Department, MOM.

Chart 5: Incidence of Redundancy by Residential Status, 2007 to 2015

	2007	2008	2009	2010	2011	2012	2013	2014	2015
Total	6.0	10.6	14.2	5.7	5.5	5.8	5.8	6.3	7.4
Residents	6.1	10.1	13.8	5.2	5.1	5.9	6.3	5.8	7.1
Foreigners	5.7	11.6	14.9	6.6	6.2	5.6	5.1	7.0	7.7

Residents Foreigners

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) Prior to 2007, data on incidence of redundancy by residential status are not available.

Industry

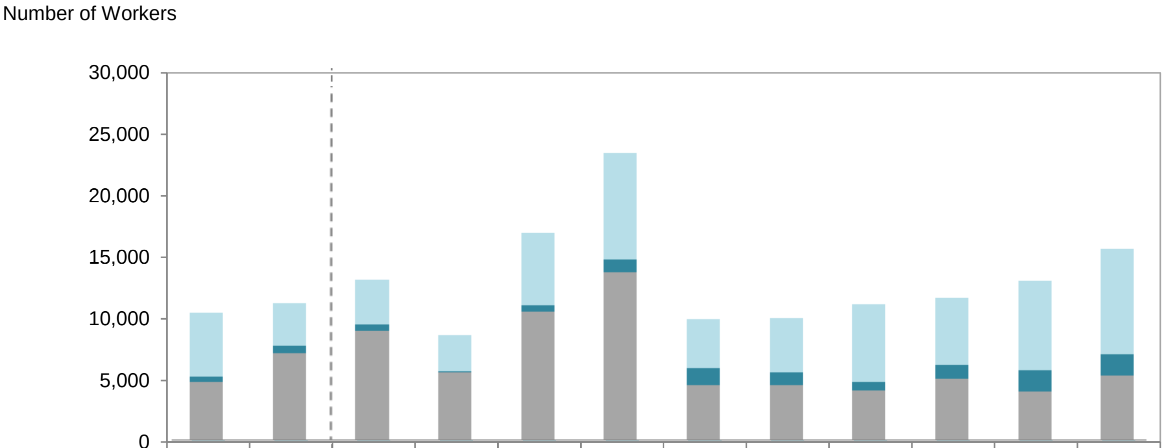
Manufacturing workers more vulnerable to layoffs

3.2. Layoffs increased in all broad sectors in 2015; more so in manufacturing (from 3,970 to 5,210) and services (7,260 to 8,510). While construction had a smaller increase in layoffs (1,690 to 1,780) compared to services and manufacturing, redundancies had increased for the third consecutive year, due to reduction in both public and private sector construction demand.[9]

3.3. In manufacturing, redundancies in the *electronics* industry occurred amid on-going restructuring.[10] As oil prices declined, more were made redundant in the industries closely related to oil and gas activities, including *marine* and offshore related industries.[11] The slowdown in demand in *marine* and construction may also have led to higher redundancies in industries such as *fabricated metal products*, *machinery & equipment* and *engineering services*[12]. These in turn contributed to the rise in layoffs in manufacturing and *professional services* (from 1,520 to 2,290) in 2015. *Wholesale trade* (1,490 to 2,150) and *financial services* (from 1,280 to 1,710) also posted an increase in redundancies, amid global economic uncertainties, on-going restructuring and reorganisation of businesses.

[9] Growth in the construction sector moderated to 2.5% in 2015, from 11.4% in 2012 (2013: 5.8%, 2014: 3.5%). Source: Department of Statistics, MTI.
[10] 65% of workers laid off from electronics were made redundant due to restructuring of business processes for greater work efficiency. Source: Labour Market Survey, Manpower Research & Statistics Department, MOM.
[11] Redundancies in industries closely related to oil and gas activities, including marine and offshore activities, rose by about 1,000 in 2015. Source: Labour Market Survey, Manpower Research & Statistics Department, MOM.
[12] 67% of workers laid off from these sectors were made redundant due to recession/ downturn in industry. Source: Labour Market Survey, Manpower Research & Statistics Department, MOM.

Chart 6: Redundancy by Sector, 2004 – 2015



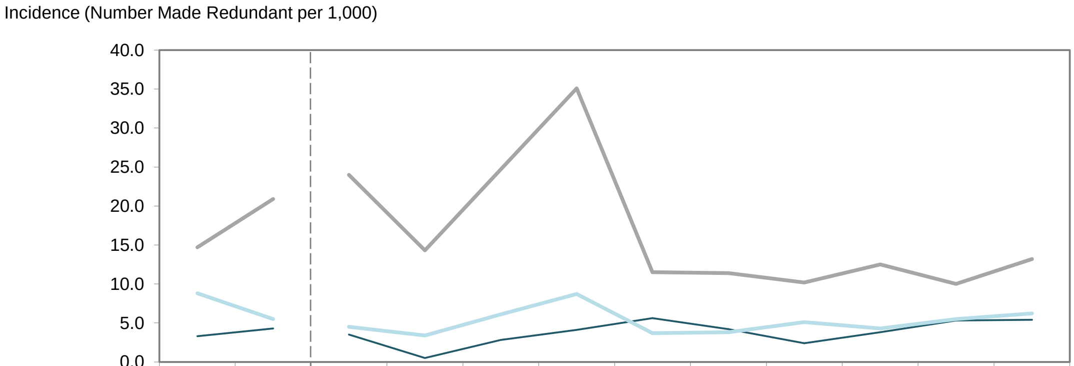
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Total	10,640	11,150	13,090	8,590	16,880	23,430	9,800	9,990	11,010	11,560	12,930	15,580
Manufacturing	4,700	7,080	8,860	5,500	10,430	13,640	4,490	4,460	4,050	5,000	3,970	5,210
Construction	410	540	490	70	540	980	1,350	1,050	650	1,120	1,690	1,780
Services	5,220	3,500	3,670	2,990	5,870	8,720	3,960	4,430	6,300	5,430	7,260	8,510

Source: Labour Market Survey, Manpower Research & Statistics Department, 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 2015 and previous editions of SSIC for the earlier years.
(3) Figures for each year may not add up to the total due to the exclusion of 'Others'.
(4) Data pertaining to share of redundancy are at Annex – Chart A5.

3.4. Workers in manufacturing remained the most susceptible (13 workers made redundant per 1,000 employees), compared to those from services (6.2 per 1,000) and construction (5.4 per 1,000). This was largely due to the higher risk of redundancy in *electronics* and *fabricated metal products, machinery & equipment manufacturing*; redundancy numbers in these industries were also larger. A breakdown by detailed industries is at Annex A – Table A4.

Chart 7: Incidence of Redundancy by Sector, 2004-2015



	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Total	10.1	10.0	9.8	6.0	10.6	14.2	5.7	5.5	5.8	5.8	6.3	7.4
Manufacturing	14.7	20.9	24.0	14.3	24.7	35.1	11.5	11.4	10.2	12.5	10.0	13.2
Construction	3.3	4.3	3.5	0.5	2.8	4.1	5.6	4.2	2.4	3.8	5.3	5.4
Services	8.8	5.5	4.5	3.4	6.1	8.7	3.7	3.8	5.1	4.3	5.5	6.2

Source: Labour Market Survey, Manpower Research & Statistics Department, 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 2015 and previous editions of SSIC for the earlier years.
(3) Breakdown by detailed industries is at Annex A – Table A4.

Occupation

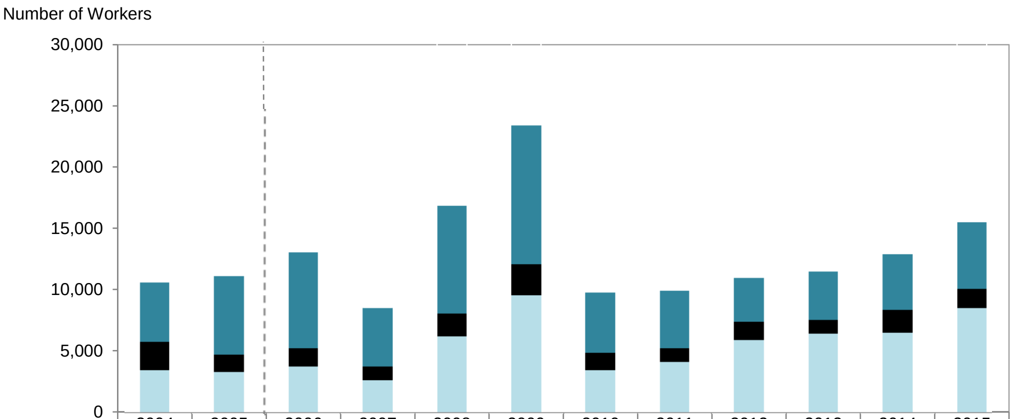
PMETs more at risk of redundancy

3.5. Largely reflecting higher redundancies in manufacturing, *professional services* and *financial services*, there was an increase in the number (6,530 to 8,550) and incidence of layoffs (7.1 to 8.9 redundancies per 1,000 employees) among PMETs. There was also an increase in redundancies among production & related workers (4,540 to 5,480; or 6.3 to 7.6), due in large part to cuts in manufacturing.

3.6. However, PMETs were more at risk of redundancy (8.9 layoffs per 1,000 employees compared to the overall 7.4) than other occupational groups, a pattern observed since 2012 (Chart 9). By industry, PMETs in *professional services* (19), *wholesale trade* (18), *financial & insurance services* (14) and manufacturing (13) were more likely to be affected by redundancy.

3.7. A detailed breakdown by industry and occupation is at Annex A – Table A5.

Chart 8: Redundancy by Occupational Group, 2004 – 2015

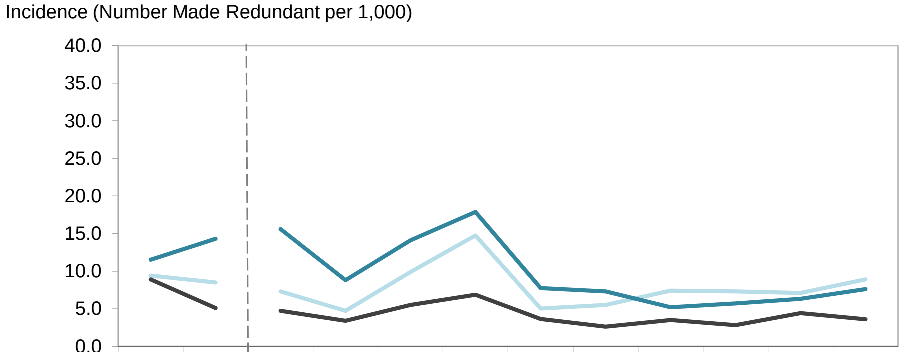


	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Total	10,640	11,150	13,090	8,590	16,880	23,430	9,800	9,990	11,010	11,560	12,930	15,580
PMETs	3,450	3,360	3,790	2,670	6,200	9,570	3,450	4,170	5,960	6,430	6,530	8,550
Clerical, Sales & Service Workers	2,300	1,390	1,460	1,090	1,920	2,530	1,450	1,080	1,480	1,140	1,860	1,550
Production & Related Workers	4,890	6,400	7,840	4,830	8,770	11,330	4,900	4,750	3,570	4,000	4,540	5,480

Source: Labour Market Survey, Manpower Research & Statistics Department, 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 total.
(3) Data pertaining to share of redundancy are at Annex A – Chart A6.

Chart 9: Incidence of Redundancy by Occupational Group, 2004 – 2015

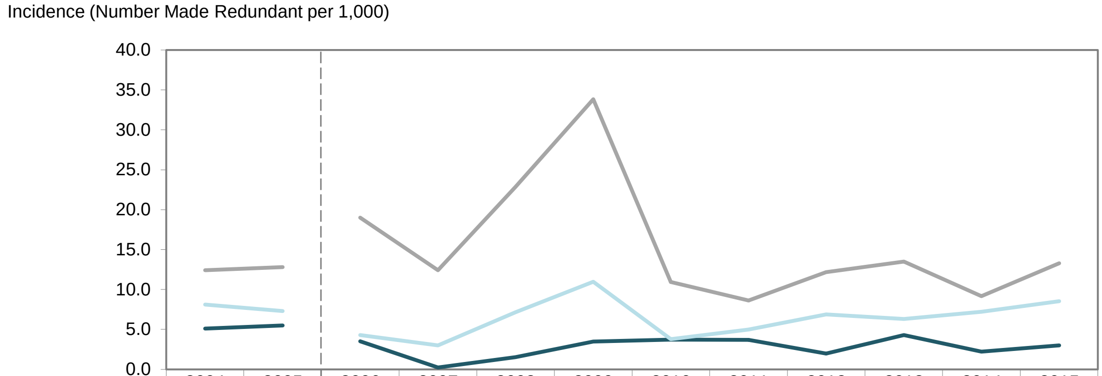


	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Total	10.1	10.0	9.8	6.0	10.6	14.2	5.7	5.5	5.8	5.8	6.3	7.4
PMETs	9.4	8.5	7.3	4.7	9.9	14.7	5.0	5.5	7.4	7.3	7.1	8.9
Clerical, Sales & Service Workers	8.9	5.1	4.7	3.4	5.5	6.9	3.6	2.6	3.5	2.8	4.4	3.6
Production & Related Workers	11.5	14.3	15.6	8.8	14.1	17.9	7.7	7.3	5.2	5.7	6.3	7.6

Source: Labour Market Survey, Manpower Research & Statistics Department, 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) A detailed breakdown by industry and occupation is at Annex A – Table A5.

Chart 10: PMETs' Incidence of Redundancy by Sector, 2004 – 2015



	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Total	9.4	8.5	7.3	4.7	9.9	14.7	5.0	5.5	7.4	7.3	7.1	8.9
Manufacturing	12.4	12.8	19.0	12.4	22.9	33.8	10.9	8.6	12.2	13.5	9.2	13.3
Construction	5.1	5.5	3.5	0.2	1.5	3.5	3.7	3.7	2.0	4.3	2.2	3.0
Services	8.1	7.3	4.3	3.0	7.1	11.0	3.8	5.0	6.9	6.3	7.2	8.5

Source: Labour Market Survey, Manpower Research & Statistics Department, 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 2015 and previous editions of SSIC for the earlier years.
(3) A detailed breakdown by industry and occupation is at Annex A – Table A5.

4. Profile of Residents Made Redundant

Similar to past years, residents laid off from PMET positions were mostly in their 30s and 40s, unlike non-PMETs who were generally older

4.1. Among the 9,090 residents made redundant in 2015, 6,460 (or 71%) were PMETs, followed by 1,410 (or 16%) production & related workers and the remaining 1,220 (or 13%) clerical, sales & service workers.

4.2. Residents laid off from PMET jobs were mostly in their 40s (37%) and 30s (32%) while residents displaced from clerical, sales & service (38%) and production & related jobs (59%) tend to be older, in their 50s & over (Table 1).

4.3. Similar to past years, residents laid off from PMET occupations were mostly tertiary educated (82%), comprising mainly degree holders (61%). Residents displaced from PMET positions (73%)[13] and clerical, sales & service workers (77%) were mainly from services while production and related workers were mainly from manufacturing (59%).

Table 1: Profile of Residents Made Redundant by Occupational Group, 2015

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
	(9,090)	**(6,460)**	**(1,220)**	**(1,410)**
AGE GROUP (YEARS)				
Below 30	8.1	8.0	14.4	3.3
30-39	27.4	31.7	22.2	12.2
40-49	33.4	36.5	25.8	25.6
50 & Over	31.1	23.8	37.5	58.8
EDUCATIONAL ATTAINMENT				
Below Secondary	12.3	1.8	19.6	53.6
Secondary	18.5	10.2	49.0	29.6
Post Secondary (Non-Tertiary)	6.7	5.6	8.9	9.3
Diploma & Professional Qualifications	18.7	21.6	16.9	6.6
Degree	43.9	60.7	5.7	0.9
INDUSTRY (SSIC 2010)				
Manufacturing	29.4	24.8	18.9	59.3
Construction	2.5	1.4	3.0	7.2
Services	67.6	73.3	77.4	32.8
Others*	0.6	0.5	0.7	0.6

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

Notes:

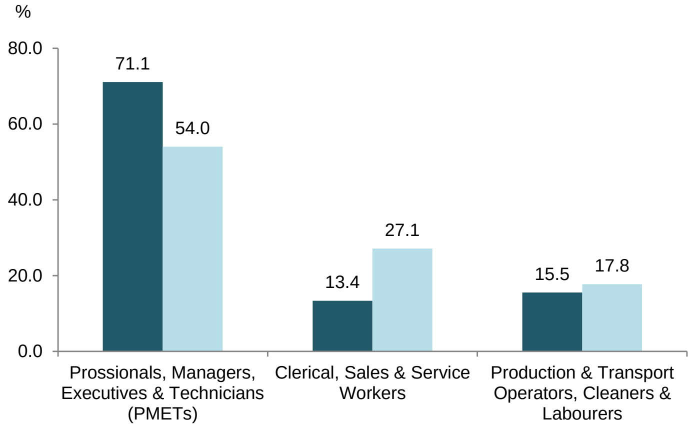
(1) Data pertain to private sector establishments each with at least 25 employees and the public sector.
(2) Figures in brackets refer to the total number of residents made redundant by occupational groups.
(3) * - Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
(4) Figures may not add up to total due to rounding.
(5) Breakdown by detailed industries is at Annex A – Table A6.

4.4. On the whole, PMETs, degree holders and those in their 40s had a higher share of redundancies than their share among resident employees (Chart 11).

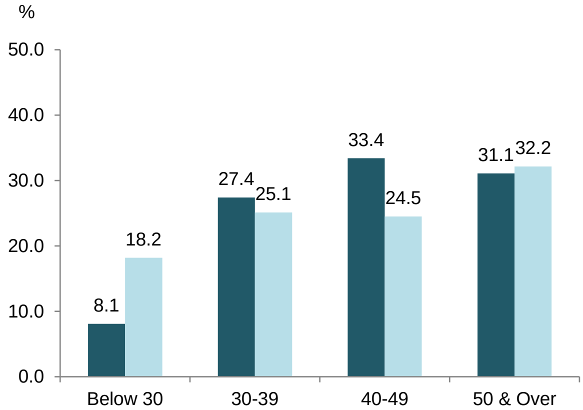
[13] This was a consistent trend since 2008. Source: Labour Market Survey, Manpower Research & Statistics Department, MOM.

Chart 11: Share of Residents Made Redundant and Share of Resident Employees, 2015

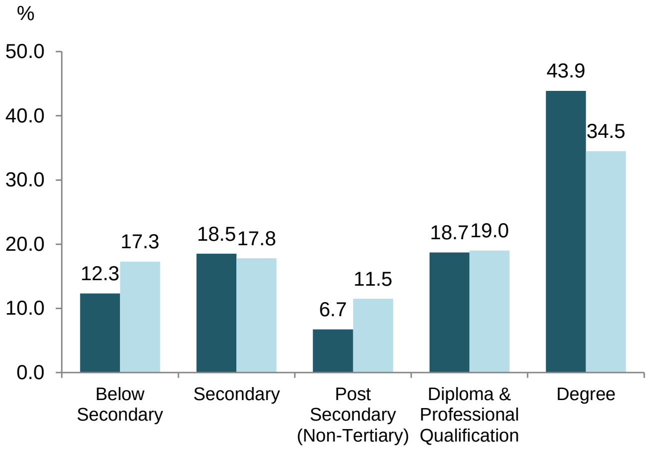
By Occupational Group



By Age Group



By Educational Attainment



■ Share of Residents Made Redundant ■ Share of Resident Employees (Jun)

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

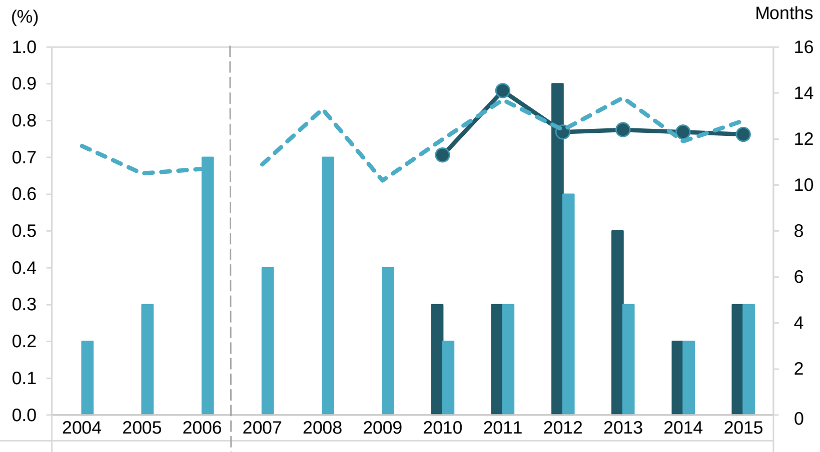
Notes:

(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) Figures may not add up to 100% due to rounding.
(4) Data pertaining to share of residents made redundant and share of resident employees from prior years are at Annex A – Chart A7.
(5) Data pertaining to breakdown by gender are at Annex A – Chart A8.

5. Repeated Redundancy

5.1. Experiencing repeated redundancy within a short time period was not common. As at December 2015, only 0.3% of residents made redundant in 2014 were laid off again after securing a new job (Chart 12).

Chart 12: Proportion of Residents Made Redundant with Repeated Layoffs, 2004-2015 (as at December)



	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Proportion with Repeated Layoffs*												
Redundancy	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.3	0.3	0.9	0.5	0.2	0.3
Retrenchment	0.2	0.3	0.7	0.4	0.7	0.4	0.2	0.3	0.6	0.3	0.2	0.3
Average (Mean) Duration Between Layoffs												
Redundancy	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	11.3	14.1	12.3	12.4	12.3	12.2
Retrenchment	11.7	10.5	10.7	10.9	13.3	10.2	12.0	13.7	12.4	13.8	11.9	12.8

Source: Labour Market Survey, Manpower Research & Statistics Department, 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.
(3) n.a.: Not available/not applicable

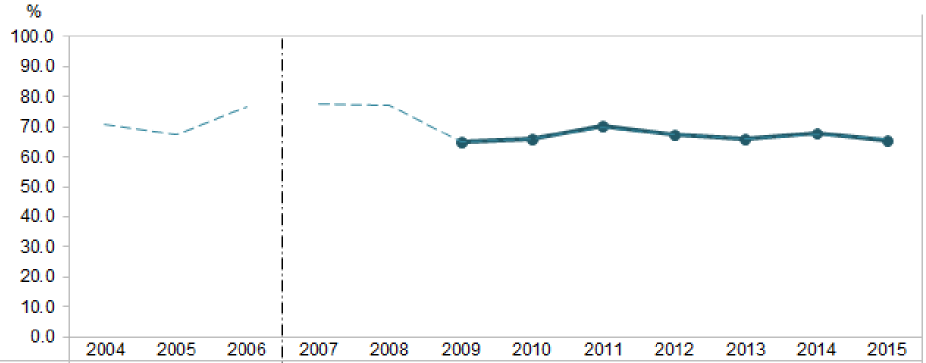
Part II: Re-entry into Employment[14]

6. Overall Trends

Re-entry rates remained within a stable range although it dipped from 2014

6.1. Based on Central Provident Fund (CPF) records, the rate of re-entry into employment for residents made redundant in the first nine months of 2015 who re-entered employment by December 2015 was 66%, lower compared to the 68% in 2014. However, this remained within a stable range of 66% to 68% since 2012 (Chart 13).

Chart 13: Rates of Re-entry into Employment of Residents Made Redundant, 2004 – 2015



Proportion who re-entered into employment (By Dec)	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Among those made redundant	n.a.	n.a.	n.a.	n.a.	n.a.	64.9	66.1	70.1	67.6	65.9	67.7	65.6
Among those retrenched	70.6	67.5	76.6	77.5	77.4	64.7	66.0	69.8	67.2	66.0	67.3	66.1

Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

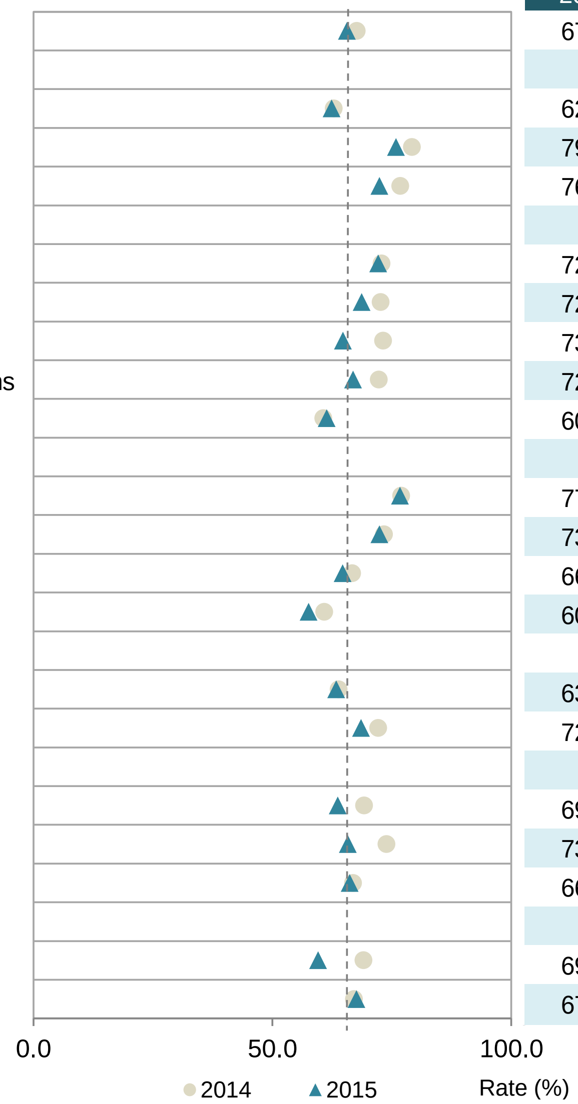
Notes:
(1) Before 2007, data pertain to residents made redundant by private sector establishments each with at least 25 employees in the first nine months of the year, who re-entered employment by December of the year. From 2007 onwards, data also include residents made redundant by the public sector.
(2) n.a: Not available.

6.2. There was a broad-based decline in re-entry rates among residents across all age and occupation groups in 2015 compared to 2014. The declines were more for those aged 50 & over as well as the non-PMETs. Re-entry rates for PMETs remained lower than other occupational groups (Chart 14).

6.3. By education, degree holders saw a slight increase in re-entry rates in 2015, but rates still remained below-average, reflecting strong competition for jobs among degree holders.

[14] 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.

Chart 14: Rates of Re-entry into Employment of Residents Made Redundant, 2014 and 2015



	2014	2015
Total	67.7	65.6
Previous Occupation		
PMETs	62.9	62.4
Clerical, Sales & Service Workers	79.2	75.9
Production & Related Workers	76.8	72.4
Educational Attainment		
Below Secondary	72.9	72.2
Secondary	72.7	68.7
Post Secondary (Non-Tertiary)	73.2	64.8
Diploma & Professional Qualifications	72.3	66.9
Degree	60.7	61.4
Age Group		
Below 30	77.0	76.7
30-39	73.4	72.4
40-49	66.7	64.7
50 & Over	60.9	57.6
Sex		
Male	63.9	63.4
Female	72.2	68.6
Previous Industry		
Manufacturing	69.2	63.7
Construction	73.9	65.8
Services	66.9	66.2
Previous Union Status		
Union	69.1	59.6
Non-Union	67.1	67.6

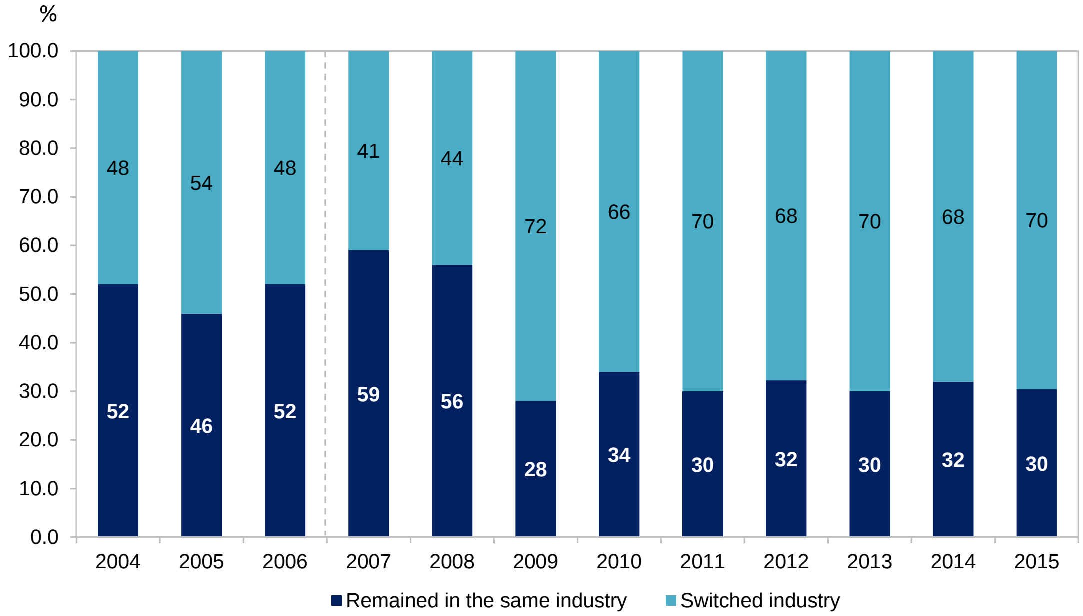
Sources: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

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 2014/2015 who re-entered employment by December 2014/2015.

Industry Shift of Residents Re-entering Employment

6.4. Majority of residents laid off in the first nine months of 2015 who re-entered employment by December 2015 secured new jobs in an industry different from which they were laid off from (70%), similar to cohorts from 2009 and onwards (Chart 15). The other exception was those laid off from *community, social & personal services*, *transportation & storage*, and *accommodation & food services*. Overall, those who were laid off were more likely to find a new job in *wholesale & retail trade* and *administrative & support services* than other industries (Table 2).

Chart 15: Distribution of Residents who Re-entered Employment by Whether They Switched Industry, 2004 – 2015



Sources: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

Note:
Before 2007, data pertain to residents made redundant by private sector establishments each with at least 25 employees in the first nine months of the year, who re-entered employment by December of the year. From 2007 onwards, data also include residents made redundant by the public sector. From 2009, the coverage is further expanded to include employees on term contracts which were terminated prematurely because of redundancy.

Table 2: Industry Shift of Residents who Re-entered Employment (by December 2015)

Per Cent

INDUSTRY PRIOR TO REDUNDANCY (SSIC 2010)	INDUSTRY AFTER RE-ENTRY (SSIC 2015)											
	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	12.2	3.7	16.0	7.0	4.8	7.9	9.6	1.0	11.0	15.1	7.1
Manufacturing	100.0	**25.5**	4.3	16.2	5.6	3.6	6.4	2.4	0.7	8.2	15.4	6.4
Construction	100.0	17.0	**31.0**	7.0	8.0	2.0	1.0	2.0	2.0	12.0	6.0	9.0
Wholesale & Retail Trade	100.0	11.3	2.4	**28.6**	4.1	1.7	7.0	7.2	0.5	13.2	14.1	7.3
Transportation & Storage	100.0	3.2	0.6	3.2	**61.1**	3.2	2.5	3.2	0.6	5.1	12.1	3.8
Accommodation & Food Services	100.0	1.4	-	13.9	1.4	**63.9**	2.8	1.4	2.8	-	9.7	1.4
Information & Communications	100.0	2.5	1.5	13.9	2.0	1.5	**27.2**	5.9	0.5	9.9	19.8	6.4
Financial & Insurance Services	100.0	3.5	0.6	8.5	2.3	7.0	9.3	**36.2**	1.9	8.5	10.5	5.2
Real Estate Services	100.0	s	s	s	s	s	s	s	**s**	s	s	s
Professional Services	100.0	11.4	4.9	12.2	4.4	2.7	8.7	7.3	1.3	**19.2**	16.0	6.4
Administrative & Support Services	100.0	7.4	4.3	9.9	8.6	6.2	2.5	6.2	1.9	6.8	**36.4**	4.9
Community, Social & Personal Services	100.0	6.4	-	10.6	-	8.5	-	-	-	6.4	2.1	**66.0**

Sources: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

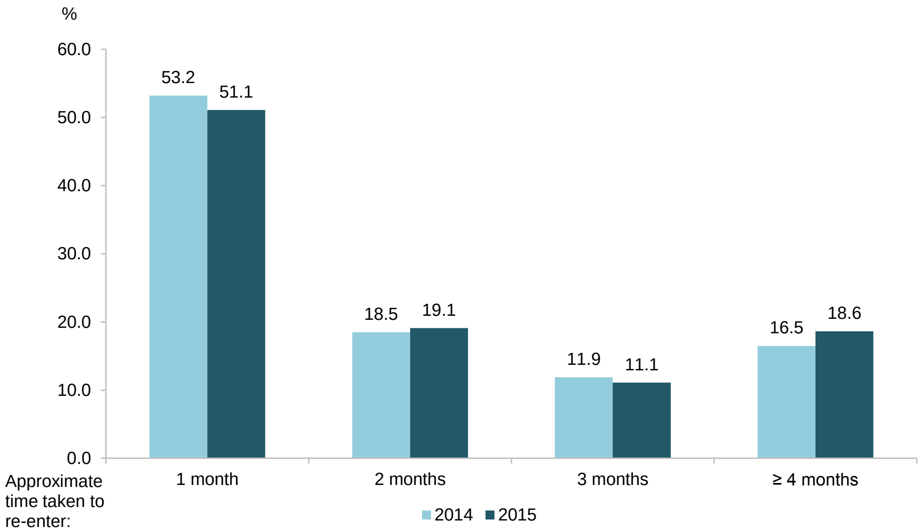
Notes:
(1) Data pertain to residents made redundant by private sector establishments each with at least 25 employees and the public sector in the first nine months of 2015 who re-entered employment by December 2015.
(2) '-': Nil or negligible.
(3) s: Data suppressed due to small number covered.

7. Time Taken to Secure Re-entry into Employment

Among residents who re-entered employment, eight in ten took about three months or less to secure their new job

7.1. Similar to past cohorts, among residents who re-entered employment, eight in ten (81%) re-entered employment in about three months or less (Chart 16). The average (mean) time taken was 2.2 months (Chart 17), up from 2014. Among those who re-entered, younger residents, those with lower educational qualifications and those laid off from non-PMET positions secured re-entry into employment more quickly (Chart 18). Degree holders and PMETs took longer to re-enter into employment.

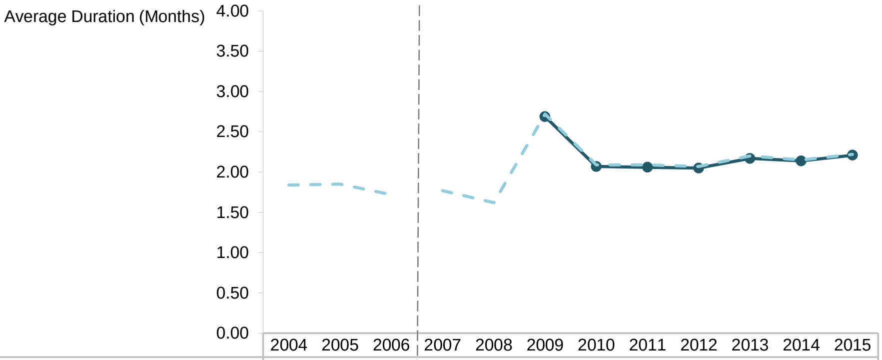
Chart 16: Distribution of Residents who Re-entered Employment by Time Taken (by December), 2014 and 2015



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

Note:
(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 2014/2015 who re-entered employment by December 2014/2015.
(2) On average for the past five years (2010 – 2014), 52.9% of residents who re-entered employment by December every year secured their new job in about a month (2 months – 19.8%, 3 months – 11.3%, ≥4 months – 15.9%).

Chart 17: Average (Mean) Time Taken by Residents who Re-entered Employment to Secure a Job (by December), 2004 – 2015

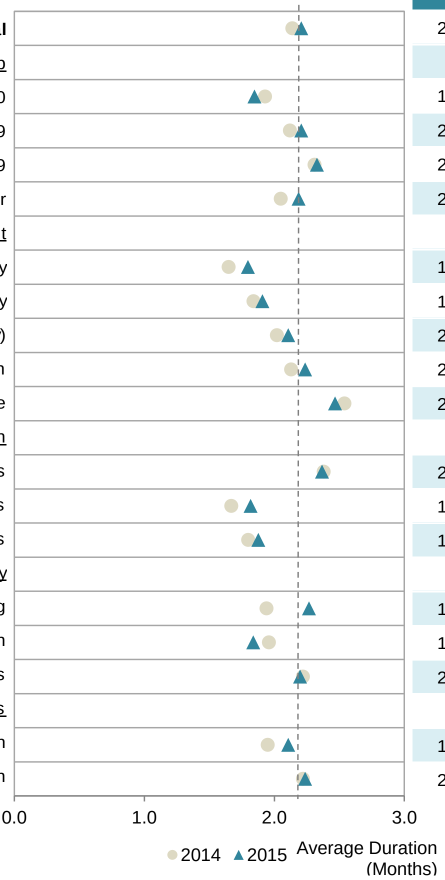


Average Duration (Months)	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Among Workers Made Redundant	n.a.	n.a.	n.a.	n.a.	n.a.	2.69	2.07	2.06	2.05	2.17	2.14	2.21
Among Retrenched Workers	1.84	1.85	1.72	1.77	1.62	2.72	2.09	2.09	2.07	2.20	2.15	2.22

Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

Notes:
(1) Before 2007, data pertain to residents made redundant by private establishments each with at least 25 employees in the first nine months of the year who re-entered employment by December of the year. From 2007 onwards, data also include residents made redundant by the public sector. From 2009, the coverage is further expanded to include employees on term contracts which were terminated prematurely because of redundancy.
(2) n.a: Not available.

Chart 18: Average (Mean) Time Taken by Residents who Re-entered Employment to Secure a Job (by December), 2014 and 2015



	2014	2015
Total	2.14	2.21
Age Group		
Below 30	1.93	1.85
30-39	2.12	2.21
40-49	2.31	2.33
50 & Over	2.05	2.19
Educational Attainment		
Below Secondary	1.65	1.80
Secondary	1.84	1.91
Post Secondary (Non-Tertiary)	2.02	2.11
Diploma & Other Professional Qualification	2.13	2.24
Degree	2.54	2.47
Previous Occupation		
PMETs	2.38	2.37
Clerical, Sales & Service Workers	1.67	1.82
Production & Related Workers	1.80	1.88
Previous Industry		
Manufacturing	1.94	2.27
Construction	1.96	1.84
Services	2.22	2.20
Previous Union Status		
Union	1.95	2.11
Non-Union	2.22	2.24

Source: Labour Market Survey, Manpower Research & Statistics Department, 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 2014/2015 who re-entered employment by December 2014/2015.
(2) The vertical dashed line indicates the overall average (mean) duration in 2015.

Annex A

STATISTICAL TABLES AND CHARTS

Table A1: Workers Made Redundant by Sector and Reasons for Redundancy, 2015

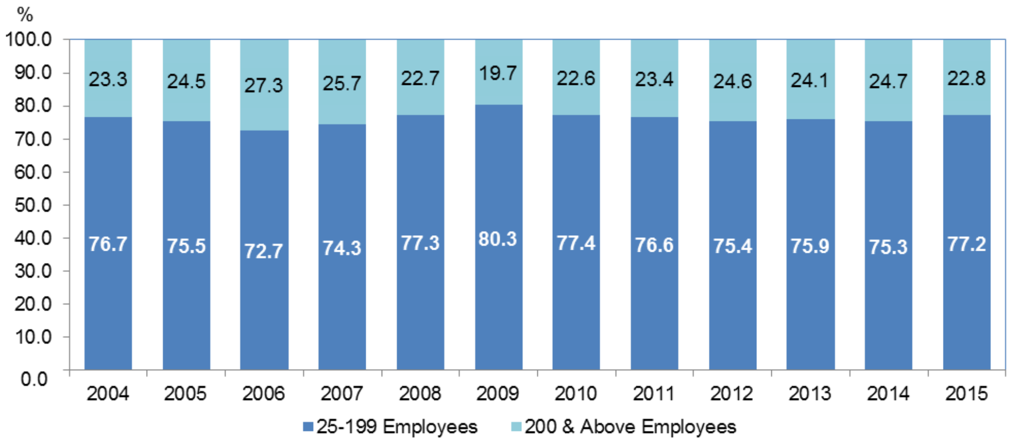
Per Cent

REASONS	Total	Manufacturing	Construction	Services
Total redundancy	**100.0**	**100.0**	**100.0**	**100.0**
Restructuring of business processes for greater work efficiency	31.9	33.3	8.7	36.1
Recession/downturn in the industry	30.8	38.6	59.1	19.6
Poor business / business failure not due to recession	26.1	25.5	51.7	20.9
Reorganisation of businesses (e.g. merger or change in internal management)	23.9	16.1	6.0	32.6
High labour cost	22.6	24.1	51.3	15.9
High operating cost other than labour cost	16.1	20.6	26.1	11.2
Product line was discontinued	6.9	17.7	1.2	1.5
Early completion of project	5.0	1.5	21.2	3.5

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) Shaded cells indicate the top reason for redundancy in the sector.

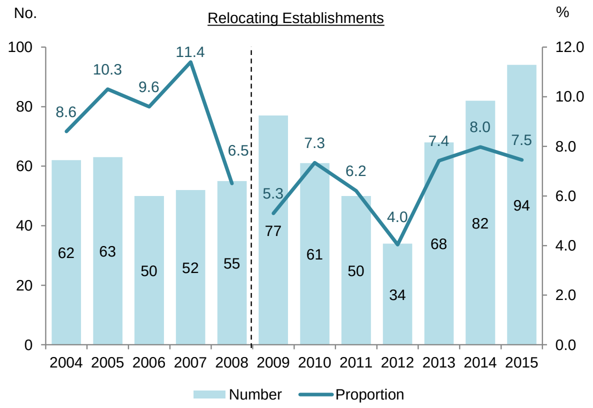
Chart A1: Private Establishments with Redundancy by Size of Establishment, 2004 – 2015

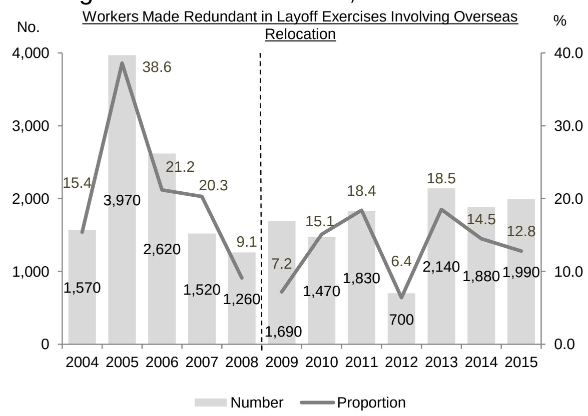


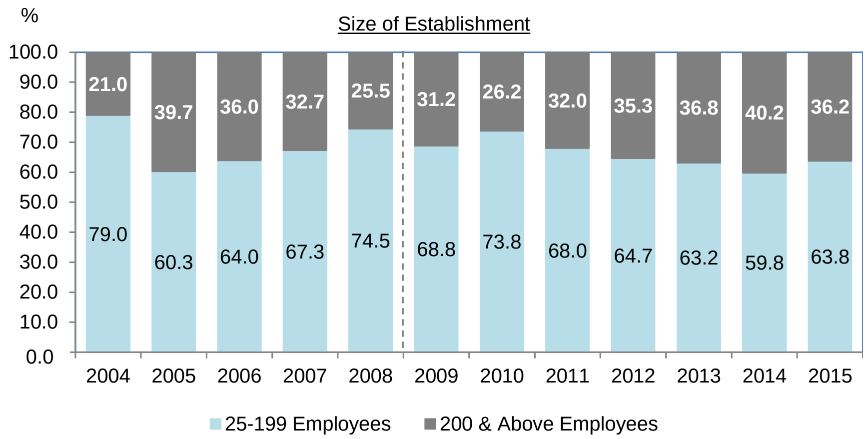
Sources: Labour Market Survey, Manpower Research & Statistics Department, MOM

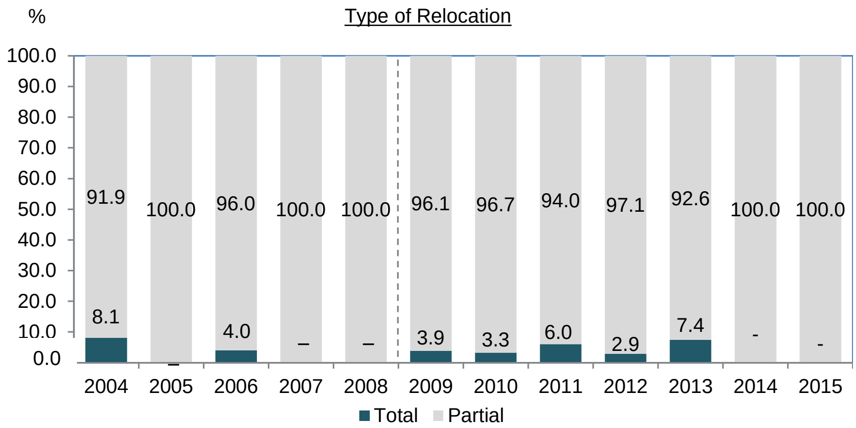
Note: Data pertain to private sector establishments each with at least 25 employees.

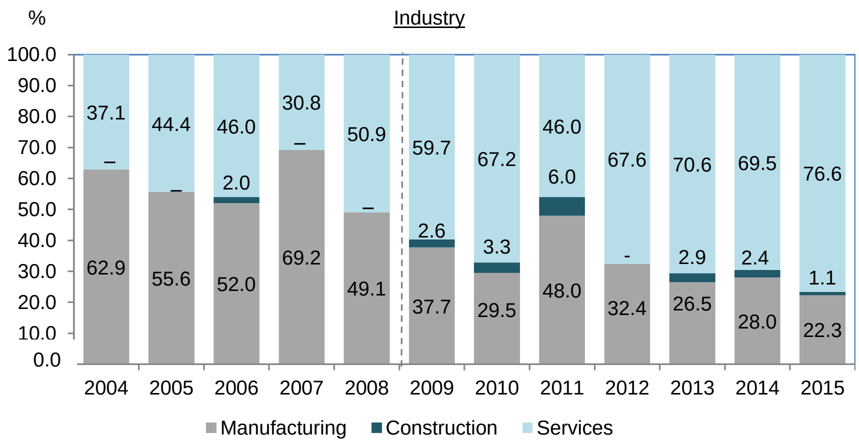
Chart A2: Profile of Private Establishments Involving Overseas Relocation, 2004 – 2015



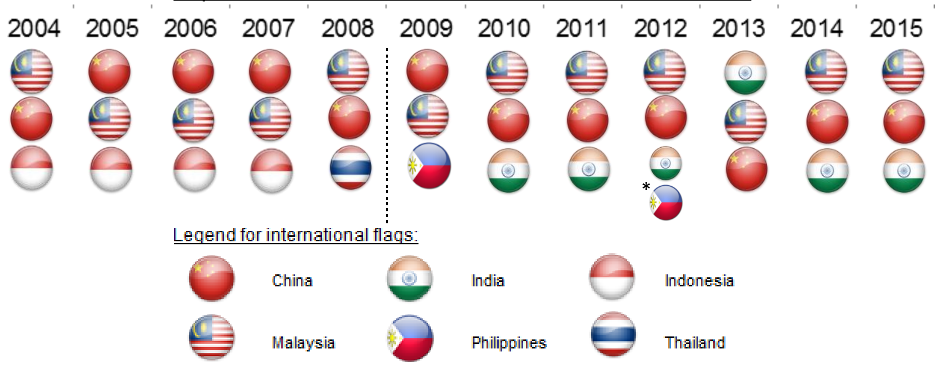








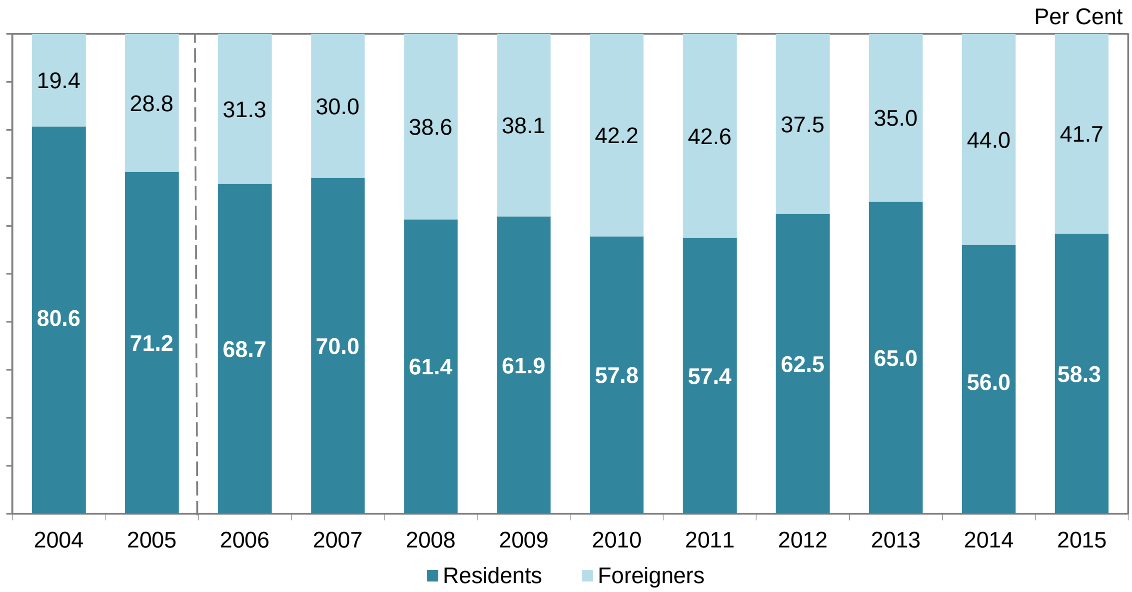
Top Three Countries that Establishments Relocated to



Source: Labour Market Survey, Manpower Research & Statistics Department, 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 2015 and previous editions of SSIC for the earlier years.
(3) * Last two countries share 3rd place.
(4) '-': Nil or negligible.
(5) Data are rounded to the 1d.p. Hence, they may not add up to 100%.

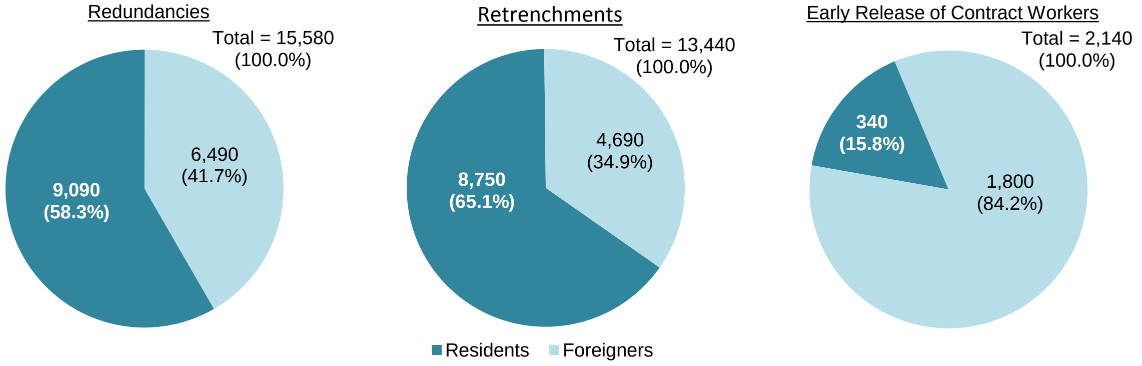
Chart A3: Distribution of Redundancy by Residential Status, 2004 – 2015



Source: Labour Market Survey, Manpower Research & Statistics Department, 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 1d.p. Hence, they may not add up to 100%.

Chart A4: Redundancy, Retrenchment and Early Release of Contract Workers by Residential Status, 2015



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.

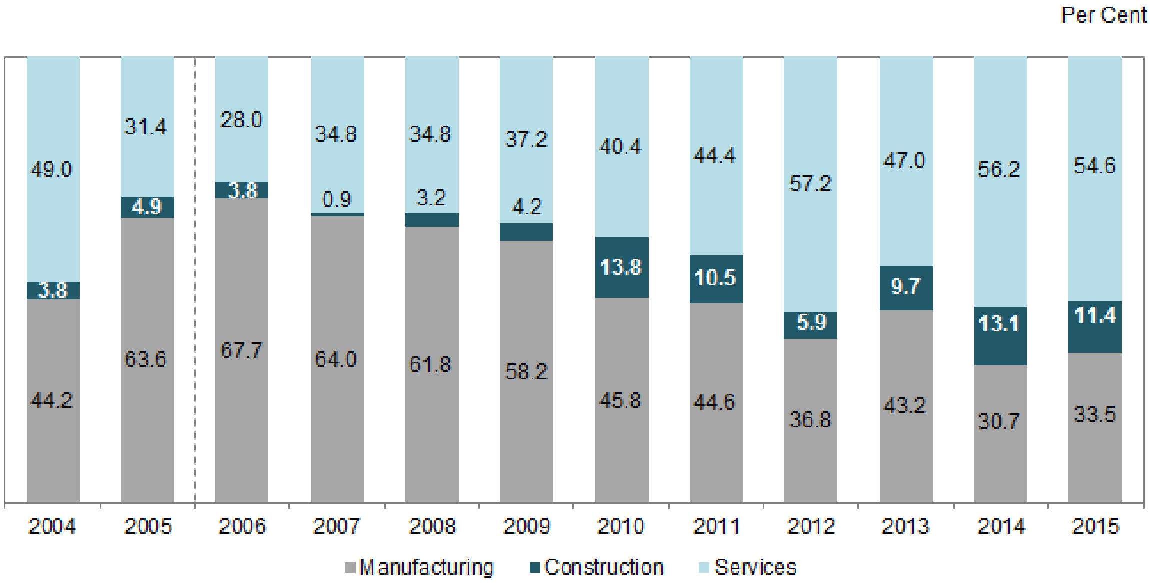
Table A2: Redundancy, Retrenchment and Early Release of Contract Workers by Residential Status, 2011 – 2015

Residential Status	2011		2012		2013		2014		2015		Change (2015 over 2014)	
	No.	Share (%)	No.	Share (%)	No.	Share (%)	No.	Share (%)	No.	Share (%)	No.	%
REDUNDANCIES												
Total	9,990	100.0	11,010	100.0	11,560	100.0	12,930	100.0	15,580	100.0	2,660	20.6
Residents	5,740	57.4	6,880	62.5	7,520	65.0	7,240	56.0	9,090	58.3	1,850	25.5
Foreigners	4,260	42.6	4,130	37.5	4,050	35.0	5,690	44.0	6,490	41.7	810	14.2
RETRENCHMENTS												
Total	8,350	100.0	9,670	100.0	10,540	100.0	10,910	100.0	13,440	100.0	2,540	23.3
Residents	5,440	65.2	6,570	67.9	7,250	68.9	6,950	63.7	8,750	65.1	1,810	26.0
Foreigners	2,910	34.8	3,100	32.1	3,280	31.1	3,960	36.3	4,690	34.9	730	18.5
EARLY RELEASE OF CONTRACT WORKERS												
Total	1,640	100.0	1,340	100.0	1,030	100.0	2,020	100.0	2,140	100.0	120	5.9
Residents	300	18.0	310	23.2	260	25.5	290	14.5	340	15.8	50	15.4
Foreigners	1,340	82.0	1,030	76.8	760	74.5	1,730	85.5	1,800	84.2	80	4.3

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.

Chart A5: Distribution of Redundancy by Sector, 2004-2015

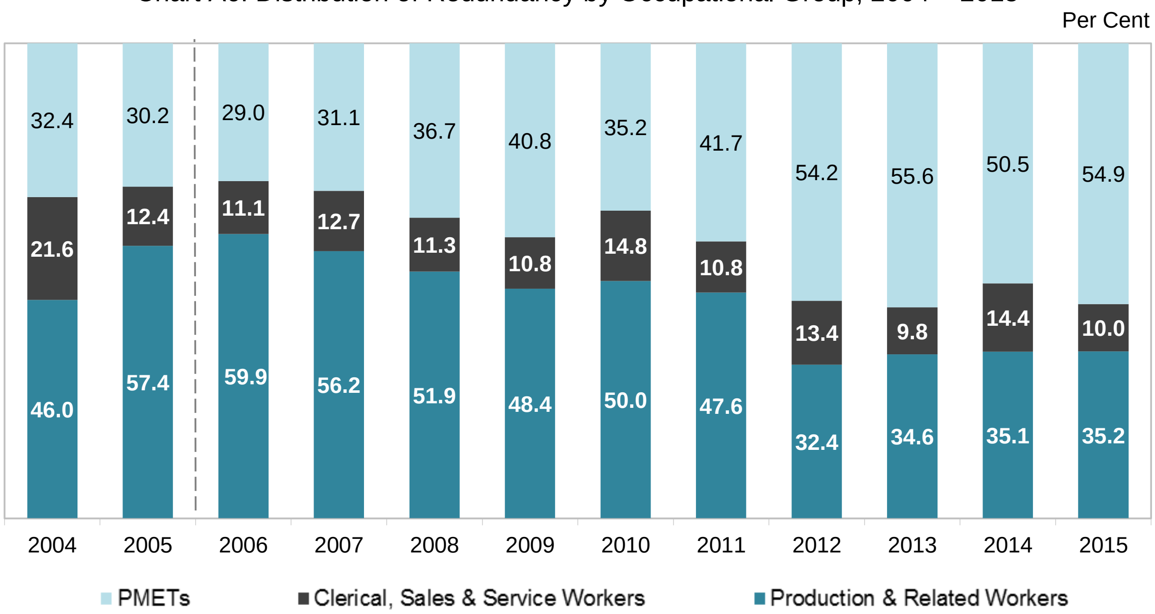


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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 2015 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'.

Chart A6: Distribution of Redundancy by Occupational Group, 2004 – 2015



Source: Labour Market Survey, Manpower Research & Statistics Department, 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 1d.p. Hence, they may not add up to 100%.

Table A3: Number and Distribution of Redundancy by Industry and Occupational Group, 2011 – 2015

Number

	Year				
	2011	**2012**	**2013**	**2014**	**2015**
TOTAL	**9,990**	**11,010**	**11,560**	**12,930**	**15,580**
BY INDUSTRY					
Manufacturing	**4,460**	**4,050**	**5,000**	**3,970**	**5,210**
Food, Beverages & Tobacco	10	30	40	120	80
Paper / Rubber / Plastic Products & Printing	660	590	380	150	570
Petroleum, Chemical & Pharmaceutical Products	330	240	220	170	320
Fabricated Metal Products, Machinery & Equipment	630	750	660	1,330	1,680
Electronic, Computer & Optical Products	2,060	1,820	2,490	1,300	1,690
Transport Equipment	180	130	220	460	670
Other Manufacturing Industries	600	510	980	460	200
Construction	**1,050**	**650**	**1,120**	**1,690**	**1,780**
Services	**4,430**	**6,300**	**5,430**	**7,260**	**8,510**
Wholesale and Retail Trade	**1,050**	**1,830**	**1,280**	**2,190**	**2,180**
Wholesale Trade	750	1,270	1,180	1,490	2,150
Retail Trade	300	560	100	700	30
Transportation and Storage	**230**	**280**	**450**	**470**	**690**
Land Transport & Supporting Services	70	10	10	-	60
Water Transport & Supporting Services	70	150	140	210	280
Air Transport & Supporting Services	30	10	100	20	110
Other Transportation & Storage Services	70	110	200	240	250
Accommodation and Food Services	**350**	**270**	**220**	**380**	**200**
Accommodation	210	100	10	240	10
Food & Beverage Services	140	170	210	140	190
Information and Communications	**480**	**710**	**800**	**790**	**710**
Telecommunications, Broadcasting & Publishing	250	340	480	350	280
IT & Other Information Services	220	370	330	440	430
Financial and Insurance Services	**860**	**1,380**	**1,270**	**1,350**	**1,760**
Financial Services	790	1,310	1,230	1,280	1,710
Insurance Services	70	80	40	60	50
Real Estate Services	**130**	**60**	**30**	**90**	**50**
Professional Services	**940**	**1,230**	**960**	**1,520**	**2,290**
Legal, Accounting & Management Services	450	560	590	1,030	1,180
Architectural & Engineering Services	200	470	240	350	940
Other Professional Services	290	200	120	140	170
Administrative and Support Services	**130**	**300**	**240**	**360**	**400**
Security & Investigation	-	20	-	110	70
Cleaning & Landscaping	20	20	10	10	50
Other Administrative & Support Services	110	260	230	230	280
Community, Social and Personal Services	**260**	**240**	**190**	**130**	**230**
Public Administration & Education	10	50	30	40	40
Health & Social Services	-	40	10	20	90
Arts, Entertainment & Recreation	50	100	40	20	10
Other Community, Social & Personal Services	190	60	120	50	80
Others*	**50**	**10**	**10**	**10**	**80**
BY OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	4,170	5,960	6,430	6,530	8,550
Clerical, Sales & Service Workers	1,080	1,480	1,140	1,860	1,550
Production & Transport Operators, Cleaners & Labourers	4,750	3,570	4,000	4,540	5,480

Distribution

Per Cent

	Year				
	2011	2012	2013	2014	2015
TOTAL	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
BY INDUSTRY					
Manufacturing	**44.6**	**36.8**	**43.2**	**30.7**	**33.5**
Food, Beverages & Tobacco	0.1	0.2	0.3	0.9	0.5
Paper / Rubber / Plastic Products & Printing	6.6	5.4	3.3	1.2	3.7
Petroleum, Chemical & Pharmaceutical Products	3.3	2.1	1.9	1.3	2.1
Fabricated Metal Products, Machinery & Equipment	6.3	6.8	5.7	10.3	10.8
Electronic, Computer & Optical Products	20.7	16.5	21.6	10.0	10.8
Transport Equipment	1.8	1.2	1.9	3.5	4.3
Other Manufacturing Industries	6.0	4.6	8.5	3.5	1.3
Construction	**10.5**	**5.9**	**9.7**	**13.1**	**11.4**
Services	**44.4**	**57.2**	**47.0**	**56.2**	**54.6**
Wholesale and Retail Trade	**10.5**	**16.6**	**11.1**	**16.9**	**14.0**
Wholesale Trade	7.5	11.6	10.2	11.5	13.8
Retail Trade	3.0	5.1	0.9	5.4	0.2
Transportation and Storage	**2.3**	**2.6**	**3.9**	**3.6**	**4.4**
Land Transport & Supporting Services	0.7	-	0.1	-	0.4
Water Transport & Supporting Services	0.7	1.4	1.2	1.6	1.8
Air Transport & Supporting Services	0.3	0.1	0.8	0.1	0.7
Other Transportation & Storage Services	0.7	1.0	1.8	1.8	1.6
Accommodation and Food Services	**3.5**	**2.4**	**1.9**	**2.9**	**1.3**
Accommodation	2.1	0.9	0.1	1.9	0.1
Food & Beverage Services	1.4	1.6	1.9	1.1	1.2
Information and Communications	**4.8**	**6.4**	**7.0**	**6.1**	**4.5**
Telecommunications, Broadcasting & Publishing	2.5	3.1	4.1	2.7	1.8
IT & Other Information Services	2.2	3.3	2.8	3.4	2.8
Financial and Insurance Services	**8.6**	**12.6**	**10.9**	**10.4**	**11.3**
Financial Services	7.9	11.9	10.6	9.9	11.0
Insurance Services	0.7	0.7	0.3	0.5	0.3
Real Estate Services	**1.3**	**0.5**	**0.2**	**0.7**	**0.3**
Professional Services	**9.4**	**11.2**	**8.3**	**11.8**	**14.7**
Legal, Accounting & Management Services	4.5	5.1	5.1	8.0	7.6
Architectural & Engineering Services	2.0	4.3	2.1	2.7	6.0
Other Professional Services	2.9	1.8	1.1	1.1	1.1
Administrative and Support Services	**1.3**	**2.7**	**2.1**	**2.7**	**2.6**
Security & Investigation	-	0.1	-	0.9	0.4
Cleaning & Landscaping	0.2	0.2	0.1	0.1	0.3
Other Administrative & Support Services	1.1	2.4	1.9	1.8	1.8
Community, Social and Personal Services	**2.6**	**2.2**	**1.6**	**1.0**	**1.5**
Public Administration & Education	0.1	0.5	0.2	0.3	0.3
Health & Social Services	-	0.3	0.1	0.1	0.6
Arts, Entertainment & Recreation	0.5	0.9	0.3	0.1	0.1
Other Community, Social & Personal Services	1.9	0.5	1.0	0.4	0.5
Others*	**0.5**	**0.1**	**0.1**	**0.1**	**0.5**
BY OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	41.7	54.2	55.6	50.5	54.9
Clerical, Sales & Service Workers	10.8	13.4	9.8	14.4	10.0
Production & Transport Operators, Cleaners & Labourers	47.6	32.4	34.6	35.1	35.2

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 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 A4: Incidence of Redundancy by Industry and Occupational Group, 2011 – 2015

Number Made Redundant per 1,000 Workers

	YEAR				
	2011	2012	2013	2014	2015
TOTAL	**5.5**	**5.8**	**5.8**	**6.3**	**7.4**
BY INDUSTRY					
Manufacturing	**11.4**	**10.2**	**12.5**	**10.0**	**13.2**
Food, Beverages & Tobacco	0.4	1.0	1.3	4.2	2.8
Paper / Rubber / Plastic Products & Printing	23.3	21.2	15.1	7.3	25.5
Petroleum, Chemical & Pharmaceutical Products	13.3	9.5	8.3	5.8	11.8
Fabricated Metal Products, Machinery & Equipment	6.8	7.6	6.8	13.4	17.7
Electronic, Computer & Optical Products	22.6	20.4	28.9	15.8	19.8
Transport Equipment	1.9	1.3	2.2	4.5	7.0
Other Manufacturing Industries	16.3	14.1	25.6	12.1	5.1
Construction	**4.2**	**2.4**	**3.8**	**5.3**	**5.4**
Services	**3.8**	**5.1**	**4.3**	**5.5**	**6.2**
Wholesale and Retail Trade	**5.1**	**8.5**	**5.8**	**9.5**	**9.3**
Wholesale Trade	5.2	8.3	7.7	9.3	13.3
Retail Trade	4.9	9.0	1.5	9.9	0.4
Transportation and Storage	**1.8**	**2.0**	**3.1**	**3.2**	**4.6**
Land Transport & Supporting Services	2.6	0.2	0.3	0.1	1.7
Water Transport & Supporting Services	1.8	3.9	3.7	5.6	7.2
Air Transport & Supporting Services	1.1	0.4	3.0	0.6	3.2
Other Transportation & Storage Services	1.7	2.8	4.8	5.3	5.4
Accommodation and Food Services	**3.4**	**2.5**	**1.9**	**3.1**	**1.6**
Accommodation	9.5	4.3	0.4	11.0	0.4
Food & Beverage Services	1.7	2.0	2.3	1.4	1.8
Information and Communications	**8.1**	**11.7**	**13.0**	**12.1**	**10.2**
Telecommunications, Broadcasting & Publishing	10.5	13.2	19.4	13.3	9.7
IT & Other Information Services	6.4	10.6	8.8	11.3	10.5
Financial and Insurance Services	**7.5**	**11.6**	**10.4**	**10.6**	**13.5**
Financial Services	7.8	12.4	11.5	11.6	15.0
Insurance Services	4.9	5.4	2.5	4.0	2.8
Real Estate Services	**2.5**	**1.1**	**0.5**	**1.6**	**0.9**
Professional Services	**8.2**	**9.7**	**7.5**	**11.6**	**17.2**
Legal, Accounting & Management Services	8.4	9.7	10.2	16.8	18.6
Architectural & Engineering Services	4.8	9.9	5.0	7.3	19.6
Other Professional Services	14.4	9.3	5.9	6.1	7.7
Administrative and Support Services	**1.3**	**2.8**	**2.1**	**3.0**	**3.0**
Security & Investigation	-	0.4	0.1	2.9	1.6
Cleaning & Landscaping	0.5	0.6	0.2	0.3	1.1
Other Administrative & Support Services	3.3	7.3	5.9	5.8	6.4
Community, Social and Personal Services	**0.9**	**0.8**	**0.6**	**0.4**	**0.7**
Public Administration & Education	-	0.3	0.2	0.3	0.3
Health & Social Services	-	0.5	0.1	0.2	1.0
Arts, Entertainment & Recreation	1.4	2.5	0.9	0.4	0.3
Other Community, Social & Personal Services	6.9	2.0	4.0	1.7	2.6
Others*	**2.5**	**0.5**	**0.6**	**0.4**	**3.8**
BY OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	5.5	7.4	7.3	7.1	8.9
Clerical, Sales & Service Workers	2.6	3.5	2.8	4.4	3.6
Production & Transport Operators, Cleaners & Labourers	7.3	5.2	5.7	6.3	7.6

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) 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 A5: Redundancy by Industry and Occupational Group, 2015

	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	**15,580**	**100.0**	**7.4**	**8,550**	**100.0**	**8.9**	**1,550**	**100.0**	**3.6**	**5,480**	**100.0**	**7.6**
BY INDUSTRY (SSIC 2015)												
Manufacturing	**5,210**	**33.5**	**13.2**	**2,060**	**24.0**	**13.3**	**300**	**19.1**	**9.7**	**2,860**	**52.2**	**13.6**
Food, Beverages & Tobacco	80	0.5	2.8	10	0.1	1.7	40	2.4	4.5	30	0.6	2.3
Paper / Rubber / Plastic Products & Printing	570	3.7	25.5	50	0.5	6.1	30	1.8	12.1	500	9.1	39.7
Petroleum, Chemical & Pharmaceutical Products	320	2.1	11.8	230	2.7	12.0	20	1.4	13.7	70	1.3	10.6
Fabricated Metal Products, Machinery & Equipment	1,680	10.8	17.7	640	7.4	19.2	130	8.2	17.9	920	16.7	16.7
Electronic, Computer & Optical Products	1,690	10.8	19.8	860	10.0	18.2	50	3.1	14.7	780	14.2	22.3
Transport Equipment	670	4.3	7.0	170	2.0	6.1	10	0.7	2.3	490	8.9	7.7
Other Manufacturing Industries	200	1.3	5.1	100	1.2	8.2	20	1.5	7.4	80	1.4	3.3
Construction	**1,780**	**11.4**	**5.4**	**190**	**2.2**	**3.0**	**80**	**5.4**	**4.5**	**1,510**	**27.5**	**6.1**
Services	**8,510**	**54.6**	**6.2**	**6,250**	**73.1**	**8.5**	**1,160**	**75.0**	**3.1**	**1,090**	**20.0**	**4.2**
Wholesale and Retail Trade	**2,180**	**14.0**	**9.3**	**1,610**	**18.8**	**15.0**	**320**	**20.7**	**3.6**	**250**	**4.5**	**6.6**
Wholesale Trade	2,150	13.8	13.3	1,600	18.7	17.5	320	20.5	8.0	240	4.3	7.7
Retail Trade	30	0.2	0.4	10	0.1	0.8	-	-	-	10	0.2	1.5
Transportation and Storage	**690**	**4.4**	**4.6**	**240**	**2.8**	**5.4**	**190**	**11.9**	**4.4**	**270**	**4.9**	**4.1**
Land Transport & Supporting Services	60	0.4	1.7	-	-	-	10	0.5	1.6	50	0.8	2.0
Water Transport & Supporting Services	280	1.8	7.2	110	1.3	6.7	60	4.1	12.0	100	1.9	6.2
Air Transport & Supporting Services	110	0.7	3.2	40	0.5	5.5	60	4.1	3.0	-	-	-
Other Transportation & Storage Services	250	1.6	5.4	80	0.9	5.8	50	3.2	4.7	120	2.1	5.5
Accommodation and Food Services	**200**	**1.3**	**1.6**	**30**	**0.3**	**1.1**	**130**	**8.0**	**1.6**	**50**	**0.9**	**2.0**
Accommodation	10	0.1	0.4	-	-	-	10	0.6	0.9	-	-	-
Food & Beverage Services	190	1.2	1.8	30	0.3	1.5	120	7.5	1.7	50	0.9	2.7

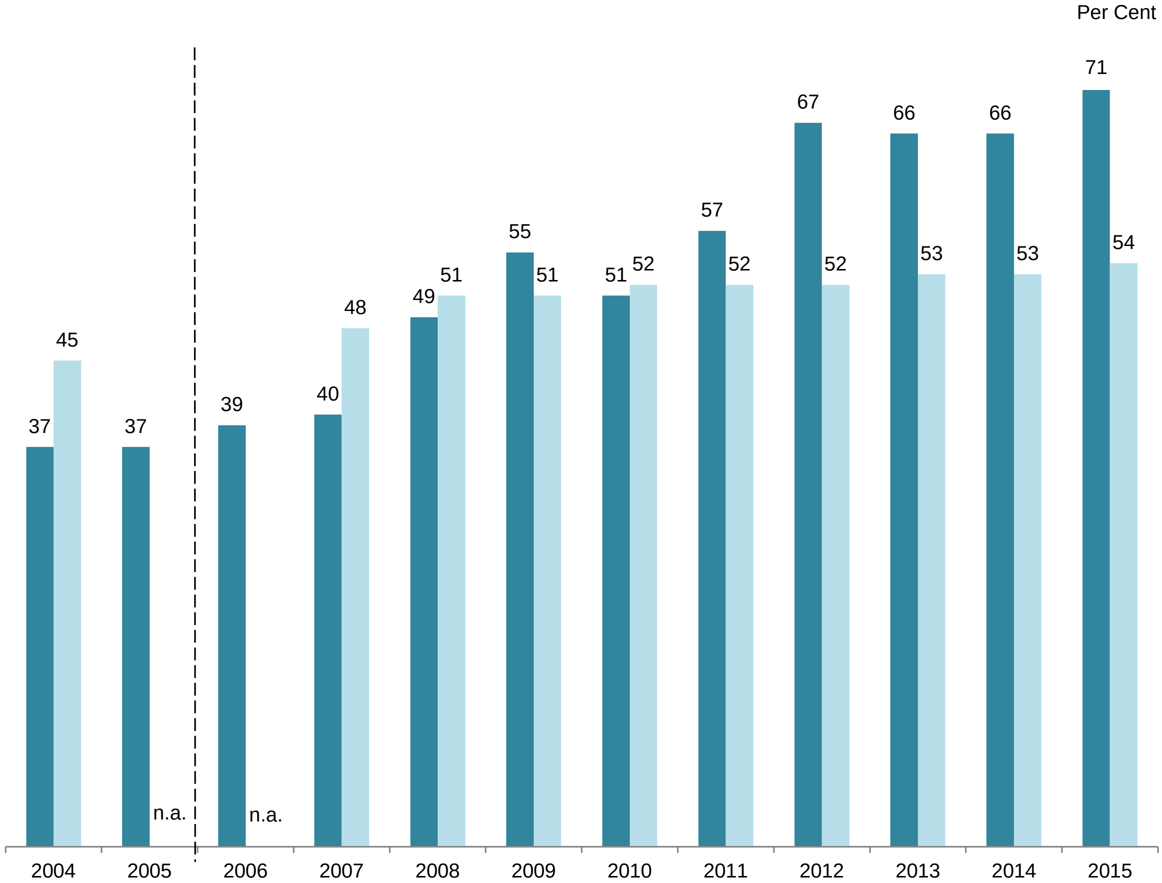
	Workers Made Redundant											
	Total			Professionals, Managers, Executives & Technicians			Clerical, Sales & Service Workers			Production, Transport Operators, Cleaners & Labourers		
	Number	Distribution (%)	No. Made Redundant per 1,000 Workers	Number	Distribution (%)	No. Made Redundant per 1,000 Workers	Number	Distribution (%)	No. Made Redundant per 1,000 Workers	Number	Distribution (%)	No. Made Redundant per 1,000 Workers
Information and Communications	**710**	**4.5**	**10.2**	**660**	**7.7**	**11.0**	**50**	**3.4**	**7.5**	**-**	**-**	**-**
Telecommunications, Broadcasting & Publishing	280	1.8	9.7	260	3.0	11.0	20	1.4	4.5	-	-	-
IT & Other Information Services	430	2.8	10.5	400	4.7	11.0	30	2.1	13.4	-	-	-
Financial and Insurance Services	**1,760**	**11.3**	**13.5**	**1,610**	**18.8**	**13.9**	**90**	**5.7**	**6.4**	**70**	**1.2**	**40.2**
Financial Services	1,710	11.0	15.0	1,560	18.3	15.2	80	5.4	8.1	70	1.2	60.6
Insurance Services	50	0.3	2.8	40	0.5	3.4	10	0.3	1.4	-	-	-
Real Estate Services	**50**	**0.3**	**0.9**	**20**	**0.3**	**1.2**	**20**	**1.5**	**2.6**	**-**	**-**	**-**
Professional Services	**2,290**	**14.7**	**17.2**	**1,830**	**21.4**	**18.5**	**180**	**11.5**	**11.8**	**280**	**5.1**	**14.4**
Legal, Accounting & Management Services	1,180	7.6	18.6	1,020	11.9	20.7	80	5.3	7.7	80	1.4	22.1
Architectural & Engineering Services	940	6.0	19.6	660	7.7	21.2	90	5.7	32.7	200	3.6	13.8
Other Professional Services	170	1.1	7.7	160	1.8	8.4	10	0.5	4.5	10	0.1	3.1
Administrative and Support Services	**400**	**2.6**	**3.0**	**140**	**1.6**	**5.3**	**120**	**7.7**	**2.5**	**140**	**2.6**	**2.4**
Security & Investigation	70	0.4	1.6	-	-	-	60	3.9	1.7	-	-	-
Cleaning & Landscaping	50	0.3	1.1	-	-	-	10	0.6	5.3	40	0.8	0.9
Other Administrative & Support Services	280	1.8	6.4	130	1.5	6.6	50	3.2	5.2	100	1.8	6.7
Community, Social And Personal Services	**230**	**1.5**	**0.7**	**130**	**1.5**	**0.5**	**70**	**4.4**	**1.0**	**40**	**0.7**	**1.8**
Public Administration & Education	40	0.3	0.3	30	0.3	0.2	10	0.8	0.8	-	-	-
Health & Social Services	90	0.6	1.0	70	0.8	1.1	20	1.5	1.0	-	-	-
Arts, Entertainment & Recreation	10	0.1	0.3	10	0.1	0.8	-	-	-	-	-	-
Other Community, Social & Personal Services	80	0.5	2.6	20	0.2	1.3	30	2.0	2.6	40	0.6	5.3
Others*	**80**	**0.5**	**3.8**	**60**	**0.7**	**4.8**	**10**	**0.5**	**8.1**	**10**	**0.3**	**1.7**

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

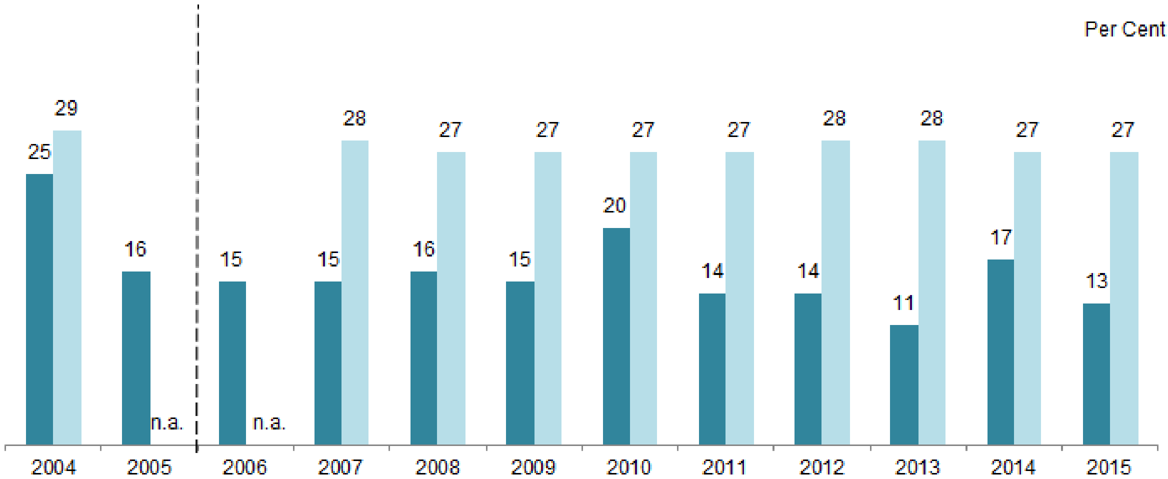
Notes:
- (1) Data pertain to private sector establishments each with at least 25 employees and the public sector.
- (2) Shaded cells refer to industries with above-average incidence for each occupational group.
- (3) * - Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
- (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 A7: Profile of Residents Made Redundant and Resident Employees by Occupational Groups, 2004 – 2015

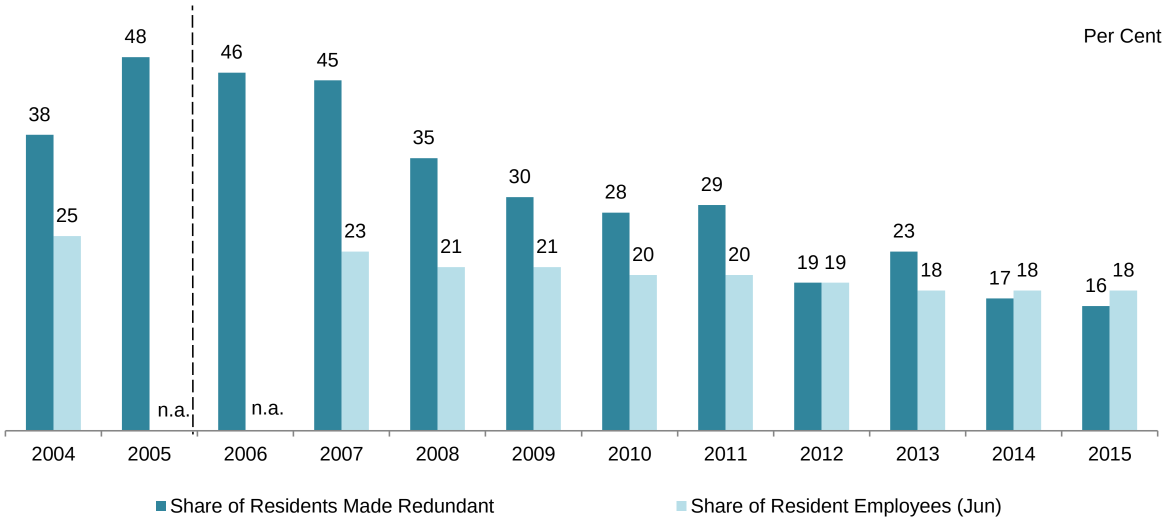
(A) Professionals, Managers, Executives & Technicians



(B) Clerical, Sales & Service Workers



(C) Production & Transport Operators, Cleaners & Labourers



Source: Labour Market Survey, Manpower Research & Statistics Department, MOM
Comprehensive Labour Force Survey, Manpower Research & Statistics Department, 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) Data on resident employees are classified based on Singapore Standard Occupational Classification (SSOC) 2015. Data for past years which were coded based on earlier versions of the SSOC were mapped to SSOC 2015 as far as possible to facilitate data comparability. Data are not available for 2006 as the level of occupational detail collected in 2006 did not support mapping.

(4) Data on resident employees are not available for 2005 as the Comprehensive Labour Force Survey was not conducted in 2005 due to the conduct of the General Household Survey 2005 by the Department of Statistics, MTI.

Table A6: Profile of Residents Made Redundant by Occupational Group, 2015

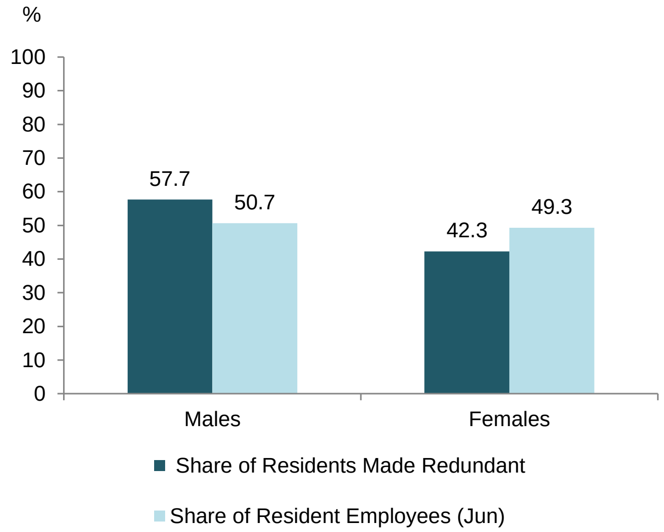
Per Cent

CHARACTERISTICS	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
TOTAL	100.0	100.0	100.0	100.0
	(9,090)	**(6,460)**	**(1,220)**	**(1,410)**
AGE GROUP (YEARS)				
Below 30	8.1	8.0	14.4	3.3
30-39	27.4	31.7	22.2	12.2
40-49	33.4	36.5	25.8	25.6
50 & Over	31.1	23.8	37.5	58.8
EDUCATIONAL ATTAINMENT				
Below Secondary	12.3	1.8	19.6	53.6
Secondary	18.5	10.2	49.0	29.6
Post Secondary (Non-Tertiary)	6.7	5.6	8.9	9.3
Diploma & Professional Qualifications	18.7	21.6	16.9	6.6
Degree	43.9	60.7	5.7	0.9
INDUSTRY (SSIC 2010)				
Manufacturing	29.4	24.8	18.9	59.3
Construction	2.5	1.4	3.0	7.2
Services	67.6	73.3	77.4	32.8
Wholesale & Retail Trade	19.8	21.3	23.0	10.0
Transportation & Storage	5.4	3.3	12.5	8.9
Accommodation & Food Services	1.4	0.3	5.3	2.9
Information & Communications	5.8	7.5	4.0	-
Financial & Insurance Services	14.6	18.9	6.7	1.8
Real Estate Services	0.3	0.2	0.6	-
Professional Services	15.7	18.5	12.1	5.6
Administrative & Support Services	2.7	1.4	8.4	3.4
Community, Social & Personal Services	1.9	1.8	4.9	0.2
Others*	0.6	0.5	0.7	0.6

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) 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) Figures may not add up to total due to rounding.
(5) '-': Nil or negligible.

Chart A8: Share of Residents Made Redundant and Resident Employees by Gender, 2015



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

Annex B

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 96% in 2015.

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, cumulative re-entry rate 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 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 CPF records do not capture workers who went into self or informal employment or undergo training while looking for a job.

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

	Excellent	Good	Average	Poor
a) Relevance to your work	☐	☐	☐	☐
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2. Which area(s) of the report do you find most useful? Please provide reasons.

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☐ Too detailed ☐ Just right ☐ Too brief

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5. What additional information (if any) would you like us to include in our future issues?

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6. Any other comments or suggestions you wish to bring to our attention?

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Thank you for your valuable feedback

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