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SINGAPORE YEARBOOK OF MANPOWER
STATISTICS, 2015

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Ministry of Manpower
Republic of Singapore

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to facilitate informed decision-making within the government and community-at-large*

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PREFACE

The “Singapore Yearbook of Manpower Statistics” contains a wide range of statistics on the labour market. These include key data on the labour force, job vacancy, wages, redundancy, labour turnover, hours worked, conditions of employment, labour relations, workplace safety and health, higher education and skills training. Wherever possible, time-series data from 2004 to 2014 are included. This Yearbook is the 39th edition published by the Manpower Research and Statistics Department of the Ministry of Manpower.

We hope this Yearbook will meet the needs of users for up-to-date and comprehensive manpower statistics. The contents and presentation of the Yearbook are reviewed regularly. We welcome readers’ feedback to help us improve the Yearbook. A detachable “Feedback Form” is enclosed at the end of the publication for readers’ use.

We wish to thank the various government agencies, statutory boards and private organisations for their contributions to this publication. We are also grateful to those who have offered valuable comments and suggestions to improve the Yearbook.

ANG BOON HENG

Director

Manpower Research and Statistics Department

Ministry of Manpower

June 2015

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Notations

– : nil or negligible

na : not available / not applicable

Abbreviations

AME	: Average (Mean) Monthly Earnings
BCA	: Building and Construction Authority
CET	: Continuing Education and Training
CPF	: Central Provident Fund
CPI	: Consumer Price Index
e2i	: Employment and Employability Institute
eGL	: e-Government Leadership Centre
EOS	: Earth Observatory of Singapore
IAC	: Industrial Arbitration Court
ICT	: Information Communication Technology
IGP	: Inclusive Growth Programme
IPC	: Institution of a Public Character
ISC	: ITE Skills Certificate
ISS	: Institute of System Science
IT	: Information Technology
ITE	: Institute of Technical Education
MAS	: Monetary Authority of Singapore
MC	: Medical Certificate
MOM	: Ministry of Manpower
MSHL	: MediShield Life
MTI	: Ministry of Trade and Industry
NICF	: National Infocomm Competency Framework
NIE	: National Institute of Education
Nitec	: National ITE Certificate
NP	: Ngee Ann Polytechnic
NTI	: Nanyang Technological Institute
NTU	: Nanyang Technological University
NTUC	: National Trades Union Congress
NUS	: National University of Singapore
NWC	: National Wages Council
NYP	: Nanyang Polytechnic

Abbreviations *(continued)*

Off-JT	: Off-the-Job Training
OJT	: On-the-Job Training
PCP	: Professionals Conversion Programme
PIC	: Productivity and Innovation Credit
PMEs	: Professionals, Managers and Executives
PWM	: Progressive Wage Model
RP	: Republic Polytechnic
SARS	: Severe Acute Respiratory Syndrome
SCELS	: Singapore Centre on Environmental Life Sciences Engineering
SEC	: Special Employment Credit
SHRI	: Singapore Human Resources Institute
SIM	: Singapore Institute of Management
SMEs	: Small-and-Medium Enterprises
SMU	: Singapore Management University
SP	: Singapore Polytechnic
SSIC	: Singapore Standard Industrial Classification
SSOC	: Singapore Standard Occupational Classification
TEC	: Temporary Employment Credit
TP	: Temasek Polytechnic
UniSIM	: Singapore Institute of Management University
WDA	: Singapore Workforce Development Agency
WSQ	: Workforce Skills Qualification
WTS	: Workfare Training Support

LABOUR FORCE



LABOUR FORCE

Source of Data

Statistics on the Labour Force, Employed and Unemployed Persons are compiled from the Labour Force Survey conducted by the Manpower Research and Statistics Department of the Ministry of Manpower.

The Comprehensive Labour Force Survey effectively covers at least 25,000 private households. The objective of the survey is to collect data on the economic activities of the population, including detailed information on the employed and unemployed, as well as, characteristics of the labour force and persons outside the labour force.

The March, September and December surveys effectively cover at least 8,800 households each. The objective of these surveys is to obtain estimates on unemployment.

As the Labour Force Survey is on households, it excludes workers living in construction worksites, dormitories and workers' quarters at the workplace and persons commuting from abroad to work in Singapore. Estimates of the total labour force are derived by combining data on residents obtained from the survey with

foreign workforce data compiled from administrative records.

Concepts and Definitions

The **reference period** refers to the week preceding the date of the survey interview.

Employed Persons refer to persons aged fifteen years and over who during the reference period:

- i) work for one hour or more either for pay, profit or family gains; or
- ii) have a job or business to return to but are temporarily absent because of illness, injury, breakdown of machinery at workplace, labour management dispute or other reasons.

Members of the Singapore Armed Forces including full-time National Servicemen are included in the persons employed, unless otherwise specified.

Unemployed Persons refer to persons aged fifteen years and over who during the reference period were:

- i) not working, (i.e. were not in salaried or self employment);
- ii) actively looking for a job; and
- iii) available for work.

They include persons who are not working but are taking steps to start their own business or taking up a new job after the reference period.

Labour Force refers to persons aged fifteen years and over who are either employed (i.e. working) or unemployed (i.e. actively looking for job and available for work) during the reference period.

The **Age-Sex Specific Labour Force Participation Rate** is defined as the percentage of the labour force to the population in the specific sex and age group.

The **Unemployment Rate** is defined as the percentage of unemployed persons to the labour force.

A.1 LABOUR FORCE, EMPLOYED, UNEMPLOYED AND UNEMPLOYMENT RATE, 2004 – 2014 (JUNE)

Mid-Year	Labour Force ('000)		Employed ('000)		Unemployed ('000)		Unemployment Rate (%) (Non-Seasonally Adjusted)		Unemployment Rate (%) (Seasonally Adjusted)	
	Total	Residents	Total	Residents	Total	Residents	Total	Residents	Total	Residents
2004	2,341.9	1,733.4	2,238.1	1,632.1	103.8	101.3	4.4	5.8	3.6	4.7
2006	2,594.1	1,880.8	2,505.8	1,796.7	88.3	84.2	3.4	4.5	2.7	3.5
2007	2,750.5	1,918.1	2,670.8	1,842.1	79.7	76.1	2.9	4.0	2.3	3.1
2007 ^a	2,710.3	1,878.0	2,631.9	1,803.2	78.4	74.8	2.9	4.0	2.3	3.1
2008	2,939.9	1,928.3	2,858.1	1,852.0	81.8	76.2	2.8	4.0	2.2	3.0
2009	3,030.0	1,985.7	2,905.9	1,869.4	124.1	116.3	4.1	5.9	3.2	4.5
2010	3,135.9	2,047.3	3,047.2	1,962.9	88.8	84.4	2.8	4.1	2.2	3.1
2011	3,237.1	2,080.1	3,149.7	1,998.9	87.4	81.2	2.7	3.9	2.1	2.9
2012	3,361.8	2,119.6	3,274.7	2,040.6	87.1	79.0	2.6	3.7	2.0	2.8
2013	3,443.7	2,138.8	3,352.9	2,056.1	90.7	82.6	2.6	3.9	2.0	2.9
2014	3,530.8	2,185.2	3,440.2	2,103.5	90.7	81.8	2.6	3.7	2.0	2.8

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

Notes :

1) The seasonally adjusted unemployment figures are subject to annual revisions when the latest set of seasonal factors is updated, taking into account observations for the latest available year. Users are advised to check our website, <http://stats.mom.gov.sg>, for the most up-to-date data.

2) Data for 2005 are not available as the Comprehensive Labour Force Survey was not conducted due to the conduct of the General Household Survey by Department of Statistics, Ministry of Trade and Industry.

3) ^a June 2007 data have been adjusted based on latest revised population estimates from DOS to facilitate comparisons with June 2008 onwards.

A.2 KEY CHARACTERISTICS OF RESIDENT LABOUR FORCE, 2004 – 2014 (JUNE)

Mid-Year	Labour Force Participation Rate (%) (Aged 15 & Over)			Employment Rate (%) (Aged 15 & Over)			Employment Rate (%) (Aged 25 – 64)		
	Total	Males	Females	Total	Males	Females	Total	Males	Females
2004	63.3	75.7	51.3	59.6	71.5	48.1	72.3	86.5	58.5
2006	65.0	76.2	54.3	62.1	73.0	51.6	75.5	89.1	62.6
2007	65.1	76.5	54.3	62.6	73.7	51.9	76.5	89.9	63.6
2007 ^a	65.0	76.3	54.2	62.5	73.5	51.9	76.5	89.8	63.7
2008	65.6	76.1	55.6	63.0	73.3	53.2	77.0	89.4	65.1
2009	65.4	76.3	55.2	61.6	72.2	51.6	75.8	88.3	63.9
2010	66.2	76.5	56.5	63.5	73.5	54.0	77.1	88.8	66.1
2011	66.1	75.6	57.0	63.5	72.9	54.5	78.0	89.1	67.4
2012	66.6	76.0	57.7	64.1	73.4	55.3	78.8	89.7	68.5
2013	66.7	75.8	58.1	64.1	73.2	55.6	79.0	89.3	69.2
2014	67.0	75.9	58.6	64.5	73.3	56.2	79.7	89.3	70.5

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

Notes :

1) Data for 2005 are not available as the Comprehensive Labour Force Survey was not conducted due to the conduct of the General Household Survey by Department of Statistics, Ministry of Trade and Industry.

2) ^a June 2007 data have been adjusted based on latest revised population estimates from DOS to facilitate comparisons with June 2008 onwards.

A.3 RESIDENT LABOUR FORCE AGED FIFTEEN YEARS AND OVER BY AGE, LABOUR FORCE STATUS AND SEX, JUNE 2014

Thousands

Age (Years)	Total			Employed			Unemployed		
	Total	Males	Females	Total	Males	Females	Total	Males	Females
TOTAL	2,185.2	1,202.6	982.6	2,103.5	1,161.0	942.5	81.8	41.6	40.2
15 – 19	31.0	19.4	11.6	28.5	18.5	10.1	2.4	0.9	1.5
20 – 24	161.2	84.9	76.3	146.8	79.3	67.4	14.5	5.6	8.9
25 – 29	217.6	109.1	108.5	204.9	101.8	103.1	12.7	7.3	5.3
30 – 34	250.1	126.8	123.3	242.1	123.1	119.0	8.0	3.7	4.3
35 – 39	256.2	135.6	120.6	248.6	132.0	116.7	7.5	3.6	4.0
40 – 44	265.9	142.2	123.8	257.2	137.6	119.6	8.7	4.6	4.1
45 – 49	253.0	139.4	113.6	245.9	136.0	109.9	7.1	3.4	3.7
50 – 54	260.5	146.0	114.6	254.6	143.0	111.6	5.9	3.0	2.9
55 – 59	220.3	128.3	92.0	213.9	124.3	89.6	6.4	4.0	2.4
60 – 64	150.7	94.7	56.1	146.1	91.9	54.2	4.6	2.8	1.8
65 & Over	118.7	76.2	42.4	114.7	73.5	41.2	3.9	2.7	1.2

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

Note :
Data may not add up to the total due to rounding.

A.4 RESIDENT LABOUR FORCE AGED FIFTEEN YEARS AND OVER BY HIGHEST QUALIFICATION ATTAINED AND SEX, 2004 AND 2014 (JUNE)

Thousands

Highest Qualification Attained	2004			2014		
	Total	Males	Females	Total	Males	Females
TOTAL	1,733.4	1,017.6	715.8	2,185.2	1,202.6	982.6
Primary and Below	280.9	175.2	105.6	250.8	143.1	107.7
Lower Secondary	236.9	156.6	80.3	168.9	101.5	67.4
Secondary	430.7	234.6	196.1	390.1	197.7	192.4
Post-Secondary (Non-Tertiary)	153.4	92.8	60.6	250.4	153.8	96.5
Diploma & Professional Qualification	257.8	142.1	115.7	426.1	230.5	195.6
Degree	373.7	216.1	157.5	699.0	375.9	323.0

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

Note :

Data may not add up to the total due to rounding.

A.5 EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER BY INDUSTRY, AGE AND SEX, JUNE 2014

Thousands

SSIC 2010	Industry	Total			15 – 19			20 – 29		
		Total	Males	Females	Total	Males	Females	Total	Males	Females
	TOTAL	2,103.5	1,161.0	942.5	28.5	18.5	10.1	351.7	181.2	170.5
C10-32	Manufacturing	249.3	162.8	86.5	0.7	0.2	0.5	23.7	14.1	9.6
F41-43	Construction	98.2	73.0	25.2	0.1	-	0.1	8.9	5.0	3.8
G-U	Services	1,731.2	907.5	823.7	27.7	18.2	9.5	315.9	160.3	155.6
G46-47	Wholesale & Retail Trade	346.3	176.2	170.0	3.7	1.4	2.3	43.7	19.0	24.7
H49-53	Transportation & Storage	188.9	143.0	45.9	0.6	0.3	0.2	21.6	12.3	9.2
I55-56	Accommodation & Food Services	137.1	60.7	76.4	5.6	2.9	2.7	18.3	9.2	9.2
J58-63	Information & Communications	87.8	53.7	34.1	0.8	0.2	0.6	17.1	8.6	8.5
K64-66	Financial & Insurance Services	165.6	80.9	84.7	0.3	-	0.2	32.4	15.5	16.9
L68	Real Estate Services	55.6	27.8	27.9	0.1	0.1	-	6.5	2.9	3.6
M69-75	Professional Services	153.0	80.4	72.5	0.9	0.2	0.7	31.2	12.5	18.7
N77-82	Administrative & Support Services	102.7	59.7	42.9	0.4	0.2	0.2	13.2	7.6	5.6
O84,P85	Public Administration & Education	285.2	156.0	129.2	13.3	12.3	1.0	90.1	61.6	28.5
Q86-88	Health & Social Services	107.7	24.8	82.9	0.8	-	0.8	25.5	4.5	21.0
R90-93	Arts, Entertainment & Recreation	35.1	16.8	18.3	1.0	0.5	0.6	9.7	4.2	5.4
S94-U99	Other Community, Social & Personal Services	66.3	27.5	38.8	0.3	0.1	0.2	6.6	2.4	4.2
A,B,D,E,V	Others¹	24.8	17.7	7.1	-	-	-	3.3	1.8	1.5

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

¹ 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Note :

Data may not add up to the total due to rounding.

A.5 EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER BY INDUSTRY, AGE AND SEX, JUNE 2014 (continued)

Thousands

SSIC 2010	Industry	30 – 39			40 – 49			50 – 59			60 & Over		
		Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females
	TOTAL	490.8	255.1	235.6	503.1	273.6	229.5	468.5	267.3	201.2	260.8	165.4	95.5
C10-32	Manufacturing	61.8	40.1	21.7	72.9	47.1	25.8	63.5	42.4	21.1	26.8	19.0	7.8
F41-43	Construction	16.4	10.5	5.9	26.8	19.8	7.0	31.6	25.9	5.8	14.4	11.7	2.6
G-U	Services	406.6	200.6	206.0	398.5	203.2	195.4	366.9	193.8	173.1	215.4	131.4	84.1
G46-47	Wholesale & Retail Trade	75.8	36.2	39.6	90.8	46.8	44.1	86.4	45.9	40.4	45.9	26.9	19.0
H49-53	Transportation & Storage	33.5	21.7	11.9	42.3	31.3	11.0	56.7	46.8	9.9	34.2	30.5	3.7
I55-56	Accommodation & Food Services	20.0	9.2	10.8	27.3	11.4	15.9	38.2	15.4	22.8	27.7	12.7	15.0
J58-63	Information & Communications	31.6	20.1	11.5	22.8	15.4	7.3	12.1	7.0	5.1	3.4	2.3	1.1
K64-66	Financial & Insurance Services	58.0	28.6	29.4	42.4	20.3	22.1	23.9	11.0	12.9	8.7	5.5	3.2
L68	Real Estate Services	12.8	5.9	6.9	15.2	7.2	8.0	12.9	6.6	6.3	8.0	5.0	3.0
M69-75	Professional Services	43.8	22.3	21.6	39.1	21.8	17.3	26.0	15.5	10.6	11.9	8.2	3.7
N77-82	Administrative & Support Services	17.6	9.8	7.8	18.7	10.2	8.5	25.0	13.7	11.4	27.6	18.3	9.4
O84,P85	Public Administration & Education	67.1	32.4	34.6	55.0	23.5	31.5	41.6	17.2	24.4	18.1	8.9	9.2
Q86-88	Health & Social Services	25.3	5.7	19.6	22.8	5.6	17.2	20.2	4.1	16.1	13.1	4.8	8.3
R90-93	Arts, Entertainment & Recreation	8.4	4.1	4.3	6.4	3.4	3.1	5.5	2.5	3.0	4.0	2.1	1.9
S94-U99	Other Community, Social & Personal Services	12.6	4.6	8.0	15.8	6.3	9.5	18.4	8.1	10.4	12.6	6.1	6.5
A,B,D,E,V	Others¹	5.9	3.9	2.1	4.9	3.5	1.4	6.5	5.2	1.2	4.2	3.3	1.0

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

¹ 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Note :

Data may not add up to the total due to rounding.

A.6 EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER BY OCCUPATION, AGE AND SEX, JUNE 2014

Thousands

Occupation (SSOC 2010)	Total			15 – 19			20 – 29		
	Total	Males	Females	Total	Males	Females	Total	Males	Females
TOTAL	2,103.5	1,161.0	942.5	28.5	18.5	10.1	351.7	181.2	170.5
Managers & Administrators	267.5	173.2	94.3	-	-	-	8.7	3.5	5.2
Working Proprietors	74.8	53.2	21.6	-	-	-	3.8	2.3	1.5
Professionals	290.7	170.4	120.4	-	-	-	48.4	22.0	26.4
Associate Professionals & Technicians	483.4	236.0	247.4	1.5	0.4	1.1	116.9	46.9	70.0
Clerical Support Workers	265.3	64.8	200.5	4.1	0.9	3.2	60.2	20.0	40.2
Service & Sales Workers	256.4	121.2	135.3	8.2	3.5	4.6	46.4	23.6	22.8
Craftsmen & Related Trades Workers	82.2	75.2	6.9	0.3	0.1	0.1	7.4	6.7	0.7
Plant & Machine Operators & Assemblers	146.4	125.9	20.4	0.3	0.2	0.1	6.2	5.4	0.9
Cleaners, Labourers & Related Workers	166.0	72.1	93.8	2.0	1.1	0.9	7.0	4.6	2.5
Others ¹	70.8	68.9	1.9	12.2	12.2	-	46.7	46.2	0.5

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

¹ 'Others' includes Agricultural & Fishery Workers and Workers Not Classifiable By Occupation.

Note :

Data may not add up to the total due to rounding.

A.6 EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER BY OCCUPATION, AGE AND SEX, JUNE 2014 (continued)

Thousands

Occupation (SSOC 2010)	30 – 39			40 – 49			50 – 59			60 & Over		
	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females
TOTAL	490.8	255.1	235.6	503.1	273.6	229.5	468.5	267.3	201.2	260.8	165.4	95.5
Managers & Administrators	74.1	42.5	31.6	101.4	66.9	34.6	62.6	43.6	19.0	20.8	16.8	3.9
Working Proprietors	12.5	7.9	4.7	20.7	14.3	6.4	23.0	17.2	5.8	14.7	11.5	3.3
Professionals	115.7	69.0	46.6	79.2	49.1	30.1	34.7	21.1	13.6	12.8	9.1	3.6
Associate Professionals & Technicians	154.0	72.8	81.2	111.4	56.0	55.4	71.9	41.6	30.3	27.7	18.3	9.3
Clerical Support Workers	51.1	10.7	40.4	59.3	9.6	49.7	63.3	13.8	49.5	27.3	9.8	17.5
Service & Sales Workers	44.7	22.1	22.6	52.6	22.7	29.9	63.2	27.3	35.9	41.4	21.9	19.4
Craftsmen & Related Trades Workers	10.3	9.5	0.8	18.1	16.8	1.2	29.2	26.5	2.8	16.9	15.6	1.3
Plant & Machine Operators & Assemblers	11.8	9.7	2.1	31.5	25.1	6.4	60.2	52.0	8.2	36.3	33.5	2.8
Cleaners, Labourers & Related Workers	10.6	5.6	5.0	25.4	9.9	15.5	58.1	22.3	35.8	62.8	28.7	34.1
Others ¹	6.0	5.4	0.6	3.4	3.1	0.3	2.3	1.9	0.4	0.2	0.1	0.1

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

¹ 'Others' includes Agricultural & Fishery Workers and Workers Not Classifiable By Occupation.

Note :

Data may not add up to the total due to rounding.

A.7 EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER BY INDUSTRY AND OCCUPATION, JUNE 2014

Thousands												
SSIC 2010	Industry	Total	Managers & Administrators	Working Proprietors	Professionals	Associate Professionals & Technicians	Clerical Support Workers	Service & Sales Workers	Craftsmen & Related Trades Workers	Plant & Machine Operators & Assemblers	Cleaners, Labourers & Related Workers	Others ²
	TOTAL	2,103.5	267.5	74.8	290.7	483.4	265.3	256.4	82.2	146.4	166.0	70.8
C10-32	Manufacturing	249.3	37.0	6.3	43.2	60.5	26.9	5.3	25.0	34.3	10.9	-
F41-43	Construction	98.2	15.7	7.6	8.5	14.0	12.9	1.0	22.7	8.0	7.7	-
G-U	Services	1,731.2	212.2	60.3	235.9	401.8	222.7	249.7	33.0	102.3	143.7	69.6
G46-47	Wholesale & Retail Trade	346.3	56.0	33.4	19.3	59.0	48.1	88.2	9.6	16.3	16.4	0.1
H49-53	Transportation & Storage	188.9	16.1	3.5	6.8	30.2	30.2	17.3	2.9	72.1	9.8	-
I55-56	Accommodation & Food Services	137.1	6.1	3.6	0.7	7.1	8.3	57.2	2.4	1.9	50.0	-
J58-63	Information & Communications	87.8	18.0	2.4	28.0	23.6	10.4	1.6	1.5	0.8	1.2	0.2
K64-66	Financial & Insurance Services	165.6	42.2	1.0	34.9	55.4	26.8	1.9	0.6	1.1	1.6	-
L68	Real Estate Services	55.6	7.4	0.6	2.6	27.0	7.8	1.5	1.8	0.5	6.5	-
M69-75	Professional Services	153.0	27.2	5.8	44.1	45.5	21.8	1.6	2.7	1.8	2.5	-
N77-82	Administrative & Support Services	102.7	7.2	4.1	3.3	13.3	12.1	25.0	3.9	2.5	31.1	-
O84,P85	Public Administration & Education	285.2	18.8	1.5	70.7	77.5	23.4	17.2	0.6	0.5	6.0	69.1
Q86-88	Health & Social Services	107.7	6.8	0.5	19.9	43.6	19.6	9.3	0.1	1.3	6.6	-
R90-93	Arts, Entertainment & Recreation	35.1	2.9	0.4	2.6	8.9	5.7	10.1	0.7	0.6	3.0	0.1
S94-U99	Other Community, Social & Personal Services	66.3	3.6	3.5	3.0	10.7	8.4	18.9	6.3	2.9	9.1	-
A,B,D,E,V	Others¹	24.8	2.6	0.6	3.1	7.1	2.8	0.5	1.5	1.7	3.7	1.2

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

¹ 'Others' industry includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.² 'Others' occupation includes Agricultural & Fishery Workers and Workers Not Classifiable by Occupation.

Note :

Data may not add up to the total due to rounding.

A.8 AGE-SEX SPECIFIC RESIDENT LABOUR FORCE PARTICIPATION RATE, 2004 AND 2014 (JUNE)

Per Cent

Age (Years)	2004			2014		
	Total	Males	Females	Total	Males	Females
TOTAL	63.3	75.7	51.3	67.0	75.9	58.6
15 – 19	12.1	12.4	11.8	12.3	14.9	9.6
20 – 24	66.9	68.6	65.1	61.8	63.6	59.8
25 – 29	87.9	92.3	83.8	89.0	89.4	88.6
30 – 34	85.6	98.0	74.6	89.9	97.5	83.3
35 – 39	82.1	97.7	67.4	88.8	97.2	80.9
40 – 44	80.8	97.3	63.9	87.1	96.8	78.1
45 – 49	79.2	96.5	61.7	84.7	96.4	73.7
50 – 54	73.4	93.2	52.9	81.8	93.8	70.4
55 – 59	59.1	78.3	40.1	74.3	87.5	61.4
60 – 64	35.1	52.4	18.4	61.2	77.0	45.5
65 & Over	10.4	17.4	5.1	25.2	36.0	16.3

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

A.9 UNEMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER BY SEX, AGE AND HIGHEST QUALIFICATION ATTAINED, 2004 – 2014
(Annual Average)

Characteristics	Thousands										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL	78.4	74.9	67.6	56.7	62.9	86.9	64.8	60.6	60.0	59.8	61.2
Sex											
Males	46.2	40.8	37.3	30.8	33.6	46.2	34.0	30.6	31.2	32.1	31.8
Females	32.2	34.1	30.3	25.9	29.3	40.7	30.8	30.0	28.8	27.7	29.4
Age (Years)											
15 – 29	25.9	24.3	21.6	18.0	21.3	27.5	23.7	21.0	21.1	21.3	22.1
30 – 39	16.9	15.5	15.3	12.2	13.2	18.6	12.1	12.6	11.9	11.2	11.5
40 – 49	19.2	18.2	15.6	12.7	13.7	19.6	13.7	11.3	11.4	11.7	11.4
50 & Over	16.4	16.8	15.1	13.8	14.6	21.2	15.3	15.6	15.7	15.6	16.3
Highest Qualification Attained											
Primary and Below	14.3	13.1	11.0	8.5	9.5	12.7	8.6	6.9	6.6	5.9	5.8
Lower Secondary	13.2	13.0	11.0	8.3	9.3	10.9	7.4	5.9	5.3	4.8	5.3
Secondary	20.5	20.2	18.0	15.8	15.2	22.3	14.8	14.9	12.4	11.9	11.6
Post-Secondary (Non-Tertiary)	5.7	7.2	5.7	4.4	6.7	8.2	7.8	7.4	7.7	7.9	6.4
Diploma & Professional Qualification	10.8	8.7	9.5	8.7	9.0	13.3	10.4	10.1	11.1	10.7	12.1
Degree	14.0	12.6	12.3	10.9	13.2	19.5	15.8	15.4	17.0	18.6	20.1

Sources : Labour Force Survey, Manpower Research & Statistics Department, MOM
2005 General Household Survey, Singapore Department of Statistics

Notes :

- 1) Annual unemployment figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals.
- 2) Data may not add up to the total due to rounding.

A.10 RESIDENT UNEMPLOYMENT RATE BY SEX, AGE AND HIGHEST QUALIFICATION ATTAINED, 2004 – 2014
(Annual Average)

	Per Cent										
Characteristics	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL	4.4	4.1	3.6	3.0	3.2	4.3	3.1	2.9	2.8	2.8	2.7
Sex											
Males	4.5	3.9	3.4	2.8	3.0	4.1	3.0	2.6	2.7	2.7	2.7
Females	4.4	4.5	3.7	3.1	3.5	4.7	3.4	3.2	3.1	2.9	2.9
Age (Years)											
15 – 29	6.7	6.2	5.4	4.5	5.2	6.7	5.5	5.0	5.1	5.2	5.2
30 – 39	3.5	3.1	3.0	2.4	2.6	3.6	2.3	2.4	2.2	2.2	2.2
40 – 49	3.8	3.6	3.0	2.4	2.7	3.8	2.6	2.1	2.1	2.2	2.1
50 & Over	4.3	4.1	3.4	2.9	2.9	3.9	2.7	2.5	2.4	2.3	2.3
Highest Qualification Attained											
Primary and Below	5.0	4.5	3.8	2.9	3.5	4.6	3.2	2.6	2.5	2.3	2.3
Lower Secondary	5.5	5.9	4.6	3.5	4.3	5.3	3.6	3.0	2.8	2.5	2.8
Secondary	4.6	4.6	3.9	3.4	3.3	4.7	3.3	3.5	2.9	2.9	2.8
Post-Secondary (Non-Tertiary)	3.8	4.1	3.5	2.7	3.7	4.8	3.8	3.2	3.5	3.5	2.7
Diploma & Professional Qualification	4.2	3.2	3.2	2.9	2.8	3.9	2.9	2.7	2.8	2.7	2.9
Degree	3.6	3.1	2.8	2.4	2.7	3.6	2.8	2.6	2.7	2.8	2.9

Sources : Labour Force Survey, Manpower Research & Statistics Department, MOM
2005 General Household Survey, Singapore Department of Statistics

Note :

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

A.11 ANNUAL AND QUARTERLY UNEMPLOYMENT RATES, 2004 – 2014

Period											Per Cent
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Overall (Annual Average)	3.4	3.1	2.7	2.1	2.2	3.0	2.2	2.0	2.0	1.9	2.0
Seasonally Adjusted											
March	3.7	3.2	2.4	2.7	1.9	3.2	2.2	1.9	2.0	1.9	2.0
June	3.6	3.3	2.7	2.3	2.2	3.2	2.2	2.1	2.0	2.0	2.0
September	3.0	3.3	2.8	1.7	2.3	3.3	2.1	2.0	1.9	1.8	1.9
December	3.2	2.7	2.8	1.7	2.7	2.3	2.2	2.1	1.9	1.9	1.9
Residents (Annual Average)	4.4	4.1	3.6	3.0	3.2	4.3	3.1	2.9	2.8	2.8	2.7
Seasonally Adjusted											
March	4.9	4.2	3.3	3.7	2.7	4.6	3.2	2.7	2.9	2.8	2.8
June	4.7	4.4	3.5	3.1	3.0	4.5	3.1	2.9	2.8	2.9	2.8
September	4.0	4.4	3.7	2.4	3.4	4.9	3.1	2.9	2.8	2.7	2.8
December	4.2	3.5	3.8	2.5	3.9	3.3	3.1	2.9	2.7	2.7	2.7

Sources : Labour Force Survey, Manpower Research & Statistics Department, MOM
2005 General Household Survey, Singapore Department of Statistics

Notes :

1) Annual unemployment figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals.

2) The seasonally adjusted unemployment figures are subject to annual revisions when the latest set of seasonal factors is updated, taking into account observations for the latest available year. Users are advised to check our website, <http://stats.mom.gov.sg>, for the most up-to-date data.

INCOME, WAGES AND EARNINGS



INCOME, WAGES AND EARNINGS

Source of Data

Statistics on Gross Monthly Income From Work are compiled from the Comprehensive Labour Force Survey conducted by the Manpower and Research Statistics Department of the Ministry of Manpower. The survey covers a sample of private households in Singapore. It excludes workers living in construction worksites, dormitories and workers' quarters at the workplace and persons commuting from abroad to work in Singapore.

Statistics on Annual Wage Changes are compiled from the Survey on Annual Wage Changes conducted by the Manpower Research and Statistics Department of the Ministry of Manpower. The survey covers private sector establishments each with at least 10 employees. The data collected pertain to full-time resident employees in continuous employment of at least one year.

Statistics on Annual Labour Cost are compiled from the Labour Cost Survey conducted by the Manpower Research and Statistics Department of the Ministry of Manpower. The survey covers private sector establishments each with at least 25 employees and the public sector.

Wage and wage-related guidelines are provided by the National Wages Council (NWC). The NWC, established in February 1972, is a tripartite body comprising representatives from government, employers and employees. Although its recommendations are not mandatory, they are widely accepted and followed.

Statistics on Average (Mean) Monthly Earnings are compiled based on the payroll of contributors to the Central Provident Fund (CPF). The data cover full-time and part-time employees who have CPF contributions. They exclude identifiable self-employed persons who have made CPF contributions.

Statistical Note

Gross Monthly Income From Work (Table B.1 – B.4)

Gross Monthly Income From Work is the widest measure of income from employment, covering both employees and the self-employed. For an indication of workers' economic well-being or how much a typical worker in Singapore is earning, users may look at the median income. This is the income of the worker in the middle of the income distribution, i.e. half of the

workers earned more than this income and half, less.

While the growth in median income from work is a measurement of the progress in income of the workforce as a whole, year-on-year income growth may fluctuate and should be examined alongside longer-term growth trends (e.g. 5 or 10 years).

Changes in gross monthly income can also reflect the underlying changes in the mix of workers, e.g. entry and exit of workers and demographic profile. Hence, when determining how workers' income has changed over time, it is also more meaningful to focus on the income growth among those in full-time employment. This will avoid clouding the income trends with the changing mix of full-timers and part-timers in the workforce, as part-time work involves shorter working hours and correspondingly lower income. Moreover, full-timers form the bulk of workers in Singapore.

Annual Wage Changes (Table B.5 – B.7)

If interest is in wage increases over the year that employers give, then look at the annual wage changes. This indicator provides a breakdown of changes in total wages (Table B.5) into basic wages (Table B.6) and bonuses (Table B.7) by industry.

The data refer to wage changes that employers give their full-time resident employees in continuous employment of at least one year.

Average (Mean) Monthly Earnings (Table B.10)

Available quarterly, Average (Mean) Monthly Earnings (AME) provides a timely rough gauge of average wage movement. However, the AME can be influenced by the changing mix of full-time and part-time workers and variations in overtime as the data are compiled based on the payroll of contributors to the Central Provident Fund (CPF) which do not allow for breakdown separately to full-timers and part-timers.

Also, as AME pertains to mean earnings, it can be skewed upwards by a small number of very high income earners. For income of a typical worker, users should refer to the median Gross Monthly Income From Work and for wage growth of employees over a year they can refer to the Annual Wage Changes.

Concepts and Definitions

Gross Monthly Income From Work refers to income earned from employment. For employees, it refers to the gross monthly wages or salaries before deduction of employee CPF contributions

and personal income tax. It comprises basic wages, overtime pay, commissions, tips, other allowances and one-twelfth of annual bonuses. For self-employed persons, gross monthly income refers to the average monthly profits from their business, trade or profession (i.e. total receipts less business expenses incurred) before deduction of income tax.

Median (50th Percentile) Income refers to the income level at the middle of the income distribution which divides the bottom half of income earners from the upper half.

20th Percentile Income refers to the income level which divides the bottom 20% of income earners from the rest. In Singapore, this measure is commonly used to proxy income of low-wage workers.

Total Wages refers to the sum of basic wages and bonuses.

Basic Wages refers to the basic pay before deduction of employee CPF contributions and personal income tax. It excludes employer CPF contributions, bonuses, overtime payments, commissions, allowances.

Annual Variable Component usually consists of two components i.e. Annual Wage Supplement (also known as 13th month) and variable bonus.

Labour Cost refers to the cost of labour input incurred by firms in their production of goods and services.

Average (Mean) Monthly Earnings refers to all remuneration received before deduction of the employee Central Provident Fund (CPF) contributions and personal income tax. It comprises basic wages, overtime pay, commissions, allowances and bonuses but exclude employer CPF contributions.

B.1 GROSS MONTHLY INCOME FROM WORK OF FULL-TIME EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER, 2004 – 2014 (JUNE)

Dollars

Mid-Year	Including Employer CPF		Excluding Employer CPF	
	Median (50th Percentile)	20th Percentile	Median (50th Percentile)	20th Percentile
2004	2,326	1,305	2,100	1,200
2005	n.a.	n.a.	n.a.	n.a.
2006	2,449	1,286	2,167	1,200
2007	2,543	1,356	2,333	1,200
2008	2,897	1,489	2,588	1,307
2009	2,927	1,500	2,600	1,400
2010	3,000	1,600	2,708	1,500
2011	3,249	1,733	2,925	1,500
2012	3,480	1,740	3,000	1,563
2013	3,705	1,885	3,250	1,700
2014	3,770	1,972	3,276	1,750

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

Notes :

1) Data exclude Full-Time National Servicemen.

2) 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, Ministry of Trade and Industry.

3) Gross Monthly Income From Work refers to income earned from employment. For employees, it refers to the gross monthly wages or salaries before deduction of employee CPF contributions and personal income tax. It comprises basic wages, overtime pay, commissions, tips, other allowances and one-twelfth of annual bonuses. For self-employed persons, gross monthly income refers to the average monthly profits from their business, trade or profession (i.e. total receipts less business expenses incurred) before deduction of income tax.

**B.2 MEDIAN GROSS MONTHLY INCOME FROM WORK OF EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER
BY NATURE OF EMPLOYMENT AND SEX, 2004 - 2014 (JUNE)**
(Exclude Full-Time National Servicemen)
(TOTAL)

Mid-Year	Including Employer CPF			Excluding Employer CPF		
	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time
2004	2,260	2,326	621	2,000	2,100	600
2006	2,260	2,449	565	2,042	2,167	500
2007	2,449	2,543	583	2,167	2,333	542
2007 ^a	2,449	2,543	582	2,167	2,333	542
2008	2,708	2,897	600	2,450	2,588	600
2009	2,671	2,927	683	2,420	2,600	619
2010	2,817	3,000	745	2,500	2,708	700
2011	3,000	3,249	800	2,633	2,925	750
2012	3,133	3,480	812	2,800	3,000	800
2013	3,364	3,705	885	3,000	3,250	800
2014	3,444	3,770	928	3,000	3,276	827

Dollars

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

Notes :

- 1) Data for 2005 are not available as the Comprehensive Labour Force Survey was not conducted due to the conduct of the General Household Survey by Department of Statistics, Ministry of Trade and Industry.
- 2) Before 2009, full-time employment (excluding full-time National Servicemen) refers to employment where the normal hours of work is at least 30 hours per week. From 2009 onwards, it refers to employment where the normal hours of work is at least 35 hours per week.
- 3) To facilitate comparison with data for 2008 onwards, the 2007 data have been adjusted based on Singapore Department of Statistics' revised population estimates (released in February 2008) which exclude Singapore residents who have been away from Singapore for a continuous period of 12 months or longer. Adjusted data for 2007 are denoted by the symbol ^a.
- 4) Gross Monthly Income From Work refers to income earned from employment. For employees, it refers to the gross monthly wages or salaries before deduction of employee CPF contributions and personal income tax. It comprises basic wages, overtime pay, commissions, tips, other allowances and one-twelfth of annual bonuses. For self-employed persons, gross monthly income refers to the average monthly profits from their business, trade or profession (i.e. total receipts less business expenses incurred) before deduction of income tax.

B.2 MEDIAN GROSS MONTHLY INCOME FROM WORK OF EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER
BY NATURE OF EMPLOYMENT AND SEX, 2004 - 2014 (JUNE) (continued)
 (Exclude Full-Time National Servicemen)
 (MALES)

Dollars

Mid-Year	Including Employer CPF			Excluding Employer CPF		
	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time
2004	2,449	2,449	678	2,167	2,200	600
2006	2,452	2,526	600	2,213	2,333	550
2007	2,606	2,750	636	2,400	2,500	600
2007 ^a	2,590	2,712	636	2,383	2,500	600
2008	2,970	3,024	680	2,659	2,713	600
2009	2,887	3,000	773	2,600	2,708	700
2010	3,000	3,159	825	2,708	2,917	800
2011	3,174	3,441	830	2,917	3,000	800
2012	3,451	3,640	885	3,000	3,250	800
2013	3,654	3,915	966	3,250	3,467	900
2014	3,770	4,000	1,000	3,263	3,502	1,000

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

Notes :

- 1) Data for 2005 are not available as the Comprehensive Labour Force Survey was not conducted due to the conduct of the General Household Survey by Department of Statistics, Ministry of Trade and Industry.
- 2) Before 2009, full-time employment (excluding full-time National Servicemen) refers to employment where the normal hours of work is at least 30 hours per week. From 2009 onwards, it refers to employment where the normal hours of work is at least 35 hours per week.
- 3) To facilitate comparison with data for 2008 onwards, the 2007 data have been adjusted based on Singapore Department of Statistics' revised population estimates (released in February 2008) which exclude Singapore residents who have been away from Singapore for a continuous period of 12 months or longer. Adjusted data for 2007 are denoted by the symbol ^a.
- 4) Gross Monthly Income From Work refers to income earned from employment. For employees, it refers to the gross monthly wages or salaries before deduction of employee CPF contributions and personal income tax. It comprises basic wages, overtime pay, commissions, tips, other allowances and one-twelfth of annual bonuses. For self-employed persons, gross monthly income refers to the average monthly profits from their business, trade or profession (i.e. total receipts less business expenses incurred) before deduction of income tax.

**B.2 MEDIAN GROSS MONTHLY INCOME FROM WORK OF EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER
BY NATURE OF EMPLOYMENT AND SEX, 2004 - 2014 (JUNE)** (continued)
(Exclude Full-Time National Servicemen)
(FEMALES)

Mid-Year	Including Employer CPF			Excluding Employer CPF		
	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time
2004	2,000	2,204	583	1,800	1,988	542
2006	2,053	2,260	552	1,875	2,000	500
2007	2,241	2,449	565	2,000	2,167	500
2007 ^a	2,236	2,449	565	2,000	2,167	500
2008	2,481	2,720	585	2,167	2,400	550
2009	2,481	2,754	653	2,167	2,492	600
2010	2,481	2,863	692	2,188	2,500	650
2011	2,672	3,099	750	2,383	2,708	700
2012	2,839	3,230	779	2,500	2,828	700
2013	3,016	3,480	836	2,700	3,000	800
2014	3,087	3,518	884	2,708	3,125	800

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

Notes :

- 1) Data for 2005 are not available as the Comprehensive Labour Force Survey was not conducted due to the conduct of the General Household Survey by Department of Statistics, Ministry of Trade and Industry.
- 2) Before 2009, full-time employment (excluding full-time National Servicemen) refers to employment where the normal hours of work is at least 30 hours per week. From 2009 onwards, it refers to employment where the normal hours of work is at least 35 hours per week.
- 3) To facilitate comparison with data for 2008 onwards, the 2007 data have been adjusted based on Singapore Department of Statistics' revised population estimates (released in February 2008) which exclude Singapore residents who have been away from Singapore for a continuous period of 12 months or longer. Adjusted data for 2007 are denoted by the symbol ^a.
- 4) Gross Monthly Income From Work refers to income earned from employment. For employees, it refers to the gross monthly wages or salaries before deduction of employee CPF contributions and personal income tax. It comprises basic wages, overtime pay, commissions, tips, other allowances and one-twelfth of annual bonuses. For self-employed persons, gross monthly income refers to the average monthly profits from their business, trade or profession (i.e. total receipts less business expenses incurred) before deduction of income tax.

**B.3 MEDIAN GROSS MONTHLY INCOME FROM WORK OF FULL-TIME EMPLOYED RESIDENTS
AGED FIFTEEN YEARS AND OVER BY INDUSTRY AND SEX, JUNE 2014**
(Exclude Full-Time National Servicemen)

			Dollars					
Industry (SSIC 2010)			Including Employer CPF			Excluding Employer CPF		
			Total	Males	Females	Total	Males	Females
Total			3,770	4,000	3,518	3,276	3,502	3,125
C	Manufacturing		4,210	4,640	3,451	3,727	4,038	3,000
F	Construction		3,480	3,625	3,152	3,128	3,250	2,779
G-U	Services		3,750	3,915	3,531	3,250	3,500	3,127
	G	Wholesale & Retail Trade	3,420	3,707	3,112	3,000	3,263	2,708
	H	Transportation & Storage	2,797	2,500	3,478	2,500	2,300	3,000
	I	Accommodation & Food Services	1,915	2,296	1,676	1,733	2,000	1,500
	J	Information & Communications	5,026	5,907	4,144	4,443	5,150	3,575
	K	Financial & Insurance Services	6,300	7,380	5,667	5,625	6,625	5,000
	L	Real Estate Services	3,500	3,500	3,538	3,229	3,150	3,250
	M	Professional Services	5,026	5,954	4,408	4,550	5,250	3,850
	N	Administrative & Support Services	2,069	2,010	2,138	1,842	1,800	1,945
	O,P	Public Administration & Education	5,220	5,925	4,549	4,510	5,208	4,000
	Q	Health & Social Services	3,518	4,872	3,263	3,092	4,200	2,817
	R	Arts, Entertainment & Recreation	2,997	3,000	2,978	2,600	2,600	2,583
	S-U	Other Community, Social & Personal Services	2,514	2,552	2,512	2,200	2,400	2,167
A,B,D,E,V	Others ¹		4,060	4,006	4,640	3,600	3,500	4,133

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

¹ 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

**B.4 EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER BY GROSS MONTHLY INCOME FROM WORK
(EXCLUDING EMPLOYER CPF), NATURE OF EMPLOYMENT AND SEX, JUNE 2014**
(Exclude Full-Time National Servicemen)

Gross Monthly Income (Excluding Employer CPF)	Thousands								
	Total			Full - Time			Part - Time		
	Total	Males	Females	Total	Males	Females	Total	Males	Females
TOTAL	2,051.8	1,109.4	942.5	1,831.7	1,027.2	804.5	220.2	82.2	138.0
Under \$500	46.7	16.7	30.0	5.7	2.3	3.4	41.0	14.4	26.6
\$ 500 - \$ 999	133.3	47.2	86.2	54.1	23.1	31.1	79.2	24.1	55.1
\$ 1,000 - \$ 1,499	235.8	109.4	126.4	188.3	90.6	97.7	47.4	18.8	28.6
\$ 1,500 - \$ 1,999	211.8	116.9	94.9	196.0	109.2	86.7	15.8	7.6	8.2
\$ 2,000 - \$ 2,499	201.1	107.6	93.5	189.6	102.5	87.1	11.6	5.1	6.5
\$ 2,500 - \$ 2,999	161.7	87.3	74.5	155.6	84.6	71.0	6.1	2.6	3.5
\$ 3,000 - \$ 3,999	286.1	149.1	137.0	278.6	145.6	133.0	7.5	3.5	4.0
\$ 4,000 - \$ 4,999	185.7	102.7	83.0	183.2	101.6	81.6	2.5	1.1	1.4
\$ 5,000 - \$ 5,999	147.1	84.0	63.1	144.8	83.1	61.7	2.3	0.9	1.4
\$ 6,000 - \$ 6,999	85.3	50.1	35.2	83.8	49.4	34.4	1.6	0.7	0.9
\$ 7,000 - \$ 7,999	67.9	41.4	26.4	66.8	40.8	26.0	1.1	0.6	0.5
\$ 8,000 - \$ 8,999	54.3	33.7	20.6	53.6	33.3	20.3	0.6	0.4	0.3
\$ 9,000 - \$ 9,999	38.1	24.8	13.3	37.8	24.7	13.2	0.3	0.2	0.1
\$10,000 - \$10,999	43.2	28.7	14.5	42.2	28.1	14.1	1.0	0.6	0.4
\$11,000 - \$11,999	21.6	14.9	6.7	21.5	14.8	6.7	0.1	0.1	-
\$12,000 & Over	132.0	94.8	37.2	129.9	93.4	36.5	2.1	1.4	0.7

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

B.5 TOTAL WAGE CHANGE BY INDUSTRY, 2004 – 2014

Per Cent												
SSIC 2010	Industry	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
	TOTAL	3.6	4.3	4.5	5.9	4.2	-0.4	5.5	5.3	3.8	5.3	4.9
C10-32	Manufacturing	3.1	3.7	4.2	4.7	3.4	-0.3	4.9	4.1	3.7	4.4	4.9
F41-43	Construction	1.5	1.9	3.7	5.1	4.1	1.6	4.4	4.2	3.7	5.2	3.8
G-U	Services	4.0	4.7	4.7	6.5	4.5	-0.6	5.8	5.6	3.9	5.5	5.0
G46-47	Wholesale & Retail Trade	3.6	3.9	4.6	5.4	3.8	0.4	5.4	4.6	4.5	5.3	4.4
H49-53	Transportation & Storage	4.0	7.0	3.1	8.8	1.6	-5.1	2.5	7.4	1.7	6.0	3.8
I55-56	Accommodation & Food Services	1.9	3.4	3.9	4.7	4.0	0.1	3.3	4.5	3.4	5.3	3.7
J58-63	Information & Communications	3.7	5.3	6.2	5.8	5.5	-1.0	4.7	4.6	4.7	5.5	4.7
K64-66	Financial & Insurance Services	5.4	6.7	5.8	10.4	8.1	-1.7	10.0	9.1	4.4	5.3	5.9
L68	Real Estate Services	1.2	2.4	3.2	4.8	3.3	-0.5	4.8	5.5	4.4	6.4	6.8
M69-75	Professional Services	6.0	5.1	6.8	7.9	6.4	-0.5	8.1	5.6	3.8	4.9	4.0
N77-82	Administrative & Support Services	2.1	3.6	3.7	3.9	3.3	0.9	4.3	3.7	4.7	6.6	8.6
O-U	Community, Social & Personal Services	5.0	3.2	5.1	6.1	4.3	1.3	7.0	5.0	3.9	5.3	5.4

Source : Survey on Annual Wage Changes, Manpower Research & Statistics Department, MOM

Notes :

- 1) Data pertain to full-time resident employees in continuous employment of at least one year.
- 2) The survey covers private sector establishments each with at least 10 employees.

B.6 BASIC WAGE CHANGE BY INDUSTRY, 2004 – 2014

												Per Cent
SSIC 2010	Industry	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
	TOTAL	2.7	3.1	3.6	4.3	4.4	1.3	3.9	4.4	4.5	5.1	4.9
C10-32	Manufacturing	2.6	2.9	3.2	3.7	4.0	0.7	3.6	4.0	4.3	4.6	4.3
F41-43	Construction	1.1	1.7	2.4	3.9	3.9	1.5	3.5	3.9	3.6	5.2	3.8
G-U	Services	2.9	3.3	3.9	4.6	4.6	1.5	4.0	4.5	4.6	5.2	5.1
G46-47	Wholesale & Retail Trade	2.9	3.1	3.6	4.2	4.3	1.4	3.6	4.1	4.2	5.5	4.5
H49-53	Transportation & Storage	3.4	2.6	3.5	3.8	4.1	0.4	2.9	3.8	4.7	5.2	4.3
I55-56	Accommodation & Food Services	1.7	2.3	3.1	3.4	3.0	1.7	2.9	3.8	3.4	5.1	3.9
J58-63	Information & Communications	3.3	4.3	5.4	5.4	5.2	1.1	4.0	4.5	4.6	4.7	4.6
K64-66	Financial & Insurance Services	3.3	4.8	4.8	6.8	6.2	1.9	6.0	7.4	5.1	4.7	5.6
L68	Real Estate Services	1.6	2.0	2.4	3.4	3.6	1.3	3.3	4.1	4.6	6.0	6.7
M69-75	Professional Services	4.0	4.3	5.4	5.9	6.5	1.7	5.7	5.0	4.7	4.8	4.4
N77-82	Administrative & Support Services	1.4	2.5	2.9	3.6	3.3	1.3	2.8	3.5	4.8	6.4	8.5
O-U	Community, Social & Personal Services	2.9	3.4	3.4	4.6	4.4	2.4	4.3	4.2	5.0	4.8	5.4

Source : Survey on Annual Wage Changes, Manpower Research & Statistics Department, MOM

Notes :

- 1) Data pertain to full-time resident employees in continuous employment of at least one year.
- 2) The survey covers private sector establishments each with at least 10 employees.

B.7 QUANTUM OF VARIABLE COMPONENT PAID BY INDUSTRY, 2004 – 2014

		Months of Basic Wage										
SSIC 2010	Industry	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
	TOTAL	1.87	2.06	2.18	2.36	2.31	1.99	2.17	2.32	2.19	2.21	2.21
C10-32	Manufacturing	1.98	2.09	2.26	2.45	2.39	2.33	2.60	2.62	2.54	2.37	2.54
F41-43	Construction	0.95	0.99	1.21	1.31	1.26	1.28	1.50	1.59	1.42	1.49	1.46
G-U	Services	1.91	2.14	2.23	2.43	2.39	1.95	2.11	2.31	2.17	2.21	2.19
G46-47	Wholesale & Retail Trade	1.84	2.10	2.18	2.27	2.14	1.71	1.89	2.19	2.15	2.09	1.99
H49-53	Transportation & Storage	2.26	2.84	2.73	3.44	3.12	2.51	2.39	2.88	2.35	2.40	2.39
I55-56	Accommodation & Food Services	0.81	1.08	1.18	1.42	1.57	1.11	1.11	1.20	1.31	1.29	1.10
J58-63	Information & Communications	2.25	2.35	2.72	2.52	2.51	2.26	2.31	2.39	2.32	2.38	2.45
K64-66	Financial & Insurance Services	2.99	3.12	3.24	3.58	3.65	2.98	3.30	3.35	3.12	3.26	3.37
L68	Real Estate Services	1.13	1.35	1.44	1.75	1.71	1.62	1.66	2.08	1.90	1.91	2.08
M69-75	Professional Services	1.78	1.86	2.14	2.51	2.35	1.79	2.17	2.29	2.09	2.14	2.02
N77-82	Administrative & Support Services	0.70	1.16	1.08	1.06	1.12	1.02	1.09	1.05	0.97	1.07	1.14
O-U	Community, Social & Personal Services	1.84	1.83	2.26	2.39	2.30	2.03	2.37	2.46	2.36	2.40	2.46

Source : Survey on Annual Wage Changes, Manpower Research & Statistics Department, MOM

Notes :

- 1) Data pertain to full-time resident employees in continuous employment of at least one year.
- 2) The survey covers private sector establishments each with at least 10 employees.

B.8 ANNUAL LABOUR COST PER EMPLOYEE BY INDUSTRY AND COST COMPONENTS, 2013

Dollars

SSIC 2010	Industry	Total Labour Cost	Basic Wage, Overtime & Other Regular Payments	Annual Variable Component (Annual Wage Supplement/ Bonus ¹)	Employer's CPF Contributions	Levy ²	Medical Cost & Other Insurance ³	Net Training Cost	Other Labour Costs
	TOTAL	61,474	42,994	8,791	4,003	1,551	858	410	2,867
C10-32	Manufacturing	51,669	36,172	6,398	3,379	1,869	832	254	2,767
F41-43	Construction	32,489	22,114	1,959	1,171	3,721	551	193	2,780
G-U	Services	71,854	50,449	11,206	4,885	921	946	505	2,942
G46-47	Wholesale And Retail Trade	57,937	41,347	7,735	3,819	1,189	737	245	2,865
H49-53	Transportation And Storage	55,671	40,130	6,695	4,033	1,244	908	337	2,325
I55-56	Accommodation And Food Services	27,550	20,625	1,950	1,646	1,736	302	190	1,102
J58-63	Information And Communications	89,853	67,617	11,339	6,228	438	1,241	532	2,458
K64-66	Financial And Insurance Services	164,496	109,996	34,332	8,333	190	2,211	645	8,789
L68	Real Estate Services	49,242	35,028	7,520	3,585	1,230	505	257	1,116
M69-75	Professional Services	94,884	69,436	12,269	5,572	867	1,335	533	4,872
N77-82	Administrative And Support Services	30,138	23,356	1,522	2,049	1,297	449	66	1,399
O-U	Community, Social And Personal Services	72,679	49,260	12,914	6,285	558	868	953	1,841
A,B,D,E,V	Others⁴	60,033	38,480	12,081	5,421	793	687	1,025	1,546

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

¹ Includes performance bonus for employees.² Includes Foreign Workers' and Skill Development Levies.³ Includes Medical and Dental Benefits, Premium for Work Injury Compensation Insurance, Medical and Life Insurance.⁴ Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

1) Net training cost refers to the net amount incurred after deducting the cost recovered from training incentive schemes such as the Skills Development Fund (SDF), government agencies, statutory boards and/or private sponsors. It includes course fees, rental of premises/facilities for training purposes, monetary allowances given to trainees, cost of training materials incurred in providing structured on-the-job training as well as airfare and accommodation for trainees sent for overseas courses. It excludes wages of in-house personnel involved in training, payment of SDF levy and capital investment on training facilities.

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

3) Data may not add up to total due to rounding.

B.9 NATIONAL WAGES COUNCIL (NWC) GUIDELINES FOR 2015/2016

Economic Performance and Labour Market in 2014

1 In 2014, the Singapore economy grew by 2.9%, slower than the 4.4% growth in 2013. Total employment increased by 130,100, lower than the increase of 136,200 in 2013. The overall unemployment rate (2.0%) and resident unemployment rate (2.7%) remained low in 2014, comparable to 2013.

2 The Consumer Price Index (CPI) rose by 1.0% in 2014, easing from the 2.4% increase in 2013. CPI less imputed rentals on owner-occupied accommodation (OOA), which relates more directly to the actual cash spending of households, rose by 1.2% in 2014, a moderation from the 1.9% increase in 2013.

3 Overall productivity growth declined by 0.8% in 2014, after rising marginally by 0.3% in 2013.¹

4 Total nominal wages in the private sector grew by 4.9% in 2014, including bonuses and employer Central Provident Fund (CPF) contributions. This was lower than the increase of 5.3% in 2013. The total wage increase in 2014 stemmed from a basic wage gain of 4.9% in 2014 (a slight decrease from 5.1% in 2013), while bonuses remained unchanged at 2.21 months of basic wages in 2014.

5 Accounting for CPI-All Items inflation, real basic wages rose at a faster pace of 3.9% in 2014, compared to 2.7% in 2013. Real total wages including employer CPF contributions rose by 3.9% in 2014, compared to 2.9% in 2013.

Outlook for 2015

6 Global economic growth is expected to improve marginally in 2015, with the advanced economies projected to see a pick-up in growth. The expected improvement in the global economy will broadly support the growth of externally-oriented sectors such as wholesale trade and finance & insurance. Nevertheless, this will be partially offset by cluster-specific factors. While domestically-oriented sectors in Singapore are likely to remain resilient, labour-intensive sectors may see their growth weighed down by labour constraints, given low unemployment and elevated vacancy rates. Several downside risks to the global economy also remain, including the threat of deflation in the Eurozone and the risk of a sharp correction in the Chinese economy. Against this macroeconomic backdrop, and barring the materialisation of downside risks, the Singapore economy is expected to grow by 2.0% to 4.0% in 2015.

7 In tandem with sustained economic growth, the overall labour market will remain tight in 2015, barring unexpected shocks in the external economy.² While some increase in redundancies is expected as part of economic restructuring, unemployment is likely to remain low.

¹ Economic Survey of Singapore 2014, 17 February 2015

² Statement on Labour Market Developments, 13 March 2015

8 The Monetary Authority of Singapore (MAS) forecasts³ the 2015 CPI-All Items inflation to be -0.5% to 0.5%. Overall imported inflation is expected to remain generally subdued. Domestic cost pressures, particularly from a tight labour market, are likely to remain although the pass-through to consumer prices could continue to be constrained in the near term by the moderate growth environment.

NWC Wage Guidelines for 2015/2016

Focus on Skills to Ignite Productivity Growth and Sustain Wage Increases

9 The NWC notes that the tight labour market will place upward pressure on wages. To be sustainable and not erode the competitiveness of our economy, **real wage increases should be in line with productivity growth over the long term**. Productivity growth has been weak over the past few years. The NWC agreed that it is critical for productivity growth to remain a primary focus across all sectors.

10 The NWC strongly urges firms to move towards productivity-driven growth rather than employment-driven growth. Firms will need to focus on the quality, not quantity, of the workforce as a key source of growth, productivity and competitiveness. This will allow for sustainable wage increases, and will help firms attract and retain workers.

11 The NWC welcomes the efforts by the Government to invest in the re-skilling and upgrading of the workforce through SkillsFuture. SkillsFuture is an important national effort requiring the full support of the tripartite partners. The NWC urges employers to step up efforts to train their workers with the skills needed to help raise productivity and to develop better career progression pathways that can sustain wage increases for our workers. The NWC calls on employers to put in place processes to systematically train their workforce, and to recognise workers' contributions based on skills. Employers should also support individual-initiated work-skills related training. Workers too have an equally critical role to play in taking up opportunities for training and utilising their skills at the workplace. The NWC urges unions to mobilise workers to take ownership in acquiring new skills and deepening their skill sets throughout their careers. This is to facilitate the growth of a more productive and highly skilled workforce for the economy.

12 The NWC also encourages firms to implement more manpower-lean methods of driving business growth. Firms should tap on Government initiatives, including the Productivity and Innovation Credit (PIC) which has been extended until 2018, and other schemes, such as the new PIC+ targeted at Small-and-Medium Enterprises (SMEs). The NWC notes that the Government's extension of the Wage Credit Scheme⁴ to 2017 will help employers to manage rising labour costs while enabling them to retain, train and share productivity gains with their workers.

13 The NWC recommends that the Government and employers augment the labour force by encouraging the economically inactive to return to work. In particular, employers can tap on Government programmes like WorkPro to recruit and retain back-to-work women and older workers through more flexible and age-friendly workplace practices.

³ MAS Macroeconomic Review Volume XIV, April 2015

⁴ The WCS is a scheme where the Government co-funds the wage increases that are given to Singaporean employees from 2013 to 2017.

14 Improved productivity will benefit employers and enable our workers to enjoy real wage increases. The NWC urges employers to share productivity gains fairly with workers in a sustainable manner. Taking into account the challenging business conditions, productivity growth, tight labour market, economic growth forecast of 2.0% to 4.0%, the NWC recommends that:

- a) **employers consider the prevailing economic and labour market conditions in giving wage increases;**
- b) **employers give built-in wage increases to workers, taking into account the firms' business performance, prospects and sustainability; and**
- c) **employers that do well should further reward employees with variable wage components where appropriate, in line with the firms' performance and workers' contributions.**

15 As announced in Budget 2015, there will be an increase in the CPF salary ceiling from \$5,000 to \$6,000 from January 2016. There will be further increases to older workers' CPF contribution rates, to help them build up more savings for their retirement needs. To help employers adjust to the associated cost increases, there will be an enhancement and extension of the Temporary Employment Credit⁵ (TEC) and enhancements to the Special Employment Credit (SEC). Employers should take these into account when considering the quantum of wage increases.

Wage Recommendations for Low-Wage Workers

16 The NWC welcomes the continued efforts by the Government, union and employer groups to help low-wage workers raise their skills, training, employability and incomes.

17 The NWC recognises that helping low-wage workers improve their skills, employability and income requires concerted and multi-faceted intervention by the Government and key stakeholders. With the support of tripartite partners, the Government has adopted a multi-pronged approach to help low-wage workers improve their wages. This includes strong funding for skills upgrading through the Workfare Training Support (WTS) Scheme; and sharing of productivity gains through the Inclusive Growth Programme (IGP). Employers are encouraged to tap on such programmes.

18 To complement these efforts, the NWC gave focus to low-wage workers with three rounds of quantitative wage recommendations for those earning a basic monthly salary of up to \$1,000. The recommended minimum built-in wage increase was \$50 in 2012, and \$60 in 2013 and 2014.

⁵ TEC will be enhanced in 2015 and extended to 2017.

19 The NWC notes that the three rounds of quantitative guidelines have contributed to strong wage growth for low-wage workers. Since the quantitative guidelines were introduced in 2012, the proportion of full-time employed resident employees earning a basic monthly salary of up to \$1,000 is estimated to have decreased from 9.8% in 2012 to 6.8% in 2014. As of December 2014, 31% of remaining private establishments with such workers in 2014 gave increments equal to or more than the NWC's recommended built-in wage increase, compared to 57% in 2013 and 28% in 2012.⁶

20 The NWC believes there is merit to give low-wage workers special consideration in their annual wage adjustment exercise this year, including an increase in the wage threshold. To help the low-wage workers, the NWC recommends that:

- a) **employers grant low-wage workers a built-in wage increase in the form of a dollar quantum and a percentage. This will give the low-wage workers in the firm a higher percentage built-in wage increase;**
- b) **employers grant a built-in wage increase of at least \$60 for low-wage workers earning a basic monthly salary of up to \$1,100; and**
- c) **employers grant an equitable and reasonable wage increase and/or one-off lump sum based on skills and productivity for low-wage workers earning above \$1,100.**

21 The NWC will review the continued need for quantitative guidelines for low-wage workers annually, taking into careful consideration factors such as Singapore's economic competitiveness, productivity performance, labour market conditions, and inflation.

Low-Wage Workers in Industries where Outsourcing Practices are Widespread

22 The NWC recognises that many low-wage workers are employed in industries where outsourcing practices are widespread. The NWC calls on employers and service buyers in these industries to make a special effort to incorporate NWC wage recommendations into outsourced service contracts. The NWC further calls on employers to share their productivity gains with these low-wage workers through a one-off variable lump sum payment. Buyers of outsourced services should also factor the annual wage adjustments for the workers into their contracts, or allow for the contract values to be adjusted accordingly.

Progressive Wage Model (PWM)

23 The NWC strongly supports the PWM and welcomes tripartite efforts in championing the PWM to improve the job prospects and income of workers. In particular, the NWC notes the efforts of the tripartite committees formed to advance the Government-enforced PWM in the cleaning, security and landscaping industries, covering areas of skills, productivity, career progression and wages.

24 The NWC is heartened to see strong employer support for the PWM and calls on employers in these industries to implement the PWM as soon as possible.

⁶ 59% of private establishments gave or intended to give wage increases to their employees earning a monthly basic salary of up to \$1,000. This was a decrease from the 77% that did so in 2013, but the same as the 60% that did so in 2012.

25 The NWC further urges employers in other industries to adopt the concept of “progressive wages” and provide a clear progression path for their workers to upskill and upgrade, including through structured training and participating in SkillsFuture initiatives. PWMs, reinforced by skills upgrading and productivity improvement, will allow firms to make better use of manpower and pay higher wages, commensurate with their workers’ job scopes, responsibilities, skill sets and productivity levels. The NWC supports the establishment of tripartite committees or sectoral tripartite workgroups in other industries, to develop and implement appropriate PWMs for their firms.

Other NWC Recommendations

26 The NWC notes that MediShield Life (MSHL) will be introduced in end-2015 and all employees who are Singapore Citizens or Permanent Residents will benefit from portable and lifelong medical coverage provided by MSHL. The NWC encourages unions and employers to work towards restructuring employer medical benefits to portable medical benefits to improve the cost-effectiveness of medical expenses.

Application of NWC Guidelines

27 The NWC Guidelines cover the period from 1 July 2015 to 30 June 2016.

28 These recommendations are applicable to all employees – management, executives, professionals and rank-and-file employees, unionised and non-unionised companies in both public and private sectors.

29 These recommendations also apply to workers who have been re-employed.

30 To facilitate wage negotiation, employers should share relevant information, such as company wage information, business performance and prospects, with unions.

31 The NWC encourages employers that encounter difficulties in implementing the guidelines to work with the employers’ associations and unions, to address the issues.

Table 1: Wage Changes in 2013 and 2014

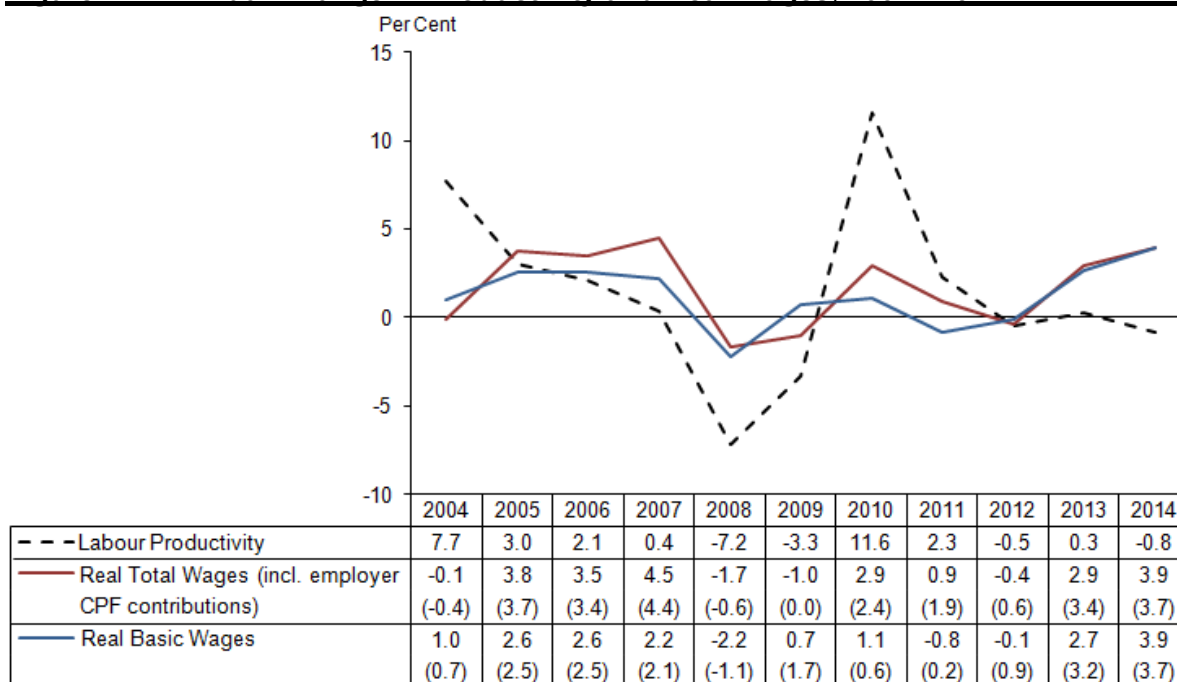
	2013	2014
Total Wages (including employer CPF contributions)		
- Nominal	5.3 %	4.9 %
- Real	2.9 % (3.4 %)	3.9 % (3.7 %)
Basic Wages		
- Nominal	5.1 %	4.9 %
- Real	2.7 % (3.2 %)	3.9 % (3.7 %)
Annual Variable Component (i.e. bonuses)	2.21 months of basic wages	2.21 months of basic wages

Source : Survey on Annual Wage Changes, Manpower Research & Statistics Department, MOM

Notes:

(1) Real wage changes are deflated by Consumer Price Index (CPI) for all items at 2014 prices (2014=100). Figures in brackets are deflated by CPI less imputed rentals on owner-occupied accommodation at 2014 prices (2014=100).

(2) Total wages (including employer CPF contributions) comprise basic wages, annual variable component (i.e. bonuses) and estimates of employer CPF contributions. Basic wages and annual variable component (i.e. bonuses) exclude employer CPF contributions.

Figure 1: Annual Change in Productivity and Real Wages, 2004 - 2014

Sources : Survey on Annual Wage Changes, Manpower Research & Statistics Department, MOM; and data from Department of Statistics (DOS)

Notes:

(1) Real wage changes are deflated by Consumer Price Index (CPI) for all items at 2014 prices (2014=100). Figures in brackets are deflated by CPI less imputed rentals on owner-occupied accommodation at 2014 prices (2014=100).

(2) Total wages (including employer CPF contributions) comprise basic wages, annual variable component (i.e. bonuses) and estimates of employer CPF contributions. Basic wages exclude employer CPF contributions.

B.10 AVERAGE (MEAN) MONTHLY EARNINGS PER EMPLOYEE BY SEX, 2004 – 2014
(TOTAL)

	Level (\$)					Change (%) Over Corresponding Period Of Previous Year				
	Annual	1Q	2Q	3Q	4Q	Annual	1Q	2Q	3Q	4Q
2004	3,329	3,428	3,097	3,030	3,762	3.6	4.4	4.1	1.4	4.4
2005	3,444	3,592	3,175	3,166	3,843	3.5	4.8	2.5	4.5	2.2
2006	3,554	3,700	3,297	3,256	3,961	3.2	3.0	3.8	2.8	3.1
2007	3,773	3,903	3,578	3,481	4,130	6.2	5.5	8.5	6.9	4.3
2008	3,977	4,316	3,690	3,674	4,229	5.4	10.6	3.1	5.5	2.4
2009	3,872	4,155	3,609	3,562	4,160	-2.6	-3.7	-2.2	-3.0	-1.6
2010	4,089	4,310	3,819	3,754	4,474	5.6	3.7	5.8	5.4	7.5
2011	4,334	4,677	4,048	3,956	4,655	6.0	8.5	6.0	5.4	4.0
2012	4,433	4,717	4,162	4,078	4,773	2.3	0.9	2.8	3.1	2.5
2013	4,622	4,948	4,329	4,212	4,998	4.3	4.9	4.0	3.3	4.7
2014	4,727	5,108	4,445	4,314	5,040	2.3	3.2	2.7	2.4	0.8

Source : Derived based on data from Central Provident Fund Board

Notes :

- 1) Average (Mean) Monthly Earnings (AME) refers to all remuneration received before deduction of the employee Central Provident Fund (CPF) contributions and personal income tax. It comprises basic wages, overtime pay, commissions, allowances and bonuses but exclude employer CPF contributions.
- 2) Data cover full-time and part-time employees who have CPF contributions. They exclude identifiable self-employed persons who have made CPF contribution.
- 3) Average (Mean) Monthly Earnings covers employees who contribute to the Central Provident Fund. Available quarterly, AME provides a timely rough gauge of average wage movement. However, the AME can be influenced by the changing mix of full-time and part-time workers and variations in overtime as the data are compiled based on the payroll of contributors to the CPF which do not allow for breakdown separately to full-timers and part-timers. Also, as AME pertains to mean earnings, it can be skewed upwards by a small number of very high income earners. For income of a typical worker, users should refer to the median Gross Monthly Income From Work and for wage growth of employees over a year they can refer to the Annual Wage Changes, both of which are available on MOM's website.

B.10 AVERAGE (MEAN) MONTHLY EARNINGS PER EMPLOYEE BY SEX, 2004 – 2014 (continued)
(MALES)

	Level (\$)					Change (%) Over Corresponding Period Of Previous Year				
	Annual	1Q	2Q	3Q	4Q	Annual	1Q	2Q	3Q	4Q
2004	3,825	3,953	3,568	3,485	4,294	3.4	3.8	4.3	1.5	4.0
2005	3,962	4,143	3,663	3,649	4,394	3.6	4.8	2.7	4.7	2.3
2006	4,081	4,259	3,794	3,752	4,517	3.0	2.8	3.6	2.8	2.8
2007	4,335	4,484	4,127	4,014	4,717	6.2	5.3	8.8	7.0	4.4
2008	4,560	4,942	4,241	4,238	4,820	5.2	10.2	2.8	5.6	2.2
2009	4,436	4,787	4,137	4,092	4,730	-2.7	-3.1	-2.5	-3.4	-1.9
2010	4,686	4,955	4,380	4,310	5,098	5.6	3.5	5.9	5.3	7.8
2011	4,964	5,351	4,653	4,546	5,304	5.9	8.0	6.2	5.5	4.0
2012	5,080	5,418	4,778	4,688	5,436	2.3	1.3	2.7	3.1	2.5
2013	5,291	5,661	4,978	4,844	5,682	4.2	4.5	4.2	3.3	4.5
2014	5,412	5,845	5,100	4,957	5,745	2.3	3.3	2.5	2.3	1.1

Source : Derived based on data from Central Provident Fund Board

Notes :

1) Average (Mean) Monthly Earnings (AME) refers to all remuneration received before deduction of the employee Central Provident Fund (CPF) contributions and personal income tax. It comprises basic wages, overtime pay, commissions, allowances and bonuses but exclude employer CPF contributions.

2) Data cover full-time and part-time employees who have CPF contributions. They exclude identifiable self-employed persons who have made CPF contribution.

3) Average (Mean) Monthly Earnings covers employees who contribute to the Central Provident Fund. Available quarterly, AME provides a timely rough gauge of average wage movement. However, the AME can be influenced by the changing mix of full-time and part-time workers and variations in overtime as the data are compiled based on the payroll of contributors to the CPF which do not allow for breakdown separately to full-timers and part-timers. Also, as AME pertains to mean earnings, it can be skewed upwards by a small number of very high income earners. For income of a typical worker, users should refer to the median Gross Monthly Income From Work and for wage growth of employees over a year they can refer to the Annual Wage Changes, both of which are available on MOM's website.

B.10 AVERAGE (MEAN) MONTHLY EARNINGS PER EMPLOYEE BY SEX, 2004 – 2014 (continued)
(FEMALES)

	Level (\$)					Change (%) Over Corresponding Period Of Previous Year				
	Annual	1Q	2Q	3Q	4Q	Annual	1Q	2Q	3Q	4Q
2004	2,773	2,837	2,569	2,520	3,165	4.2	5.6	4.1	1.4	5.1
2005	2,865	2,976	2,630	2,628	3,228	3.3	4.9	2.4	4.3	2.0
2006	2,966	3,078	2,744	2,704	3,341	3.5	3.4	4.3	2.9	3.5
2007	3,148	3,257	2,967	2,890	3,478	6.1	5.8	8.1	6.9	4.1
2008	3,332	3,622	3,079	3,052	3,576	5.8	11.2	3.8	5.6	2.8
2009	3,247	3,457	3,025	2,976	3,530	-2.6	-4.6	-1.8	-2.5	-1.3
2010	3,434	3,598	3,203	3,145	3,791	5.8	4.1	5.9	5.7	7.4
2011	3,650	3,943	3,390	3,316	3,951	6.3	9.6	5.8	5.4	4.2
2012	3,735	3,960	3,498	3,422	4,061	2.3	0.4	3.2	3.2	2.8
2013	3,909	4,186	3,637	3,540	4,271	4.7	5.7	4.0	3.4	5.2
2014	4,006	4,329	3,755	3,639	4,302	2.5	3.4	3.2	2.8	0.7

Source : Derived based on data from Central Provident Fund Board

Notes :

- 1) Average (Mean) Monthly Earnings (AME) refers to all remuneration received before deduction of the employee Central Provident Fund (CPF) contributions and personal income tax. It comprises basic wages, overtime pay, commissions, allowances and bonuses but exclude employer CPF contributions.
- 2) Data cover full-time and part-time employees who have CPF contributions. They exclude identifiable self-employed persons who have made CPF contribution.
- 3) Average (Mean) Monthly Earnings covers employees who contribute to the Central Provident Fund. Available quarterly, AME provides a timely rough gauge of average wage movement. However, the AME can be influenced by the changing mix of full-time and part-time workers and variations in overtime as the data are compiled based on the payroll of contributors to the CPF which do not allow for breakdown separately to full-timers and part-timers. Also, as AME pertains to mean earnings, it can be skewed upwards by a small number of very high income earners. For income of a typical worker, users should refer to the median Gross Monthly Income From Work and for wage growth of employees over a year they can refer to the Annual Wage Changes, both of which are available on MOM's website.

A large, complex graphic composed of numerous small, grey icons arranged in the shape of a map of the United States. The icons represent various aspects of business, industry, technology, and finance, including factories, computers, people, charts, and tools.

EMPLOYMENT, HOURS WORKED AND CONDITIONS OF EMPLOYMENT

Source of Data

Employment data are compiled primarily from administrative records of the Central Provident Fund Board and the Ministry of Manpower. The self-employed component is estimated from the Labour Force Survey.

Statistics on Paid Hours Worked are compiled from the Labour Market Survey conducted by the Manpower Research and Statistics Department of the Ministry of Manpower. Before 2006, the survey covered private sector establishments each with at least 25 employees. From 2006 onwards, the survey also includes the public sector.

Statistics on Usual Hours Worked (including paid and unpaid hours worked by employed persons) are compiled from the Comprehensive Labour Force Survey conducted by the Manpower Research and Statistics Department of the Ministry of Manpower. The survey covers a sample of private households on the main island of Singapore. It excludes workers living in construction worksites, dormitories and workers' quarters at the workplace and persons commuting from abroad to work in Singapore.

Statistics on Employment Conditions and Practices are compiled from a supplementary survey conducted by the Manpower Research and Statistics Department of the Ministry of Manpower. The survey covers establishments in the private sector each with at least 25 employees and the public sector.

Concepts and Definitions

Employment data from administrative records comprise all persons in employment. However, it excludes men who are serving their 2-year full-time national service in the Singapore Armed Forces, Police and Civil Defence Forces.

Data on the number of local (also known as resident) employees are compiled from the Central Provident Fund (CPF) Board's administrative records of active contributors, defined as local employees who have at least one CPF contribution paid for him/her. A local employee is a Singapore citizen or Permanent Resident who is employed by an employer under a contract of service or other agreement entered into in Singapore. Every local employee and his/her employer are

required to make monthly contributions to the CPF. The CPF is a compulsory savings scheme that provides workers financial security in old age and helps meet the needs of healthcare, home-ownership, family protection and asset enhancement.

Data on foreigners working in Singapore are compiled from administrative records of foreigners on valid work passes issued by the Ministry of Manpower. Foreigners can work in Singapore only if they have valid work passes issued by the Ministry of Manpower.

The number of self-employed persons is estimated from the Labour Force Survey. The self-employed comprises persons aged fifteen years and over who are own account workers, employers or contributing family workers.

Standard Hours Worked Per Week refers to the number of hours, excluding meal breaks worked by an employee during a normal working week.

Paid Overtime Hours Worked Per Week refers to the number of hours worked by an employee in excess of the standard hours for which the employees were paid. It excludes overtime hours worked for which 'time-off' was granted instead of wage payment.

Paid Hours Worked Per Week

refers to the total number of paid hours worked per week by an employee. It is the sum of standard hours and paid overtime hours worked.

Usual Hours Worked Per Week

refers to the number of hours that a person usually works in a typical week, regardless of whether he is paid or not.

An **establishment** refers to an economic unit that produces goods or services at a single physical location and engages in one, or predominantly one type of economic activity. Thus, each branch of a multi-branch organisation at a different location is conceptually a different establishment. However, if in practice the required statistics are centrally kept such that it is not possible to obtain separate data for each individual unit or branch, the organisation or enterprise is treated as a single reporting unit and allowed to submit a consolidated return covering all the units or branches.

Part-Time Working refers to total working hours of less than 35 hours in a week. This work arrangement includes those who work half-day or only some days per week but excludes workers who work "on and off" and temporary employees who work the normal hours.

Staggered Hours is an arrangement characterised by different starting and finishing hours (e.g. start time can vary from 7am to 10am with finish time adjusted accordingly) around compulsory core hours (e.g. 10am to 4pm).

Flexitime is an arrangement where employees can vary their daily start and finish times to suit their work and personal commitments so long as they work the total hours agreed for an accounting period, usually a week or month in the office.

Tele-working is an arrangement where employees perform work in places other than the office and the job is performed using information and communication technologies. Employees under this work arrangement may be required to spend certain “core” times or days in the office. **Tele-working (formal)** refers to an arrangement where employees tele-work for an extended period of time. This differs from an **informal tele-working** arrangement where employees tele-work on an ad-hoc basis, as and when required for personal reasons (e.g. to cope with family’s exigency).

Homeworking is an arrangement where employees undertake work mainly in their homes without using information and communication technologies. Such jobs usually involve production of goods or services. It excludes those who are tele-working.

Job Sharing is an arrangement where the workload of a full-time job is split between two or more people in the office. The jobsharers work at different times, although there may be a time overlap to maintain continuity. They may each work part of the day or week, or alternate weeks (depending on individual and their employers’ circumstances) on an ongoing, regular basis. The pay, holidays and other benefits are usually pro-rated according to the number of hours they each work.

Parental Care / Sick Leave refers to paid leave granted to employees for taking care of their parents (including step-parents and parent-in-laws) when they are sick or when the main caregiver is not available. Employees can also utilise the leave to accompany their parents for medical appointments.

C.1 EMPLOYMENT BY INDUSTRY, 2004 – 2014 (DECEMBER)

Thousands														
SSIC 2005	Industry	2004	2005	2006	2007	SSIC 2010	Industry	2008	2009	2010	2011	2012	2013	2014
	TOTAL	2,206.6	2,319.9	2,495.9	2,730.8		TOTAL	2,952.4	2,990.0	3,105.9	3,228.5	3,357.6	3,493.8	3,623.9
C15-36	MANUFACTURING	446.7	475.9	517.5	566.8	C10-32	MANUFACTURING	564.7	520.9	520.1	523.5	535.0	540.3	536.0
C15-17	Food, Beverages & Tobacco	25.3	27.9	30.1	33.3	C10-12	Food, Beverages & Tobacco	33.1	34.5	35.8	36.4	38.2	40.3	42.3
C22-23	Paper Products & Printing	25.1	26.1	26.8	26.9	C17-18,22	Paper / Rubber / Plastic Products & Printing	44.2	40.6	40.7	40.2	39.1	37.8	37.2
C24-26	Petroleum, Chemical & Pharmaceutical Products	28.2	29.8	33.3	38.9	C19-21	Petroleum, Chemical & Pharmaceutical Products	51.6	58.0	54.2	52.8	63.9	65.3	62.2
C27	Rubber & Plastic Products	18.5	17.6	17.7	18.2									
C30	Fabricated Metal Products	25.7	27.2	29.2	31.1	C25,28	Fabricated Metal Products, Machinery & Equipment	108.9	98.9	102.4	106.5	108.2	109.0	109.2
C31	Machinery & Equipment	58.4	63.6	70.0	74.4									
C32	Electrical Products	9.7	9.7	10.5	10.8									
C33	Electronic Products	105.1	107.8	111.1	110.5	C26	Electronic, Computer & Optical Products	105.6	95.0	100.2	95.5	92.4	89.9	89.0
C34	Medical & Precision Instruments	15.9	16.5	15.2	15.6									
C35	Transport Equipment	86.3	100.5	122.3	152.4	C29-30	Transport Equipment	160.8	135.6	126.4	132.1	132.7	136.7	133.4
C18-21,28,29,36	Other Manufacturing Industries	48.5	49.2	51.3	54.7	C13-16,23-24,27,31-32	Other Manufacturing Industries	60.5	58.3	60.4	60.1	60.5	61.3	62.6
F45	CONSTRUCTION	226.3	235.0	255.5	295.9	F41-43	CONSTRUCTION	353.4	377.3	380.7	402.7	441.8	477.1	491.4
G-V	SERVICES	1,520.1	1,593.8	1,706.5	1,849.6	G-U	SERVICES	2,011.6	2,070.2	2,182.7	2,278.8	2,355.9	2,450.0	2,569.7
G50-51	WHOLESALE AND RETAIL TRADE	333.8	346.4	365.0	384.9	G46-47	WHOLESALE AND RETAIL TRADE	420.4	426.1	440.6	456.5	466.6	479.7	500.2
G50	Wholesale Trade	196.2	203.8	219.1	237.2	G46	Wholesale Trade	280.2	283.4	295.6	304.4	307.4	316.7	327.1
G51	Retail Trade	137.6	142.7	145.9	147.6	G47	Retail Trade	140.2	142.8	145.0	152.1	159.1	163.0	173.0
H52-56	TRANSPORT AND STORAGE	166.6	173.0	179.0	184.0	H49-53	TRANSPORTATION AND STORAGE	198.6	196.2	202.4	209.1	217.7	226.5	234.0
H52,552	Land Transport & Supporting Services	66.1	67.6	69.2	72.1	H49,5221	Land Transport & Supporting Services	79.1	79.6	81.2	82.5	85.0	87.7	90.5
H53,553	Water Transport & Supporting Services	34.0	36.7	38.2	43.6	H50,5222,5225	Water Transport & Supporting Services	45.6	44.4	45.0	46.3	46.9	49.0	51.2
H54,554	Air Transport & Supporting Services	28.2	27.6	28.5	23.8	H51,5223	Air Transport & Supporting Services	22.2	22.2	23.7	25.5	27.6	29.1	28.8
H551,555,559,56	Other Transport & Storage Services	38.2	41.2	43.1	44.5	H521,5224,5229,53	Other Transportation & Storage Services	51.7	50.0	52.6	54.8	58.2	60.7	63.5

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

Notes :

- 1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- 2) Data may not add up to the total due to rounding.
- 3) The industries are classified based on SSIC 2010 from 2008 onwards and SSIC 2005 before 2008.

C.1 EMPLOYMENT BY INDUSTRY, 2004 – 2014 (DECEMBER) (continued)

Thousands														
SSIC 2005	Industry	2004	2005	2006	2007	SSIC 2010	Industry	2008	2009	2010	2011	2012	2013	2014
J58	HOTELS AND RESTAURANTS	127.5	133.2	145.8	162.1	I55-56	ACCOMMODATION AND FOOD SERVICES	184.0	187.2	199.9	209.1	217.1	226.8	235.9
J581	Hotels	25.1	25.8	26.3	26.9	I55	Accommodation	29.1	28.7	32.3	33.7	35.1	35.5	35.4
J582	Restaurants	102.3	107.3	119.5	135.1	I56	Food & Beverage Services	154.8	158.6	167.6	175.4	181.9	191.3	200.5
K60-63	INFORMATION AND COMMUNICATIONS	63.0	66.6	73.1	79.4	J58-63	INFORMATION AND COMMUNICATIONS	84.8	87.7	96.5	104.5	105.4	113.5	120.0
K60-61	Broadcasting & Publishing	13.2	13.4	13.9	14.5	J58-61	Telecommunications, Broadcasting & Publishing	33.8	34.6	36.5	37.7	36.9	39.7	41.0
K62	Telecommunications	18.0	17.5	17.7	18.2									
K63	IT & Other Information Services	31.8	35.7	41.5	46.7	J62-63	IT & Other Information Services	51.0	53.1	60.0	66.8	68.5	73.8	78.9
L65-66	FINANCIAL SERVICES	108.2	116.0	127.3	149.1	K64-66	FINANCIAL AND INSURANCE SERVICES	152.1	154.4	165.7	176.7	183.1	187.7	197.0
L65	Financial Institutions	88.6	94.8	104.4	125.3	K64 & 66 (excl. 662)	Financial Services	125.8	127.2	137.6	148.0	153.4	157.3	163.4
L66	Insurance	19.6	21.2	22.8	23.8	K65 & 662	Insurance Services	26.3	27.1	28.1	28.6	29.7	30.4	33.6
M70-71	REAL ESTATE AND LEASING SERVICES	45.9	48.4	52.9	61.4	L68	REAL ESTATE SERVICES	75.3	78.3	80.4	83.6	88.4	88.9	95.8
N73-76	PROFESSIONAL SERVICES	106.9	114.6	128.4	150.5	M69-75	PROFESSIONAL SERVICES	170.2	174.6	187.7	198.5	207.4	222.4	236.3
N73	Legal, Accounting & Management Services	58.9	62.3	68.1	78.0	M69-70	Legal, Accounting & Management Services	80.6	82.3	91.1	95.7	98.4	106.2	114.2
N74	Architectural & Engineering Services	27.2	29.1	33.9	40.3	M71	Architectural & Engineering Services	49.8	52.2	53.6	56.8	60.5	64.4	64.8
N75-76	Other Professional Services	20.9	23.1	26.3	32.2	M72-75	Other Professional Services	39.9	40.2	43.0	45.9	48.6	51.8	57.3
O78	ADMINISTRATIVE AND SUPPORT SERVICES	87.3	97.4	113.2	124.1	N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	142.7	150.3	160.0	167.2	175.9	187.3	200.9
						N80	Security & Investigation	29.3	31.8	32.0	33.9	36.2	37.6	40.2
						N81	Cleaning & Landscaping	35.6	37.9	40.1	40.4	44.1	47.0	50.3
						N77-79,82	Other Administrative & Support Services	77.8	80.6	87.9	92.9	95.6	102.7	110.4
P80-V99	COMMUNITY, SOCIAL AND PERSONAL SERVICES	480.8	498.3	522.0	554.1	O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	583.5	615.4	649.5	673.8	694.2	717.3	749.7
P80,T94	Education & Public Administration	162.1	166.3	172.3	178.6	O84,P85	Public Administration & Education	182.4	194.3	201.5	209.0	218.9	225.3	234.1
Q85-86	Health & Social Services	64.0	65.4	68.4	74.0	Q86-88	Health & Social Services	83.4	88.5	95.9	103.4	112.4	120.9	129.4
						R90-93	Arts, Entertainment & Recreation	33.5	40.5	52.8	56.2	54.6	53.4	55.5
R,S,U,V	Other Community, Social & Personal Services	254.8	266.7	281.3	301.6	S,T,U	Other Community, Social & Personal Services	284.2	292.1	299.2	305.1	308.2	317.8	330.6
A,B,D,E	Others ¹	13.5	15.2	16.4	18.5	A,B,D,E,V	Others ¹	22.8	21.7	22.4	23.5	25.0	26.5	26.9

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

¹ 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

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

2) Data may not add up to the total due to rounding.

3) The industries are classified based on SSIC 2010 from 2008 onwards and SSIC 2005 before 2008.

C.2 AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY, 2004 – 2014 (ALL EMPLOYEES)

														Hours
SSIC 2005	Industry	2004	2005	SSIC 2010	Industry	2006	2007	2008	2009	2010	2011	2012	2013	2014
	TOTAL	46.3	46.5		TOTAL	46.2	46.3	46.3	46.0	46.2	46.2	46.2	46.2	46.0
C15-36	MANUFACTURING	49.8	50.2	C10-32	MANUFACTURING	50.5	50.6	50.1	49.3	50.5	50.2	50.2	50.1	49.7
C15-17	Food, Beverages & Tobacco	47.1	47.4	C10-12	Food, Beverages & Tobacco	47.4	47.3	47.1	46.9	47.5	48.5	47.8	47.0	47.0
C22-23	Paper Products & Printing	51.0	51.3	C17-18,22	Paper / Rubber / Plastic Products & Printing	50.9	50.5	49.7	48.8	50.0	49.2	48.6	49.1	49.3
C24-26	Petroleum, Chemical & Pharmaceutical Products	45.4	45.2	C19-21	Petroleum, Chemical & Pharmaceutical Products	45.3	45.5	45.3	45.3	46.1	45.9	45.1	44.7	44.5
C27	Rubber & Plastic Products	50.7	50.6											
C30	Fabricated Metal Products	51.9	52.6	C25,28	Fabricated Metal Products, Machinery & Equipment	52.4	52.7	52.2	51.0	52.7	52.1	52.5	52.6	52.1
C31	Machinery & Equipment	51.5	51.9											
C32	Electrical Products	48.9	48.9											
C33	Electronic Products	47.7	48.1	C26	Electronic, Computer & Optical Products	48.2	48.1	47.2	46.1	47.4	47.1	46.9	46.9	46.8
C34	Medical & Precision Instruments	49.1	48.8											
C35	Transport Equipment	52.9	53.5	C29-30	Transport Equipment	53.3	53.4	52.9	52.1	53.4	53.1	53.6	53.1	52.4
C18-21,28,29,36	Other Manufacturing Industries	50.2	50.4	C13-16,23-24,27,31-32	Other Manufacturing Industries	50.1	49.8	49.4	49.4	49.8	49.7	49.6	50.2	49.2
F45	CONSTRUCTION	51.7	51.9	F41-43	CONSTRUCTION	51.9	52.2	52.4	52.2	52.4	52.8	53.0	53.2	52.9
G-V	SERVICES	43.2	43.5	G-U	SERVICES	43.3	43.3	43.5	43.3	43.4	43.4	43.5	43.4	43.2
G50-51	WHOLESALE AND RETAIL TRADE	43.4	43.5	G46-47	WHOLESALE AND RETAIL TRADE	43.2	43.4	43.7	43.7	43.8	43.7	43.6	43.2	43.1
G50	Wholesale Trade	43.6	43.6	G46	Wholesale Trade	43.4	43.6	43.7	43.6	43.8	43.6	43.7	43.6	43.6
G51	Retail Trade	42.9	43.1	G47	Retail Trade	42.7	43.0	43.8	43.8	43.8	43.8	43.3	42.3	42.0
H52-56	TRANSPORT AND STORAGE	45.7	45.9	H49-53	TRANSPORTATION AND STORAGE	45.8	45.6	46.0	45.3	45.7	46.2	46.1	45.7	45.8
H52,552	Land Transport & Supporting Services	47.4	47.3	H49,5221	Land Transport & Supporting Services	47.9	47.4	47.7	47.0	47.6	48.4	48.4	46.8	46.9
H53,553	Water Transport & Supporting Services	45.4	45.6	H50,5222,5225	Water Transport & Supporting Services	45.3	44.9	45.4	44.8	44.5	44.8	44.5	44.3	44.5
H54,554	Air Transport & Supporting Services	43.6	43.5	H51,5223	Air Transport & Supporting Services	43.4	43.6	44.0	43.4	43.7	44.6	44.8	45.1	45.0
H551,555,559,56	Other Transport & Storage Services	47.0	47.4	H521,5224,5229,53	Other Transportation & Storage Services	47.0	47.0	47.2	46.1	47.0	47.1	46.8	46.7	46.7

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 refer to the average for the year.
- 3) The industries are classified based on SSIC 2010 from 2006 onwards and SSIC 2005 before 2006.

C.2 AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY, 2004 – 2014 (continued)
(ALL EMPLOYEES)

														Hours
SSIC 2005	Industry	2004	2005	SSIC 2010	Industry	2006	2007	2008	2009	2010	2011	2012	2013	2014
J58	HOTELS AND RESTAURANTS	38.4	38.6	I55-56	ACCOMMODATION AND FOOD SERVICES	38.9	39.8	41.2	41.2	41.2	41.6	42.1	43.0	42.0
J581	Hotels	45.4	45.4	I55	Accommodation	45.7	45.7	45.3	44.9	45.4	45.8	45.9	46.6	46.5
J582	Restaurants	35.3	35.4	I56	Food & Beverage Services	36.0	37.5	39.8	40.0	39.9	40.4	41.1	42.0	40.9
K60-63	INFORMATION AND COMMUNICATIONS	42.0	42.0	J58-63	INFORMATION AND COMMUNICATIONS	41.9	41.8	41.6	41.6	41.7	41.5	41.5	41.7	41.5
K60-61	Broadcasting & Publishing	41.6	41.4	J58-61	Telecommunications, Broadcasting & Publishing	42.2	42.0	41.7	41.6	41.7	41.4	41.6	42.3	41.9
K62	Telecommunications	42.6	42.8											
K63	IT & Other Information Services	41.6	41.7	J62-63	IT & Other Information Services	41.6	41.6	41.5	41.5	41.6	41.6	41.4	41.2	41.2
L65-66	FINANCIAL SERVICES	42.9	42.8	K64-66	FINANCIAL AND INSURANCE SERVICES	42.7	42.3	42.1	41.9	41.4	41.2	41.2	41.2	41.1
L65	Financial Institutions	43.3	43.2	K64 & 66 (excl. 662)	Financial Services	43.0	42.5	42.3	42.2	41.6	41.4	41.3	41.3	41.3
L66	Insurance	39.9	39.9	K65 & 662	Insurance Services	40.3	40.5	40.5	40.4	40.4	39.8	40.0	40.0	40.2
M70-71	REAL ESTATE AND LEASING SERVICES	44.7	45.2	L68	REAL ESTATE SERVICES	44.1	44.3	44.2	44.2	44.7	44.6	44.5	44.6	44.5
N73-76	PROFESSIONAL SERVICES	43.5	43.5	M69-75	PROFESSIONAL SERVICES	43.9	43.9	44.0	43.3	43.0	43.1	43.6	43.6	43.1
N73	Legal, Accounting & Management Services	41.8	41.7	M69-70	Legal, Accounting & Management Services	42.1	42.2	41.9	41.2	41.0	41.1	41.5	41.3	41.2
N74	Architectural & Engineering Services	47.0	47.8	M71	Architectural & Engineering Services	47.7	46.8	46.7	45.9	45.6	45.7	46.6	47.0	46.2
N75-76	Other Professional Services	42.3	42.1	M72-75	Other Professional Services	42.0	42.2	42.3	42.2	42.5	42.9	42.2	41.8	41.7
O78	ADMINISTRATIVE AND SUPPORT SERVICES	50.3	50.9	N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	50.0	49.0	48.3	47.9	48.7	48.5	48.5	47.5	47.3
				N80	Security & Investigation	57.2	55.3	54.5	55.0	55.2	54.6	55.5	52.8	52.1
				N81	Cleaning & Landscaping	45.2	44.7	44.1	44.0	44.8	45.7	45.3	44.9	44.6
				N77-79,82	Other Administrative & Support Services	46.4	46.0	45.9	44.9	46.0	45.7	45.0	44.8	45.2
P80-V99	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.5	41.9	O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.9	41.8	41.8	41.8	42.0	42.1	42.1	42.1	42.0
P80,T94	Education & Public Administration	37.9	39.0	O84,P85	Public Administration & Education	41.5	41.5	41.4	41.5	41.5	41.4	41.3	41.3	41.3
Q85-86	Health & Social Services	41.9	42.3	Q86-88	Health & Social Services	42.1	42.1	41.9	41.9	42.0	42.1	42.1	42.0	41.9
				R90-93	Arts, Entertainment & Recreation	41.9	41.3	42.1	41.9	42.6	43.4	43.8	43.9	43.8
R,S,U,V	Other Community, Social & Personal Services	43.2	43.3	S,T,U	Other Community, Social & Personal Services	43.8	43.8	43.8	43.5	44.0	44.3	44.2	43.8	43.5
A,B,D,E	Others¹	46.5	46.7	A,B,D,E,V	Others¹	45.6	45.4	46.2	46.4	46.3	45.8	45.7	45.7	45.6

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

¹ 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

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 refer to the average for the year.

3) The industries are classified based on SSIC 2010 from 2006 onwards and SSIC 2005 before 2006.

C.3 AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY, 2004 – 2014 (ALL EMPLOYEES)

		Hours												
SSIC 2005	Industry	2004	2005	SSIC 2010	Industry	2006	2007	2008	2009	2010	2011	2012	2013	2014
	TOTAL	3.9	4.1		TOTAL	3.8	3.9	3.8	3.4	3.7	3.7	3.8	3.8	3.7
C15-36	MANUFACTURING	6.8	7.1	C10-32	MANUFACTURING	7.4	7.5	7.0	6.1	7.2	7.0	7.2	7.1	6.7
C15-17	Food, Beverages & Tobacco	3.8	3.8	C10-12	Food, Beverages & Tobacco	3.7	4.3	4.5	3.7	4.3	5.0	4.3	4.1	3.9
C22-23	Paper Products & Printing	7.5	7.8	C17-18,22	Paper / Rubber / Plastic Products & Printing	7.5	7.0	6.3	5.4	6.4	5.8	5.1	5.7	5.8
C24-26	Petroleum, Chemical & Pharmaceutical Products	3.2	3.1	C19-21	Petroleum, Chemical & Pharmaceutical Products	3.2	3.2	3.1	2.8	3.3	3.2	3.2	2.9	2.8
C27	Rubber & Plastic Products	7.1	7.1											
C30	Fabricated Metal Products	8.3	8.9	C25,28	Fabricated Metal Products, Machinery & Equipment	8.9	9.3	8.7	7.5	8.9	8.5	9.1	9.0	8.6
C31	Machinery & Equipment	8.2	8.5											
C32	Electrical Products	6.6	6.7											
C33	Electronic Products	5.6	5.7	C26	Electronic, Computer & Optical Products	5.8	5.7	4.7	3.7	5.1	4.7	4.8	4.8	4.8
C34	Medical & Precision Instruments	6.3	6.1											
C35	Transport Equipment	9.0	9.7	C29-30	Transport Equipment	9.7	9.8	9.2	8.4	9.6	9.4	9.9	9.5	8.8
C18-21,28,29,36	Other Manufacturing Industries	6.5	6.7	C13-16,23-24,27,31-32	Other Manufacturing Industries	7.0	6.9	6.3	6.3	6.9	6.8	6.7	7.2	6.3
F45	CONSTRUCTION	7.0	7.1	F41-43	CONSTRUCTION	7.2	7.5	7.6	7.4	7.5	7.9	8.2	8.5	8.2
G-V	SERVICES	1.7	1.8	G-U	SERVICES	1.6	1.6	1.7	1.5	1.7	1.7	1.8	1.7	1.7
G50-51	WHOLESALE AND RETAIL TRADE	1.8	1.8	G46-47	WHOLESALE AND RETAIL TRADE	1.8	1.9	2.0	1.8	1.9	1.7	1.7	1.7	1.8
G50	Wholesale Trade	1.9	1.9	G46	Wholesale Trade	1.7	1.9	2.0	1.7	1.7	1.6	1.6	1.5	1.7
G51	Retail Trade	1.8	1.8	G47	Retail Trade	1.9	1.9	2.1	2.0	2.2	2.1	2.0	2.0	2.0
H52-56	TRANSPORT AND STORAGE	2.7	3.0	H49-53	TRANSPORTATION AND STORAGE	2.9	2.8	3.1	2.4	2.9	3.3	3.3	3.0	3.0
H52,552	Land Transport & Supporting Services	4.3	4.2	H49,5221	Land Transport & Supporting Services	4.7	4.3	4.4	3.8	4.3	4.9	5.2	3.8	4.0
H53,553	Water Transport & Supporting Services	2.1	2.0	H50,5222,5225	Water Transport & Supporting Services	2.1	2.0	2.3	1.8	1.8	1.9	1.8	1.7	1.9
H54,554	Air Transport & Supporting Services	1.1	1.4	H51,5223	Air Transport & Supporting Services	1.2	1.5	1.7	1.2	1.6	2.3	2.4	2.2	1.8
H551,555,559,56	Other Transport & Storage Services	3.9	4.3	H521,5224,5229,53	Other Transportation & Storage Services	4.0	3.9	4.2	3.2	4.0	4.3	4.1	4.0	4.2

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) Data refer to the average for the year.

3) The industries are classified based on SSIC 2010 from 2006 onwards and SSIC 2005 before 2006.

C.3 AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY, 2004 – 2014 (continued)
(ALL EMPLOYEES)

														Hours
SSIC 2005	Industry	2004	2005	SSIC 2010	Industry	2006	2007	2008	2009	2010	2011	2012	2013	2014
J58	HOTELS AND RESTAURANTS	0.9	0.9	I55-56	ACCOMMODATION AND FOOD SERVICES	1.0	1.2	1.2	1.2	1.3	1.5	1.7	2.3	1.9
J581	Hotels	1.3	1.4	I55	Accommodation	1.6	1.8	1.5	1.2	1.8	1.9	2.1	2.6	2.7
J582	Restaurants	0.8	0.6	I56	Food & Beverage Services	0.7	0.9	1.2	1.2	1.2	1.4	1.7	2.2	1.7
K60-63	INFORMATION AND COMMUNICATIONS	0.5	0.6	J58-63	INFORMATION AND COMMUNICATIONS	0.6	0.5	0.4	0.4	0.5	0.5	0.5	0.5	0.4
K60-61	Broadcasting & Publishing	0.6	0.7	J58-61	Telecommunications, Broadcasting & Publishing	1.0	0.8	0.6	0.7	0.9	0.8	0.7	0.8	0.6
K62	Telecommunications	0.7	1.1											
K63	IT & Other Information Services	0.3	0.2	J62-63	IT & Other Information Services	0.1	0.2	0.2	0.1	0.2	0.3	0.3	0.3	0.2
L65-66	FINANCIAL SERVICES	1.0	0.9	K64-66	FINANCIAL AND INSURANCE SERVICES	0.9	0.8	0.6	0.6	0.3	0.2	0.2	0.2	0.2
L65	Financial Institutions	1.1	1.0	K64 & 66 (excl. 662)	Financial Services	0.9	0.8	0.6	0.6	0.2	0.2	0.2	0.2	0.2
L66	Insurance	0.5	0.5	K65 & 662	Insurance Services	0.5	0.5	0.5	0.5	0.6	0.4	0.3	0.3	0.3
M70-71	REAL ESTATE AND LEASING SERVICES	1.6	2.0	L68	REAL ESTATE SERVICES	1.3	1.3	1.4	1.7	2.1	2.0	1.9	2.2	2.0
N73-76	PROFESSIONAL SERVICES	1.9	2.0	M69-75	PROFESSIONAL SERVICES	2.3	2.2	2.3	1.8	1.7	1.7	2.0	2.1	1.8
N73	Legal, Accounting & Management Services	0.7	0.7	M69-70	Legal, Accounting & Management Services	1.1	1.2	1.2	0.8	0.7	0.6	0.8	0.8	0.8
N74	Architectural & Engineering Services	4.6	5.3	M71	Architectural & Engineering Services	5.1	4.2	4.0	3.2	3.0	3.1	3.9	4.3	3.7
N75-76	Other Professional Services	0.8	0.7	M72-75	Other Professional Services	0.6	0.5	0.7	0.7	1.1	1.5	0.9	0.7	0.6
O78	ADMINISTRATIVE AND SUPPORT SERVICES	6.1	6.0	N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	6.0	5.3	4.9	4.7	5.3	5.3	5.6	4.8	5.3
				N80	Security & Investigation	11.8	10.4	9.9	10.6	10.5	10.5	12.1	9.6	10.3
				N81	Cleaning & Landscaping	2.1	1.9	1.6	1.4	1.9	2.6	2.3	2.3	2.6
				N77-79,82	Other Administrative & Support Services	3.0	2.8	2.8	2.3	3.3	3.2	2.7	2.6	2.9
P80-V99	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.7	0.8	O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.3	0.4	0.4	0.4	0.5	0.5	0.6	0.5	0.5
P80,T94	Education & Public Administration	0.3	0.4	O84,P85	Public Administration & Education	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Q85-86	Health & Social Services	0.5	0.6	Q86-88	Health & Social Services	0.5	0.7	0.5	0.4	0.5	0.5	0.5	0.4	0.5
				R90-93	Arts, Entertainment & Recreation	0.9	0.9	1.0	0.8	0.9	1.3	1.4	1.2	1.2
R,S,U,V	Other Community, Social & Personal Services	1.2	1.2	S,T,U	Other Community, Social & Personal Services	1.0	1.0	1.3	1.1	1.8	1.9	2.0	1.7	1.7
A,B,D,E	Others¹	3.4	3.9	A,B,D,E,V	Others¹	2.6	2.5	3.2	3.4	3.3	3.1	3.1	3.1	2.9

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

¹ 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

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 refer to the average for the year.

3) The industries are classified based on SSIC 2010 from 2006 onwards and SSIC 2005 before 2006.

C.4 AVERAGE WEEKLY TOTAL PAID HOURS / STANDARD HOURS WORKED PER EMPLOYEE BY INDUSTRY AND NATURE OF EMPLOYMENT, 2014

SSIC 2010	Industry	Average Weekly Total Paid Hours Worked			Average Weekly Standard Hours Worked		
		All Employees	Full-time Employees	Part-time Employees	All Employees	Full-time Employees	Part-time Employees
	TOTAL	46.0	46.9	25.8	42.3	43.1	25.2
C10-32	MANUFACTURING	49.7	49.9	25.9	43.0	43.2	25.4
C10-12	Food, Beverages & Tobacco	47.0	48.1	29.9	43.1	44.0	29.3
C17-18,22	Paper / Rubber / Plastic Products & Printing	49.3	49.4	25.5	43.4	43.6	23.7
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.5	44.6	20.2	41.8	41.8	20.1
C25,28	Fabricated Metal Products, Machinery & Equipment	52.1	52.3	22.7	43.6	43.7	22.2
C26	Electronic, Computer & Optical Products	46.8	46.8	23.0	42.0	42.0	22.3
C29-30	Transport Equipment	52.4	52.6	20.7	43.6	43.7	20.6
C13-16,23-24,27,31-32	Other Manufacturing Industries	49.2	49.4	22.0	42.9	43.0	21.5
F41-43	CONSTRUCTION	52.9	53.1	19.7	44.7	44.8	19.6
G-U	SERVICES	43.2	44.4	25.9	41.5	42.6	25.3
G46-47	WHOLESALE AND RETAIL TRADE	43.1	44.6	25.2	41.3	42.8	24.3
G46	Wholesale Trade	43.6	44.1	26.1	41.9	42.4	25.8
G47	Retail Trade	42.0	46.1	24.8	40.0	43.9	23.8
H49-53	TRANSPORTATION AND STORAGE	45.8	46.4	25.5	42.8	43.3	24.9
H49,5221	Land Transport & Supporting Services	46.9	47.7	25.0	42.9	43.6	25.0
H50,5222,5225	Water Transport & Supporting Services	44.5	44.6	23.6	42.6	42.7	23.5
H51,5223	Air Transport & Supporting Services	45.0	45.2	20.9	43.2	43.3	20.9
H521,5224,5229,53	Other Transportation & Storage Services	46.7	48.0	25.9	42.5	43.6	25.0
I55-56	ACCOMMODATION AND FOOD SERVICES	42.0	46.9	26.5	40.1	44.6	26.1
I55	Accommodation	46.5	46.7	27.5	43.8	44.0	27.0
I56	Food & Beverage Services	40.9	47.0	26.5	39.3	44.8	26.1

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 refer to the average for the year.

3) Part-time employees are employees who normally work less than 35 hours in a week, including those who work half-days or only some days per week. They exclude workers who work 'on and off' and temporary employees who work the normal hours.

**C.4 AVERAGE WEEKLY TOTAL PAID HOURS / STANDARD HOURS WORKED PER EMPLOYEE
BY INDUSTRY AND NATURE OF EMPLOYMENT, 2014 (continued)**

SSIC 2010	Industry	Average Weekly Total Paid Hours Worked			Average Weekly Standard Hours Worked		
		All Employees	Full-time Employees	Part-time Employees	All Employees	Full-time Employees	Part-time Employees
J58-63	INFORMATION AND COMMUNICATIONS	41.5	41.8	24.8	41.1	41.4	24.0
J58-61	Telecommunications, Broadcasting & Publishing	41.9	42.5	25.4	41.3	41.9	24.4
J62-63	IT & Other Information Services	41.2	41.3	22.7	40.9	41.0	22.2
K64-66	FINANCIAL AND INSURANCE SERVICES	41.1	41.3	22.8	40.9	41.1	22.7
K64 & 66 (excl. 662)	Financial Services	41.3	41.4	23.1	41.0	41.2	23.0
K65 & 662	Insurance Services	40.2	40.5	21.3	40.0	40.2	21.1
L68	REAL ESTATE SERVICES	44.5	45.4	25.3	42.5	43.3	25.0
M69-75	PROFESSIONAL SERVICES	43.1	43.5	18.2	41.3	41.6	18.1
M69-70	Legal, Accounting & Management Services	41.2	41.7	17.1	40.4	40.9	17.1
M71	Architectural & Engineering Services	46.2	46.4	22.5	42.5	42.7	22.3
M72-75	Other Professional Services	41.7	42.1	18.5	41.1	41.5	18.5
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	47.3	49.8	29.1	42.1	43.9	28.2
N80	Security & Investigation	52.1	57.7	32.5	41.9	44.8	31.1
N81	Cleaning & Landscaping	44.6	46.9	24.1	42.0	44.1	23.9
N77-79,82	Other Administrative & Support Services	45.2	46.1	23.5	42.3	43.0	23.2
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	42.0	42.7	23.6	41.5	42.2	23.4
O84,P85	Public Administration & Education	41.3	41.9	21.6	41.2	41.8	21.6
Q86-88	Health & Social Services	41.9	42.6	24.0	41.4	42.2	23.8
R90-93	Arts, Entertainment & Recreation	43.8	44.9	26.6	42.6	43.6	26.5
S,T,U	Other Community, Social & Personal Services	43.5	45.0	24.5	41.9	43.2	23.5
A,B,D,E,V	Others¹	45.6	45.9	23.4	42.7	43.0	23.4

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

¹ 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

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

2) Data refer to the average for the year.

3) Part-time employees are employees who normally work less than 35 hours in a week, including those who work half-days or only some days per week. They exclude workers who work 'on and off' and temporary employees who work the normal hours.

C.5 AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY AND NATURE OF EMPLOYMENT, 2014

SSIC 2010	Industry	Hours					
		Average Weekly Paid Overtime Hours Worked (of All Employees)			Average Weekly Paid Overtime Hours Worked (of Employees who Worked Overtime)		
		All Employees	Full-time Employees	Part-time Employees	All Employees	Full-time Employees	Part-time Employees
	TOTAL	3.7	3.8	0.5	11.1	11.3	3.5
C10-32	MANUFACTURING	6.7	6.8	0.5	12.3	12.3	4.1
C10-12	Food, Beverages & Tobacco	3.9	4.1	0.6	9.6	9.7	3.2
C17-18,22	Paper / Rubber / Plastic Products & Printing	5.8	5.9	1.8	11.5	11.5	6.9
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.8	2.8	0.1	8.7	8.7	1.9
C25,28	Fabricated Metal Products, Machinery & Equipment	8.6	8.6	0.5	13.5	13.5	4.2
C26	Electronic, Computer & Optical Products	4.8	4.8	0.7	10.1	10.1	7.0
C29-30	Transport Equipment	8.8	8.9	0.1	13.4	13.5	5.2
C13-16,23-24,27,31-32	Other Manufacturing Industries	6.3	6.3	0.4	12.4	12.4	7.5
F41-43	CONSTRUCTION	8.2	8.3	0.1	13.5	13.5	4.7
G-U	SERVICES	1.7	1.8	0.6	8.6	8.9	3.4
G46-47	WHOLESALE AND RETAIL TRADE	1.8	1.9	0.9	7.1	7.4	3.7
G46	Wholesale Trade	1.7	1.7	0.3	7.7	7.8	2.8
G47	Retail Trade	2.0	2.2	1.0	6.2	6.6	3.8
H49-53	TRANSPORTATION AND STORAGE	3.0	3.1	0.6	8.4	8.5	4.9
H49,5221	Land Transport & Supporting Services	4.0	4.1	0.0	9.4	9.4	1.4
H50,5222,5225	Water Transport & Supporting Services	1.9	1.9	0.1	6.6	6.6	1.9
H51,5223	Air Transport & Supporting Services	1.8	1.8	0.1	6.7	6.7	1.4
H521,5224,5229,53	Other Transportation & Storage Services	4.2	4.4	0.9	9.5	9.6	5.5
I55-56	ACCOMMODATION AND FOOD SERVICES	1.9	2.3	0.4	7.0	7.7	2.5
I55	Accommodation	2.7	2.7	0.4	7.6	7.6	9.0
I56	Food & Beverage Services	1.7	2.2	0.4	6.8	7.7	2.5

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) Data refer to the average for the year.

3) Part-time employees are employees who normally work less than 35 hours in a week, including those who work half-days or only some days per week. They exclude workers who work 'on and off' and temporary employees who work the normal hours.

C.5 AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY AND NATURE OF EMPLOYMENT, 2014 (continued)

SSIC 2010	Industry	Hours					
		Average Weekly Paid Overtime Hours Worked (of All Employees)			Average Weekly Paid Overtime Hours Worked (of Employees who Worked Overtime)		
		All Employees	Full-time Employees	Part-time Employees	All Employees	Full-time Employees	Part-time Employees
J58-63	INFORMATION AND COMMUNICATIONS	0.4	0.4	0.8	4.7	4.7	4.9
J58-61	Telecommunications, Broadcasting & Publishing	0.6	0.6	1.0	5.0	5.0	5.1
J62-63	IT & Other Information Services	0.2	0.2	0.5	4.2	4.2	2.6
K64-66	FINANCIAL AND INSURANCE SERVICES	0.2	0.2	0.1	4.8	4.8	2.1
K64 & 66 (excl. 662)	Financial Services	0.2	0.2	0.1	4.9	5.0	2.2
K65 & 662	Insurance Services	0.3	0.3	0.2	4.0	4.0	1.8
L68	REAL ESTATE SERVICES	2.0	2.1	0.3	8.9	8.9	4.6
M69-75	PROFESSIONAL SERVICES	1.8	1.9	0.1	10.4	10.4	4.5
M69-70	Legal, Accounting & Management Services	0.8	0.8	0.0	8.5	8.5	2.4
M71	Architectural & Engineering Services	3.7	3.7	0.2	11.1	11.1	6.6
M72-75	Other Professional Services	0.6	0.6	0.0	10.3	10.4	1.6
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	5.3	5.9	0.9	13.6	14.4	4.8
N80	Security & Investigation	10.3	12.8	1.4	16.7	18.5	5.4
N81	Cleaning & Landscaping	2.6	2.9	0.2	9.7	9.9	2.9
N77-79,82	Other Administrative & Support Services	2.9	3.0	0.3	10.4	10.5	5.1
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.5	0.5	0.2	5.6	5.6	4.2
O84,P85	Public Administration & Education	0.1	0.1	0.0	7.3	7.4	2.9
Q86-88	Health & Social Services	0.5	0.5	0.2	4.1	4.1	2.5
R90-93	Arts, Entertainment & Recreation	1.2	1.3	0.1	5.3	5.4	2.2
S,T,U	Other Community, Social & Personal Services	1.7	1.7	1.0	7.9	7.9	6.8
A,B,D,E,V	Others¹	2.9	3.0	0.1	8.9	8.9	6.7

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

¹ 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

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

2) Data refer to the average for the year.

3) Part-time employees are employees who normally work less than 35 hours in a week, including those who work half-days or only some days per week. They exclude workers who work 'on and off' and temporary employees who work the normal hours.

**C.6 AVERAGE (MEAN) USUAL HOURS WORKED OF EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER
BY NATURE OF EMPLOYMENT AND SELECTED CHARACTERISTICS, JUNE 2014**
(Exclude Full-Time National Servicemen)

Characteristics	Average Usual Hours Worked Per Week (Hours)			Proportion of Employed Residents Who Worked More Than 48 Hours Per Week (%)	
	Total	Full - Time	Part - Time	Total	Full - Time
TOTAL	44.3	47.1	21.3	25.4	28.4
Sex					
Males	46.4	48.4	21.5	31.4	33.9
Females	41.8	45.3	21.2	18.3	21.4
Age (Years)					
15 - 24	39.3	45.1	19.3	15.1	19.5
25 - 29	45.0	46.0	20.9	23.2	24.1
30 - 39	45.5	46.7	22.2	26.8	28.1
40 - 49	45.5	47.4	21.7	28.5	30.8
50 - 59	44.8	47.9	22.4	27.2	30.9
60 & Over	40.6	47.3	20.7	20.2	26.9
Highest Qualification Attained					
Primary & Below	43.0	49.2	22.1	26.6	34.4
Lower Secondary	44.7	49.4	22.0	28.2	34.0
Secondary	44.0	47.4	21.7	23.6	27.1
Post-Secondary (Non-Tertiary)	44.2	47.1	21.0	23.5	26.4
Diploma & Professional Qualification	43.9	45.8	20.6	20.7	22.3
Degree	45.1	46.5	19.4	28.7	30.2

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

**C.6 AVERAGE (MEAN) USUAL HOURS WORKED OF EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER
BY NATURE OF EMPLOYMENT AND SELECTED CHARACTERISTICS, JUNE 2014 (continued)**
(Exclude Full-Time National Servicemen)

Characteristics	Average Usual Hours Worked Per Week (Hours)			Proportion of Employed Residents Who Worked More Than 48 Hours Per Week (%)		Characteristics	Average Usual Hours Worked Per Week (Hours)			Proportion of Employed Residents Who Worked More Than 48 Hours Per Week (%)	
	Total	Full-Time	Part-Time	Total	Full-Time		Total	Full-Time	Part-Time	Total	Full-Time
Total	44.3	47.1	21.3	25.4	28.4						
Occupation (SSOC 2010)						Industry (SSIC 2010)					
Managers & Administrators	47.0	47.4	20.3	34.8	35.4	C Manufacturing	45.1	46.2	22.2	23.1	24.1
Working Proprietors	47.0	49.6	19.7	36.7	40.3	F Construction	45.8	48.7	23.2	29.7	33.3
Professionals	45.3	46.6	19.4	29.3	30.8	G-U Services	44.1	47.1	21.1	25.5	28.9
						G Wholesale & Retail Trade	43.7	46.5	22.0	23.1	26.1
Associate Professionals & Technicians	43.2	45.3	18.8	19.1	20.8	H Transportation & Storage	47.1	49.7	23.0	33.7	37.2
						I Accommodation & Food Services	43.9	51.0	22.5	32.6	43.2
Clerical Support Workers	41.5	43.8	21.7	10.6	11.9	J Information & Communications	44.1	45.3	21.1	21.5	22.7
						K Financial & Insurance Services	45.9	46.7	22.5	31.8	32.9
Service & Sales Workers	44.6	50.4	22.2	30.4	38.3	L Real Estate Services	42.9	46.2	20.0	22.2	25.3
						M Professional Services	44.0	46.0	18.5	24.5	26.5
Craftsmen & Related Trades Workers	45.6	47.8	22.9	27.5	30.2	N Administrative & Support Services	45.5	49.5	21.9	29.0	33.8
						O,P Public Administration & Education	42.6	45.8	18.0	22.2	25.1
Plant & Machine Operators & Assemblers	49.4	52.2	24.2	41.1	45.4	Q Health & Social Services	42.5	45.0	21.3	14.4	16.1
						R Arts, Entertainment & Recreation	40.7	45.4	21.6	13.6	17.0
Cleaners, Labourers & Related Workers	38.8	46.8	21.8	16.4	24.1	S-U Other Community, Social & Personal Services	41.9	48.4	19.9	26.3	34.0
Others ¹	47.1	47.6	s	34.5	34.9	A,B,D,E,V Others²	43.9	46.3	23.0	21.2	23.3

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

¹ 'Others' occupation includes Agricultural and Fishery Workers and Workers Not Classifiable by Occupation.² 'Others' industry includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Note :

s : Data suppressed due to small number covered.

C.7 PROPORTION OF ESTABLISHMENTS OFFERING FORMAL FLEXIBLE WORK ARRANGEMENTS, JUNE 2014

								Per Cent
SSIC 2010	Industry	Total ¹	Part-time working	Flexitime	Teleworking	Homeworking	Job Sharing	Staggered Hours
	TOTAL (Public & Private Sectors)	46.8	36.2	11.6	5.8	1.0	0.4	11.1
	TOTAL (Private Sector)	46.4	35.8	11.5	5.4	1.0	0.4	10.6
	< By Industry (Private Sector) >							
C10-32	MANUFACTURING	36.3	24.8	11.4	5.0	1.4	0.1	7.5
C10-12	Food, Beverages & Tobacco	49.8	34.9	10.8	3.7	-	-	11.6
C17-18,22	Paper / Rubber / Plastic Products & Printing	43.1	27.1	14.2	8.3	0.9	-	4.6
C19-21	Petroleum, Chemical & Pharmaceutical Products	25.9	19.4	8.2	5.9	0.6	1.8	5.3
C25,28	Fabricated Metal Products, Machinery & Equipment	36.5	23.7	10.4	5.1	0.9	-	6.8
C26	Electronic, Computer & Optical Products	47.7	23.8	28.5	16.2	-	-	20.0
C29-30	Transport Equipment	32.8	24.9	11.9	3.1	1.5	-	6.8
C13-16,23-24,27,31-32	Other Manufacturing Industries	29.0	21.2	5.4	2.4	5.1	-	5.7
F41-43	CONSTRUCTION	30.8	22.6	8.5	3.5	0.6	-	4.1
G-U	SERVICES	55.4	44.2	12.6	6.2	1.0	0.6	13.9
G46-47	WHOLESALE AND RETAIL TRADE	54.6	40.6	10.3	3.9	2.3	0.6	11.3
G46	Wholesale Trade	52.3	37.2	11.4	4.0	2.8	0.7	11.7
G47	Retail Trade	64.9	55.7	5.4	3.2	-	-	9.4
H49-53	TRANSPORTATION AND STORAGE	34.5	23.9	8.8	5.1	-	-	8.8
H49,5221	Land Transport & Supporting Services	41.8	37.0	6.8	6.2	-	-	10.3
H50,5222,5225	Water Transport & Supporting Services	32.0	19.4	10.2	0.5	-	-	8.3
H51,5223	Air Transport & Supporting Services	s	s	s	s	s	s	s
H521,5224,5229,53	Other Transportation & Storage Services	34.5	21.3	9.8	7.7	-	-	8.7

Source : Manpower Research & Statistics Department, MOM Supplementary Survey

¹ 'Total' refers to establishments offering at least one type of formal flexible work arrangement (excluding unplanned time-off and informal/ad-hoc tele-working).

Notes :

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

2) Data pertain to permanent employees and employees on term contract of at least one year.

3) Figures refer to establishments that offered the respective formal flexible work arrangements as a proportion of all establishments.

4) Data do not add up to 'total' as establishments can offer more than one formal flexible work arrangement.

5) s : Data have been suppressed due to small number of observations.

C.7 PROPORTION OF ESTABLISHMENTS OFFERING FORMAL FLEXIBLE WORK ARRANGEMENTS, JUNE 2014 (continued)

SSIC 2010	Industry	Total ¹	Part-time working	Flexitime	Teleworking	Homeworking	Job Sharing	Per Cent
								Staggered Hours
I55-56	ACCOMMODATION AND FOOD SERVICES	64.4	56.7	11.2	4.4	1.0	-	9.5
I55	Accommodation	71.2	54.8	16.3	1.9	-	-	18.3
I56	Food & Beverage Services	63.7	56.9	10.6	4.7	1.1	-	8.5
J58-63	INFORMATION AND COMMUNICATIONS	43.5	25.3	17.9	19.6	0.9	0.9	10.7
J58-61	Telecommunications, Broadcasting & Publishing	50.8	40.0	21.7	19.2	2.5	0.8	10.0
J62-63	IT & Other Information Services	39.4	17.1	15.7	19.9	-	0.9	11.1
K64-66	FINANCIAL AND INSURANCE SERVICES	61.8	44.6	15.8	14.5	0.4	2.2	32.6
K64 & 66 (excl. 662)	Financial Services	59.5	41.9	16.2	16.2	0.5	2.7	31.2
K65 & 662	Insurance Services	72.3	56.6	14.5	7.2	-	-	38.6
L68	REAL ESTATE SERVICES	42.3	39.3	8.8	1.3	1.3	-	15.9
M69-75	PROFESSIONAL SERVICES	50.8	35.6	18.1	10.5	-	1.4	18.1
M69-70	Legal, Accounting & Management Services	55.1	34.0	18.4	14.5	-	0.3	22.1
M71	Architectural & Engineering Services	45.2	35.7	12.2	6.7	-	1.4	12.8
M72-75	Other Professional Services	52.4	38.5	28.3	9.1	-	3.7	19.8
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	54.6	45.7	12.4	3.3	0.2	-	8.8
N80	Security & Investigation	59.9	56.5	15.0	4.1	-	-	8.8
N81	Cleaning & Landscaping	64.8	62.0	9.3	2.8	-	-	5.2
N77-79,82	Other Administrative & Support Services	43.0	26.1	14.3	3.4	0.6	-	12.0
P-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	72.3	68.2	14.4	5.6	0.5	0.8	20.5
P85	Education	81.3	78.1	6.3	2.1	-	1.0	28.1
Q86-88	Health & Social Services	76.9	76.9	11.6	1.2	-	2.5	28.5
R-U	Other Community, Social & Personal Services	66.9	60.5	18.8	8.9	1.0	-	13.9
A,B,D,E,V	Others²	s	s	s	s	s	s	s

Source : Manpower Research & Statistics Department, MOM Supplementary Survey

¹ 'Total' refers to establishments offering at least one type of formal flexible work arrangement (excluding unplanned time-off and informal/ad-hoc tele-working).² 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

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

2) Data pertain to permanent employees and employees on term contract of at least one year.

3) Figures refer to establishments that offered the respective formal flexible work arrangements as a proportion of all establishments.

4) Data do not add up to 'total' as establishments can offer more than one formal flexible work arrangement.

5) s : Data have been suppressed due to small number of observations.

C.8 PROPORTION OF ESTABLISHMENTS THAT PROVIDED TYPES OF NON-STATUTORY FAMILY-FRIENDLY PAID LEAVE, JUNE 2014

SSIC 2010	Industry	Per Cent					
		Compassionate Leave	Marriage Leave	Unpaid Leave Of More Than 1 Month	Study / Examination Leave	Parental Care / Sick Leave	Childcare Sick Leave (MC Required)
	TOTAL (Public & Private Sectors)	88.8	71.2	42.0	37.0	17.3	16.1
	TOTAL (Private Sector)	88.7	71.1	41.8	36.8	17.0	15.8
	< By Industry (Private Sector) >						
C10-32	MANUFACTURING	90.0	75.5	42.0	41.2	13.1	12.0
C10-12	Food, Beverages & Tobacco	97.1	80.1	38.2	31.1	24.9	22.0
C17-18,22	Paper / Rubber / Plastic Products & Printing	99.1	86.2	38.5	40.4	8.3	5.5
C19-21	Petroleum, Chemical & Pharmaceutical Products	100.0	97.1	37.1	64.1	6.5	8.2
C25,28	Fabricated Metal Products, Machinery & Equipment	93.4	73.1	37.9	38.0	11.5	11.2
C26	Electronic, Computer & Optical Products	100.0	100.0	48.5	66.2	15.4	3.8
C29-30	Transport Equipment	76.9	61.6	47.9	38.1	14.8	15.3
C13-16,23-24,27,31-32	Other Manufacturing Industries	89.9	79.1	44.4	41.1	10.1	8.8
F41-43	CONSTRUCTION	80.3	59.0	42.1	28.9	19.9	18.0
G-U	SERVICES	91.2	73.9	41.6	38.0	17.1	16.2
G46-47	WHOLESALE AND RETAIL TRADE	92.7	80.0	39.0	33.7	14.7	14.5
G46	Wholesale Trade	94.1	82.6	39.2	33.2	15.1	14.3
G47	Retail Trade	86.1	68.3	38.1	35.9	12.9	15.3
H49-53	TRANSPORTATION AND STORAGE	88.9	75.8	39.4	37.2	15.5	10.3
H49,5221	Land Transport & Supporting Services	67.1	53.4	36.3	19.2	17.1	15.1
H50,5222,5225	Water Transport & Supporting Services	97.1	89.8	34.0	51.9	15.5	7.3
H51,5223	Air Transport & Supporting Services	s	s	s	s	s	s
H521,5224,5229,53	Other Transportation & Storage Services	93.0	74.6	42.5	40.1	16.4	7.7

Source : Manpower Research & Statistics Department, MOM Supplementary Survey

Notes :

- 1) Data pertain to private sector establishments each with at least 25 employees and the public sector.
- 2) Data pertain to permanent employees and employees on term contract of at least one year.
- 3) s : Data have been suppressed due to small number of observations.

C.8 PROPORTION OF ESTABLISHMENTS THAT PROVIDED TYPES OF NON-STATUTORY FAMILY-FRIENDLY PAID LEAVE, JUNE 2014 (continued)

SSIC 2010	Industry	Compassionate Leave	Marriage Leave	Unpaid Leave Of More Than 1 Month	Study / Examination Leave	Parental Care / Sick Leave	Per Cent
							Childcare Sick Leave (MC Required)
I55-56	ACCOMMODATION AND FOOD SERVICES	78.5	53.9	35.3	21.4	16.1	17.6
I55	Accommodation	95.2	90.4	49.0	50.0	11.5	16.3
I56	Food & Beverage Services	76.5	49.7	33.7	18.2	16.6	17.7
J58-63	INFORMATION AND COMMUNICATIONS	89.9	79.5	43.8	38.4	25.3	16.7
J58-61	Telecommunications, Broadcasting & Publishing	100.0	90.8	55.0	50.0	26.7	17.5
J62-63	IT & Other Information Services	84.3	73.1	37.5	31.9	24.5	16.2
K64-66	FINANCIAL AND INSURANCE SERVICES	97.8	93.8	54.0	68.1	17.0	10.9
K64 & 66 (excl. 662)	Financial Services	97.3	92.3	57.0	63.3	15.1	10.1
K65 & 662	Insurance Services	100.0	100.0	41.0	89.2	25.3	14.5
L68	REAL ESTATE SERVICES	99.6	89.1	33.9	64.9	16.7	10.0
M69-75	PROFESSIONAL SERVICES	98.0	78.2	53.1	48.9	15.0	12.9
M69-70	Legal, Accounting & Management Services	99.5	86.2	59.7	57.7	15.6	10.1
M71	Architectural & Engineering Services	96.8	61.4	44.1	42.6	15.4	14.8
M72-75	Other Professional Services	97.3	92.5	56.1	42.2	13.4	15.0
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	85.1	55.9	33.0	25.5	13.7	19.4
N80	Security & Investigation	89.1	46.3	38.8	17.0	15.0	34.7
N81	Cleaning & Landscaping	81.2	39.5	27.2	14.8	12.7	15.1
N77-79,82	Other Administrative & Support Services	87.1	75.1	36.1	39.0	14.0	16.9
P-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	97.1	76.1	47.7	45.1	27.2	27.4
P85	Education	96.9	65.6	56.8	55.2	31.3	38.5
Q86-88	Health & Social Services	100.0	92.1	52.9	65.3	42.1	38.8
R-U	Other Community, Social & Personal Services	95.7	72.5	42.0	31.9	18.8	18.0
A,B,D,E,V	Others¹	s	s	s	s	s	s

Source : Manpower Research & Statistics Department, MOM Supplementary Survey

¹ 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

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

2) Data pertain to permanent employees and employees on term contract of at least one year.

3) s : Data have been suppressed due to small number of observations.

C.9 DISTRIBUTION OF FULL-TIME EMPLOYEES BY WORK-WEEK PATTERN, JUNE 2014

									Per Cent
SSIC 2010	Industry	Total	5 Days	5½ Days with Regular Saturday Off	5½ Days	6 Days with Regular Saturday Off	6 Days	Shift Work	Others ¹
	TOTAL (Public & Private Sectors)	100.0	45.5	5.1	14.3	2.0	18.6	13.5	1.0
	TOTAL (Private Sector)	100.0	42.4	5.2	15.5	2.2	20.1	13.5	1.1
	< By Industry (Private Sector) >								
C10-32	MANUFACTURING	100.0	42.9	3.7	21.1	2.1	10.6	19.1	0.5
C10-12	Food, Beverages & Tobacco	100.0	26.1	4.7	26.0	1.7	34.7	6.7	0.1
C17-18,22	Paper / Rubber / Plastic Products & Printing	100.0	55.3	9.3	13.0	1.9	5.2	15.2	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	100.0	69.6	1.3	1.7	-	-	26.5	0.9
C25,28	Fabricated Metal Products, Machinery & Equipment	100.0	40.1	4.6	28.4	5.9	12.0	8.7	0.3
C26	Electronic, Computer & Optical Products	100.0	56.6	0.7	0.2	0.3	0.2	41.9	0.2
C29-30	Transport Equipment	100.0	29.6	4.5	39.8	0.5	12.3	12.9	0.4
C13-16,23-24,27,31-32	Other Manufacturing Industries	100.0	38.4	3.4	15.3	2.1	20.1	18.9	1.7
F41-43	CONSTRUCTION	100.0	8.8	4.8	24.5	5.5	54.5	1.8	-
G-U	SERVICES	100.0	51.8	6.0	10.7	1.2	13.9	14.8	1.7
G46-47	WHOLESALE AND RETAIL TRADE	100.0	42.8	6.3	17.5	1.5	21.7	9.5	0.8
G46	Wholesale Trade	100.0	49.4	6.2	19.0	1.5	17.9	5.2	0.8
G47	Retail Trade	100.0	26.6	6.4	13.7	1.6	30.8	20.1	0.8
H49-53	TRANSPORTATION AND STORAGE	100.0	31.6	7.7	12.8	0.7	8.4	27.5	11.3
H49,5221	Land Transport & Supporting Services	100.0	17.7	5.2	13.6	0.9	31.3	31.0	0.3
H50,5222,5225	Water Transport & Supporting Services	100.0	43.6	5.7	7.4	1.5	2.0	31.7	8.1
H51,5223	Air Transport & Supporting Services	s	s	s	s	s	s	s	s
H521,5224,5229,53	Other Transportation & Storage Services	100.0	42.7	18.2	27.7	0.5	4.8	6.0	-

Source : Manpower Research & Statistics Department, MOM Supplementary Survey

¹ 'Others' refers to irregular work-week patterns which include working less than 5 days.

Notes :

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

2) Data may not add up to total due to rounding.

3) s : Data have been suppressed due to small number of observations.

C.9 DISTRIBUTION OF FULL-TIME EMPLOYEES BY WORK-WEEK PATTERN, JUNE 2014 (continued)

									Per Cent
SSIC 2010	Industry	Total	5 Days	5½ Days with Regular Saturday Off	5½ Days	6 Days with Regular Saturday Off	6 Days	Shift Work	Others ¹
I55-56	ACCOMMODATION AND FOOD SERVICES	100.0	17.6	1.6	9.0	2.6	34.3	34.7	0.1
I55	Accommodation	100.0	31.8	0.7	4.3	0.5	12.8	49.8	-
I56	Food & Beverage Services	100.0	12.5	2.0	10.6	3.4	42.1	29.3	0.1
J58-63	INFORMATION AND COMMUNICATIONS	100.0	90.5	1.7	1.8	-	0.6	5.4	-
J58-61	Telecommunications, Broadcasting & Publishing	100.0	82.6	3.7	2.7	-	1.5	9.4	-
J62-63	IT & Other Information Services	100.0	95.4	0.5	1.3	-	-	2.8	-
K64-66	FINANCIAL AND INSURANCE SERVICES	100.0	92.5	1.2	3.9	-	0.2	2.1	-
K64 & 66 (excl. 662)	Financial Services	100.0	91.9	1.4	4.1	-	0.3	2.3	-
K65 & 662	Insurance Services	100.0	97.6	-	1.9	-	-	0.5	-
L68	REAL ESTATE SERVICES	100.0	26.4	13.6	12.2	4.5	29.2	14.1	-
M69-75	PROFESSIONAL SERVICES	100.0	80.5	2.2	8.8	1.5	3.9	2.9	0.2
M69-70	Legal, Accounting & Management Services	100.0	86.6	1.6	1.8	1.8	2.5	5.3	0.5
M71	Architectural & Engineering Services	100.0	69.7	2.7	19.2	1.3	6.7	0.4	-
M72-75	Other Professional Services	100.0	89.8	2.8	4.3	1.3	0.7	1.1	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	100.0	29.4	5.9	15.4	2.6	27.9	18.7	0.1
N80	Security & Investigation	100.0	16.8	1.0	1.2	1.4	33.1	46.3	0.2
N81	Cleaning & Landscaping	100.0	14.8	7.3	23.9	6.3	42.0	5.8	-
N77-79,82	Other Administrative & Support Services	100.0	55.3	9.2	20.4	0.1	9.3	5.6	0.1
P-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	100.0	50.9	11.5	8.2	0.2	8.6	20.4	0.2
P85	Education	100.0	90.2	3.0	4.8	-	0.9	1.1	-
Q86-88	Health & Social Services	100.0	35.7	20.3	7.2	0.3	4.8	31.5	0.3
R-U	Other Community, Social & Personal Services	100.0	37.9	4.4	13.6	-	23.6	20.4	0.1
A,B,D,E,V	Others²	s	s	s	s	s	s	s	s

Source : Manpower Research & Statistics Department, MOM Supplementary Survey

¹ 'Others' refers to irregular work-week patterns which include working less than 5 days.² 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

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

2) Data may not add up to total due to rounding.

3) s : Data have been suppressed due to small number of observations.

C.10 DISTRIBUTION OF FULL -TIME EMPLOYEES BY ANNUAL LEAVE ENTITLEMENT, JUNE 2014

		Per Cent			
SSIC 2010	Industry	Total	Over 21 Days	15 – 21 Days	14 Days and Below ¹
	TOTAL (Public & Private Sectors)	100.0	10.7	31.7	57.6
	TOTAL (Private Sector)	100.0	9.4	30.8	59.7
	< By Industry (Private Sector) >				
C10-32	MANUFACTURING	100.0	3.3	38.5	58.2
C10-12	Food, Beverages & Tobacco	100.0	3.9	17.0	79.1
C17-18,22	Paper / Rubber / Plastic Products & Printing	100.0	2.3	40.6	57.1
C19-21	Petroleum, Chemical & Pharmaceutical Products	100.0	13.9	64.8	21.2
C25,28	Fabricated Metal Products, Machinery & Equipment	100.0	1.2	28.6	70.2
C26	Electronic, Computer & Optical Products	100.0	4.5	61.2	34.3
C29-30	Transport Equipment	100.0	2.1	31.7	66.2
C13-16,23-24,27,31-32	Other Manufacturing Industries	100.0	2.0	27.1	70.9
F41-43	CONSTRUCTION	100.0	0.8	5.6	93.6
G-U	SERVICES	100.0	14.2	35.2	50.6
G46-47	WHOLESALE AND RETAIL TRADE	100.0	3.8	30.3	65.9
G46	Wholesale Trade	100.0	4.5	32.2	63.4
G47	Retail Trade	100.0	2.1	25.7	72.2
H49-53	TRANSPORTATION AND STORAGE	100.0	11.5	36.4	52.1
H49,5221	Land Transport & Supporting Services	100.0	3.8	33.1	63.1
H50,5222,5225	Water Transport & Supporting Services	100.0	12.8	48.4	38.8
H51,5223	Air Transport & Supporting Services	s	s	s	s
H521,5224,5229,53	Other Transportation & Storage Services	100.0	4.5	28.0	67.5

Source : Manpower Research & Statistics Department, MOM Supplementary Survey

¹ '14 Days and Below' includes employees who were not entitled to a fixed number of paid annual leave days.

Notes :

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

2) Data may not add up to the total due to rounding.

3) s : Data have been suppressed due to small number of observations.

C.10 DISTRIBUTION OF FULL -TIME EMPLOYEES BY ANNUAL LEAVE ENTITLEMENT, JUNE 2014 (continued)

					Per Cent
SSIC 2010	Industry	Total	Over 21 Days	15 – 21 Days	14 Days and Below ¹
I55-56	ACCOMMODATION AND FOOD SERVICES	100.0	2.1	13.3	84.6
I55	Accommodation	100.0	7.1	28.9	64.0
I56	Food & Beverage Services	100.0	0.3	7.7	92.0
J58-63	INFORMATION AND COMMUNICATIONS	100.0	8.7	56.1	35.1
J58-61	Telecommunications, Broadcasting & Publishing	100.0	8.7	68.6	22.8
J62-63	IT & Other Information Services	100.0	8.8	48.4	42.9
K64-66	FINANCIAL AND INSURANCE SERVICES	100.0	51.8	43.5	4.7
K64 & 66 (excl. 662)	Financial Services	100.0	56.5	39.6	3.9
K65 & 662	Insurance Services	100.0	13.8	75.1	11.2
L68	REAL ESTATE SERVICES	100.0	3.1	21.3	75.6
M69-75	PROFESSIONAL SERVICES	100.0	10.7	52.9	36.5
M69-70	Legal, Accounting & Management Services	100.0	14.8	63.7	21.5
M71	Architectural & Engineering Services	100.0	3.4	37.0	59.6
M72-75	Other Professional Services	100.0	16.8	59.4	23.9
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	100.0	1.3	10.0	88.6
N80	Security & Investigation	100.0	0.2	3.9	95.9
N81	Cleaning & Landscaping	100.0	0.1	2.8	97.0
N77-79,82	Other Administrative & Support Services	100.0	3.5	22.7	73.8
P-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	100.0	21.2	43.2	35.6
P85	Education	100.0	28.8	42.1	29.1
Q86-88	Health & Social Services	100.0	25.7	52.5	21.8
R-U	Other Community, Social & Personal Services	100.0	5.5	27.8	66.7
A,B,D,E,V	Others²	s	s	s	s

Source : Manpower Research & Statistics Department, MOM Supplementary Survey

¹ '14 Days and Below' includes employees who were not entitled to a fixed number of paid annual leave days.² 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

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

2) Data may not add up to the total due to rounding.

3) s : Data have been suppressed due to small number of observations.

A large, stylized map of the United States is formed by a dense collection of small, grey icons. These icons represent a wide array of business and industry concepts, including: financial symbols like dollar signs and piggy banks; technology and communication like computers, smartphones, and email; manufacturing and logistics like factories, trucks, and forklifts; human resources like people icons and headsets; and general business operations like gears, lightbulbs, and documents. The overall composition is a mosaic that fills the shape of the continental United States.

LABOUR TURNOVER, REDUNDANCY, JOB VACANCY AND EMPLOYMENT SERVICE

Source of Data

Statistics on Labour Turnover, Redundancy and Job Vacancy are compiled from the Labour Market Survey conducted by the Manpower Research and Statistics Department of the Ministry of Manpower. Before 2006, the survey covered private sector establishments each with at least 25 employees. From 2006 onwards, the survey also includes 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, CaliberLink¹ and the Employment and Employability Institute (e2i) under the National Trades Union Congress (NTUC). 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 average 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.

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

This is probably not the case as many jobs 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 average 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 a 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.

D.1 AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2004 – 2014

														Per Cent
SSIC 2005	Industry	2004	2005	SSIC 2010	Industry	2006	2007	2008	2009	2010	2011	2012	2013	2014
	TOTAL	2.8	2.7		TOTAL	2.8	2.9	2.8	2.2	2.8	2.7	2.8	2.7	2.6
C15-36	MANUFACTURING	2.4	2.1	C10-32	MANUFACTURING	2.4	2.3	2.0	1.5	2.0	2.0	1.9	1.9	1.8
C15-17	Food, Beverages & Tobacco	3.2	2.9	C10-12	Food, Beverages & Tobacco	3.1	2.9	2.9	3.1	3.2	3.1	3.1	3.2	3.1
C22-23	Paper Products & Printing	2.3	2.3	C17-18,22	Paper / Rubber / Plastic Products & Printing	2.3	2.2	1.8	1.3	2.3	2.0	2.1	1.8	1.8
C24-26	Petroleum, Chemical & Pharmaceutical Products	1.2	1.3	C19-21	Petroleum, Chemical & Pharmaceutical Products	1.5	1.8	1.5	1.2	1.5	1.4	1.6	1.8	1.8
C27	Rubber & Plastic Products	3.1	2.6	C25,28	Fabricated Metal Products, Machinery & Equipment	2.6	2.7	2.3	1.6	2.0	2.1	2.2	1.9	1.9
C30	Fabricated Metal Products	2.4	2.4											
C31	Machinery & Equipment	2.7	2.4											
C32	Electrical Products	1.8	1.8	C26	Electronic, Computer & Optical Products	2.2	1.8	1.6	1.4	2.2	1.8	1.6	1.5	1.7
C33	Electronic Products	2.7	1.9											
C34	Medical & Precision Instruments	2.5	2.4											
C35	Transport Equipment	2.0	2.2	C29-30	Transport Equipment	2.4	2.5	1.8	1.1	1.5	1.8	1.5	1.8	1.3
C18-21,28,29,36	Other Manufacturing Industries	2.4	1.7	C13-16,23-24,27,31-32	Other Manufacturing Industries	2.4	2.3	2.4	2.0	2.3	2.2	2.2	2.0	2.0
F45	CONSTRUCTION	2.3	2.6	F41-43	CONSTRUCTION	2.9	3.3	3.7	2.5	2.5	2.8	3.4	3.3	2.6
G-V	SERVICES	3.1	3.1	G-U	SERVICES	3.0	3.2	3.0	2.5	3.2	3.0	2.9	2.8	2.8
G50-51	WHOLESALE AND RETAIL TRADE	3.3	3.2	G46-47	WHOLESALE AND RETAIL TRADE	3.3	3.5	3.3	2.7	3.6	3.2	3.4	3.5	3.1
G50	Wholesale Trade	2.5	2.5	G46	Wholesale Trade	2.6	3.0	2.7	2.1	2.8	2.6	2.8	2.8	2.4
G51	Retail Trade	5.0	4.8	G47	Retail Trade	4.8	4.7	4.7	3.9	5.2	4.7	4.9	5.1	4.8
H52-56	TRANSPORT AND STORAGE	1.8	1.9	H49-53	TRANSPORTATION AND STORAGE	2.0	2.4	2.5	1.4	2.3	2.4	2.3	2.3	2.1
H52,552	Land Transport & Supporting Services	1.7	1.9	H49,5221	Land Transport & Supporting Services	2.2	2.3	2.8	2.0	2.2	2.5	2.5	2.2	2.1
H53,553	Water Transport & Supporting Services	1.7	2.1	H50,5222,5225	Water Transport & Supporting Services	2.0	2.6	2.9	1.6	1.9	2.1	2.2	2.3	1.9
H54,554	Air Transport & Supporting Services	1.2	0.8	H51,5223	Air Transport & Supporting Services	1.1	1.5	1.3	0.4	1.5	1.7	1.7	1.5	1.1
H551,555,559,56	Other Transport & Storage Services	2.6	2.5	H521,5224,5229,53	Other Transportation & Storage Services	2.6	3.1	2.8	1.7	3.4	3.0	2.8	3.0	3.1
J58	HOTELS AND RESTAURANTS	5.3	4.7	I55-56	ACCOMMODATION AND FOOD SERVICES	5.1	5.1	4.6	3.8	4.7	4.9	4.6	4.6	4.7
J581	Hotels	3.6	3.5	I55	Accommodation	3.4	3.4	3.0	2.4	4.0	3.7	3.5	3.4	3.4
J582	Restaurants	6.1	5.3	I56	Food & Beverage Services	5.9	5.7	5.1	4.2	5.0	5.2	4.8	4.9	5.0

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 refer to the average for the year.

3) The industries are classified based on SSIC 2010 from 2006 onwards and SSIC 2005 before 2006.

D.1 AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2004 – 2014 (continued)

														Per Cent
SSIC 2005	Industry	2004	2005	SSIC 2010	Industry	2006	2007	2008	2009	2010	2011	2012	2013	2014
K60-63	INFORMATION AND COMMUNICATIONS	2.4	2.9	J58-63	INFORMATION AND COMMUNICATIONS	3.1	3.0	2.9	2.0	3.2	3.0	2.8	2.7	3.0
K60-61	Broadcasting & Publishing	2.3	2.9	J58-61	Telecommunications, Broadcasting & Publishing	2.3	2.5	2.4	1.4	2.3	2.5	2.6	2.3	2.5
K62	Telecommunications	1.2	1.4											
K63	IT & Other Information Services	3.4	3.8	J62-63	IT & Other Information Services	4.0	3.5	3.6	2.5	3.9	3.3	2.9	3.0	3.3
L65-66	FINANCIAL SERVICES	2.2	2.4	K64-66	FINANCIAL AND INSURANCE SERVICES	2.7	3.1	2.4	1.6	2.7	2.4	1.9	2.1	2.2
L65	Financial Institutions	2.2	2.5	K64 & 66 (excl. 662)	Financial Services	2.7	3.2	2.4	1.6	2.8	2.4	1.8	2.0	2.1
L66	Insurance	1.9	1.9	K65 & 662	Insurance Services	2.2	2.3	2.4	1.8	2.5	3.0	2.5	2.4	2.5
M70-71	REAL ESTATE AND LEASING SERVICES	4.8	3.9	L68	REAL ESTATE SERVICES	4.5	4.0	3.8	3.6	3.9	4.1	4.1	3.6	3.8
N73-76	PROFESSIONAL SERVICES	3.0	3.3	M69-75	PROFESSIONAL SERVICES	3.5	3.6	3.4	2.3	2.7	2.8	2.9	2.5	2.3
N73	Legal, Accounting & Management Services	3.2	3.6	M69-70	Legal, Accounting & Management Services	3.6	3.4	3.3	2.2	3.2	2.9	2.6	2.5	2.4
N74	Architectural & Engineering Services	2.5	3.0	M71	Architectural & Engineering Services	3.5	3.9	3.6	2.5	2.1	2.6	3.5	2.4	2.2
N75-76	Other Professional Services	2.9	2.9	M72-75	Other Professional Services	3.1	3.2	3.0	2.1	2.9	2.8	2.5	2.4	2.2
O78	ADMINISTRATIVE AND SUPPORT SERVICES	5.2	4.7	N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.9	4.9	4.6	4.3	4.8	4.9	4.6	4.8	5.2
				N80	Security & Investigation	5.2	5.2	5.2	4.9	5.3	5.6	5.1	5.0	4.6
				N81	Cleaning & Landscaping	6.3	5.8	4.9	4.8	5.1	5.0	5.0	4.9	5.6
				N77-79,82	Other Administrative & Support Services	3.2	3.6	3.7	3.4	4.2	4.0	3.7	4.3	5.3
P80-V99	COMMUNITY, SOCIAL AND PERSONAL SERVICES	2.3	2.4	O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.6	1.8	2.0	2.0	2.3	1.9	1.8	1.6	1.6
P80,T94	Education & Public Administration	1.9	2.0	O84,P85	Public Administration & Education	1.1	1.2	1.3	1.4	1.3	1.3	1.3	1.1	1.1
Q85-86	Health & Social Services	2.0	2.1	Q86-88	Health & Social Services	2.0	2.4	2.4	2.2	2.4	2.3	2.3	2.0	2.1
				R90-93	Arts, Entertainment & Recreation	2.6	3.0	3.3	4.0	5.9	2.9	2.4	2.2	2.4
R,S,U,V	Other Community, Social & Personal Services	3.0	3.1	S,T,U	Other Community, Social & Personal Services	3.0	3.1	3.3	2.6	3.0	2.9	2.9	2.6	2.4
A,B,D,E	Others¹	3.3	3.3	A,B,D,E,V	Others¹	1.7	3.0	3.0	2.3	2.0	2.1	2.4	2.2	2.1
	OCCUPATIONAL GROUP				OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	2.1	2.2		Professionals, Managers, Executives & Technicians	2.2	2.3	2.2	1.6	2.2	2.1	1.9	1.9	1.9
	Clerical, Sales & Service Workers	3.7	3.5		Clerical, Sales & Service Workers	3.6	3.7	3.7	3.1	4.0	3.8	3.7	3.8	3.8
	Production & Transport Operators, Cleaners & Labourers	2.9	2.7		Production & Transport Operators, Cleaners & Labourers	2.9	3.1	2.9	2.3	2.7	2.8	3.1	3.1	2.9

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

¹ 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

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 refer to the average for the year.

3) The industries are classified based on SSIC 2010 from 2006 onwards and SSIC 2005 before 2006.

D.2 AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2004 – 2014

														Per Cent
SSIC 2005	Industry	2004	2005	SSIC 2010	Industry	2006	2007	2008	2009	2010	2011	2012	2013	2014
	TOTAL	2.2	2.1		TOTAL	2.0	2.0	2.0	1.8	2.0	2.0	2.1	2.0	2.0
C15-36	MANUFACTURING	1.7	1.6	C10-32	MANUFACTURING	1.5	1.5	1.6	1.5	1.5	1.6	1.6	1.5	1.5
C15-17	Food, Beverages & Tobacco	2.9	2.4	C10-12	Food, Beverages & Tobacco	2.5	2.4	2.5	2.7	2.8	2.7	2.5	2.5	2.8
C22-23	Paper Products & Printing	1.9	1.8	C17-18,22	Paper / Rubber / Plastic Products & Printing	2.0	2.1	1.8	1.5	2.1	2.0	2.0	1.8	1.9
C24-26	Petroleum, Chemical & Pharmaceutical Products	0.9	0.9	C19-21	Petroleum, Chemical & Pharmaceutical Products	1.0	1.1	1.0	0.7	0.9	0.9	1.0	1.0	1.2
C27	Rubber & Plastic Products	2.7	2.2											
C30	Fabricated Metal Products	2.0	2.0	C25,28	Fabricated Metal Products, Machinery & Equipment	1.7	1.7	1.7	1.5	1.5	1.6	1.6	1.6	1.6
C31	Machinery & Equipment	1.8	1.5											
C32	Electrical Products	1.3	1.2											
C33	Electronic Products	1.7	1.6	C26	Electronic, Computer & Optical Products	1.4	1.5	1.6	1.4	1.6	1.6	1.5	1.4	1.5
C34	Medical & Precision Instruments	1.7	1.5											
C35	Transport Equipment	1.1	1.0	C29-30	Transport Equipment	1.0	1.1	1.4	1.5	1.2	1.3	1.3	1.1	1.2
C18-21,28,29,36	Other Manufacturing Industries	1.9	1.9	C13-16,23-24,27,31-32	Other Manufacturing Industries	1.9	1.7	1.7	1.4	1.6	1.8	1.8	1.7	1.7
F45	CONSTRUCTION	1.8	1.8	F41-43	CONSTRUCTION	1.7	1.7	1.7	1.6	1.8	1.7	1.8	2.0	1.9
G-V	SERVICES	2.5	2.4	G-U	SERVICES	2.2	2.3	2.2	1.9	2.3	2.2	2.3	2.2	2.2
G50-51	WHOLESALE AND RETAIL TRADE	2.7	2.7	G46-47	WHOLESALE AND RETAIL TRADE	2.6	2.7	2.6	2.4	2.9	2.6	2.9	2.9	2.6
G50	Wholesale Trade	1.9	2.0	G46	Wholesale Trade	1.9	2.1	2.0	1.7	2.1	1.9	2.2	2.2	2.0
G51	Retail Trade	4.4	4.1	G47	Retail Trade	4.1	4.1	3.9	3.8	4.7	4.2	4.4	4.3	4.0
H52-56	TRANSPORT AND STORAGE	1.3	1.3	H49-53	TRANSPORTATION AND STORAGE	1.4	1.4	1.6	1.3	1.6	1.6	1.6	1.7	1.7
H52,552	Land Transport & Supporting Services	1.3	1.3	H49,5221	Land Transport & Supporting Services	1.6	1.7	2.2	1.6	1.7	1.7	1.5	1.4	1.5
H53,553	Water Transport & Supporting Services	1.1	1.1	H50,5222,5225	Water Transport & Supporting Services	1.5	1.1	1.3	1.1	1.3	1.3	1.5	1.7	1.3
H54,554	Air Transport & Supporting Services	0.7	0.6	H51,5223	Air Transport & Supporting Services	0.7	0.7	0.7	0.5	0.9	0.9	0.9	0.9	1.0
H551,555,559,56	Other Transport & Storage Services	2.0	1.9	H521,5224,5229,53	Other Transportation & Storage Services	1.9	2.3	2.2	1.8	2.3	2.3	2.4	2.4	2.6
J58	HOTELS AND RESTAURANTS	4.7	4.4	I55-56	ACCOMMODATION AND FOOD SERVICES	4.4	4.4	3.9	3.8	4.1	4.2	4.3	4.1	4.3
J581	Hotels	3.0	2.9	I55	Accommodation	2.7	2.6	2.4	2.4	3.0	2.8	3.2	3.1	3.0
J582	Restaurants	5.4	5.1	I56	Food & Beverage Services	5.2	5.1	4.5	4.3	4.4	4.6	4.6	4.3	4.6

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) Data refer to the average for the year.

3) The industries are classified based on SSIC 2010 from 2006 onwards and SSIC 2005 before 2006.

D.2 AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2004 – 2014 (continued)

														Per Cent
SSIC 2005	Industry	2004	2005	SSIC 2010	Industry	2006	2007	2008	2009	2010	2011	2012	2013	2014
K60-63	INFORMATION AND COMMUNICATIONS	2.0	2.0	J58-63	INFORMATION AND COMMUNICATIONS	2.0	2.3	2.1	1.6	2.1	1.9	2.0	2.0	1.8
K60-61	Broadcasting & Publishing	1.7	1.9	J58-61	Telecommunications, Broadcasting & Publishing	1.7	2.1	1.8	1.2	1.6	1.7	1.7	1.6	1.5
K62	Telecommunications	1.2	1.4											
K63	IT & Other Information Services	2.8	2.5	J62-63	IT & Other Information Services	2.3	2.6	2.4	2.0	2.5	2.0	2.2	2.2	2.0
L65-66	FINANCIAL SERVICES	1.5	1.7	K64-66	FINANCIAL AND INSURANCE SERVICES	1.8	1.9	1.5	1.1	1.6	1.5	1.2	1.4	1.4
L65	Financial Institutions	1.5	1.7	K64 & 66 (excl. 662)	Financial Services	1.8	1.9	1.4	1.1	1.6	1.4	1.2	1.3	1.3
L66	Insurance	1.5	1.6	K65 & 662	Insurance Services	1.8	1.9	1.9	1.4	1.7	1.7	1.6	1.6	1.9
M70-71	REAL ESTATE AND LEASING SERVICES	3.6	3.3	L68	REAL ESTATE SERVICES	3.3	3.2	3.0	2.9	3.3	3.2	3.3	3.0	3.4
N73-76	PROFESSIONAL SERVICES	2.2	2.2	M69-75	PROFESSIONAL SERVICES	2.3	2.2	2.1	1.6	1.9	1.8	1.8	1.8	1.8
N73	Legal, Accounting & Management Services	2.4	2.4	M69-70	Legal, Accounting & Management Services	2.6	2.4	2.3	1.9	2.2	1.9	1.9	1.9	1.8
N74	Architectural & Engineering Services	1.9	2.0	M71	Architectural & Engineering Services	2.0	2.0	1.9	1.2	1.5	1.6	1.7	1.7	1.8
N75-76	Other Professional Services	2.1	2.1	M72-75	Other Professional Services	2.1	2.1	2.1	1.8	2.2	2.1	2.0	1.7	1.7
O78	ADMINISTRATIVE AND SUPPORT SERVICES	4.0	3.5	N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.3	3.7	3.6	3.3	4.1	3.9	4.1	3.8	4.0
				N80	Security & Investigation	3.5	4.0	3.9	3.2	4.4	4.5	4.6	4.0	3.7
				N81	Cleaning & Landscaping	4.1	4.7	4.2	4.1	5.1	4.5	4.7	4.3	4.7
				N77-79,82	Other Administrative & Support Services	2.4	2.7	2.9	2.7	3.0	2.8	3.1	3.1	3.4
P80-V99	COMMUNITY, SOCIAL AND PERSONAL SERVICES	2.0	1.8	O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.2	1.2	1.2	1.0	1.2	1.2	1.2	1.1	1.1
P80,T94	Education & Public Administration	1.6	1.6	O84,P85	Public Administration & Education	0.8	0.7	0.7	0.6	0.7	0.7	0.7	0.7	0.7
Q85-86	Health & Social Services	1.6	1.5	Q86-88	Health & Social Services	1.4	1.4	1.4	1.1	1.3	1.4	1.3	1.2	1.2
				R90-93	Arts, Entertainment & Recreation	1.9	2.4	2.4	1.8	2.0	1.9	1.9	2.0	2.1
R,S,U,V	Other Community, Social & Personal Services	2.7	2.5	S,T,U	Other Community, Social & Personal Services	2.7	2.5	2.7	2.3	2.6	2.5	2.5	2.4	2.2
A,B,D,E	Others¹	2.9	2.7	A,B,D,E,V	Others¹	1.1	1.5	2.1	2.0	1.6	1.7	1.7	1.5	1.5
	OCCUPATIONAL GROUP				OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	1.6	1.6		Professionals, Managers, Executives & Technicians	1.5	1.6	1.5	1.1	1.4	1.4	1.3	1.3	1.3
	Clerical, Sales & Service Workers	3.1	2.9		Clerical, Sales & Service Workers	2.9	3.0	2.9	2.7	3.1	3.0	3.1	3.1	3.1
	Production & Transport Operators, Cleaners & Labourers	2.1	2.0		Production & Transport Operators, Cleaners & Labourers	1.9	1.9	1.9	1.9	2.1	2.1	2.2	2.2	2.3

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

¹ 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

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 refer to the average for the year.

3) The industries are classified based on SSIC 2010 from 2006 onwards and SSIC 2005 before 2006.

D.3 AVERAGE MONTHLY RECRUITMENT AND RESIGNATION RATES BY INDUSTRY AND OCCUPATIONAL GROUP, 2014

SSIC 2010	Industry	Per Cent							
		Total		Occupational Group					
				Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
		Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
	TOTAL	2.6	2.0	1.9	1.3	3.8	3.1	2.9	2.3
C10-32	MANUFACTURING	1.8	1.5	1.4	1.1	2.6	2.5	1.9	1.7
C10-12	Food, Beverages & Tobacco	3.1	2.8	1.7	1.5	3.8	3.4	3.3	3.0
C17-18,22	Paper / Rubber / Plastic Products & Printing	1.8	1.9	1.3	1.3	2.3	2.2	2.1	2.2
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.8	1.2	1.6	0.8	1.5	4.2	2.1	1.4
C25,28	Fabricated Metal Products, Machinery & Equipment	1.9	1.6	1.8	1.4	2.5	1.9	1.9	1.6
C26	Electronic, Computer & Optical Products	1.7	1.5	1.2	1.0	2.0	2.3	2.3	2.0
C29-30	Transport Equipment	1.3	1.2	1.1	1.0	1.9	1.5	1.4	1.3
C13-16,23-24,27,31-32	Other Manufacturing Industries	2.0	1.7	1.7	1.5	2.6	2.4	2.0	1.6
F41-43	CONSTRUCTION	2.6	1.9	2.4	2.0	3.2	2.4	2.7	1.8
G-U	SERVICES	2.8	2.2	1.9	1.3	3.9	3.2	3.8	3.1
G46-47	WHOLESALE AND RETAIL TRADE	3.1	2.6	1.9	1.4	4.5	3.8	3.0	2.6
G46	Wholesale Trade	2.4	2.0	1.8	1.3	2.9	2.7	2.9	2.5
G47	Retail Trade	4.8	4.0	2.1	1.7	5.9	4.8	3.3	2.9
H49-53	TRANSPORTATION AND STORAGE	2.1	1.7	1.6	1.2	1.8	1.6	2.6	2.0
H49,5221	Land Transport & Supporting Services	2.1	1.5	1.4	1.1	2.3	2.3	2.1	1.5
H50,5222,5225	Water Transport & Supporting Services	1.9	1.3	1.6	1.1	2.1	1.4	2.1	1.4
H51,5223	Air Transport & Supporting Services	1.1	1.0	0.9	0.7	1.0	1.0	2.1	1.7
H521,5224,5229,53	Other Transportation & Storage Services	3.1	2.6	2.1	1.8	3.1	2.6	3.6	3.0
I55-56	ACCOMMODATION AND FOOD SERVICES	4.7	4.3	2.9	2.7	5.2	4.7	4.8	4.0
I55	Accommodation	3.4	3.0	2.6	2.5	3.5	3.1	4.1	3.2
I56	Food & Beverage Services	5.0	4.6	3.1	2.8	5.4	5.0	5.0	4.4

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 refer to the average for the year.

D.3 AVERAGE MONTHLY RECRUITMENT AND RESIGNATION RATES BY INDUSTRY AND OCCUPATIONAL GROUP, 2014 (continued)

SSIC 2010	Industry	Per Cent							
		Total		Occupational Group					
				Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
		Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
J58-63	INFORMATION AND COMMUNICATIONS	3.0	1.8	2.6	1.7	3.8	2.2	10.2	2.2
J58-61	Telecommunications, Broadcasting & Publishing	2.5	1.5	2.1	1.2	4.5	2.6	3.9	2.7
J62-63	IT & Other Information Services	3.3	2.0	3.0	2.0	2.7	1.5	12.1	1.9
K64-66	FINANCIAL AND INSURANCE SERVICES	2.2	1.4	2.2	1.3	2.5	1.8	1.5	1.0
K64 & 66 (excl. 662)	Financial Services	2.1	1.3	2.1	1.3	2.4	1.6	1.5	1.0
K65 & 662	Insurance Services	2.5	1.9	2.4	1.7	2.9	2.4	0.8	1.4
L68	REAL ESTATE SERVICES	3.8	3.4	2.1	1.7	4.3	3.6	4.8	4.5
M69-75	PROFESSIONAL SERVICES	2.3	1.8	2.1	1.7	2.8	2.4	3.2	1.9
M69-70	Legal, Accounting & Management Services	2.4	1.8	2.2	1.6	2.9	2.4	3.5	2.2
M71	Architectural & Engineering Services	2.2	1.8	1.8	1.7	2.5	2.5	3.0	1.9
M72-75	Other Professional Services	2.2	1.7	2.0	1.7	3.0	2.2	3.0	1.1
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	5.2	4.0	3.8	2.3	5.1	3.7	5.8	4.9
N80	Security & Investigation	4.6	3.7	3.4	2.0	4.6	3.8	9.3	6.2
N81	Cleaning & Landscaping	5.6	4.7	2.3	1.7	3.0	2.3	5.9	5.0
N77-79,82	Other Administrative & Support Services	5.3	3.4	4.1	2.4	7.4	3.6	5.4	4.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.6	1.1	1.4	0.9	2.3	1.8	2.1	1.7
O84,P85	Public Administration & Education	1.1	0.7	1.0	0.7	1.5	1.0	0.9	0.5
Q86-88	Health & Social Services	2.1	1.2	2.0	1.1	2.5	1.6	2.4	1.3
R90-93	Arts, Entertainment & Recreation	2.4	2.1	2.3	1.8	2.5	2.3	2.2	1.9
S,T,U	Other Community, Social & Personal Services	2.4	2.2	2.1	1.6	2.7	2.5	2.6	2.6
A,B,D,E,V	Others¹	2.1	1.5	0.9	0.5	1.9	1.4	3.9	3.0

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

¹ 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

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

2) Data refer to the average for the year.

D.4 REDUNDANCY BY INDUSTRY AND OCCUPATIONAL GROUP, 2004 – 2014

														Number
SSIC 2005	Industry	2004	2005	SSIC 2010	Industry	2006	2007	2008	2009	2010	2011	2012	2013	2014
	TOTAL	10,640	11,150		TOTAL	13,090	8,590	16,880	23,430	9,800	9,990	11,010	11,560	12,930
C15-36	MANUFACTURING	4,700	7,080	C10-32	MANUFACTURING	8,860	5,500	10,430	13,640	4,490	4,460	4,050	5,000	3,970
C15-17	Food, Beverages & Tobacco	140	90	C10-12	Food, Beverages & Tobacco	130	130	70	10	20	10	30	40	120
C22-23	Paper Products & Printing	60	60	C17-18,22	Paper / Rubber / Plastic Products & Printing	260	430	840	780	470	660	590	380	150
C24-26	Petroleum, Chemical & Pharmaceutical Products	490	150	C19-21	Petroleum, Chemical & Pharmaceutical Products	120	50	200	230	160	330	240	220	170
C27	Rubber & Plastic Products	410	670											
C30	Fabricated Metal Products	280	440	C25,28	Fabricated Metal Products, Machinery & Equipment	1,120	1,060	2,030	3,150	1,530	630	750	660	1,330
C31	Machinery & Equipment	360	390											
C32	Electrical Products	370	370											
C33	Electronic Products	1,810	4,300	C26	Electronic, Computer & Optical Products	6,630	2,350	5,440	6,610	1,750	2,060	1,820	2,490	1,300
C34	Medical & Precision Instruments	150	80											
C35	Transport Equipment	140	30	C29-30	Transport Equipment	110	100	810	1,490	310	180	130	220	460
C18-21,28,29,36	Other Manufacturing Industries	500	500	C13-16,23-24,27,31-32	Other Manufacturing Industries	500	1,380	1,040	1,370	250	600	510	980	460
F45	CONSTRUCTION	410	540	F41-43	CONSTRUCTION	490	70	540	980	1,350	1,050	650	1,120	1,690
G-V	SERVICES	5,220	3,500	G-U	SERVICES	3,670	2,990	5,870	8,720	3,960	4,430	6,300	5,430	7,260
G50-51	WHOLESALE AND RETAIL TRADE	1,260	980	G46-47	WHOLESALE AND RETAIL TRADE	1,010	1,240	1,530	2,670	1,170	1,050	1,830	1,280	2,190
G50	Wholesale Trade	1,040	860	G46	Wholesale Trade	960	1,140	1,400	2,480	940	750	1,270	1,180	1,490
G51	Retail Trade	220	120	G47	Retail Trade	60	100	130	190	220	300	560	100	700
H52-56	TRANSPORT AND STORAGE	1,080	290	H49-53	TRANSPORTATION AND STORAGE	410	270	600	1,050	320	230	280	450	470
H52,552	Land Transport & Supporting Services	50	30	H49,5221	Land Transport & Supporting Services	30	30	70	60	60	70	10	10	–
H53,553	Water Transport & Supporting Services	110	50	H50,5222,5225	Water Transport & Supporting Services	100	30	220	280	90	70	150	140	210
H54,554	Air Transport & Supporting Services	800	60	H51,5223	Air Transport & Supporting Services	150	120	140	420	110	30	10	100	20
H551,555,559,56	Other Transport & Storage Services	120	160	H521,5224,5229,53	Other Transportation & Storage Services	140	90	170	300	70	70	110	200	240
J58	HOTELS AND RESTAURANTS	610	80	I55-56	ACCOMMODATION AND FOOD SERVICES	230	330	150	200	130	350	270	220	380
J581	Hotels	330	–	I55	Accommodation	90	160	30	60	–	210	100	10	240
J582	Restaurants	270	80	I56	Food & Beverage Services	140	160	120	140	130	140	170	210	140

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

3) Data are rounded to the nearest 10. Hence, they may not add up to the total.

4) The industries are classified based on SSIC 2010 from 2006 onwards and SSIC 2005 before 2006.

D.4 REDUNDANCY BY INDUSTRY AND OCCUPATIONAL GROUP, 2004 – 2014 (continued)

														Number
SSIC 2005	Industry	2004	2005	SSIC 2010	Industry	2006	2007	2008	2009	2010	2011	2012	2013	2014
K60-63	INFORMATION AND COMMUNICATIONS	500	650	J58-63	INFORMATION AND COMMUNICATIONS	610	260	400	590	340	480	710	800	790
K60-61	Broadcasting & Publishing	120	180	J58-61	Telecommunications, Broadcasting & Publishing	500	130	120	260	220	250	340	480	350
K62	Telecommunications	170	320											
K63	IT & Other Information Services	210	150	J62-63	IT & Other Information Services	110	140	280	330	120	220	370	330	440
L65-66	FINANCIAL SERVICES	1,020	690	K64-66	FINANCIAL AND INSURANCE SERVICES	400	180	1,440	1,840	610	860	1,380	1,270	1,350
L65	Financial Institutions	940	670	K64 & 66 (excl. 662)	Financial Services	390	180	1,380	1,780	570	790	1,310	1,230	1,280
L66	Insurance	80	20	K65 & 662	Insurance Services	10	—	60	70	40	70	80	40	60
M70-71	REAL ESTATE AND LEASING SERVICES	90	80	L68	REAL ESTATE SERVICES	150	10	70	140	130	130	60	30	90
N73-76	PROFESSIONAL SERVICES	260	340	M69-75	PROFESSIONAL SERVICES	270	280	700	1,210	720	940	1,230	960	1,520
N73	Legal, Accounting & Management Services	130	110	M69-70	Legal, Accounting & Management Services	190	200	290	610	370	450	560	590	1,030
N74	Architectural & Engineering Services	90	210	M71	Architectural & Engineering Services	30	30	240	370	330	200	470	240	350
N75-76	Other Professional Services	40	30	M72-75	Other Professional Services	40	50	170	230	20	290	200	120	140
O78	ADMINISTRATIVE AND SUPPORT SERVICES	100	70	N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	220	150	420	780	280	130	300	240	360
				N80	Security & Investigation	—	—	—	70	—	—	20	—	110
				N81	Cleaning & Landscaping	10	20	20	90	50	20	20	10	10
				N77-79,82	Other Administrative & Support Services	200	130	390	630	230	110	260	230	230
P80-V99	COMMUNITY, SOCIAL AND PERSONAL SERVICES	300	310	O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	370	270	570	240	260	260	240	190	130
P80,T94	Education & Public Administration	70	10	O84,P85	Public Administration & Education	170	120	120	100	50	10	50	30	40
Q85-86	Health & Social Services	10	220	Q86-88	Health & Social Services	110	40	160	20	30	—	40	10	20
				R90-93	Arts, Entertainment & Recreation	60	90	230	10	50	50	100	40	20
R,S,U,V	Other Community, Social & Personal Services	220	80	S,T,U	Other Community, Social & Personal Services	40	20	60	120	130	190	60	120	50
A,B,D,E	Others ¹	310	20	A,B,D,E,V	Others ¹	70	20	50	90	—	50	10	10	10
	OCCUPATIONAL GROUP				OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	3,450	3,360		Professionals, Managers, Executives & Technicians	3,790	2,670	6,200	9,570	3,450	4,170	5,960	6,430	6,530
	Clerical, Sales & Service Workers	2,300	1,390		Clerical, Sales & Service Workers	1,460	1,090	1,920	2,530	1,450	1,080	1,480	1,140	1,860
	Production & Transport Operators, Cleaners & Labourers	4,890	6,400		Production & Transport Operators, Cleaners & Labourers	7,840	4,830	8,770	11,330	4,900	4,750	3,570	4,000	4,540

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

¹ 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

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

3) Data are rounded to the nearest 10. Hence, they may not add up to the total.

4) The industries are classified based on SSIC 2010 from 2006 onwards and SSIC 2005 before 2006.

D.5 INCIDENCE OF REDUNDANCY BY INDUSTRY AND OCCUPATIONAL GROUP, 2004 – 2014

SSIC 2005	Industry	Number Made Redundant Per 1,000 Workers		SSIC 2010	Industry	Number Made Redundant Per 1,000 Workers								
		2004	2005			2006	2007	2008	2009	2010	2011	2012	2013	2014
	TOTAL	10.1	10.0		TOTAL	9.8	6.0	10.6	14.2	5.7	5.5	5.8	5.8	6.3
C15-36	MANUFACTURING	14.7	20.9	C10-32	MANUFACTURING	24.0	14.3	24.7	35.1	11.5	11.4	10.2	12.5	10.0
C15-17	Food, Beverages & Tobacco	9.8	5.8	C10-12	Food, Beverages & Tobacco	8.1	7.7	3.7	0.6	0.8	0.4	1.0	1.3	4.2
C22-23	Paper Products & Printing	4.0	4.4	C17-18,22	Paper / Rubber / Plastic Products & Printing	8.5	14.1	25.8	28.1	16.5	23.3	21.2	15.1	7.3
C24-26	Petroleum, Chemical & Pharmaceutical Products	23.5	6.9	C19-21	Petroleum, Chemical & Pharmaceutical Products	5.8	2.3	8.4	9.8	6.6	13.3	9.5	8.3	5.8
C27	Rubber & Plastic Products	23.7	39.2											
C30	Fabricated Metal Products	9.1	13.9	C25,28	Fabricated Metal Products, Machinery & Equipment	13.4	11.9	20.6	33.8	16.6	6.8	7.6	6.8	13.4
C31	Machinery & Equipment	9.8	9.9											
C32	Electrical Products	48.8	48.0											
C33	Electronic Products	19.3	43.6	C26	Electronic, Computer & Optical Products	61.6	22.9	51.9	76.7	19.1	22.6	20.4	28.9	15.8
C34	Medical & Precision Instruments	15.8	8.3											
C35	Transport Equipment	2.5	0.4	C29-30	Transport Equipment	1.4	1.1	7.2	14.3	3.2	1.9	1.3	2.2	4.5
C18-21,28,29,36	Other Manufacturing Industries	25.5	26.5	C13-16,23-24,27,31-32	Other Manufacturing Industries	15.8	48.8	34.2	41.2	6.9	16.3	14.1	25.6	12.1
F45	CONSTRUCTION	3.3	4.3	F41-43	CONSTRUCTION	3.5	0.5	2.8	4.1	5.6	4.2	2.4	3.8	5.3
G-V	SERVICES	8.8	5.5	G-U	SERVICES	4.5	3.4	6.1	8.7	3.7	3.8	5.1	4.3	5.5
G50-51	WHOLESALE AND RETAIL TRADE	8.9	6.5	G46-47	WHOLESALE AND RETAIL TRADE	6.6	7.4	8.3	14.3	6.2	5.1	8.5	5.8	9.5
G50	Wholesale Trade	10.7	8.4	G46	Wholesale Trade	9.0	9.7	11.1	19.5	7.4	5.2	8.3	7.7	9.3
G51	Retail Trade	5.1	2.4	G47	Retail Trade	1.2	2.0	2.3	3.1	3.7	4.9	9.0	1.5	9.9
H52-56	TRANSPORT AND STORAGE	11.9	3.2	H49-53	TRANSPORTATION AND STORAGE	4.2	2.6	5.3	9.2	2.6	1.8	2.0	3.1	3.2
H52,552	Land Transport & Supporting Services	3.1	1.7	H49,5221	Land Transport & Supporting Services	1.5	1.6	3.7	2.7	2.1	2.6	0.2	0.3	0.1
H53,553	Water Transport & Supporting Services	4.6	2.0	H50,5222,5225	Water Transport & Supporting Services	3.8	0.9	6.6	8.4	2.6	1.8	3.9	3.7	5.6
H54,554	Air Transport & Supporting Services	32.5	2.5	H51,5223	Air Transport & Supporting Services	5.9	4.8	5.1	15.7	4.0	1.1	0.4	3.0	0.6
H551,555,559,56	Other Transport & Storage Services	4.5	5.7	H521,5224,5229,53	Other Transportation & Storage Services	4.6	3.0	5.0	8.9	2.0	1.7	2.8	4.8	5.3
J58	HOTELS AND RESTAURANTS	9.7	1.3	I55-56	ACCOMMODATION AND FOOD SERVICES	3.4	4.4	1.8	2.2	1.4	3.4	2.5	1.9	3.1
J581	Hotels	17.6	0.2	I55	Accommodation	4.6	8.0	1.4	2.6	-	9.5	4.3	0.4	11.0
J582	Restaurants	6.3	1.8	I56	Food & Beverage Services	3.0	3.0	1.9	2.0	1.8	1.7	2.0	2.3	1.4

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) Redundancy comprises retrenchment and early release of contract workers due to redundancy.
- 3) The industries are classified based on SSIC 2010 from 2006 onwards and SSIC 2005 before 2006.

D.5 INCIDENCE OF REDUNDANCY BY INDUSTRY AND OCCUPATIONAL GROUP, 2004 – 2014 (continued)

SSIC 2005	Industry	Number Made Redundant Per 1,000 Workers		SSIC 2010	Industry	Number Made Redundant Per 1,000 Workers								
		2004	2005			2006	2007	2008	2009	2010	2011	2012	2013	2014
K60-63	INFORMATION AND COMMUNICATIONS	13.2	16.3	J58-63	INFORMATION AND COMMUNICATIONS	14.9	5.9	8.6	12.1	6.7	8.1	11.7	13.0	12.1
K60-61	Broadcasting & Publishing	15.2	24.1	J58-61	Telecommunications, Broadcasting & Publishing	23.3	5.6	5.4	11.4	9.4	10.5	13.2	19.4	13.3
K62	Telecommunications	13.0	25.0											
K63	IT & Other Information Services	12.4	7.5	J62-63	IT & Other Information Services	5.6	6.1	11.5	12.7	4.5	6.4	10.6	8.8	11.3
L65-66	FINANCIAL SERVICES	14.3	8.9	K64-66	FINANCIAL AND INSURANCE SERVICES	4.6	1.8	14.6	18.3	6.0	7.5	11.6	10.4	10.6
L65	Financial Institutions	15.0	9.8	K64 & 66 (excl. 662)	Financial Services	5.0	2.0	15.8	20.1	6.4	7.8	12.4	11.5	11.6
L66	Insurance	9.4	2.6	K65 & 662	Insurance Services	1.3	-	5.1	5.3	3.4	4.9	5.4	2.5	4.0
M70-71	REAL ESTATE AND LEASING SERVICES	3.0	2.6	L68	REAL ESTATE SERVICES	3.6	0.2	1.6	3.0	2.6	2.5	1.1	0.5	1.6
N73-76	PROFESSIONAL SERVICES	4.9	5.9	M69-75	PROFESSIONAL SERVICES	4.0	3.7	7.5	12.5	7.0	8.2	9.7	7.5	11.6
N73	Legal, Accounting & Management Services	5.1	3.8	M69-70	Legal, Accounting & Management Services	6.2	5.9	7.1	14.8	8.4	8.4	9.7	10.2	16.8
N74	Architectural & Engineering Services	5.1	11.8	M71	Architectural & Engineering Services	1.4	1.2	6.5	9.3	8.2	4.8	9.9	5.0	7.3
N75-76	Other Professional Services	3.8	2.2	M72-75	Other Professional Services	3.4	3.3	10.6	14.5	0.9	14.4	9.3	5.9	6.1
O78	ADMINISTRATIVE AND SUPPORT SERVICES	3.5	2.0	N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.9	2.3	5.4	9.0	3.0	1.3	2.8	2.1	3.0
				N80	Security & Investigation	-	-	-	2.3	-	-	0.4	-	2.9
				N81	Cleaning & Landscaping	0.9	1.1	0.9	2.9	1.6	0.5	0.6	0.2	0.3
				N77-79,82	Other Administrative & Support Services	10.6	5.6	14.0	21.6	7.3	3.3	7.3	5.9	5.8
P80-V99	COMMUNITY, SOCIAL AND PERSONAL SERVICES	3.8	3.6	O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.9	1.3	2.6	1.0	1.0	0.9	0.8	0.6	0.4
P80,T94	Education & Public Administration	4.3	0.5	O84,P85	Public Administration & Education	1.4	1.0	1.0	0.7	0.4	-	0.3	0.2	0.3
Q85-86	Health & Social Services	0.3	5.5	Q86-88	Health & Social Services	2.3	0.8	2.9	0.3	0.5	-	0.5	0.1	0.2
				R90-93	Arts, Entertainment & Recreation	3.6	5.5	13.0	-	1.4	1.4	2.5	0.9	0.4
R,S,U,V	Other Community, Social & Personal Services	8.2	2.7	S,T,U	Other Community, Social & Personal Services	2.2	1.1	2.8	4.9	4.9	6.9	2.0	4.0	1.7
A,B,D,E	Others¹	28.3	1.4	A,B,D,E,V	Others¹	4.8	1.4	2.3	4.6	-	2.5	0.5	0.6	0.4
	OCCUPATIONAL GROUP				OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	9.4	8.5		Professionals, Managers, Executives & Technicians	7.3	4.7	9.9	14.7	5.0	5.5	7.4	7.3	7.1
	Clerical, Sales & Service Workers	8.9	5.1		Clerical, Sales & Service Workers	4.7	3.4	5.5	6.9	3.6	2.6	3.5	2.8	4.4
	Production & Transport Operators, Cleaners & Labourers	11.5	14.3		Production & Transport Operators, Cleaners & Labourers	15.6	8.8	14.1	17.9	7.7	7.3	5.2	5.7	6.3

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

¹ 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

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

3) The industries are classified based on SSIC 2010 from 2006 onwards and SSIC 2005 before 2006.

D.6 JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2004 – 2014

														Per Cent
SSIC 2005	Industry	2004	2005	SSIC 2010	Industry	2006	2007	2008	2009	2010	2011	2012	2013	2014
	TOTAL	1.6	1.7		TOTAL	2.3	2.6	2.4	1.8	2.5	2.8	2.5	2.7	3.0
C15-36	MANUFACTURING	1.7	1.8	C10-32	MANUFACTURING	2.2	2.2	1.6	1.2	2.1	2.3	1.8	1.9	2.1
C15-17	Food, Beverages & Tobacco	1.3	1.1	C10-12	Food, Beverages & Tobacco	1.9	2.1	1.7	1.4	2.3	3.0	2.2	2.7	3.0
C22-23	Paper Products & Printing	1.3	1.4	C17-18,22	Paper / Rubber / Plastic Products & Printing	1.6	1.9	1.6	1.1	1.9	1.9	1.6	1.8	2.2
C24-26	Petroleum, Chemical & Pharmaceutical Products	1.1	0.9	C19-21	Petroleum, Chemical & Pharmaceutical Products	1.5	1.9	1.8	1.3	1.6	1.6	1.6	2.0	1.8
C27	Rubber & Plastic Products	2.2	1.6	C25,28	Fabricated Metal Products, Machinery & Equipment	2.6	2.6	1.7	1.1	1.9	2.2	2.1	2.0	2.1
C30	Fabricated Metal Products	1.4	1.4											
C31	Machinery & Equipment	1.9	1.9											
C32	Electrical Products	0.6	1.0	C26	Electronic, Computer & Optical Products	2.5	1.9	1.3	1.2	2.9	2.6	1.9	2.0	2.5
C33	Electronic Products	1.7	2.2											
C34	Medical & Precision Instruments	2.0	1.8											
C35	Transport Equipment	1.9	2.2	C29-30	Transport Equipment	2.2	2.1	1.6	1.3	1.6	2.2	1.3	1.5	1.7
C18-21,28,29,36	Other Manufacturing Industries	1.5	1.1	C13-16,23-24,27,31-32	Other Manufacturing Industries	1.9	2.2	1.5	1.4	2.1	1.9	1.7	2.3	1.9
F45	CONSTRUCTION	0.5	0.6	F41-43	CONSTRUCTION	1.1	1.5	1.6	0.8	1.2	1.5	1.2	1.3	1.2
G-V	SERVICES	1.7	1.9	G-U	SERVICES	2.6	3.0	2.8	2.3	3.0	3.3	3.0	3.3	3.7
G50-51	WHOLESALE AND RETAIL TRADE	1.1	1.4	G46-47	WHOLESALE AND RETAIL TRADE	2.0	2.4	2.0	1.6	2.4	2.6	2.7	3.0	3.3
G50	Wholesale Trade	1.0	1.2	G46	Wholesale Trade	1.7	2.3	1.8	1.3	2.0	2.1	2.0	2.2	2.5
G51	Retail Trade	1.5	1.9	G47	Retail Trade	2.5	2.8	2.6	2.1	3.3	3.7	4.4	4.9	5.1
H52-56	TRANSPORT AND STORAGE	2.3	2.2	H49-53	TRANSPORTATION AND STORAGE	2.6	2.9	2.0	1.3	2.5	2.6	2.4	2.6	2.8
H52,552	Land Transport & Supporting Services	0.9	1.0	H49,5221	Land Transport & Supporting Services	1.0	2.2	3.1	1.6	3.3	4.0	3.0	2.9	3.3
H53,553	Water Transport & Supporting Services	3.9	3.5	H50,5222,5225	Water Transport & Supporting Services	4.1	3.8	1.4	0.7	1.8	1.3	1.4	2.5	2.2
H54,554	Air Transport & Supporting Services	3.1	3.1	H51,5223	Air Transport & Supporting Services	3.6	3.6	2.6	2.4	3.3	4.1	3.4	3.1	2.7
H551,555,559,56	Other Transport & Storage Services	0.8	1.0	H521,5224,5229,53	Other Transportation & Storage Services	1.4	1.8	1.5	1.0	1.9	1.7	2.1	2.2	3.1
J58	HOTELS AND RESTAURANTS	2.5	2.6	I55-56	ACCOMMODATION AND FOOD SERVICES	3.2	3.2	3.0	2.4	4.1	4.1	4.4	5.3	5.9
J581	Hotels	3.2	2.9	I55	Accommodation	4.1	4.2	3.1	2.4	4.3	4.7	4.8	6.3	7.5
J582	Restaurants	2.2	2.5	I56	Food & Beverage Services	2.7	2.9	3.0	2.4	4.0	4.0	4.2	5.1	5.5

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) Data refer to the average for the year.

3) The industries are classified based on SSIC 2010 from 2006 onwards and SSIC 2005 before 2006.

D.6 JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2004 – 2014 (continued)

														Per Cent
SSIC 2005	Industry	2004	2005	SSIC 2010	Industry	2006	2007	2008	2009	2010	2011	2012	2013	2014
K60-63	INFORMATION AND COMMUNICATIONS	1.8	1.8	J58-63	INFORMATION AND COMMUNICATIONS	2.4	2.7	2.9	1.6	2.7	2.9	2.4	2.8	3.5
K60-61	Broadcasting & Publishing	1.9	2.3	J58-61	Telecommunications, Broadcasting and Publishing	2.1	2.6	2.3	1.5	2.5	3.0	2.4	2.3	2.3
K62	Telecommunications	1.2	1.4											
K63	IT & Other Information Services	2.2	1.8	J62-63	IT & Other Information Services	2.7	2.7	3.4	1.7	2.9	2.8	2.5	3.1	4.3
L65-66	FINANCIAL SERVICES	1.2	1.5	K64-66	FINANCIAL AND INSURANCE SERVICES	1.9	2.6	1.9	1.3	2.4	2.5	2.0	2.2	2.9
L65	Financial Institutions	1.3	1.4	K64 & 66 (excl. 662)	Financial Services	1.8	2.6	1.7	1.1	2.3	2.4	1.9	2.1	2.9
L66	Insurance	1.1	2.1	K65 & 662	Insurance Services	2.2	2.8	3.7	2.4	3.1	3.2	2.8	2.9	2.8
M70-71	REAL ESTATE AND LEASING SERVICES	1.4	1.2	L68	REAL ESTATE SERVICES	1.5	2.1	1.9	1.9	2.8	3.5	3.1	3.5	3.9
N73-76	PROFESSIONAL SERVICES	1.6	2.0	M69-75	PROFESSIONAL SERVICES	2.8	3.5	2.8	1.5	1.9	2.2	2.0	2.2	2.7
N73	Legal, Accounting & Management Services	1.5	1.6	M69-70	Legal, Accounting & Management Services	2.9	3.4	2.5	1.3	2.2	2.1	1.9	1.9	3.0
N74	Architectural & Engineering Services	0.8	1.3	M71	Architectural & Engineering Services	2.4	3.5	3.0	1.4	1.3	1.7	1.7	2.0	1.9
N75-76	Other Professional Services	2.8	3.9	M72-75	Other Professional Services	2.9	3.6	3.0	2.0	2.6	3.3	3.0	3.5	3.3
O78	ADMINISTRATIVE AND SUPPORT SERVICES	2.3	3.6	N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.7	4.2	4.0	2.6	3.4	4.4	3.5	3.8	4.5
				N80	Security & Investigation	4.8	6.8	6.2	4.5	5.4	6.9	4.3	4.2	5.0
				N81	Cleaning & Landscaping	3.1	2.2	2.5	1.4	2.4	3.3	3.1	3.7	4.3
				N77-79,82	Other Administrative & Support Services	2.9	2.9	2.9	1.8	2.5	3.1	2.9	3.5	4.1
P80-V99	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.7	1.7	O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	3.0	3.5	4.1	4.2	3.9	4.3	3.6	3.9	4.1
P80,T94	Education & Public Administration	1.1	0.9	O84,P85	Public Administration & Education	3.3	3.8	5.1	5.1	4.5	4.6	3.9	3.9	3.9
Q85-86	Health & Social Services	1.6	1.9	Q86-88	Health & Social Services	2.5	2.8	2.6	2.7	2.9	3.6	3.2	3.6	4.8
				R90-93	Arts, Entertainment & Recreation	2.4	3.3	2.8	3.7	3.5	4.7	3.4	3.8	3.8
R,S,U,V	Other Community, Social & Personal Services	2.1	1.9	S,T,U	Other Community, Social & Personal Services	2.9	3.1	2.8	2.4	3.5	3.6	3.3	4.5	4.1
A,B,D,E	Others¹	2.4	2.0	A,B,D,E,V	Others¹	2.2	2.8	2.3	1.9	2.2	3.1	4.1	3.2	2.5
	OCCUPATIONAL GROUP				OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	1.5	1.8		Professionals, Managers, Executives & Technicians	2.6	3.0	2.8	2.3	2.9	3.0	2.5	2.7	3.0
	Clerical, Sales & Service Workers	1.7	2.0		Clerical, Sales & Service Workers	2.6	3.0	2.8	2.1	3.0	3.6	3.4	3.8	4.3
	Production & Transport Operators, Cleaners & Labourers	1.5	1.4		Production & Transport Operators, Cleaners & Labourers	1.9	2.0	1.6	1.2	1.9	2.3	1.9	2.2	2.3

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

¹ 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

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 refer to the average for the year.

3) The industries are classified based on SSIC 2010 from 2006 onwards and SSIC 2005 before 2006.

D.7 JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2014

SSIC 2010	Industry	Total		Occupational Group					
				Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
		Vacancies ('000)	Vacancy Rate (%)	Vacancies ('000)	Vacancy Rate (%)	Vacancies ('000)	Vacancy Rate (%)	Vacancies ('000)	Vacancy Rate (%)
	TOTAL	63.3	3.0	28.4	3.0	18.4	4.3	16.5	2.3
C10-32	MANUFACTURING	8.5	2.1	3.7	2.4	0.9	2.8	3.9	1.8
C10-12	Food, Beverages & Tobacco	0.8	3.0	0.1	1.8	0.4	4.7	0.4	2.5
C17-18,22	Paper / Rubber / Plastic Products & Printing	0.5	2.2	0.1	2.0	0.1	2.7	0.3	2.2
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.5	1.8	0.4	2.0	-	-	0.1	1.6
C25,28	Fabricated Metal Products, Machinery & Equipment	2.1	2.1	0.9	2.6	0.2	2.4	1.1	1.8
C26	Electronic, Computer & Optical Products	2.1	2.5	1.4	2.9	0.1	2.4	0.7	2.0
C29-30	Transport Equipment	1.7	1.7	0.6	2.0	0.1	2.1	1.0	1.5
C13-16,23-24,27,31-32	Other Manufacturing Industries	0.7	1.9	0.2	2.0	0.1	1.8	0.4	1.9
F41-43	CONSTRUCTION	3.6	1.2	1.2	1.9	0.2	1.3	2.3	1.0
G-U	SERVICES	50.7	3.7	23.2	3.2	17.3	4.6	10.1	3.8
G46-47	WHOLESALE AND RETAIL TRADE	7.9	3.3	2.2	2.2	4.5	4.8	1.3	2.6
G46	Wholesale Trade	4.1	2.5	1.9	2.2	1.2	3.0	1.0	2.5
G47	Retail Trade	3.9	5.1	0.3	2.2	3.3	6.2	0.3	3.2
H49-53	TRANSPORTATION AND STORAGE	4.2	2.8	0.8	1.9	1.1	2.6	2.3	3.5
H49,5221	Land Transport & Supporting Services	1.1	3.3	0.1	2.3	0.1	2.6	0.9	3.7
H50,5222,5225	Water Transport & Supporting Services	0.8	2.2	0.2	1.5	0.1	1.7	0.5	3.0
H51,5223	Air Transport & Supporting Services	0.9	2.7	0.2	2.1	0.5	2.5	0.2	5.1
H521,5224,5229,53	Other Transportation & Storage Services	1.4	3.1	0.3	2.3	0.3	3.5	0.8	3.5
I55-56	ACCOMMODATION AND FOOD SERVICES	7.4	5.9	0.8	4.0	4.7	5.8	1.9	8.1
I55	Accommodation	1.8	7.5	0.3	4.3	0.9	8.5	0.6	9.4
I56	Food & Beverage Services	5.6	5.5	0.5	3.8	3.8	5.4	1.3	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) Data refer to the average for the year.

3) Number of job vacancies may not add up to the total due to rounding.

D.7 JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2014 (continued)

SSIC 2010	Industry	Total		Occupational Group					
				Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
		Vacancies ('000)	Vacancy Rate (%)	Vacancies ('000)	Vacancy Rate (%)	Vacancies ('000)	Vacancy Rate (%)	Vacancies ('000)	Vacancy Rate (%)
J58-63	INFORMATION AND COMMUNICATIONS	2.4	3.5	2.0	3.5	0.3	4.0	0.1	3.5
J58-61	Telecommunications, Broadcasting & Publishing	0.6	2.3	0.5	2.2	0.1	2.6	-	-
J62-63	IT & Other Information Services	1.8	4.3	1.6	4.3	0.2	6.5	-	-
K64-66	FINANCIAL AND INSURANCE SERVICES	3.8	2.9	3.4	2.9	0.4	3.0	-	-
K64 & 66 (excl. 662)	Financial Services	3.4	2.9	3.1	2.9	0.3	2.9	-	-
K65 & 662	Insurance Services	0.4	2.8	0.3	2.8	0.1	3.1	-	-
L68	REAL ESTATE SERVICES	2.3	3.9	0.5	2.6	0.4	4.4	1.3	4.6
M69-75	PROFESSIONAL SERVICES	3.5	2.7	2.8	2.9	0.5	3.3	0.2	1.1
M69-70	Legal, Accounting & Management Services	1.9	3.0	1.5	3.0	0.4	3.5	0.1	1.8
M71	Architectural & Engineering Services	0.9	1.9	0.8	2.4	0.1	2.1	0.1	0.8
M72-75	Other Professional Services	0.7	3.3	0.6	3.4	0.1	4.2	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	5.4	4.5	0.9	4.2	2.4	5.0	2.1	4.1
N80	Security & Investigation	2.0	5.0	0.1	3.3	1.9	5.0	0.1	9.9
N81	Cleaning & Landscaping	1.8	4.3	-	-	0.1	3.9	1.7	4.5
N77-79,82	Other Administrative & Support Services	1.6	4.1	0.8	4.8	0.5	5.1	0.4	2.6
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	13.7	4.1	9.8	4.0	3.0	4.5	0.9	4.0
O84,P85	Public Administration & Education	6.5	3.9	5.9	4.0	0.5	3.4	0.1	2.3
Q86-88	Health & Social Services	4.4	4.8	2.9	4.5	1.3	5.8	0.2	4.4
R90-93	Arts, Entertainment & Recreation	1.5	3.8	0.6	4.1	0.7	3.5	0.2	3.9
S,T,U	Other Community, Social & Personal Services	1.2	4.1	0.3	2.5	0.5	5.4	0.4	4.9
A,B,D,E,V	Others¹	0.5	2.5	0.3	2.4	-	-	0.2	2.5

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

¹ 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Notes :

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

2) Data refer to the average for the year.

3) Number of job vacancies may not add up to the total due to rounding.

**D.8 JOB VACANCY TO UNEMPLOYED PERSON RATIO, 2004 – 2014
(SEASONALLY ADJUSTED)**

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Annual Average	0.40	0.47	0.66	1.11	0.92	0.52	0.98	1.21	1.07	1.29	1.39
March	0.35	0.44	0.58	0.81	1.31	0.37	0.87	1.33	1.05	1.17	1.34
June	0.34	0.45	0.65	0.96	1.00	0.40	0.98	1.21	0.95	1.16	1.37
September	0.47	0.43	0.65	1.25	0.84	0.54	1.06	1.16	1.23	1.41	1.41
December	0.42	0.56	0.75	1.42	0.53	0.78	1.03	1.16	1.05	1.42	1.42

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

Note :

Data have been revised using the latest set of seasonal factors and updated in line with standard seasonal adjustment procedure. The revision is done once a year, taking into account observations for the latest available year.

D.9 NEW REGISTRANTS AT CAREER CENTRES BY AGE AND HIGHEST QUALIFICATION ATTAINED, 2008 – 2014

	Number						
	2008	2009	2010	2011	2012	2013	2014
TOTAL	26,225	53,369	33,160	39,383	40,898	35,940	37,740
Age (Years)							
Under 20	675	1,115	739	699	820	420	356
20 – 29	4,628	9,838	5,766	6,880	8,260	6,638	5,511
30 – 39	4,801	10,618	6,132	7,215	7,992	6,794	5,981
40 – 49	7,526	14,839	8,721	9,972	9,530	8,691	8,878
50 – 59	6,101	12,300	8,056	9,670	9,164	8,598	10,261
60 & Over	2,494	4,659	3,746	4,947	5,132	4,799	6,753
Highest Qualification Attained							
Primary & Below	6,648	10,569	6,798	8,331	7,519	6,538	7,514
Secondary	14,240	26,809	17,598	19,771	19,465	17,818	18,451
Post Secondary	2,400	5,505	3,386	3,832	4,638	3,765	3,652
Diploma	1,607	5,596	2,996	3,876	4,684	3,917	4,086
Degree	1,330	4,890	2,382	3,573	4,592	3,902	4,037

Source : Singapore Workforce Development Agency

Notes :

1) New Registrants refers to the number of people who registered for employment and/or training assistance at the career centres. Data are available from 2008.

2) From 2012 onwards, data include employment services provided by CaliberLink.

D.10 JOB SEEKERS PLACED IN EMPLOYMENT BY CAREER CENTRES BY AGE AND HIGHEST QUALIFICATION ATTAINED, 2004 – 2014

											Number
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL	27,184	27,487	22,125	16,726	13,581	24,112	17,732	14,223	19,580	16,934	15,645
Age (Years)											
Under 20	na	890	723	528	366	472	414	189	266	195	137
20 – 29	na	5,622	3,979	3,122	2,532	4,622	3,609	2,552	4,290	3,493	2,852
30 – 39	na	6,023	4,348	3,236	2,539	4,862	3,664	2,549	4,036	3,503	2,931
40 – 49	na	8,350	6,897	5,032	4,014	7,188	4,732	3,915	4,723	4,172	3,811
50 – 59	na	5,544	4,944	3,647	3,054	5,352	3,922	3,510	4,313	3,741	3,826
60 & Over	na	1,058	1,234	1,161	1,076	1,616	1,391	1,508	1,952	1,830	2,088
Highest Qualification Attained											
Primary & Below	na	6,453	5,457	4,204	3,412	5,117	3,324	2,898	3,346	2,775	2,546
Secondary	na	15,128	12,876	9,314	7,588	12,500	9,301	7,483	9,240	8,108	7,477
Post Secondary	na	2,407	1,858	1,546	1,265	2,702	1,907	1,492	2,463	2,031	1,797
Diploma	na	2,279	1,319	1,045	837	2,227	1,832	1,338	2,501	2,171	2,007
Degree	na	1,220	615	617	479	1,566	1,368	1,012	2,030	1,849	1,818

Source : Singapore Workforce Development Agency

Notes :

1) Job Seekers Placed in Employment refers to the number of people who were placed into employment by the career centres. This includes those who found their own jobs after receiving services from the career centres.

2) na : Data are not available as the classification system under the Public Employment System was developed in 2004.

3) From 2012 onwards, data include employment services provided by CaliberLink.

4) Official data on the job placement rate are available at: http://www.singaporebudget.gov.sg/data/budget_2015/download/43%20MOM%202015.pdf

LABOUR RELATIONS



LABOUR RELATIONS

Source of Data

Statistics on Employers' and Employees' Trade Unions and Trade Disputes are compiled by the Labour Relations and Workplaces Division of the Ministry of Manpower.

The Labour Relations and Workplaces Division monitors the industrial relations situation and provides mediation and conciliation services for the settlement of trade disputes. The Division also investigates complaints on infringements of the Employment Act which governs the terms and conditions of employment.

Statistics on Collective Agreements and Industrial Arbitration Court Awards are obtained from the Industrial Arbitration Court (IAC).

IAC was set up in 1960 under the Industrial Relations Act. Its functions include the registration and certification of collective agreements, hearing and determination of trade disputes and handing down of awards and interpretation and enforcement of terms of awards and collective agreements.

Concepts and Definitions

Trade Union refers to a group or association of workers or employers whose principal objective is to regulate relations between workers and employers for all or any of the following purposes:

- Promote good industrial relations;
- Improve the working conditions of workers or enhance their economic and social status; and
- Raise productivity for the benefit of workers, employers and the overall economy.

Trade Dispute refers to any dispute between and among workers and employers relating to employment, non-employment, terms of employment or conditions of work.

Collective Agreement refers to an agreement between employers and employees on employment, non-employment, terms of employment or conditions of work. The duration of a collective agreement is specified and by law shall not be less than two years or more than three years.

An **Industrial Arbitration Court Award** refers to an award made by the IAC, and includes a collective agreement and a memorandum of the terms which have been certified by the President of the IAC in accordance with the provisions of the Industrial Relations Act.

E.1 NUMBER OF EMPLOYERS' TRADE UNIONS BY MEMBERSHIP SIZE, 2004 – 2014
(At Year-End)

Size of Trade Union (Number of Members)	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL	3	3	3	3	3	3	3	3	3	3	3
Under 50	1	1	1	1	1	1	1	1	1	1	1
50 – 249	1	1	1	1	1	1	1	1	1	1	1
250 & Over	1	1	1	1	1	1	1	1	1	1	1

Source : Labour Relations and Workplaces Division, MOM

E.2 MEMBERSHIP OF EMPLOYERS' TRADE UNIONS BY MEMBERSHIP SIZE, 2004 – 2014
(At Year-End)

Size of Trade Union (Number of Members)	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL	1,981	1,950	2,258	2,308	2,423	2,571	2,529	2,306	2,288	3,074	3,300
Under 50	15	15	15	18	21	23	22	21	19	18	21
50 – 249	119	115	113	119	120	130	140	129	113	130	130
250 & Over	1,847	1,820	2,130	2,171	2,282	2,418	2,367	2,156	2,156	2,926	3,149

Source : Labour Relations and Workplaces Division, MOM

E.3 NUMBER OF EMPLOYEES' TRADE UNIONS BY MEMBERSHIP SIZE, 2004 – 2014
(At Year-End)

											Number		
Size of Trade Union (Number of Members)			2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL			68	68	69	68	66	65	65	65	66	64	65
Under 50			–	–	–	–	–	–	1	1	1	1	2
50	–	249	6	6	8	6	9	6	5	5	7	3	3
250 – 999			21	21	20	20	15	18	17	15	14	16	15
1,000 – 4,999			22	23	23	23	23	19	17	19	18	17	18
5,000 – 9,999			6	5	4	5	3	5	8	8	9	10	9
10,000 & Over			13	13	14	14	16	17	17	17	17	17	18

Source : Labour Relations and Workplaces Division, MOM

E.4 NUMBER OF EMPLOYEES' TRADE UNIONS BY INDUSTRY, 2004 – 2014
(At Year-End)

												Number
SSIC 2010	Industry	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
	TOTAL	68	68	69	68	66	65	65	65	66	64	65
C10-32	Manufacturing	15	15	15	15	15	15	15	15	15	15	15
F41-43	Construction	1	1	1	1	1	1	1	1	1	1	1
G46-47	Wholesale & Retail Trade	1	1	1	1	1	1	1	1	1	1	1
I55-56	Accommodation & Food Services	2	2	2	2	2	2	2	2	2	2	2
H49-53,J58-63	Transport & Storage and Information & Communications	14	14	16	16	15	15	15	15	16	15	16
K64-66	Financial & Insurance Services	4	4	4	4	4	4	4	4	4	4	4
L68,M69-75, N77-82	Real Estate, Professional and Administrative & Support Services	5	5	3	3	3	2	2	2	2	2	2
O-U	Community, Social & Personal Services	23	23	24	23	22	22	22	22	22	21	21
A,B,D,E,V	Others ¹	3	3	3	3	3	3	3	3	3	3	3

Source : Labour Relations and Workplaces Division, MOM

¹ Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

E.5 MEMBERSHIP OF EMPLOYEES' TRADE UNIONS BY MEMBERSHIP SIZE, 2004 – 2014
(At Year-End)

											Number		
Size of Trade Union (Number of Members)			2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL			443,893	450,004	463,384	495,046	517,197	526,089	549,878	588,014	613,418	655,126	686,676
Under 50			–	–	–	–	–	–	44	44	44	43	46
50	–	249	893	893	1,325	944	1,648	861	779	788	1,233	547	556
250	–	999	11,612	11,451	10,993	11,016	8,553	10,757	10,026	8,322	8,088	8,853	8,246
1,000	–	4,999	52,103	58,726	63,076	61,799	61,529	47,789	35,569	43,420	39,360	36,994	39,360
5,000	–	9,999	36,542	33,456	27,093	35,452	19,655	30,571	47,558	52,995	61,007	71,276	63,329
10,000	&	Over	342,743	345,478	360,897	385,835	425,812	436,111	455,902	482,445	503,686	537,413	575,139

Source : Labour Relations and Workplaces Division, MOM

E.6 MEMBERSHIP OF EMPLOYEES' TRADE UNIONS BY INDUSTRY, 2004 – 2014
(At Year-End)

												Number
SSIC 2010	Industry	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
	TOTAL	443,893	450,004	463,384	495,046	517,197	526,089	549,878	588,014	613,418	655,126	686,676
C10-32	Manufacturing	103,861	103,790	106,071	114,462	117,690	116,517	119,899	128,193	130,385	137,146	141,668
F41-43	Construction	23,347	23,121	23,407	24,342	25,509	25,317	27,484	29,906	32,027	38,619	41,761
G46-47	Wholesale & Retail Trade	70,885	73,682	74,510	80,252	84,254	78,819	80,507	84,195	87,358	89,173	93,140
I55-56	Accommodation & Food Services	34,212	34,579	35,789	37,209	37,113	37,276	38,902	41,437	43,093	45,504	47,863
H49-53, J58-63	Transport & Storage and Information & Communications	74,589	76,434	78,989	84,888	90,881	92,430	97,212	101,120	103,605	112,420	116,223
K64-66	Financial & Insurance Services	18,890	18,943	18,998	20,177	20,787	22,068	23,441	25,607	26,458	28,261	29,103
L68, M69-75, N77-82	Real Estate, Professional and Administrative & Support Services	2,494	3,131	3,657	4,150	5,379	11,739	12,582	11,388	12,008	12,178	12,104
O-U	Community, Social & Personal Services	62,810	63,272	66,648	70,373	74,121	80,840	86,532	99,976	107,817	116,514	124,272
A,B,D,E,V	Others ¹	52,805	53,052	55,315	59,193	61,463	61,083	63,319	66,192	70,667	75,311	80,542

Source : Labour Relations and Workplaces Division, MOM

¹ Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

E.7 INDUSTRIAL STOPPAGES, 2004 – 2014

	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Number of Industrial Stoppages	0	0	0	0	0	0	0	0	1	0	0

Source : Labour Relations and Workplaces Division, MOM

E.8 TRADE DISPUTES REFERRED TO THE CONCILIATION SECTION BY NATURE OF TRADE DISPUTES, 2004 – 2014

Nature of Trade Disputes	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL	182	163	163	133	118	166	121	159	164	136	106
Wage Increase and Conditions of Service	100	92	74	82	53	72	57 ¹	76	92	83	66
Retrenchment Benefits	18	11	14	6	14	34	12	15	11	18	15
Bonus or Gratuity	18	17	30	15	12	13	13	17	19	10	5
Other Industrial Matters (e.g. Sales Commission and Shift Allowances)	46	43	45	30	39	47	39 ²	51	42	25	20

Source : Labour Relations and Workplaces Division, MOM

¹ The 2010 figure for Wage Increase and Conditions of Service was revised by the Labour Relations & Workplaces Division from 28 to 57.² The 2010 figure for Other Industrial Matters was revised by the Labour Relations & Workplaces Division from 68 to 39.

E.9 TRADE DISPUTES REFERRED TO THE CONCILIATION SECTION BY INDUSTRY, 2004 – 2014

Number																
SSIC 2000	Industry	2004	SSIC 2005	Industry	2005	2006	2007	2008	2009	2010	SSIC 2010	Industry	2011	2012	2013	2014
	TOTAL	182		TOTAL	163	163	133	118	166	121		TOTAL	159	164	136	106
D15-35	Manufacturing	75	C15-36	Manufacturing	64	41	47	46	78	40	C10-32	Manufacturing	41	44	41	40
F45	Construction	8	F45	Construction	8	4	3	1	9	5	F41-43	Construction	8	7	5	4
G50-51, H55	Wholesale & Retail Trade and Hotels & Restaurants	22	G50-51, J58	Wholesale & Retail Trade and Hotels & Restaurants	21	45	19	20	25	18	G46-47, I55-56	Wholesale & Retail Trade and Accommodation & Food Services	32	23	26	15
I60-64	Transport, Storage & Communications	33	H52-56, K60-63	Transportation & Storage and Information & Communications	31	40	44	33	28	28	H49-53, J58-63	Transportation & Storage and Information & Communications	43	47	27	28
J-Q	Financial, Real Estate & Business Services and Community, Social & Personal Services	42	L-V	Financial & Insurance, Real Estate, Professional, Administrative and Community, Social & Personal Services	38	33	20	18	26 ²	28	K-U	Financial & Insurance, Real Estate, Professional, Administrative and Community, Social & Personal Services	32	41	36	18
A,B,C,E	Others ¹	2	A,B,D,E	Others ¹	1	—	—	—	—	2	A,B,D,E,V	Others ¹	3	2	1	1

Source : Labour Relations and Workplaces Division, MOM

¹ Includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.² The 2009 figure for Financial & Insurance, Real Estate & Business Services and Community, Social & Personal Services has been amended to include the disputes previously classified under Others.

E.10 CLAIMS REGISTERED WITH THE INDIVIDUAL DISPUTES SECTION BY NATURE OF CLAIMS, 2004 – 2014

Nature of Claims	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Arrears of Wages	6,422	5,623	5,986	4,771	6,634	11,793	6,961	5,777	6,434	7,129	8,013
Wages in Lieu of Notice	865	991	1,104	932	758	938	788	938	1,079	1,205	1,250
Wages in Lieu of Annual Leave	432	618	854	673	505	547	532	496	669	689	690
Wages for Work on Rest Days	126	217	250	395	333	380	422	577	563	670	639
Wages for Work on Holidays	251	400	692	498	437	512	668	456	627	730	656
Overtime Wages	1,171	883	1,358	913	931	1,297	1,134	1,205	1,399	1,798	1,913
Sick Leave Wages	185	219	949	380	304	300	598	229	128	180	127
Maternity Allowance	20	45	48	37	36	70	28	61	39	45	35
Other Claims	2,345	2,399	2,637	2,338	2,598	3,618	2,608	2,234	990	1,194	1,275

Source : Labour Relations and Workplaces Division, MOM

Note :

Figures in table do not indicate the total number of claims registered as one claim may have multiple nature of issues.

E.11 COLLECTIVE AGREEMENTS CERTIFIED BY TYPE OF WORKERS COVERED, 2004 – 2014

Type of Workers Covered	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL	397	348	399	440	354	384	363	342	322	474	420
Professionals, Managers, Executives & Technicians	47	59	65	75	62	81	75	44	33	na	na
Professionals, Managers & Executives	na	na	na	na	na	na	na	na	na	26	15
Associate Professionals & Technicians	na	na	na	na	na	na	na	na	na	3	–
Clerical, Sales & Service Workers	50	52	61	60	44	51	60	28	33	48	42
Production & Transport Operators, Cleaners & Labourers	60	34	56	36	36	29	29	19	20	na	na
Production, Transport & Manual Workers	na	na	na	na	na	na	na	na	na	21	35
Others (combination of earlier categories)	240	203	217	269	212	223	199	251	236	224	229
Maritime Officers & Seamen	na	na	na	na	na	na	na	na	na	152	99

Source: Industrial Arbitration Court

E.12 COLLECTIVE AGREEMENTS CERTIFIED BY TYPE OF ORGANISATIONS, 2004 – 2014

Type of Organisations	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL	397	348	399	440	354	384	363	342	322	474	420
Private Enterprise	383	340	389	427	348	371	351	335	311	457	414
Statutory Board	14	8	9	13	6	12	12	7	10	17	6
Government	–	–	1	–	–	1	–	–	1	–	–

Source: Industrial Arbitration Court

E.13 TRADE DISPUTES REFERRED TO THE INDUSTRIAL ARBITRATION COURT BY NATURE OF TRADE DISPUTES, 2004 – 2014

Nature of Trade Disputes	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL	26	22	16	16	11	16	15	19	16	6	12
Variations of Awards / Collective Agreements	15	16	14	11	10	10	11	7	9	2	4
Continuation of Awards / Collective Agreements	6	3	1	1	–	2	1	4	2	2	3
Non-compliance of Awards / Collective Agreements	1	2	–	–	–	1	–	–	–	–	–
Interpretation of Awards / Collective Agreements	–	–	–	1	–	–	–	–	–	–	–
Proposals for Salary, Terms and Conditions of Service, including Fringe Benefits	1	–	1	2	1	2	1	6	3	1	4
Retrenchment	1	1	–	–	–	–	2	2	2	–	–
Recognition	–	–	–	–	–	–	–	–	–	–	–
Dismissal / Victimisation	–	–	–	–	–	–	–	–	–	–	–
Compliance with Court Order (section 56)	–	–	–	–	–	–	–	–	–	1	1
Contempt of Court (section 57)	–	–	–	–	–	–	–	–	–	–	–
Directed by Minister	2	–	–	–	–	1	–	–	–	–	–
Collective Agreement be varied to conform with an Award	–	–	–	1	–	–	–	–	–	–	–

Source: Industrial Arbitration Court

E.14 INDUSTRIAL ARBITRATION COURT AWARDS BY NATURE OF TRADE DISPUTES, 2004 – 2014

Nature of Trade Disputes	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL	18	16	15	14	10	12	11	11	13	4	5
Variations of Awards / Collective Agreements	16	16	14	11	10	10	11	7	9	2	4
Continuation of Awards / Collective Agreements	1	–	–	–	–	1	–	1	–	–	–
Non-compliance of Awards / Collective Agreements	1	–	1	–	–	–	–	–	–	–	–
Interpretation of Awards / Collective Agreements	–	–	–	1	–	–	–	1	–	–	–
Proposals for Salary, Terms and Conditions of Service, including Fringe Benefits	–	–	–	1	–	–	–	1	1	1	1
Retrenchment	–	–	–	–	–	–	–	1	3	–	–
Recognition	–	–	–	–	–	–	–	–	–	–	–
Dismissal	–	–	–	–	–	–	–	–	–	–	–
Contempt of Court Awards	–	–	–	–	–	–	–	–	–	–	–
Referee Appeal	–	–	–	1	–	–	–	–	–	1	–
Directed by Minister	–	–	–	–	–	1	–	–	–	–	–

Source : Industrial Arbitration Court

E.15 INDUSTRIAL ARBITRATION COURT AWARDS BY TYPE OF WORKERS COVERED, 2004 – 2014

Type of Workers Covered	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL	18	16	15	14	10	12	11	11	13	4	5
Professionals, Managers, Executives & Technicians	4	3	5	4	1	5	5	2	1	na	na
Professionals, Managers & Executives	na	na	na	na	na	na	na	na	na	–	–
Associate Professionals & Technicians	na	na	na	na	na	na	na	na	na	–	–
Clerical, Sales & Service Workers	3	1	1	2	1	1	2	–	–	–	–
Production & Transport Operators, Cleaners & Labourers	1	2	–	2	–	–	–	–	–	na	na
Production, Transport & Manual Workers	na	na	na	na	na	na	na	na	na	–	–
Others (combination of earlier categories)	10	10	9	6	8	6	4	9	12	4	5
Maritime Officers & Seamen	na	na	na	na	na	na	na	na	na	–	–

Source : Industrial Arbitration Court

E.16 INDUSTRIAL ARBITRATION COURT AWARDS BY TYPE OF ORGANISATIONS, 2004 – 2014

Type of Organisations	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL	18	16	15	14	10	12	11	11	13	4	5
Private Enterprise	18	14	15	14	10	12	11	11	12	4	5
Statutory Board	–	2	–	–	–	–	–	–	1	–	–
Government	–	–	–	–	–	–	–	–	–	–	–

Source : Industrial Arbitration Court

A large, stylized map of the United States, where the landmass is filled with a dense collection of small, grey icons. These icons represent a wide array of business and industry concepts, including: financial symbols like dollar signs and piggy banks; technology and communication like computers, smartphones, and Wi-Fi symbols; manufacturing and construction like factories, cranes, and hard hats; human resources like people silhouettes and handshakes; and general business operations like gears, charts, and documents. The background is a solid light grey, and the entire graphic is presented in a clean, minimalist style.

WORKPLACE SAFETY AND HEALTH

Source of Data

Data on workplace safety and health are compiled by the Occupational Safety and Health Division of the Ministry of Manpower in the administration of legal requirements under the Workplace Safety and Health Act.

Data on workplace safety and health are compiled based on incident reports made by employers, occupiers and medical practitioners in the fulfilment of their obligations under the Workplace Safety and Health (Incident Reporting) Regulations which was enacted on 1 March 2006. With effect from 4 January 2014, reporting was also required for work-related traffic injuries.

The Occupational Safety and Health Division monitors and enforces safety and health standards in workplaces. It also promotes self-regulation in workplaces and the management of safety and health through industry ownership and good risk management.

Coverage

The types of workplace injuries, which includes work-related traffic injuries, and occupational diseases covered in the reported statistics include the following:

- Workplace injuries sustained by employees and resulting in more than three days of medical leave, regardless of whether these were consecutive days; or
- Workplace injuries sustained by employees and resulting in at least 24 hours of hospitalisation;
- Workplace incidents resulting in the death of employees, self-employed persons and persons not at work (includes members of the public);
- Occupational diseases listed in the Second Schedule of the Workplace Safety and Health Act.

Concepts and Definitions

Workplace Incident refers to an unexpected and unplanned occurrence, arising out of or in connection with work which results in one or more workers incurring a personal injury, disease or death.

Workplace Injury refers to any personal injury, disease or death resulting from a workplace incident.

Occupational Disease refers to a disease (chronic) contracted as a result of an exposure over a period of time to risk factors arising from work activity.

Workplace Injury Rate refers to the number of fatal and non-fatal workplace injuries per 100,000 persons employed.

Workplace Fatal Injury Rate refers to the number of workplace fatal injuries per 100,000 persons employed.

Workplace Accident Frequency Rate refers to the number of workplace accidents per million man-hours worked.

Workplace Accident Severity Rate refers to the number of man-days lost to workplace accidents per million man-hours worked.

Occupational Disease Incidence refers to the number of cases of chronic occupational diseases confirmed by the Ministry of Manpower per 100,000 persons employed.

The degree of injury of a workplace injury is defined as:

- **Fatal** if it results in death;
- **Major** if it is an injury, other than fatal injuries, which are more severe in nature based on the nature of injury, part of the body injured, incident type and duration of medical leave. These

injuries include: amputation, blindness, deafness, paralysis, crushing, fractures and dislocations, exposure to electric current, acute illness requiring medical treatment or loss of consciousness from exposure to chemical and/or biological agents, asphyxia/ drowning, hypothermia, burns and concussion with more than 20 days of medical leave; and

- **Minor** if it is an injury, other than fatal injuries and major injuries, which results in more than three days of medical leave, or at least 24 hours of hospitalisation.

Confirmed Case Of Occupational Disease refers to one where there is definite evidence that the worker suffers from a disease which is related to his occupation.

F.1 WORKPLACE SAFETY AND HEALTH INDICATORS BY INDUSTRY, 2014

SSIC 2010	Industry	Workplace Fatal Injury Rate	Workplace Injury Rate	Accident Frequency Rate	Accident Severity Rate	Occupational Disease Incidence
		per 100,000 employed persons		per million man-hours worked		per 100,000 employed persons
	TOTAL	1.8	405	1.7	84	29.5
C10-32 (excluding C301)	Manufacturing (excluding shipbuilding and ship repairing)	1.4	714	2.8	98	82.9
C10-12	Food, Beverages & Tobacco	4.8	1,148	4.7	224	38.1
C17,18,22	Paper / Rubber / Plastic Products & Printing	-	641	2.5	45	45.6
C19-20	Petrochemical	-	240	1.0	20	45.9
C23	Non-metallic Mineral Products	18.9	3,472	12.8	670	75.5
C24-25,27-28	Metalworking ¹	1.6	1,087	4.0	137	187.9
C26	Electronic, Computer & Optical Products	1.1	239	1.0	45	24.8
C29-30 (excluding C301)	Transport Equipment	-	404	1.6	54	82.4
C31	Furniture	-	897	3.3	110	68.4
C301,H52252,52225	Marine ²	3.8	471	1.6	135	141.7
F41-43	Construction	5.5	594	2.1	183	28.5
E36-38	Water Supply, Sewerage and Waste Management	6.1	921	3.8	364	12.1
G46-47	Wholesale and Retail Trade	0.8	137	0.6	35	6.5
G46	Wholesale Trade	0.6	117	0.5	27	6.5
G47	Retail Trade	1.2	176	0.8	49	6.5
H49-53	Transportation and Storage	5.1	477	2.0	168	32.2
H49	Land Transport	1.1	148	0.6	41	2.3
H50	Water Transport	5.4	136	0.6	149	5.4
H52	Warehousing & Support Activities for Transport	9.2	763	3.1	288	30.8
H5224,52292	Services Allied to Transport of Goods	6.5	319	1.3	179	-

Source : Occupational Safety and Health Division, MOM

¹ Includes Manufacture of Basic Metals, Fabricated Metal Products, Machinery & Equipment and Electrical Machinery & Apparatus.² Includes Shipbuilding and Ship Repairing, Marine Surveying Services (other than classification societies), Salvaging of Distressed Vessels and Cargo and Works carried out at the anchorage.

Notes :

1) Data on workplace safety and health are compiled based on incident reports made by employers, occupiers and medical practitioners in the fulfilment of their obligations under the Workplace Safety and Health (Incident Reporting) Regulations.

2) Workplace Fatal Injury Rate and Injury Rate are victim-based while Accident Frequency Rate is incident-based.

F.1 WORKPLACE SAFETY AND HEALTH INDICATORS BY INDUSTRY, 2014 (continued)

SSIC 2010	Industry	Workplace Fatal Injury Rate	Workplace Injury Rate	Accident Frequency Rate	Accident Severity Rate	Occupational Disease Incidence
		per 100,000 employed persons		per million man-hours worked		per 100,000 employed persons
I55-56	Accommodation and Food Services	-	407	1.8	33	15.0
I55	Accommodation	-	661	2.7	51	25.6
I56	Food & Beverage Services	-	362	1.7	29	13.2
J58-63	Information and Communications	-	45	0.2	5	3.4
J58-61	Telecommunications, Broadcasting & Publishing	-	98	0.4	11	4.9
J62-63	IT & Other Information Services	-	18	0.1	1	2.6
L68	Real Estate Services	-	312	1.3	23	8.4
M69-75	Professional Services	-	170	0.7	14	17.4
M69-70	Legal, Accounting & Management Services	-	133	0.6	12	7.1
M71	Architectural & Engineering Services	-	287	1.2	21	49.3
N77-82	Administrative and Support Services	2.5	211	0.9	75	9.5
N80	Security & Investigation	5.0	260	1.0	125	10.0
N81	Cleaning & Landscaping	4.0	256	1.3	126	14.0
N8130	Landscape Care & Maintenance Services	-	288	1.1	27	19.2
O84-U99	Community, Social and Personal Services	-	144	0.7	12	9.1
Q86,8701	Health Activities	-	375	1.7	32	28.7
R90-93	Arts, Entertainment & Recreation	-	204	0.9	15	10.8

Source : Occupational Safety and Health Division, MOM

Notes :

- 1) Data on workplace safety and health are compiled based on incident reports made by employers, occupiers and medical practitioners in the fulfilment of their obligations under the Workplace Safety and Health (Incident Reporting) Regulations.
- 2) Workplace Fatal Injury Rate and Injury Rate are victim-based while Accident Frequency Rate is incident-based.
- 3) Data pertaining to Veterinary Activities are not indicated as the injury number is too small (i.e. less than 10) for meaningful analysis.

F.2 TOP INCIDENT TYPES LEADING TO WORKPLACE INJURIES BY INDUSTRY, 2014

SSIC 2010	Industry	Top Incident Types								Number
		Slips, Trips & Falls	Struck by Moving Objects	Cut / Stabbed by Objects	Struck by Falling Objects	Caught in or Between Objects	Over-exertion / Strenuous Movement	Falls from Heights	Strike Against Objects	
	TOTAL	3,137	2,027	1,658	1,411	1,340	845	791	705	
C10-32 (excluding C301)	Manufacturing (excluding shipbuilding and ship repairing)	526	581	518	297	495	146	85	171	
C10-12	Food, Beverages & Tobacco	116	51	127	28	57	21	s	28	
C17,18,22	Paper / Rubber / Plastic Products & Printing	46	42	37	17	59	s	s	14	
C19-20	Petrochemical	24	16	s	s	21	s	s	s	
C23	Non-metallic Mineral Products	32	29	37	28	20	s	s	13	
C24-25,27-28	Metalworking ¹	167	347	171	162	248	52	46	64	
C26	Electronic, Computer & Optical Products	57	25	21	13	26	25	s	19	
C29-30 (excluding C301)	Transport Equipment	21	17	10	11	19	s	s	11	
C31	Furniture	12	14	50	s	s	s	s	s	
C301,H52252,52225	Marine ²	82	95	37	56	73	20	45	25	
F41-43	Construction	475	544	310	452	341	75	333	108	
E36-38	Water Supply, Sewerage and Waste Management	41	21	17	15	16	s	s	s	
G46-47	Wholesale and Retail Trade	175	73	85	73	36	47	43	36	
G46	Wholesale Trade	104	43	36	35	23	28	24	16	
G47	Retail Trade	71	30	49	38	13	19	19	20	

Source : Occupational Safety and Health Division, MOM

¹ Includes Manufacture of Basic Metals, Fabricated Metal Products, Machinery & Equipment and Electrical Machinery & Apparatus.² Includes Shipbuilding and Ship Repairing, Marine Surveying Services (other than classification societies), Salvaging of Distressed Vessels and Cargo and Works carried out at the anchorage.

Notes :

1) Data on workplace safety and health are compiled based on incident reports made by employers, occupiers and medical practitioners in the fulfilment of their obligations under the Workplace Safety and Health (Incident Reporting) Regulations.

2) Figures are victim-based.

3) Figures include both fatal and non-fatal injuries.

4) Slips, Trips and Falls incidents are identified through Slips and Trips on same level/ Fall from Vehicle/ Stairs/ Steps/ Machines/ Other Locations incidents.

5) Falls from Heights (FFH) incidents are identified through fall from Roof/ Mobile Work Platform/ Scaffold/ Ladder/ Structure/ Into Depth incidents.

6) s : Suppressed because the injury numbers are too small (i.e. less than 10) for meaningful analysis.

F.2 TOP INCIDENT TYPES LEADING TO WORKPLACE INJURIES BY INDUSTRY, 2014 (continued)

SSIC 2010	Industry	Top Incident Types								Number
		Slips, Trips & Falls	Struck by Moving Objects	Cut / Stabbed by Objects	Struck by Falling Objects	Caught in or Between Objects	Over-exertion / Strenuous Movement	Falls from Heights	Strike Against Objects	
H49-53	Transportation and Storage	303	176	59	101	105	122	22	87	
H49	Land Transport	54	12	s	s	s	16	s	s	
H50	Water Transport	s	s	s	s	s	s	-	s	
H52	Warehousing & Support Activities for Transport	202	134	48	74	86	41	21	63	
H5224,52292	Services Allied to Transport of Goods	28	16	s	11	s	s	s	s	
I55-56	Accommodation and Food Services	227	46	258	54	22	56	20	46	
I55	Accommodation	73	16	52	18	11	18	s	12	
I56	Food & Beverage Services	154	30	206	36	11	38	14	34	
J58-63	Information and Communications	22	s	s	s	s	s	s	s	
J58-61	Telecommunications, Broadcasting & Publishing	16	s	s	s	s	s	s	-	
J62-63	IT & Other Information Services	s	s	-	s	s	s	-	s	
L68	Real Estate Services	91	26	44	24	11	11	10	21	
M69-75	Professional Services	104	49	41	44	23	41	17	16	
M69-70	Legal, Accounting & Management Services	46	s	15	10	s	27	s	s	
M71	Architectural & Engineering Services	43	32	16	28	15	s	s	s	
N77-82	Administrative and Support Services	116	51	31	24	22	22	12	27	
N80	Security & Investigation	20	12	-	s	s	10	-	s	
N81	Cleaning & Landscaping	46	17	12	s	s	s	s	s	
N8130	Landscape Care & Maintenance Services	s	s	s	s	s	-	s	s	
O84-U99	Community, Social and Personal Services	374	117	85	80	60	131	25	54	
Q86,8701	Health Activities	88	45	15	18	17	58	s	12	
R90-93	Arts, Entertainment & Recreation	35	14	s	s	s	11	s	s	

Source : Occupational Safety and Health Division, MOM

Notes :

- 1) Data on workplace safety and health are compiled based on incident reports made by employers, occupiers and medical practitioners in the fulfilment of their obligations under the Workplace Safety and Health (Incident Reporting) Regulations.
- 2) Figures are victim-based.
- 3) Figures include both fatal and non-fatal injuries.
- 4) Slips, Trips and Falls incidents are identified through Slips and Trips on same level/ Fall from Vehicle/ Stairs/ Steps/ Machines/ Other Locations incidents.
- 5) Falls from Heights (FFH) incidents are identified through fall from Roof/ Mobile Work Platform/ Scaffold/ Ladder/ Structure/ Into Depth incidents.
- 6) s : Suppressed because the injury numbers are too small (i.e. less than 10) for meaningful analysis.

F.3 WORKPLACE INJURIES BY INDUSTRY AND DEGREE OF INJURY, 2014

SSIC 2010	Industry	Total	Fatal	Number	
				Non-fatal	
				Major Injury	Minor Injury
	TOTAL	13,595	60	672	12,863
C10-32 (excluding C301)	Manufacturing (excluding shipbuilding and ship repairing)	3,068	6	140	2,922
C10-12	Food, Beverages & Tobacco	482	2	20	460
C17,18,22	Paper / Rubber / Plastic Products & Printing	239	-	12	227
C19-20	Petrochemical	131	-	10	121
C23	Non-metallic Mineral Products	184	1	5	178
C24-25,27-28	Metalworking ¹	1,342	2	51	1,289
C26	Electronic, Computer & Optical Products	212	1	10	201
C29-30 (excluding C301)	Transport Equipment	108	-	8	100
C31	Furniture	105	-	4	101
C301,H52252,52225	Marine ²	502	4	29	469
F41-43	Construction	2,915	27	202	2,686
E36-38	Water Supply, Sewerage and Waste Management	152	1	10	141
G46-47	Wholesale and Retail Trade	679	4	44	631
G46	Wholesale Trade	380	2	28	350
G47	Retail Trade	299	2	16	281

Source : Occupational Safety and Health Division, MOM

¹ Includes Manufacture of Basic Metals, Fabricated Metal Products, Machinery & Equipment and Electrical Machinery & Apparatus.² Includes Shipbuilding and Ship Repairing, Marine Surveying Services (other than classification societies), Salvaging of Distressed Vessels and Cargo and Works carried out at the anchorage.

Notes :

1) Data on workplace safety and health are compiled based on incident reports made by employers, occupiers and medical practitioners in the fulfilment of their obligations under the Workplace Safety and Health (Incident Reporting) Regulations.

2) Figures are victim-based.

F.3 WORKPLACE INJURIES BY INDUSTRY AND DEGREE OF INJURY, 2014 (continued)

SSIC 2010	Industry	Total	Fatal	Number	
				Non-fatal	
				Major Injury	Minor Injury
H49-53	Transportation and Storage	1,113	12	39	1,062
H49	Land Transport	130	1	2	127
H50	Water Transport	25	1	1	23
H52	Warehousing & Support Activities for Transport	743	9	33	701
H5224,52292	Services Allied to Transport of Goods	98	2	7	89
I55-56	Accommodation and Food Services	947	-	27	920
I55	Accommodation	232	-	4	228
I56	Food & Beverage Services	715	-	23	692
J58-63	Information and Communications	54	-	2	52
J58-61	Telecommunications, Broadcasting & Publishing	40	-	2	38
J62-63	IT & Other Information Services	14	-	-	14
L68	Real Estate Services	298	-	14	284
M69-75	Professional Services	399	-	16	383
M69-70	Legal, Accounting & Management Services	151	-	3	148
M71	Architectural & Engineering Services	186	-	7	179
N77-82	Administrative and Support Services	424	5	13	406
N80	Security & Investigation	104	2	4	98
N81	Cleaning & Landscaping	128	2	4	122
N8130	Landscape Care & Maintenance Services	30	-	-	30
O84-U99	Community, Social and Personal Services	1,078	-	35	1,043
Q86,8701	Health Activities	326	-	6	320
R90-93	Arts, Entertainment & Recreation	113	-	3	110

Source : Occupational Safety and Health Division, MOM

Notes :

1) Data on workplace safety and health are compiled based on incident reports made by employers, occupiers and medical practitioners in the fulfilment of their obligations under the Workplace Safety and Health (Incident Reporting) Regulations.

2) Figures are victim-based.

F.4 WORKPLACE INJURIES BY INCIDENT TYPES AND DEGREE OF INJURY, 2014

Incident Types	Total	Fatal	Non-fatal		Number
			Major Injury	Minor Injury	
TOTAL	13,595	60	672	12,863	
Slips, Trips & Falls	3,137	4	171	2,962	
Struck by Moving Objects	2,027	9	53	1,965	
Cut / Stabbed by Objects	1,658	-	35	1,623	
Struck by Falling Objects	1,411	8	56	1,347	
Caught in or Between Objects	1,340	5	69	1,266	
Over-exertion / Strenuous Movement	845	-	12	833	
Falls from Heights	791	12	88	691	
Strike Against Objects	705	-	16	689	
Work-related Traffic	565	6	57	502	
Exposure to/ Contact with Extreme Temperatures	365	2	35	328	
Exposed to/ Contact with Hazardous Substances	186	1	9	176	
Exposed to/ Contact with Biological Materials	153	-	-	153	
Physical Assault	119	1	6	112	
Stepping on Objects	79	-	2	77	
Fires and Explosion	72	2	16	54	
Others	142	10	47	85	

Source : Occupational Safety and Health Division, MOM

Notes :

1) Data on workplace safety and health are compiled based on incident reports made by employers, occupiers and medical practitioners in the fulfilment of their obligations under the Workplace Safety and Health (Incident Reporting) Regulations.

2) Figures are victim-based.

3) Slips, Trips and Falls incidents are identified through Slips and Trips on same level/ Fall from Vehicle/ Stairs/ Steps/ Machines/ Other Locations incidents.

4) Falls from Heights (FFH) incidents are identified through fall from Roof/ Mobile Work Platform/ Scaffold/ Ladder/ Structure/ Into Depth incidents.

F.5 WORKPLACE INJURIES BY TOP INCIDENT AGENTS AND DEGREE OF INJURY, 2014

Top Incident Agents	Total	Fatal	Non-fatal		Number
			Major Injury	Minor Injury	
TOTAL	13,595	60	672	12,863	
Physical Workplace	1,861	16	113	1,732	
Floor/Level Surfaces	1,533	-	70	1,463	
Moving Vehicles	1,647	19	122	1,506	
Metal Items	1,504	2	30	1,472	
Means of Access	1,239	4	81	1,154	
Stairs or Steps	514	1	26	487	
Ladders	471	2	30	439	
Industrial Machines	1,203	1	76	1,126	
Industrial Hand Tools (Electrical & Non-electrical)	1,019	-	20	999	
Furniture & Fittings	772	-	32	740	
Goods/Cargo	579	-	18	561	
Human Factor	471	1	10	460	
Lifting Equipment Including Cranes	457	6	42	409	

Source : Occupational Safety and Health Division, MOM

Notes :

1) Data on workplace safety and health are compiled based on incident reports made by employers, occupiers and medical practitioners in the fulfilment of their obligations under the Workplace Safety and Health (Incident Reporting) Regulations.

2) Figures are victim-based.

F.6 CONFIRMED CASES OF OCCUPATIONAL DISEASES BY TYPE OF DISEASE, 2004 – 2014

Type of Disease	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL	380	517	657	602	855	468	432	839	987	887	992
Noise Induced Deafness	251	391	535	490	743	380	364	741	869	564	594
Early	247	384	527	485	741	375	358	730	855	544	580
Advanced	4	7	8	5	2	5	6	11	14	20	14
Occupational Skin Disease	81	84	89	59	66	56	43	52	57	56	54
Excessive Absorption of Chemicals	6	24	5	3	11	16	15	10	4	4	2
Chemical Poisoning	–	–	–	–	8	–	–	1	–	3	–
Compressed Air Illness	4	5	3	2	7	–	2	6	12	5	7
Barotrauma	6	5	5	17	5	1	1	2	10	7	8
Work-related Musculoskeletal Disorder	7	3	8	25	5	3	4	6	17	237	315
Occupational Lung Disease ¹	2	4	2	3	5	3	1	10	5	9	5
Others	23 ²	1	10	3	5	9	2	11	13	2	7

Source : Occupational Safety and Health Division, MOM

¹ Includes occupational asthma, silicosis and asbestosis.² Includes 20 work-related SARS cases.

Notes :

1) Data on workplace safety and health are compiled based on incident reports made by employers, occupiers and medical practitioners in the fulfilment of their obligations under the Workplace Safety and Health (Incident Reporting) Regulations.

2) From 2013 onwards, data include back injury cases due to ergonomic risks.

3) Figures are victim-based.

F.7 CONFIRMED CASES OF OCCUPATIONAL DISEASES BY TYPE OF DISEASE AND INDUSTRY, 2014

Number											
SSIC 2010	Industry	Total	Noise Induced Deafness	Occupational Skin Disease	Excessive Absorption of Chemicals	Chemical Poisoning	Barotrauma	Compressed Air Illness	Occupational Lung Disease ¹	Work-related Musculo-skeletal Disorder	Others
	TOTAL	992	594	54	2	-	8	7	5	315	7
C10-32 (excluding C301)	Manufacturing (excluding shipbuilding and ship repairing)	356	288	16	-	-	-	-	1	50	1
C10-12	Food, Beverages & Tobacco	16	7	1	-	-	-	-	-	8	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	17	14	3	-	-	-	-	-	-	-
C19-20	Petrochemical	25	22	-	-	-	-	-	-	2	1
C23	Non-metallic Mineral Products	4	1	1	-	-	-	-	-	2	-
C24-25,27-28	Metalworking ²	232	200	7	-	-	-	-	1	24	-
C26	Electronic, Computer & Optical Products	22	14	2	-	-	-	-	-	6	-
C29-30 (excluding C301)	Transport Equipment	22	18	1	-	-	-	-	-	3	-
C31	Furniture	8	5	1	-	-	-	-	-	2	-
C301,H52252, 52225	Marine ³	151	139	-	-	-	-	-	-	9	3
F41-43	Construction	140	79	6	-	-	6	7	1	39	2
E36-38	Water Supply, Sewerage and Waste Management	2	-	-	2	-	-	-	-	-	-
G46-47	Wholesale and Retail Trade	32	4	5	-	-	-	-	-	23	-
G46	Wholesale Trade	21	4	4	-	-	-	-	-	13	-
G47	Retail Trade	11	-	1	-	-	-	-	-	10	-

Source : Occupational Safety and Health Division, MOM

¹ Includes occupational asthma, silicosis and asbestosis.² Includes Manufacture of Basic Metals, Fabricated Metal Products, Machinery & Equipment and Electrical Machinery & Apparatus.³ Includes Shipbuilding and Ship Repairing, Marine Surveying Services (other than classification societies), Salvaging of Distressed Vessels and Cargo and Works carried out at the anchorage.

Notes :

1) Data on workplace safety and health are compiled based on incident reports made by employers, occupiers and medical practitioners in the fulfilment of their obligations under the Workplace Safety and Health (Incident Reporting) Regulations.

2) Figures are victim-based.

F.7 CONFIRMED CASES OF OCCUPATIONAL DISEASES BY TYPE OF DISEASE AND INDUSTRY, 2014 (continued)

SSIC 2010	Industry	Total	Noise Induced Deafness	Occupational Skin Disease	Excessive Absorption of Chemicals	Chemical Poisoning	Barotrauma	Compressed Air Illness	Occupational Lung Disease ¹	Work-related Musculo-skeletal Disorder	Number
											Others
H49-53	Transportation and Storage	75	22	-	-	-	-	-	-	53	-
H49	Land Transport	2	-	-	-	-	-	-	-	2	-
H50	Water Transport	1	1	-	-	-	-	-	-	-	-
H52	Warehousing & Support Activities for Transport	30	10	-	-	-	-	-	-	20	-
H5224,52292	Services Allied to Transport of Goods	-	-	-	-	-	-	-	-	-	-
I55-56	Accommodation and Food Services	35	-	7	-	-	-	-	-	28	-
I55	Accommodation	9	-	1	-	-	-	-	-	8	-
I56	Food & Beverage Services	26	-	6	-	-	-	-	-	20	-
J58-63	Information and Communications	4	-	-	-	-	-	-	-	4	-
J58-61	Telecommunications, Broadcasting & Publishing	2	-	-	-	-	-	-	-	2	-
J62-63	IT & Other Information Services	2	-	-	-	-	-	-	-	2	-
L68	Real Estate Services	8	-	-	-	-	-	-	-	8	-
M69-75	Professional Services	41	29	-	-	-	1	-	-	11	-
M69-70	Legal, Accounting & Management Services	8	1	-	-	-	1	-	-	6	-
M71	Architectural & Engineering Services	32	28	-	-	-	-	-	-	4	-
N77-82	Administrative and Support Services	19	5	3	-	-	1	-	-	9	1
N80	Security & Investigation	4	-	-	-	-	-	-	-	4	-
N81	Cleaning & Landscaping	7	-	3	-	-	-	-	-	3	1
N8130	Landscape Care & Maintenance Services	2	-	1	-	-	-	-	-	1	-
O84-U99	Community, Social and Personal Services	68	15	12	-	-	-	-	-	41	-
Q86,8701	Health Activities	25	2	7	-	-	-	-	-	16	-
R90-93	Arts, Entertainment & Recreation	6	-	1	-	-	-	-	-	5	-

Source : Occupational Safety and Health Division, MOM

¹ Includes occupational asthma, silicosis and asbestosis.

Notes :

1) Data on workplace safety and health are compiled based on incident reports made by employers, occupiers and medical practitioners in the fulfilment of their obligations under the Workplace Safety and Health (Incident Reporting) Regulations.

2) Figures are victim-based.

F.8 AMOUNT OF WORK INJURY COMPENSATION AWARDED (\$M), 2012 - 2014

Work Injury Compensation		2012	2013	2014
Temporary Incapacity*	No. of Cases	9,083	9,039	10,126
	MC Wages (\$million)	5.02	5.62	6.22
Permanent Incapacity*	No. of Cases	4,112	4,428	4,494
	MC Wages (\$million)	8.64	9.88	10.96
	PI Compensation (\$million)	51.50	60.70	65.99
Fatal*	No. of Cases	103	115	113
	Death Compensation (\$million)	11.50	14.68	14.95
Total	No. of Cases	13,298	13,582	14,733
	MC Wages (\$million)	13.66	15.50	17.18
	PI/ Death Compensation (\$million)	63.00	75.38	80.94

Source : Occupational Safety and Health Division, MOM

* includes Occupational Diseases

Notes :

1) MC wages indicated in the table above are computed based on the number of days of medical/hospitalisation leave captured by MOM.

2) Excludes cases that were withdrawn, cases with No-Further-Action required and cases that were not admitted under Work Injury Compensation Act.

3) 0% permanent incapacity cases are accounted under Temporary Incapacity.

A large, stylized map of the United States composed of numerous small, grey icons representing various business and industry concepts. The icons include a clock, lightbulb, pie chart, bar graph, factory, truck, person, magnifying glass, globe, handshake, dollar sign, piggy bank, computer monitor, smartphone, calculator, gear, and many others, all arranged to form the geographical shape of the country.

SOCIAL SECURITY

Source of Data

Statistics on Central Provident Fund (CPF) members are compiled by the Central Provident Fund Board.

Definitions and Notes

An **active CPF member** refers to a person who has at least one contribution paid for him for the current or any of the preceding three months.

All CPF members have three accounts with the CPF Board – the Ordinary, Medisave and Special Accounts. Savings in the Ordinary Account can be used to buy a home, pay for CPF insurance (such as Dependants' Protection Scheme and Home Protection Scheme), investment and education. Medisave savings can be used for hospitalisation expenses, approved medical insurance and certain outpatient treatments while savings in the Special Account are reserved for old age and investment in retirement-related financial products.

Both the employer and the employee make monthly contributions to the CPF. The employer is liable to pay the total CPF contribution, and is entitled to recover the employee's contribution from the employee's wages.

G.1 CENTRAL PROVIDENT FUND CONTRIBUTION RATES, 1997 - 2015

Period	Contribution Rate			Credited Into			Per Cent
	Total	By Employer	By Employee	Ordinary Account	Special Account	Medisave Account	
From Jan 1997 to Dec 1998							
Up to 35 years	40.0	20.0	20.0	30.0	4.0	6.0	
Above 35 – 45 years	40.0	20.0	20.0	29.0	4.0	7.0	
Above 45 – 55 years	40.0	20.0	20.0	28.0	4.0	8.0	
Above 55 – 60 years	20.0	7.5	12.5	12.0	–	8.0	
Above 60 – 65 years	15.0	7.5	7.5	7.0	–	8.0	
Above 65 years	10.0	5.0	5.0	2.0	–	8.0	
From Jan 1999 to Mar 2000							
Up to 35 years	30.0	10.0	20.0	24.0	–	6.0	
Above 35 – 45 years	30.0	10.0	20.0	23.0	–	7.0	
Above 45 – 55 years	30.0	10.0	20.0	22.0	–	8.0	
Above 55 – 60 years	16.5	4.0	12.5	8.5	–	8.0	
Above 60 – 65 years	9.5	2.0	7.5	1.5	–	8.0	
Above 65 years	7.0	2.0	5.0	–	–	7.0	
From Apr 2000 to Dec 2000							
Up to 35 years	32.0	12.0	20.0	24.0	2.0	6.0	
Above 35 – 45 years	32.0	12.0	20.0	23.0	2.0	7.0	
Above 45 – 55 years	32.0	12.0	20.0	22.0	2.0	8.0	
Above 55 – 60 years	17.0	4.5	12.5	9.0	–	8.0	
Above 60 – 65 years	10.0	2.5	7.5	2.0	–	8.0	
Above 65 years	7.5	2.5	5.0	–	–	7.5	
From Jan 2001 to Sep 2003							
Up to 35 years	36.0	16.0	20.0	26.0	4.0	6.0	
Above 35 – 45 years	36.0	16.0	20.0	23.0	6.0	7.0	
Above 45 – 55 years	36.0	16.0	20.0	22.0	6.0	8.0	
Above 55 – 60 years	18.5	6.0	12.5	10.5	–	8.0	
Above 60 – 65 years	11.0	3.5	7.5	2.5	–	8.5	
Above 65 years	8.5	3.5	5.0	–	–	8.5	

Source : Central Provident Fund Board

G.1 CENTRAL PROVIDENT FUND CONTRIBUTION RATES, 1997 - 2015 (continued)

Period	Contribution Rate			Credited Into		
	Total	By Employer	By Employee	Ordinary Account	Special Account	Medisave Account
From Oct 2003 to Dec 2004						
Up to 35 years	33.0	13.0	20.0	22.0	5.0	6.0
Above 35 – 45 years	33.0	13.0	20.0	20.0	6.0	7.0
Above 45 – 55 years	33.0	13.0	20.0	18.0	7.0	8.0
Above 55 – 60 years	18.5	6.0	12.5	10.5	–	8.0
Above 60 – 65 years	11.0	3.5	7.5	2.5	–	8.5
Above 65 years	8.5	3.5	5.0	–	–	8.5
From Jan 2005 to Dec 2005						
Up to 35 years	33.0	13.0	20.0	22.0	5.0	6.0
Above 35 – 45 years	33.0	13.0	20.0	20.0	6.0	7.0
Above 45 – 50 years	33.0	13.0	20.0	18.0	7.0	8.0
Above 50 – 55 years	30.0	11.0	19.0	15.0	7.0	8.0
Above 55 – 60 years	18.5	6.0	12.5	10.5	–	8.0
Above 60 – 65 years	11.0	3.5	7.5	2.5	–	8.5
Above 65 years	8.5	3.5	5.0	–	–	8.5
From Jan 2006 to Jun 2007						
Up to 35 years	33.0	13.0	20.0	22.0	5.0	6.0
Above 35 – 45 years	33.0	13.0	20.0	20.0	6.0	7.0
Above 45 – 50 years	33.0	13.0	20.0	18.0	7.0	8.0
Above 50 – 55 years	27.0	9.0	18.0	12.0	7.0	8.0
Above 55 – 60 years	18.5	6.0	12.5	10.5	–	8.0
Above 60 – 65 years	11.0	3.5	7.5	2.5	–	8.5
Above 65 years	8.5	3.5	5.0	–	–	8.5

Source : Central Provident Fund Board

G.1 CENTRAL PROVIDENT FUND CONTRIBUTION RATES, 1997 - 2015 (continued)

Period	Per Cent			Ratio of Contribution		
	Contribution Rate			Credited Into		
	Total	By Employer	By Employee	Ordinary Account	Special Account	Medisave Account
From Jul 2007 to Aug 2010 ¹						
Up to 35 years	34.5	14.5	20.0	0.6667	0.1449	0.1884
Above 35 – 45 years	34.5	14.5	20.0	0.6088	0.1739	0.2173
Above 45 – 50 years	34.5	14.5	20.0	0.5509	0.2028	0.2463
Above 50 – 55 years	28.5	10.5	18.0	0.4562	0.2456	0.2982
Above 55 – 60 years	20.0	7.5	12.5	0.5750	–	0.4250
Above 60 – 65 years	12.5	5.0	7.5	0.2800	–	0.7200
Above 65 years	10.0	5.0	5.0	0.1000	–	0.9000
From Sep 2010 to Feb 2011 ¹						
Up to 35 years	35.0	15.0	20.0	0.6572	0.1428	0.2000
Above 35 – 45 years	35.0	15.0	20.0	0.6001	0.1714	0.2285
Above 45 – 50 years	35.0	15.0	20.0	0.5429	0.2000	0.2571
Above 50 – 55 years	29.0	11.0	18.0	0.4484	0.2413	0.3103
Above 55 – 60 years	20.5	8.0	12.5	0.5610	–	0.4390
Above 60 – 65 years	13.0	5.5	7.5	0.2693	–	0.7307
Above 65 years	10.5	5.5	5.0	0.0953	–	0.9047
From Mar 2011 to Aug 2011 ¹						
Up to 35 years	35.5	15.5	20.0	0.6480	0.1549	0.1971
Above 35 – 45 years	35.5	15.5	20.0	0.5917	0.1830	0.2253
Above 45 – 50 years	35.5	15.5	20.0	0.5353	0.2112	0.2535
Above 50 – 55 years	29.5	11.5	18.0	0.4408	0.2542	0.3050
Above 55 – 60 years	21.0	8.5	12.5	0.5477	0.0238	0.4285
Above 60 – 65 years	13.5	6.0	7.5	0.2593	0.0370	0.7037
Above 65 years	11.0	6.0	5.0	0.0910	0.0454	0.8636

Source : Central Provident Fund Board

¹ For monthly wages between \$1,500 and \$4,500

G.1 CENTRAL PROVIDENT FUND CONTRIBUTION RATES, 1997 - 2015 (continued)

Period	Per Cent			Ratio of Contribution		
	Contribution Rate			Credited Into		
	Total	By Employer	By Employee	Ordinary Account	Special Account	Medisave Account
From Sep 2011 to Aug 2012 ²						
Up to 35 years	36.0	16.0	20.0	0.6390	0.1666	0.1944
Above 35 – 45 years	36.0	16.0	20.0	0.5834	0.1944	0.2222
Above 45 – 50 years	36.0	16.0	20.0	0.5278	0.2222	0.2500
Above 50 – 55 years	30.0	12.0	18.0	0.4334	0.2666	0.3000
Above 55 – 60 years	21.5	9.0	12.5	0.5349	0.0465	0.4186
Above 60 – 65 years	14.0	6.5	7.5	0.2501	0.0714	0.6785
Above 65 years	11.5	6.5	5.0	0.0871	0.0869	0.8260
From Sep 2012 to Dec 2013 ²						
Up to 35 years	36.0	16.0	20.0	0.6390	0.1666	0.1944
Above 35 – 45 years	36.0	16.0	20.0	0.5834	0.1944	0.2222
Above 45 – 50 years	36.0	16.0	20.0	0.5278	0.2222	0.2500
Above 50 – 55 years	32.5	14.0	18.5	0.4154	0.2923	0.2923
Above 55 – 60 years	23.5	10.5	13.0	0.5107	0.0851	0.4042
Above 60 – 65 years	14.5	7.0	7.5	0.2415	0.1034	0.6551
Above 65 years	11.5	6.5	5.0	0.0871	0.0869	0.8260

Source : Central Provident Fund Board

² For monthly wages between \$1,500 and \$5,000

G.1 CENTRAL PROVIDENT FUND CONTRIBUTION RATES, 1997 - 2015 (continued)

Period	Per Cent			Ratio of Contribution		
	Contribution Rate			Credited Into		
	Total	By Employer	By Employee	Ordinary Account	Special Account	Medisave Account
From Jan 2014 onwards ³						
Up to 35 years	36.0	16.0	20.0	0.6390	0.1666	0.1944
Above 35 – 45 years	36.0	16.0	20.0	0.5834	0.1944	0.2222
Above 45 – 50 years	36.0	16.0	20.0	0.5278	0.2222	0.2500
Above 50 – 55 years	32.5	14.0	18.5	0.4154	0.2923	0.2923
Above 55 – 60 years	23.5	10.5	13.0	0.5107	0.0851	0.4042
Above 60 – 65 years	14.5	7.0	7.5	0.2415	0.1034	0.6551
Above 65 years	11.5	6.5	5.0	0.0871	0.0869	0.8260
From Jan 2015 onwards ³						
Up to 35 years	37.0	17.0	20.0	0.6217	0.1621	0.2162
Above 35 – 45 years	37.0	17.0	20.0	0.5677	0.1891	0.2432
Above 45 – 50 years	37.0	17.0	20.0	0.5136	0.2162	0.2702
Above 50 – 55 years	35.0	16.0	19.0	0.4000	0.3000	0.3000
Above 55 – 60 years	25.0	12.0	13.0	0.4800	0.1000	0.4200
Above 60 – 65 years	16.0	8.5	7.5	0.2188	0.1250	0.6562
Above 65 years	12.5	7.5	5.0	0.0800	0.0800	0.8400

Source : Central Provident Fund Board

³ For monthly wages between \$750 and \$5,000

G.2 ACTIVE CENTRAL PROVIDENT FUND MEMBERS BY AGE, 2004 – 2014
(At Year-End)

											Number
Age (Year)	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL	1,324,400	1,381,100	1,461,900	1,545,000	1,610,100	1,644,600	1,700,400	1,735,400	1,788,800	1,854,300	1,951,000
Up to 20	31,000	34,000	38,900	44,000	40,500	38,900	43,900	42,500	45,700	49,300	56,800
> 20 – 25	103,000	104,400	107,100	108,200	110,300	109,700	115,500	118,600	122,400	122,100	129,400
> 25 – 30	184,300	189,000	193,200	200,900	207,800	211,700	209,300	202,200	199,800	208,200	217,600
> 30 – 35	205,100	210,100	217,600	220,000	222,800	227,500	231,100	229,400	232,200	233,900	235,700
> 35 – 40	190,900	195,500	203,100	213,300	222,400	229,300	232,000	234,300	233,200	232,400	236,600
> 40 – 45	187,200	193,100	201,000	206,700	209,000	208,000	210,600	214,000	220,900	228,700	237,400
> 45 – 50	166,900	174,100	183,000	191,600	198,000	201,800	206,900	210,400	212,600	214,600	217,200
> 50 – 55	122,900	131,400	144,000	157,300	168,100	174,200	182,700	188,100	194,400	201,100	209,900
> 55 – 60	73,400	84,900	95,400	105,900	116,100	122,300	132,000	142,600	153,900	165,300	178,300
Above 60	59,500	64,500	78,700	97,000	115,000	121,300	136,200	153,300	173,500	198,600	232,100

Source : Central Provident Fund Board

Notes :

- 1) Data exclude self-employed persons.
- 2) Data may not add up to the total due to rounding.
- 3) 'Total' includes active CPF members with unspecified age.

G.3 ACTIVE CENTRAL PROVIDENT FUND MEMBERS BY INDUSTRY AND SEX, 2011 - 2014
(At Year-End)

SSIC 2010	Industry	Number					
		2011			2012		
		Total	Males	Females	Total	Males	Females
	TOTAL	1,735,400	903,400	832,100	1,788,800	926,300	862,500
C10-32	Manufacturing	254,500	158,700	95,800	254,600	158,400	96,200
F41-43	Construction	102,100	71,500	30,500	105,400	73,600	31,800
G-U	Services						
G46-47	Wholesale & Retail Trade	264,900	130,500	134,400	273,900	134,200	139,700
H49-53	Transport & Storage	110,800	72,800	38,000	114,700	74,900	39,800
I55-56	Accommodation & Food Service Activities	101,100	45,800	55,300	108,900	49,100	59,800
J58-63	Information & Communications	65,100	37,700	27,400	66,500	38,200	28,300
K64-66	Financial & Insurance Activities	139,600	59,900	79,700	142,700	61,800	80,900
L68	Real Estate Activities	45,100	22,000	23,200	45,800	22,200	23,600
M69-75	Professional, Scientific & Technical Activities	130,200	65,000	65,300	137,000	68,100	68,900
N77-82	Administrative & Support Service Activities	157,600	87,500	70,100	160,500	89,000	71,600
O-U	Other Service Activities	349,500	141,700	207,800	363,400	146,300	217,200
A,B,D,E,V	Others ¹	15,000	10,500	4,600	15,500	10,600	4,900

Source : Central Provident Fund Board

¹ Includes Agriculture, Fishing, Quarrying, Utilities, Sewerage & Waste Management and Activities not Adequately Defined.

Notes :

1) Data for males and females do not add up to the total due to unspecified sex.

2) Data exclude self-employed persons.

3) Data may not add up to the total due to rounding.

G.3 ACTIVE CENTRAL PROVIDENT FUND MEMBERS BY INDUSTRY AND SEX, 2011 - 2014 (continued)
(At Year-End)

SSIC 2010	Industry	2013			2014		
		Total	Males	Females	Total	Males	Females
	TOTAL	1,854,300	955,400	898,900	1,951,000	997,800	953,100
C10-32	Manufacturing	253,100	157,000	96,100	252,700	156,300	96,400
F41-43	Construction	110,200	75,900	34,300	113,300	76,800	36,500
G-U	Services						
G46-47	Wholesale & Retail Trade	286,000	138,600	147,400	305,000	146,300	158,700
H49-53	Transport & Storage	119,100	77,900	41,200	123,400	80,800	42,600
I55-56	Accommodation & Food Service Activities	116,900	52,800	64,100	125,900	56,400	69,400
J58-63	Information & Communications	69,200	39,800	29,400	74,000	42,400	31,600
K64-66	Financial & Insurance Activities	147,600	64,200	83,400	156,300	68,600	87,700
L68	Real Estate Activities	46,800	22,700	24,100	53,900	26,200	27,700
M69-75	Professional, Scientific & Technical Activities	146,000	72,700	73,300	159,600	79,400	80,100
N77-82	Administrative & Support Service Activities	166,100	91,900	74,300	173,500	95,300	78,200
O-U	Other Service Activities	377,200	151,000	226,300	397,200	158,300	238,900
A,B,D,E,V	Others ¹	16,200	11,100	5,100	16,300	11,100	5,200

Source : Central Provident Fund Board

¹ Includes Agriculture, Fishing, Quarrying, Utilities, Sewerage & Waste Management and Activities not Adequately Defined.

Notes :

1) Data for males and females do not add up to the total due to unspecified sex.

2) Data exclude self-employed persons.

3) Data may not add up to the total due to rounding.

A large, stylized map of the United Kingdom is formed by a dense collection of small, grey icons. These icons represent a wide array of business and industry concepts, including: financial symbols like dollar signs, piggy banks, and coins; technology and communication like computers, smartphones, and email icons; manufacturing and logistics like factories, trucks, and forklifts; human resources like people icons, resumes, and headsets; and general business operations like gears, lightbulbs, and documents. The overall composition is a mosaic that fills the shape of the UK, with a high density of icons in the central and southern regions.

HIGHER EDUCATION AND SKILLS TRAINING

Source of Data

Statistics on starting salaries of graduates are collected through the Graduate Employment Survey conducted by publicly-funded local universities, polytechnics and Institute of Technical Education (ITE). The monthly gross starting salary comprises the basic salary, fixed allowances, overtime pay and commissions, but does not include bonuses, as the graduates generally would not have worked long enough to get bonus payouts. The data pertain to graduates in full-time permanent employment, including those on contracts of one year or more.

Statistics on the number of graduates from the institutions of higher learning in Singapore are provided by the National University of Singapore, Nanyang Technological University (including National Institute of Education), Singapore Management University, Singapore Institute of Management, Singapore Polytechnic, Ngee Ann Polytechnic, Temasek Polytechnic, Nanyang Polytechnic and Republic Polytechnic.

Statistics on the number of persons who completed or participated in vocational or professional skills training courses are provided by the Institute of Technical Education, Singapore Workforce

Development Agency, National Trade Union Congress, Building and Construction Authority Academy, Ong Teng Cheong Labour Leadership Institute, Institute of Systems Science (National University of Singapore) and Singapore Human Resources Institute.

About the Institutions

The National University of Singapore (NUS) was established in August 1980 with the merger of the University of Singapore (founded in 1962) and Nanyang University (founded in 1955).

NUS has 16 faculties and schools, namely:

- Faculty of Arts and Social Sciences;
- NUS Business School;
- School of Computing;
- Faculty of Dentistry;
- School of Design and Environment;
- Faculty of Engineering;
- Faculty of Law;
- Yong Loo Lin School of Medicine;
- Yong Siew Toh Conservatory of Music;
- Faculty of Science;
- University Scholars Programme;
- Yale-NUS College;
- Saw Swee Hock School of Public Health;

- NUS Graduate School for Integrative Sciences and Engineering;
- Lee Kuan Yew School of Public Policy;
- Duke-NUS Graduate Medical School Singapore.

The NUS Graduate School for Integrative Sciences and Engineering, Lee Kuan Yew School of Public Policy and Duke-NUS Graduate Medical School Singapore offer higher degree courses only. There is also a teaching institute known as the Institute of Systems Science.

The **Nanyang Technological University** (NTU) has roots that go back to 1955 when Nanyang University was set up. In 1981, Nanyang Technological Institute (NTI) was established on the premises of the former Nanyang University. In 1991, NTI was inaugurated as NTU with the absorption of the National Institute of Education. The alumni rolls of the former Nanyang University were transferred to NTU in 1996.

NTU is organised into the following colleges and schools:

Colleges and Schools

College of Engineering

- School of Chemical and Biomedical Engineering
- School of Civil and Environmental Engineering
- School of Computer Engineering

- School of Electrical and Electronic Engineering
- School of Materials Science and Engineering
- School of Mechanical and Aerospace Engineering

College of Business

- Nanyang Business School

College of Science

- Asian School of Environment
- School of Biological Sciences
- School of Physical and Mathematical Sciences

College of Humanities, Arts & Social Sciences

- School of Art, Design and Media
- School of Humanities and Social Sciences
- Wee Kim Wee School of Communication and Information

Interdisciplinary Graduate School

A graduate school that supports PhD research in the University's interdisciplinary research centres in Sustainable Earth, New Media and Future Healthcare.

Lee Kong Chian School of Medicine

A joint medical school between NTU and Imperial College London, offering a five-year MBBS programme.

Autonomous entities

- National Institute of Education (NIE);
- S Rajaratnam School of International Studies;

- Earth Observatory of Singapore (EOS) ; and
- Singapore Centre on Environmental Life Sciences Engineering (SCELSE).

The **Singapore Management University** (SMU) incorporated in 2000, is Singapore's third university.

SMU comprises six schools, namely:

- Lee Kong Chian School of Business;
- School of Accountancy;
- School of Economics;
- School of Information Systems;
- School of Law; and
- School of Social Sciences.

Together, they offer Bachelor's, Master's and PhD degree programmes in business and other disciplines.

The **Singapore Institute of Management** (SIM Group) was founded in 1964 to support Singapore's economic development. SIM Group offers its core services through three educational brands:

- *SIM University* (UniSIM) is the only national private university in Singapore. Home to more than 14,000 students, UniSIM offers more than 50 academic programmes (part-time and full-time) in various disciplines. Eligible students taking UniSIM's undergraduate programmes enjoy government subsidies and access to government bursaries, tuition fee and study loans.

UniSIM is a not-for-profit university and the SIM University Education Fund has been a Singapore 'Institution of a Public Character' (IPC) since September 2005.

- *SIM Global Education* students can choose from a wide range of overseas degree programmes made available through SIM's partnership with international universities and institutions from the United Kingdom, United States, Australia and Switzerland. Most of the students are undergoing full-time programmes, but SIM Global Education also offers part-time programmes that cater to working adults. Offering over 50 academic programmes, its enrolment stands at 22,000, with about 3,500 foreign students.
- *SIM Professional Development* trains about 11,000 professionals annually through its selection of short executive training programmes.

The **Singapore Polytechnic** (SP), founded on 27 October 1954, is the first polytechnic to be established in Singapore.

SP offers full-time courses that lead to diploma qualifications in various fields.

In 2014, 49 full-time courses were offered by SP's 10 schools (School of Architecture & the Built Environment, SP Business School, School of Chemical & Life

Sciences, School of Communication, Arts & Social Sciences, SP Design School, School of Digital Media & Infocomm Technology, School of Electrical & Electronic Engineering, School of Mechanical & Aeronautical Engineering, School of Mathematics & Science and Singapore Maritime Academy).

The **Ngee Ann Polytechnic** (NP) assumed its name in April 1982. It was initially established as a private institution in 1963 under the name of Ngee Ann College. It became a public institution and was renamed Ngee Ann Technical College in 1968.

In FY 2014, the Polytechnic offered 48 full-time diploma courses.

The **Temasek Polytechnic** (TP) was established on 6 April 1990. It is organised into seven schools, namely Applied Science, Business, Design, Engineering, Humanities & Social Sciences, Informatics & IT, and Centre for Foundation Studies. They offer a total of 51 diploma courses and 46 Polytechnic Foundation Programme courses in 2015. TP also conducts part-time courses for working adults.

The **Nanyang Polytechnic** (NYP) was established in 1992 to provide quality education and training opportunities for school leavers. The Polytechnic currently

has seven schools offering a wide range of courses in Business Management, Chemical & Life Sciences, Design, Engineering, Health Sciences, Information Technology, and Interactive & Digital Media.

The **Republic Polytechnic** (RP) was established on 1 August 2002 as the fifth polytechnic in Singapore. RP has six schools and two academic centres offering 42 courses in Applied Science; Engineering; Enterprise and Communication; Events and Hospitality; Infocomm; Sports, Health & Leisure; and Technology for the Arts.

The **Institute of Technical Education** (ITE) was established on 1 April 1992 as a post-secondary institution which provides pre-employment training for secondary school leavers and Continuing Education and Training (CET) for adult learners.

ITE offers full-time training and traineeship programmes to school leavers, as well as skills training and academic education programmes to adult learners. Employees can also undergo On-the-Job Training in companies which are Certified On-the-Job Training Centres. In addition, ITE conducts skills evaluation tests for public candidates and instructional skills and related programmes for industry trainers.

Full-time training is offered to secondary school leavers with the GCE 'O' and 'N' Level qualifications in Applied & Health Sciences, Business & Services, Design & Media, Engineering, Hospitality and Info-communications Technology. Upon completion of the courses, students are awarded a Higher National ITE Certificate (*Higher Nitec*) and National ITE Certificate (*Nitec*). ITE also offers Technical Diploma programmes in niche areas in collaboration with overseas institutions as another pathway for upgrading.

The Traineeship programme is an 'earn-as-you-learn' scheme for secondary school leavers or adult learners who wish to work and upgrade concurrently. It has two training components - On-the-Job Training (OJT) and Off-the-Job Training (Off-JT). OJT is conducted by the sponsoring companies on their premises while Off-JT could be provided by ITE or companies certified by ITE as Approved Training Centres.

Adult learners may choose from a range of part-time education programmes from *Nitec*, *Higher Nitec*, *Specialist Nitec* to ITE Skills Certificate (ISC) courses, to upgrade their skills. These programmes are offered in modules, giving adults learners the flexibility to sign up for training based on their needs.

Adult learners who wish to acquire academic qualifications otherwise obtained through the formal school system, can enrol in the part-time General Education Programme from Secondary One (Normal) to GCE 'N' and GCE 'O' Levels.

The **Singapore Workforce Development Agency** (WDA) aims to enhance the competitiveness and employability of workers by helping them acquire skills to adapt in a changing economy.

To achieve this, WDA works with industry leaders, labour unions, employers, economic agencies, professional associations and training organisations.

WDA also supports the growth of Singapore industries by building a pipeline of competent workers through the constant upgrading of workers' skills, supporting companies' productivity enhancement efforts, and raising industry performance standards.

The Singapore Workforce Skills Qualifications (WSQ) system was launched in October 2005. It is a national credentialing system that provides training and certifications for adult workers to obtain nationally recognised and industry-relevant qualifications. WSQ emphasises flexible competency-based adult learning, open access to skills upgrading and clear career

progression pathways for workers to upgrade their skills.

The WSQ is anchored on the development of skills and competencies linked to occupational structures, and developed in close consultation with industries. Under the WSQ system, competency standards, assessment strategies and training curriculum incorporating adult learning principles, are established for each key industry.

WDA introduced the Professionals Conversion Programme (PCP) in April 2007 to help professionals, managers, executives and technicians (PMEs) convert and upgrade their skills and make career switches in sectors, such as precision engineering, aerospace, healthcare, community & social services and training.

Employment and Employability Institute (e2i) is an initiative of the **National Trades Union Congress** (NTUC), supported by the Singapore Workforce Development Agency, the Singapore Labour Foundation, and the Singapore National Employers' Federation, to create solutions for better employment and employability for local workers. Since 2008, e2i has created better jobs and developed better skills for more than 300,000 workers through professional development, and improving productivity for companies.

BCA Academy is the education and research arm of the **Building and Construction Authority** (BCA). Founded in 1984, the Academy plays a key role in ensuring that the skills and expertise required to shape a safe, high quality, sustainable, and friendly built environment are readily available.

The Academy provides training and education programmes ranging from craft skills and plant training for tradesmen and supervisors to degree and executive management programmes for industry professionals conducted in collaboration with overseas universities, as well as certification programmes.

The **Ong Teng Cheong Labour Leadership Institute** was founded as the Singapore Institute of Labour Studies in 1990 by the National Trades Union Congress (NTUC). In 2002, the Institute changed its name to Ong Teng Cheong Institute of Labour Studies to commemorate the contributions of the late Mr. Ong Teng Cheong, a former Secretary-General of the NTUC and President of the Republic of Singapore. In 2009, the institute integrated with NTUC Leadership Development Department and took on its present name to create the hub for labour leadership development and advancing tripartism.

The Institute is guided by a Board of Governors comprising senior leaders from the government, trade unions, industry and academia. The Institute offers the following programmes :

- Continuing Professional Development Programmes;
- International Programmes;
- Progressive Leadership Development Programmes;
- Public Courses; and
- Union-Management Programmes.

Established in 1981, the **Institute of Systems Science** (ISS) at the National University of Singapore (NUS) provides graduate education, professional development courses, consultancy and research services. Its objectives are to develop infocomm leaders, and drive business and organisation innovation.

ISS was appointed the National Continuing Education and Training (CET) Centre for the National Infocomm Competency Framework (NICF) by Singapore Workforce Development Agency (WDA). It is also a Programme Partner for WDA's Service Excellence Competency & Creative Industries Frameworks. The institute is accredited by international and local accreditation and certification bodies to deliver programmes that lead to recognised certifications and qualifications. It also conducts research, organises management, technology and innovation update seminars and provides consulting services to the

industry. The Singapore e-Government Leadership Centre (eGL) in ISS helps government leaders innovate and transform through e-Government education, and consulting and research.

To date, over 94,000 infocomm professionals, 5,200 corporate customers and 4,500 post-graduate alumni members have benefitted from programmes that ISS offers.

The **Singapore Human Resources Institute** (SHRI) is a not-for-profit professional organisation that owns a network of over 3,000 members and organisations that collectively represent the interest of some 750,000 employees in Singapore. Founded in 1965, SHRI promulgates sound, effective and appropriate human resource practices. SHRI organises events such as the Singapore HR Congress and Business-Connect Exposition, SHRI HR Awards and SHRI HR Challenge as a platform to connect the HR community and to enhance their capability and professional development.

The SHRI Group consists of SHRI Academy Pte Ltd and SHRI Corporation Pte Ltd.

SHRI Academy Pte Ltd, a wholly-owned subsidiary of SHRI Corporation Pte Ltd, is a training institution that caters to the learning and development needs of adult trainees and learners, including industry leaders and senior managers, working professionals and academic students, both local and international.

SHRI Academy offers a range of academic programmes – from basic certificate to master degree levels under the School of Human Capital Management. SHRI Academy works with Edinburgh Napier University (UK).

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014

Institution/Research Institute/Course	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
National University of Singapore	9,123	8,881	8,559	8,692	9,116	9,194	9,442	10,056	10,211	10,764	10,748
Faculty of Arts and Social Sciences ¹	1,722	1,718	1,772	1,664	1,693	1,689	1,701	1,895	1,762	1,724	1,761
School of Business	563	490	508	626	805	806	940	924	891	982	956
School of Computing ²	1,113	933	842	787	643	814	806	754	747	718	795
Faculty of Dentistry	51	52	45	55	53	62	66	62	56	76	73
School of Design and Environment	557	592	594	590	682	585	540	675	701	726	740
Duke-NUS Graduate Medical School Singapore	*	*	*	*	*	*	*	24	38	45	51
Faculty of Engineering ³	2,548	2,547	2,132	2,260	2,312	2,321	2,387	2,568	2,624	2,710	2,623
Bioengineering	*	*	39	47	57	63	73	70	71	77	11
Civil	174	193	139	146	118	90	85	75	95	81	100
Chemical	227	234	255	305	285	317	301	310	313	366	341
Computer ⁴	89	110	91	79	96	76	84	91	84	119	142
Electrical	545	508	413	441	392	422	392	325	293	286	247
Electronics	69	74	50	88	68	76	92	108	106	75	59
Environmental	34	44	31	37	41	30	36	65	65	73	67
Industrial and Systems Engineering ⁵	*	39	38	48	54	64	75	89	110	118	125
Mechanical	425	434	345	372	388	404	344	476	410	464	467
Manufacturing	12	9	6	3	9	3	5	1	1	1	*

Source : National University of Singapore

* Refers to course yet to commence or produce graduates, or was not offered.

¹ Data include graduates of higher degree programmes from Regional English Language Centre.² Data include graduates of higher degree and graduate diploma programmes from Institute of Systems Science.³ While the total for the Faculty of Engineering comprises graduates of first degree, higher degree and graduate diploma programmes, the breakdown by discipline pertains specifically to first degree graduates only.⁴ From 2012 onwards, data include graduates of Bachelor of Engineering (Computer Engineering) from the Multi Disciplinary Programme which is co-hosted by the Faculty of Engineering and School of Computing. Data are included in the total number of graduates but not the total for the Faculty of Engineering.⁵ Data include graduates from BTech (Industrial and Management Engineering).

Notes :

1) Data may not add up due to course classification (see footnotes 3, 4 and 7).

2) Data include both graduates of first degree, higher degree and graduate diploma programmes (where applicable), regardless of whether the student pursued the programme on a full-time or part-time basis.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Institution/Research Institute/Course	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Faculty of Law	247	335	340	395	437	480	394	379	428	396	363
Yong Loo Lin School of Medicine ⁶	525	595	576	598	679	574	751	745	866	952	942
Yong Siew Toh Conservatory of Music	*	*	1	43	49	27	40	48	42	49	66
Faculty of Science ⁷	1,590	1,373	1,535	1,465	1,478	1,531	1,524	1,622	1,653	1,773	1,814
Applied Science	217	120	107	117	106	92	90	87	66	70	56
Science	973	875	866	966	975	1,037	988	953	984	1,081	1,017
Pharmacy	89	85	81	86	87	98	118	107	123	138	151
Design and Technology Institute	35	49	22	*	*	*	*	*	*	*	*
Institute of BioEngineering and Nanotechnology	1	*	*	*	*	*	*	*	*	*	*
Laboratories for Information Technology	1	3	*	*	*	*	*	*	*	*	*
Lee Kuan Yew School of Public Policy	*	42	49	83	126	171	191	253	250	263	218
NUS Graduate School for Integrative Sciences and Engineering	*	*	*	*	29	43	18	26	50	115	113
Singapore-MIT Alliance	93	55	66	34	37	46	49	43	21	24	10
Temasek Defence Systems Institute	54	77	66	82	79	31	25	29	28	35	22
The Logistics Institute-Asia Pacific	23	20	11	10	14	14	10	9	17	20	17
Saw Swee Hock School of Public Health	*	*	*	*	*	*	*	*	29	37	42

Source : National University of Singapore

* Refers to course yet to commence or produce graduates, or was not offered.

⁶ On 3 July 2005, the Faculty of Medicine was renamed Yong Loo Lin School of Medicine.⁷ Data include graduates of higher degree programmes from Institute of Molecular and Cell Biology and Institute of Materials Research and Engineering. While the total for the Faculty of Science comprises graduates of first and higher degree programmes, the breakdown by discipline pertains to first degree graduates only.

Notes :

1) Data may not add up due to course classification (see footnotes 3, 4 and 7).

2) Data include both graduates of first degree, higher degree and graduate diploma programmes (where applicable), regardless of whether the student pursued the programme on a full-time or part-time basis.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Institution/Course											Number
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Nanyang Technological University	5,387	6,057	6,386	7,120	6,993	7,470	7,882	8,138	8,255	8,821	8,467
Accountancy	616	631	562	684	649	694	624	505	514	538	527
Accountancy & Business	*	*	*	*	*	*	*	*	114	110	157
Art, Design & Media	*	*	*	*	*	92	143	140	152	166	148
Arts (Honours)	47	33	*	*	*	*	*	*	*	*	*
Arts with Diploma in Education	141	3	*	*	*	*	*	*	*	*	*
Arts (Education)	117	236	275	190	141	216	215	255	399	322	324
Biomedical Sciences	*	*	*	*	*	3	72	73	73	32	55
Biological Sciences	*	*	94	171	177	202	197	229	294	331	291
Business	441	481	500	548	506	495	476	405	331	468	433
Business and Computing	*	*	*	*	*	*	19	16	21	17	29
Chemistry and Biological Chemistry	*	*	*	*	1	102	235	323	283	290	202
Chinese	*	*	*	*	2	66	88	103	101	121	141
Communication Studies	143	146	141	169	164	164	177	174	170	162	158
Economics	*	*	*	*	53	79	91	127	82	160	152
Education	*	*	*	*	*	*	*	*	28	24	17
Engineering	2,626	2,483	2,635	3,097	3,128	2,694	2,679	2,672	2,566	2,762	2,684
Aerospace Engineering	*	*	*	*	*	83	59	142	88	93	78
Aerospace Engineering and Economics	*	*	*	*	*	*	*	*	*	2	4
Bioengineering	*	*	*	83	91	106	64	99	61	103	129
Chemical and Biomolecular Engineering	*	*	*	*	153	188	180	240	157	195	165
Chemical and Biomolecular Engineering and Economics	*	*	*	*	*	*	*	*	*	3	—
Civil Engineering	152	186	221	242	183	159	134	122	125	132	145
Computer Engineering	440	528	534	518	337	260	244	164	153	136	161
Computer Science	*	*	*	35	100	98	101	115	193	199	337
Electrical and Electronic Engineering	1,051	870	923	1,045	1,006	793	867	711	707	712	682
Electrical and Electronic Engineering and Economics	*	*	*	*	*	*	*	*	1	1	4
Environmental Engineering	*	*	*	79	104	115	92	96	91	118	66
Environmental Engineering and Economics	*	*	*	*	*	*	*	*	*	1	—
Information Engineering & Media	*	*	*	*	*	*	*	43	53	74	74

Source : Nanyang Technological University

* Refers to course yet to commence or produce graduates, or was not offered.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Institution/Research Institute/Course											Number
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Information Engineering & Media and Economics	*	*	*	*	*	*	*	*	*	2	2
Maritime Studies	*	*	*	*	57	49	64	74	62	66	60
Materials Engineering	207	205	268	258	289	275	255	247	261	267	251
Materials Engineering and Economics	*	*	*	*	*	*	*	*	*	2	—
Mechanical Engineering	776	694	689	837	808	568	619	619	614	650	525
Mechanical Engineering and Economics	*	*	*	*	*	*	*	*	*	6	1
English	*	*	*	*	1	47	62	182	94	91	78
Linguistics & Multilingual Studies	*	*	*	*	*	*	*	1	49	65	63
Mathematics & Economics	*	*	*	*	*	*	32	83	99	125	103
Mathematical Sciences	*	*	*	*	4	50	87	118	135	130	108
Physics and Applied Physics	*	*	*	*	2	20	30	51	57	57	62
Psychology	*	*	*	*	*	68	85	91	77	124	75
Science (Honours)	23	15	1	*	*	*	*	*	*	*	*
Science (Education)	19	118	116	72	84	132	114	151	215	243	142
Science with Diploma in Education	65	7	*	*	*	*	*	*	*	*	*
Sociology	*	*	*	*	*	38	76	87	62	190	78
Sport Science & Management	*	*	*	*	*	*	*	*	*	34	52
Master of Accountancy	—	3	—	—	—	—	—	—	—	—	—
Master of Applied Science	—	—	3	1	—	1	1	—	1	1	—
Master of Arts	1	3	11	26	32	31	34	33	47	41	45
Master of Business	8	15	7	5	4	1	—	—	—	2	—
Master of Business Administration	185	256	285	256	208	215	268	271	260	187	207
Master of Communication Studies	3	6	2	—	—	7	3	8	3	4	4
Master of Engineering	108	153	87	63	79	96	85	57	42	47	39
Master of Management in Hospitality	*	*	*	16	17	22	28	21	25	20	—
Master of Mass Communication	29	29	37	55	38	50	42	35	48	38	51
Master of Philosophy	19	*	*	*	*	*	*	*	*	*	*
Master of Public Administration	*	*	54	55	53	82	85	68	77	12	16
Master of Science	623	1,207	1,257	1,315	1,297	1,534	1,592	1,545	1,369	1,367	1,458
PhD	85	145	223	301	273	224	213	282	446	518	548
Graduate Diploma	88	87	96	96	80	45	29	32	21	22	20

Source : Nanyang Technological University

* Refers to course yet to commence or produce graduates, or was not offered.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Institution/Course	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
National Institute of Education	2,629	2,212	2,451	2,786	2,585	2,727	2,933	2,954	2,791	2,858	2,391
Doctor of Philosophy	19	13	20	10	8	19	15	20	22	29	23
Doctor in Education	*	*	*	*	*	*	*	*	*	2	1
Master of Arts	51	103	73	95	123	110	152	137	139	145	147
Master in Educational Administration	*	*	*	84	42	29	61	106	22	58	51
Master of Education	27	81	107	108	219	359	414	394	361	410	381
Master of Science	7	27	22	19	39	66	79	75	66	78	53
Master of Teaching	*	*	*	*	*	*	*	*	*	*	9
Postgraduate Diploma in Education	1,399	1,299	1,525	1,392	1,259	1,189	1,461	1,417	1,299	1,347	856
Diploma in Art Education	18	27	14	31	47	35	43	35	36	40	57
Diploma in Education	612	145	166	445	369	491	378	377	341	257	197
Diploma in Home Economics Education	51	40	42	17	19	18	16	25	18	18	21
Diploma in Music Education	*	*	*	7	12	14	11	13	10	6	35
Diploma in Physical Education	40	14	8	41	36	37	24	28	19	25	20
Diploma in Special Education	29	38	54	172	83	70	96	120	90	78	113
Diploma in Chinese/Malay/Tamil Language Education	95	98	47	*	*	*	*	*	*	*	*
Leaders in Education Programme	34	39	39	39	39	40	43	40	29	26	35
Management and Leadership in Schools ¹	247	288	334	326	290	250	140	167	339	339	392

Source : National Institute of Education

* Refers to course yet to commence or produce graduates, or was not offered.

¹ The course was offered as Further Professional Diploma in Education before 1999 and replaced by Diploma in Departmental due to curriculum changes in 1999 before renaming to Management and Leadership in Schools in July 2007.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Institution/Course	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Singapore Management University	343	396	597	933	1,197	1,382	1,545	1,812	1,954	2,154	2,176
Bachelor of Accountancy	21	68	83	151	182	202	190	226	269	265	251
Bachelor of Business Management	301	267	422	495	561	537	578	668	655	678	647
Bachelor of Science (Economics)	1	2	39	99	122	134	171	199	197	211	205
Bachelor of Science (Information Systems Management)	*	*	6	79	136	142	154	187	240	240	260
Bachelor of Social Science	*	*	*	2	62	95	113	118	130	134	120
Bachelor of Laws	*	*	*	*	*	*	*	106	112	131	119
PhD in Information Systems	*	*	*	*	*	*	*	1	3	4	11
PhD in Economics	*	*	*	*	*	*	*	*	1	2	2
PhD in Business (Finance)	*	*	*	*	*	*	*	*	*	2	1
Master of Applied Information Systems	*	*	*	*	*	*	*	*	*	1	6
Master of Professional Accounting	*	*	*	*	23	36	33	25	31	18	14
Master of Science in CFO Leadership	*	*	*	*	*	*	*	*	*	*	6
Master of Science in Applied Economics	*	*	3	2	2	1	18	16	20	28	23
Master of Science in Applied Finance	20	22	–	41	50	158	135	86	84	97	–
Master of Science in Economics	*	*	*	7	–	11	8	6	3	1	–

Source : Singapore Management University

* Refers to course yet to commence or produce graduates, or was not offered.

Note :

Double degrees are counted once only, based on their primary degree.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Institution/Course											Number
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Master of Science in Finance	*	*	4	3	7	13	4	12	5	—	116
Master of Science in Financial Economics	*	*	*	*	*	*	*	*	*	*	28
Master of Science in Quantitative Finance	*	*	*	*	*	*	*	*	*	*	29
Master of Science in Wealth Management	*	37	40	54	52	50	36	36	50	44	37
Master of Science in Management	*	*	*	*	*	3	3	5	8	1	—
Master of Science in Communication Management	*	*	*	*	*	*	*	*	*	31	23
Master of Science in Innovation	*	*	*	*	*	*	*	*	*	43	28
Master of Business Administration	*	*	*	*	*	*	45	45	39	58	93
Master of IT in Business	*	*	*	*	*	*	26	25	32	59	49
Master of Science in Operations Management	*	*	*	*	*	*	4	9	6	—	*
Master of Science in Information Systems	*	*	*	*	*	*	*	2	1	4	2
Executive MBA	*	*	*	*	*	*	*	*	29	37	34
Juris Doctor	*	*	*	*	*	*	*	18	15	23	30
Master of Laws in Commercial Law	*	*	*	*	*	*	*	*	*	4	14
Master of Laws in Dispute Desolution	*	*	*	*	*	*	*	*	*	4	*
Master of Laws in Islamic Law & Finance	*	*	*	*	*	*	*	*	*	4	4
Graduate Diploma in Healthcare Management	*	*	*	*	*	*	27	22	24	25	21
Graduate Diploma in Public Relations	*	*	*	*	*	*	*	*	*	5	3

Source : Singapore Management University

* Refers to course yet to commence or produce graduates, or was not offered.

Note :

Double degrees are counted once only, based on their primary degree.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

											Number
Institution/Course	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Singapore Institute of Management	5,069	5,006	4,296	5,433	6,051	6,229	6,910	7,109	6,932	7,247	8,838
Accountancy	155	149	136	409	525	532	781	908	874	1,108	1,277
Administration & Management	3,057	2,868	2,420	2,386	2,461	2,669	3,037	2,896	2,753	3,126	3,970
Banking, Insurance & Financial Services	*	*	*	376	500	607	692	744	663	819	826
Behavioural Science	62	111	*	*	*	*	44	118	160	216	227
Building Science & Management	177	89	82	55	82	119	154	129	66	47	85
Design & Applied Arts	11	12	22	25	33	43	48	60	82	50	62
Economics	*	*	*	488	621	760	834	843	872	707	926
Health Sciences Nec	*	*	*	25	1	*	*	*	*	*	*
Hospitality Services	*	*	*	*	*	22	*	*	58	*	*
Information Technology	633	445	181	364	473	431	346	418	384	309	220
Language & Cultural Studies	517	845	823	867	810	418	309	218	267	171	132
Mass Communication	70	81	61	60	170	206	239	246	510	252	198
Mathematics & Statistics	*	*	*	*	*	*	*	*	*	46	59
Nursing & Health Care	239	247	243	207	83	174	88	94	111	120	80
Sales & Marketing	*	*	*	111	262	246	338	435	132	276	776
Teacher Training	148	159	328	60	30	2	*	*	*	*	*

Source : Singapore Institute of Management

* Refers to course yet to commence or produce graduates, or was not offered.

Notes :

1) Data include programmes of all levels from Certificate to Doctoral.

2) From 2006 onwards, data pertain to graduates from SIM Global Education.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Institution/Level											Number
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Singapore Institute of Management	5,069	5,006	4,296	5,433	6,051	6,229	6,910	7,109	6,932	7,247	8,838
Doctoral	–	4	–	3	–	1	1	–	*	*	*
Masters	192	197	96	112	67	131	77	103	73	49	104
Bachelor	2,469	2,307	2,358	3,177	3,916	4,211	5,201	5,447	5,055	5,607	7,144
Bachelor (OUC) ¹	942	742	*	*	*	*	*	*	*	*	*
Graduate Diploma	463	35	*	*	*	*	9	7	10	27	24
Graduate Diploma (OUC) ¹	*	422	*	*	*	*	*	*	*	*	*
Diploma	581	393	763	1,155	1,130	1,346	1,183	1,167	1,311	1,153	1,223
Diploma (OUC) ¹	43	385	*	*	*	*	*	*	*	*	*
Certificate	308	437	782	986	938	540	439	385	483	411	343
Certificate/Modular (OUC) ¹	71	84	*	*	*	*	*	*	*	*	*
Professional Education	*	*	297	*	*	*	*	*	*	*	*

Source : Singapore Institute of Management

* Refers to course yet to commence or produce graduates, or was not offered.

¹ No more qualification were awarded by Open University Centre (OUC) from 2006 onwards.

Note :

From 2006 onwards, data pertain to graduates from SIM Global Education.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

	Number								
Course/Level	2006	2007	2008	2009	2010	2011	2012	2013	2014
SIM University									
By Course	410	454	855	1,163	1,463	1,705	1,867	2,028	2,197
Accountancy	*	*	*	*	*	*	*	*	18
Aerospace	*	*	*	*	*	*	23	28	50
Biomedical Engineering	*	*	19	22	36	43	23	36	30
Building and Project Management	*	*	*	*	*	*	*	*	1
Business	21	31	122	196	258	262	264	241	223
Business Analytics	*	*	*	*	*	36	40	44	52
Chinese Language	*	*	*	*	*	33	83	87	72
Communication Studies	*	15	22	35	35	49	48	63	72
Community Leadership & Social Development	*	*	*	*	*	*	*	*	22
Computer Science/IT	228	185	244	228	196	201	123	138	113
Counselling	*	*	*	*	37	78	80	94	80
Early Childhood Education	*	*	*	*	*	*	*	12	61
Electronics	*	*	20	81	131	106	137	98	65
English	71	96	135	175	217	167	159	144	154
Environmental Science	*	*	*	*	8	6	12	*	*
Facilities and Events Management	*	*	*	*	*	*	*	14	62
Finance	*	5	32	65	102	96	106	126	89
General Studies	*	*	*	*	*	4	7	10	14
Gerontology	*	*	*	*	*	*	3	17	37
Human Capital Management	*	*	*	*	*	*	*	15	11

Source : SIM University

* Refers to course yet to commence or produce graduates, or was not offered.

Note :

Data include programmes of all levels from Bachelor to PostGraduate.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Course/Level	Number								
	2006	2007	2008	2009	2010	2011	2012	2013	2014
Human Factors	*	*	*	*	*	*	13	17	32
Human Resource Management	*	*	*	*	*	9	59	76	85
Logistics & Supply Chain	*	*	*	*	*	*	25	70	109
Malay Language	*	*	*	*	*	*	21	60	40
Marketing	*	8	36	45	58	80	101	88	95
Mathematics	49	55	89	95	89	83	57	70	88
Multimedia Technology & Design	*	11	24	49	35	49	50	58	56
Open Source Management	*	*	*	*	3	*	*	*	*
Psychology	41	48	112	139	172	114	113	129	137
Securities Studies	*	*	*	*	*	44	40	36	47
Social Work	*	*	*	*	38	111	133	136	178
Sociology	*	*	*	*	*	19	27	25	32
Tamil Language	*	*	*	24	46	40	29	26	19
Taxation	*	*	*	*	2	10	8	6	5
Technology Entrepreneurship	*	*	*	9	0	12	*	*	*
Translation & Interpretation	*	*	*	*	*	51	53	42	25
Urban Transport Management	*	*	*	*	*	*	18	7	7
Visual Communication	*	*	*	*	*	2	12	15	16
By Level	410	454	855	1,163	1,463	1,705	1,867	2,028	2,197
Graduate Diploma & Master	*	*	*	9	28	73	116	135	205
Bachelor	410	454	855	1,154	1,435	1,632	1,751	1,893	1,992

Source : SIM University

* Refers to course yet to commence or produce graduates, or was not offered.

Note :

Data include programmes of all levels from Bachelor to PostGraduate.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Institution/Course	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Singapore Polytechnic	5,236	5,275	4,902	4,595	4,896	5,012	5,397	6,024	5,900	5,899	5,363
Accountancy/Banking and Financial Services	312	303	275	286	314	314	316	463	464	432	439
Architecture and Building ¹	301	321	324	303	329	333	375	439	452	464	469
Biotechnology/Life Science	211	179	159	165	175	214	208	240	260	272	182
Business	459	459	406	427	409	503	504	643	656	688	658
Chemical Process Technology	477	476	400	467	424	417	401	465	466	451	445
Computer Studies	687	687	574	560	611	635	660	673	585	663	567
Humanities	*	*	*	*	*	*	66	142	203	202	178
Engineering ²	2,586	2,598	2,530	2,146	2,364	2,376	2,564	2,607	2,450	2,369	2,114
Aeronautical Engineering	*	116	158	178	185	203	227	218	206	225	244
Aerospace Electronics	*	*	114	143	148	157	163	142	149	158	153
Bioelectronics	*	*	*	*	77	69	29	40	28	1	*
Bioengineering	*	*	*	*	*	35	43	32	43	43	49
Civil and Structural Engineering/ Civil Engineering & Management/ Civil Engineering with Business	176	157	138	153	143	132	134	131	124	115	119
Clean Energy	*	*	*	*	*	*	*	108	106	94	89
Computer and Network Technology/Computer Engineering	237	229	184	145	159	165	199	162	167	168	162

Source : Singapore Polytechnic

* Refers to course yet to commence or produce graduates, or was not offered.

¹ Data include graduates from Quantity Surveying, Facilities and Events Management.² Data for specific fields of studies refer to diploma graduates only.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Institution/Course											Number
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Electrical Engineering	352	357	310	257	102	67	—	1	*	*	*
Electrical & Electronic Engineering ³	*	*	*	*	222	288	429	423	471	486	493
Electronics, Computer and Communication Engineering/ Electronics & Communication Engineering	582	542	444	418	346	282	253	128	24	2	1
Engineering with Business	*	*	*	*	*	*	*	*	72	72	89
Environmental Management & Water Technology	*	*	*	*	*	*	41	41	40	37	48
Experience & Product Design	*	*	*	*	*	*	35	41	38	34	29
Information Communication Technology	239	269	220	141	134	141	139	151	104	116	90
Instrumental and Control Engineering	6	*	*	*	*	*	*	*	*	*	*
Manufacturing/Production Engineering	25	*	*	*	*	*	*	*	*	*	*
Marine Engineering	87	109	100	96	115	105	131	123	117	112	114
Mechanical Engineering	401	404	400	323	337	282	314	267	268	295	322
Mechatronics/Mechatronics and Robotics	198	163	148	112	125	142	116	119	90	100	81
Resort Facilities Services & Management	*	*	*	*	*	*	*	62	72	1	*
Nautical Studies/ Maritime Transportation/ Maritime Business	163	206	179	180	179	164	217	254	275	276	243
Optometry / Contact Lens Practice	40	46	55	61	91	56	86	98	89	82	68

Source : Singapore Polytechnic

* Refers to course yet to commence or produce graduates, or was not offered.

³ Data prior to 2008 were included under the category "Electrical Engineering".

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Institution/Course	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Ngee Ann Polytechnic	4,289	4,143	4,089	4,014	4,504	4,582	4,534	4,857	4,955	4,983	5,170
Accountancy	415	365	319	305	298	309	286	338	337	347	357
Advertising & Public Relations	*	*	*	*	*	*	*	*	37	32	39
Animation & 3D Arts	*	*	*	*	*	*	*	*	*	*	23
Arts Business Management	*	*	*	*	*	*	*	*	*	44	45
Banking and Financial Services	119	105	117	111	119	138	117	147	132	136	141
Biomedical Lab Technology	*	*	20	21	19	17	25	20	11	16	19
Biomedical Science	29	32	64	74	89	83	80	84	95	76	84
Biotechnology	152	162	148	133	132	16	1	*	*	*	*
Building	334	288	271	283	282	272	213	231	252	186	181
Business Information Technology	112	151	137	144	136	108	102	87	84	94	114
Business & Social Enterprise	*	*	*	*	*	*	*	42	41	43	44
Business Studies	420	436	445	451	422	375	395	420	378	368	405
Chemical and Biomolecular Engineering ¹	*	*	*	*	120	117	111	110	109	115	112
Chemical Engineering ¹	142	157	124	138	10	*	*	*	*	*	*
Child Psychology & Early Education	*	*	*	*	*	*	*	*	80	73	78
Chinese Media & Communication	*	*	*	*	*	*	*	*	48	45	45
Chinese Studies	*	*	*	*	75	75	68	82	40	33	41
Clean Energy Management	*	*	*	*	*	*	*	*	40	38	34
Digital Visual Effects	*	*	*	*	*	*	25	28	25	23	26
Early Childhood Education	107	111	131	159	184	177	174	183	116	123	121

Source : Ngee Ann Polytechnic

* Refers to course yet to commence or produce graduates, or was not offered.

¹ Chemical Engineering was renamed Chemical & Biomolecular Engineering in 2005.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Institution/Course											Number
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Engineering	1,564	1,391	1,435	1,357	1,570	1,584	1,599	1,627	1,520	1,584	1,629
Aerospace Electronics	*	*	*	*	*	*	72	70	71	92	83
Aerospace Technology	*	*	60	73	79	80	107	115	130	130	138
Audio-Visual Technology	*	*	*	*	*	*	36	46	44	43	49
Automation & Mechatronic Systems	*	*	*	*	*	*	*	*	*	*	87
Biomedical	41	43	39	36	72	76	72	85	87	81	85
Business Process & Quality Engineering	*	*	*	*	*	*	60	60	*	*	*
Electrical	301	259	219	217	248	267	229	244	242	235	258
Electronic	587	524	468	432	449	456	416	356	355	370	357
Engineering Informatics	73	67	74	70	79	74	61	75	6	1	*
Engineering Science	*	*	*	*	*	*	*	*	*	*	39
Environmental & Water Technology	*	*	*	*	*	*	38	47	37	42	38
Marine and Offshore Technology	79	49	74	60	69	84	93	114	118	140	143
Mechanical	238	202	201	180	198	206	168	192	190	214	237
Mechatronic	135	95	121	97	136	112	104	94	106	115	24
Network Systems and Security ²	*	*	*	*	63	71	75	65	77	66	54
Internetworking and Communications ²	*	53	77	76	13	*	*	*	*	*	*
Product Design and Innovation	*	*	*	*	64	69	65	64	57	55	37
Quality Management and Engineering	110	99	102	116	100	89	3	*	*	*	*

Source : Ngee Ann Polytechnic

* Refers to course yet to commence or produce graduates, or was not offered.

² Internetworking and Communications was renamed Network Systems & Security in 2007.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Institution//Course	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Film, Sound and Video	79	94	85	85	95	75	55	59	58	51	50
Financial Informatics	*	*	*	*	*	*	*	59	82	75	74
Health Sciences (Nursing)	*	*	*	*	147	269	357	422	467	435	429
Horticulture and Landscape Management	30	51	31	36	34	45	65	57	65	55	6
Information Technology	403	356	291	259	278	244	191	98	84	150	153
Information Technology (Computer Studies)	42	3	*	*	*	*	*	*	*	*	*
International Business	*	*	*	*	*	*	*	*	41	44	47
International Supply Chain Management	*	*	*	*	*	*	*	42	78	92	95
Landscape Design & Horticulture	*	*	*	*	*	*	*	*	*	*	46
Logistics Engineering and Management ³	74	86	76	78	3	*	*	*	*	*	*
Logistics Management ³	*	*	*	*	72	98	117	76	79	80	98
Mass Communication	177	181	181	192	196	193	169	176	176	166	171
Mobile Business Solutions ⁴	*	*	*	*	74	72	67	89	67	8	*
Mobile Computing ⁴	*	83	107	97	21	1	*	*	*	*	*
Molecular Biotechnology	*	*	*	*	*	117	89	89	91	63	56
Multimedia and Animation ⁵	*	*	*	*	66	78	73	72	67	78	46
Multimedia Computing ⁵	90	91	107	91	8	*	*	*	*	*	*
Optometry	*	*	*	*	*	*	*	*	36	32	43
Pharmacy Science	*	*	*	*	*	38	33	44	52	38	44
Psychology and Community Services	*	*	*	*	*	*	38	81	75	79	80
Sustainable Urban Design & Engineering	*	*	*	*	*	*	*	*	*	31	46
Tourism and Resort Management	*	*	*	*	54	81	84	94	92	92	106
Veterinary Bioscience	*	*	*	*	*	*	*	*	*	38	42

Source : Ngee Ann Polytechnic

* Refers to course yet to commence or produce graduates, or was not offered.

³ Logistics Engineering and Management was renamed Logistics Management in 2005.⁴ Mobile Computing was renamed Mobile Business Solutions in 2007.⁵ Multimedia Computing was renamed Multimedia and Animation in 2006.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Institution/Course											Number
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Temasek Polytechnic	3,633	3,718	3,928	4,566	4,817	4,848	5,020	5,133	4,886	5,116	5,119
3D Interactive Media Technology ¹	*	*	*	*	*	*	*	*	*	32	48
Accounting & Finance	122	129	137	129	125	132	159	150	155	165	150
Aerospace Electronics	*	*	*	*	*	*	*	81	86	124	142
Aerospace Engineering	*	*	*	*	*	*	*	82	85	137	148
Apparel Design & Merchandising	36	46	51	55	55	52	68	45	61	74	68
Applied Food Science & Nutrition	108	134	121	114	111	102	93	100	103	121	114
Aviation Management & Services	*	*	*	*	*	79	86	102	115	138	161
Baking & Culinary Science	*	*	*	*	*	34	41	49	40	43	49
Biomedical Informatics & Engineering	75	72	69	87	81	71	62	67	65	82	81
Biomedical Science ²	94	102	102	124	91	120	119	66	54	53	48
Biotechnology ²	68	59	77	108	118	74	104	95	94	94	94
Business	225	201	234	264	251	310	340	356	317	330	337
Business Information Technology	198	180	168	234	137	106	114	116	139	136	134
Business Intelligence & Analytics	*	*	*	*	*	*	*	*	*	*	40
Business Process & Systems Engineering	116	101	123	169	187	164	158	173	157	153	148
Chemical Engineering	112	130	124	118	121	113	121	139	135	135	134
Clean Energy	*	*	*	*	*	*	*	50	53	88	86
Communications & Media Management	60	82	91	89	84	88	91	84	77	74	90
Computer Engineering	113	107	72	99	115	111	80	76	74	57	56
Consumer Science & Technology	41	17	21	20	19	27	17	22	20	19	23
Culinary & Catering Management	*	*	*	*	56	54	53	60	57	57	59
Cyber & Digital Security	*	*	*	*	52	65	61	61	64	61	49

Source : Temasek Polytechnic

* Refers to course yet to commence or produce graduates, or was not offered.

¹ Before AY2011, the course was named "Interactive Media Technology".² In AY2001, the course was named "Life Sciences". It was renamed "Biotechnology/Biomedical Technology" from AY2002. In AY2005, it was renamed "Biotechnology/Biomedical Science". From AY2006, it was offered as separate courses in "Biotechnology" and "Biomedical Science".

Note :

Year refers to Academic Year. E.g. for AY2014, graduates refer to those who completed their courses in October 2014 and April 2015.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Institution/Course											Number
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Digital Forensics	*	*	*	*	*	*	*	*	*	46	53
Early Childhood Studies	*	*	*	*	*	*	*	*	66	61	68
Electronics	240	308	291	348	393	345	267	187	196	211	192
Environment Design	*	*	*	*	*	30	32	39	46	45	33
Financial Business Informatics	*	*	*	*	69	83	98	99	88	86	112
Game & Entertainment Technology	*	*	*	*	47	57	68	71	83	77	50
Gerontological Management Studies	*	*	*	*	*	*	*	45	64	60	61
Green Building & Sustainability ³	*	*	*	*	*	*	*	*	86	145	146
Hospitality & Tourism Business	*	*	53	115	173	172	134	117	*	*	*
Hospitality & Tourism Management	*	*	245	255	237	290	283	283	253	227	240
Hospitality Management ⁴	117	113	3	*	*	*	*	*	*	*	*
Info-Communications	178	171	194	205	224	180	152	150	93	33	2
Information Management	81	66	87	2	1	*	*	*	*	*	*
Information Studies	1	*	*	*	*	*	*	*	*	*	*
Infocomm & Network Engineering ⁵	*	*	*	*	*	*	*	*	*	83	131
Information Technology (3-year programme)	154	164	199	283	210	134	166	158	130	96	68
Integrated Facility Design & Management	*	*	*	*	78	94	95	83	1	*	*
Integrated Facility Management ⁶	*	*	*	*	*	*	*	*	103	113	132
Intelligent Building Technology	119	151	130	175	167	139	150	121	37	*	*
Interactive Media Design	54	73	74	34	53	44	42	42	53	50	49

Source : Temasek Polytechnic

* Refers to course yet to commence or produce graduates, or was not offered.

³ Before AY2010, the course was named "Intelligent Building Technology".⁴ From AY2004, Hospitality Management and Tourism Management offered as a single course.⁵ Before AY2011, the course was named "Info-Communications".⁶ Before AY2010, the course was named "Integrated Facility Design & Management"

Note :

Year refers to Academic Year. E.g. for AY2014, graduates refer to those who completed their courses in October 2014 and April 2015.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Institution/Course											Number
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Interactive Media Informatics ⁷	*	*	*	*	*	*	86	93	98	86	63
Interactive Media Technology	*	*	*	*	*	*	37	42	36	5	*
Interior Architecture and Design	39	40	45	50	59	26	40	43	56	53	63
Internet & Multimedia Development ⁷	*	*	*	94	129	98	2	1	*	*	*
Internet Computing ⁷	181	223	125	22	*	*	*	*	*	*	*
Law and Management	102	88	103	121	96	108	95	114	132	122	126
Leisure & Resort Management	*	*	*	*	95	173	183	193	188	167	168
Logistics & Operations Management	126	120	144	110	108	111	102	108	124	117	99
Marketing	104	130	113	135	112	96	105	118	117	93	115
Mechatronics	237	224	305	311	361	379	402	260	181	271	251
Media & Communication Technology	*	*	*	*	*	55	134	109	92	57	28
Microelectronics	116	140	114	98	96	70	66	46	34	14	18
Mobile & Network Services ⁸	*	*	*	*	*	*	*	*	56	65	56
Mobile & Wireless Computing	61	74	90	185	144	115	84	125	23	1	*
Moving Images	*	*	*	44	60	54	67	68	57	57	61
Pharmaceutical Science	*	*	*	*	*	*	*	62	72	105	103
Product & Industrial Design	28	31	37	64	36	47	37	30	37	39	27
Product Engineering	40	8	1	*	*	*	*	*	*	*	*
Psychology Studies	*	*	*	*	*	*	55	78	63	65	68
Quality Engineering & Management	22	*	*	*	*	*	*	*	*	*	*
Retail & Hospitality Design	*	*	*	*	*	27	36	27	32	35	43
Retail Management	*	*	*	81	93	83	111	96	95	106	90
Telecommunications	132	104	93	136	90	24	*	*	*	*	*
Tourism Management ⁴	65	74	5	*	*	*	*	*	*	*	*
Veterinary Technology	*	*	*	*	*	30	38	57	46	47	43
Visual Communication	68	56	87	88	83	82	86	94	97	105	101

Source : Temasek Polytechnic

* Refers to course yet to commence or produce graduates, or was not offered.

⁴ From AY2004, Hospitality Management and Tourism Management offered as a single course.⁷ With effect from AY2005 intake, Internet and Multimedia Development replaced Internet Computing and was renamed to Interactive Media Informatics in AY2008 intake.⁸ Before AY2010, the course was named "Mobile & Wireless Computing".

Note :

Year refers to Academic Year. E.g. for AY2014, graduates refer to those who completed their courses in October 2014 and April 2015.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Institution/Course	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Number 2014
Nanyang Polytechnic	4,510	5,067	5,011	5,359	5,187	5,381	5,451	5,834	6,071	6,042	6,171
Diploma in Accountancy and Finance	*	86	113	131	117	113	110	147	114	143	151
Diploma in Accountancy and Taxation	97	4	*	*	*	*	*	*	*	*	*
Diploma in Aeronautical & Aerospace Technology	*	*	*	*	*	*	*	*	46	49	48
Diploma in Aerospace Systems & Management	*	*	*	*	*	*	*	*	44	38	44
Diploma in Banking and Financial Management	242	14	3	*	*	*	*	*	*	*	*
Diploma in Banking and Financial Services	*	*	*	114	105	107	94	175	101	106	122
Diploma in Biologics & Process Technology	*	*	*	*	*	*	*	*	36	51	50
Diploma in Biomedical Engineering	*	*	*	*	47	53	65	56	67	61	51
Diploma in Business & Administration	*	*	*	*	*	*	*	*	38	*	*
Diploma in Business and Commerce	4	1	*	*	*	*	*	*	*	*	*
Diploma in Business & Management Studies	*	*	*	*	*	*	*	*	*	*	27
Diploma in Business Enterprise IT	*	*	*	*	*	*	86	79	60	68	57
Diploma in Business Informatics	193	253	216	221	195	195	173	190	157	148	153
Diploma in Business Management	298	318	396	332	362	325	356	447	356	363	372
Diploma in Chemical & Green Technology	*	*	*	*	*	*	*	*	37	51	45
Diploma in Chemical and Pharmaceutical Technology	*	131	139	144	142	136	120	117	119	118	122
Diploma in Community Services Management	5	2	*	*	*	*	*	*	*	*	*
Diploma in Correctional Administration	36	—	—	29	—	—	—	—	—	—	—
Diploma in Dental Hygiene & Therapy	*	*	26	26	22	15	20	24	22	19	22
Diploma in Diagnostic Radiography	15	39	53	71	49	47	38	42	73	68	64
Diploma in Digital & Precision Engineering	*	*	*	*	*	*	*	101	126	133	112
Diploma in Digital Entertainment Technology	*	*	*	33	71	95	90	106	21	2	*
Diploma in Digital Entertainment Technology (Games)	*	*	*	*	*	*	*	*	64	57	50
Diploma in Digital Media Design	149	143	118	187	169	148	141	161	44	6	1
Diploma in Digital Media Design (Animation)	*	*	*	*	*	*	*	*	74	79	79
Diploma in Digital Media Design (Games)	*	*	*	*	*	*	*	*	43	65	58
Diploma in Digital Media Design (Interaction Design)	*	*	*	*	*	*	*	*	40	66	67
Diploma in Digital Visual Effects	*	*	*	*	*	*	*	*	28	37	37
Diploma in Electrical Engineering With Eco-Design	*	*	*	*	*	*	*	*	*	45	38
Diploma in Electronics, Computer and Communications Engineering	617	616	505	544	611	564	559	581	550	574	525
Diploma in Engineering (Aerospace Manufacturing)	*	*	*	*	*	*	*	*	*	*	18
Diploma in Engineering Informatics	322	355	380	246	264	272	258	236	203	209	198

* Refers to course yet to commence or produce graduates, or was not offered.

Source : Nanyang Polytechnic

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Institution/Course	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Diploma in Financial Informatics	*	*	*	*	*	*	*	*	59	55	61
Diploma in Financial Services	*	175	164	8	2	*	1	*	*	*	*
Diploma in Food & Beverage Business	*	*	*	*	*	*	*	*	*	*	41
Diploma in Food Science & Nutrition	*	*	*	*	*	*	*	*	*	71	96
Diploma in Food Science	*	*	*	*	*	51	52	68	78	6	1
Diploma in Fund Management & Administration	*	*	*	*	*	*	*	*	87	58	55
Diploma in Hospitality & Resort Management	*	*	*	*	*	88	89	112	119	1	*
Diploma in Hospitality & Tourism Management	*	*	*	*	*	*	*	*	*	161	165
Diploma in Industrial Design	40	40	27	37	47	48	42	51	52	55	52
Diploma in Infocomm & Design Media (IT Network And System Administration)	*	*	*	*	*	*	*	*	*	*	19
Diploma in Information Security	*	*	*	*	*	*	*	*	54	61	51
Diploma in Information Technology	295	394	372	270	276	243	212	220	153	167	147
Diploma in Manufacturing Engineering	335	260	176	200	229	274	250	187	164	171	187
Diploma in Marketing	149	129	129	172	92	108	110	108	112	99	92
Diploma in Mass Media Management	*	*	*	*	*	*	*	*	*	*	53
Diploma in Mechatronics Engineering	222	205	210	225	242	286	226	232	174	177	192
Diploma in Media Studies and Management	*	*	*	55	54	57	52	57	54	58	1
Diploma in Medicinal Chemistry	*	*	*	*	*	*	*	*	*	*	50
Diploma in Molecular Biotechnology	84	108	129	142	139	128	111	122	102	93	84
Diploma in Motion Graphics & Broadcast Design	*	*	*	*	*	*	27	33	32	43	31
Diploma in Multimedia and Infocomm Technology	349	460	392	313	325	296	303	312	211	214	215
Diploma in Nanotechnology & Materials Science	*	*	*	*	*	*	*	*	44	49	41
Diploma in Nursing	557	701	792	1,127	907	730	691	675	724	669	626
Diploma in Occupational Therapy	19	32	35	53	34	32	41	49	64	54	55
Diploma in Pharmaceutical Sciences	*	*	*	*	*	*	49	53	66	72	64
Diploma in Physiotherapy	17	33	33	46	37	38	32	62	77	78	82
Diploma in Precision Engineering	75	110	67	59	45	66	66	67	54	40	27
Diploma in Radiation Therapy	9	9	11	18	13	7	11	10	15	9	4
Diploma in Risk and Insurance Management	1	*	*	*	*	*	*	*	*	*	*
Diploma in Social Sciences (Social Work)	*	*	*	*	*	*	*	*	*	25	24
Diploma in Space & Interior Design	*	*	*	*	*	*	37	37	50	45	52
Diploma in Sport and Wellness Management	43	40	49	54	56	50	62	61	57	61	54
Diploma in Telematics & Media Technology	*	*	*	*	*	*	*	*	35	47	43
Diploma in Visual Communication	*	*	*	*	*	*	39	42	59	62	53

* Refers to course yet to commence or produce graduates, or was not offered.

Source : Nanyang Polytechnic

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Institution/Course	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Number 2014
Advanced Diploma in Case Management	*	14	16	—	—	—	—	—	—	—	—
Advanced Diploma in Management	43	—	—	—	—	—	—	—	—	—	—
Advanced Diploma in Health Sciences (Palliative Care)	*	12	—	11	—	—	—	—	—	—	—
Advanced Diploma in Nursing	32	237	249	265	186	382	481	530	559	615	562
Advanced Diploma in Paramedicine	*	*	*	*	*	*	*	*	*	6	—
Advanced Diploma in Sonography	—	15	—	—	—	25	—	—	19	1	—
Specialist Diploma in Adolescent and Youth Health	*	*	*	*	*	*	*	*	*	*	15
Specialist Diploma in Clinical Trials Management	*	*	*	*	32	—	—	33	—	24	18
Specialist Diploma in Cloud Data Centre Technology and Management	*	*	*	*	*	*	*	*	*	*	12
Specialist Diploma in Counselling	*	*	*	26	2	25	24	28	29	25	28
Specialist Diploma in Embedded Systems	*	*	*	42	61	70	—	38	21	21	—
Specialist Diploma in Fund Management & Administration	*	*	*	*	79	43	41	2	61	1	46
Specialist Diploma in Games Development	*	*	*	23	—	18	31	27	15	12	—
Specialist Diploma in Health Promotion	*	*	*	*	*	*	*	28	21	20	—
Specialist Diploma in Hospitality and MICE Management	*	*	*	*	*	*	*	*	*	*	14
Specialist Diploma in Hospitality and Resort Management	*	*	*	*	85	51	36	30	17	1	—
Specialist Diploma in Human Resource Management	*	*	*	*	*	*	*	*	*	*	50
Specialist Diploma in Immunology & Infectious Diseases	*	*	*	*	*	10	12	—	—	—	—
Specialist Diploma in Infocomm Technology	57	2	—	—	—	—	—	19	14	11	24
Specialist Diploma in Information Technology Security	85	80	70	43	88	137	89	78	44	34	—
Specialist Diploma in Information Security	*	*	*	*	*	*	*	*	*	*	24
Specialist Diploma in Insurance Studies	49	48	84	40	—	—	—	—	—	—	—
Specialist Diploma in Mobile Computing	*	*	*	*	*	*	*	*	*	*	19
Specialist Diploma in Nursing (Diabetes Management And Education)	*	*	*	*	*	*	*	*	26	14	23
Specialist Diploma in Nursing ¹ (Diabetes Nurse Educator)	34	—	13	13	—	—	—	—	—	—	—
Specialist Diploma in Radiology Nursing	*	*	*	12	—	—	—	—	—	—	16
Specialist Diploma in Retail Business & Entrepreneurship	*	*	*	*	*	*	*	*	*	*	17
Specialist Diploma in Retail Management	*	*	*	*	*	17	35	—	—	—	—
Specialist Diploma in Strategic Brand Management	14	1	16	12	—	—	—	—	—	—	—
Specialist Diploma in Supply Chain Management	23	—	17	15	2	31	89	1	64	—	34
Specialist Diploma in Visual Effects	*	*	*	*	*	*	*	*	22	—	19
Specialist Diploma in Wireless Technology	*	*	*	*	*	*	*	*	*	*	21
Specialist Diploma in Workplace Health Promotion	*	*	11	—	—	—	—	—	—	—	—

Source : Nanyang Polytechnic

* Refers to course yet to commence or produce graduates, or was not offered.

¹ Post Diploma Certificate in Nursing has been renamed Specialist Diploma in Nursing (Diabetes Nurse Educator) in 2007.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2004 – 2014 (continued)

Institution/Course	Number								
	2006	2007	2008	2009	2010	2011	2012	2013	2014
Republic Polytechnic	619	928	1,551	2,106	2,953	3,291	3,930	4,060	4,430
Diploma in Aerospace Avionics	*	*	*	64	135	110	152	134	112
Diploma in Aerospace Engineering (Quality Systems)	*	*	*	*	*	*	57	108	112
Diploma in Biomedical Electronics	*	*	183	122	144	117	104	107	111
Diploma in Biomedical Electronics Engineering	—	120	—	2	—	—	—	—	—
Diploma in Biomedical Sciences	182	250	234	228	170	232	243	302	165
Diploma in Biotechnology	*	*	112	135	133	100	164	139	128
Diploma in Business Applications	*	*	176	180	208	280	271	293	312
Diploma in Business Computing	113	200	212	181	195	174	37	4	—
Diploma in Business Information Systems	*	*	*	*	*	*	229	210	280
Diploma in Civil Aviation	*	*	*	*	*	112	130	108	108
Diploma in Communications and Automation Electronics	*	*	105	109	128	10	6	2	—
Diploma in Communication and Information Design	*	*	*	*	68	87	110	107	89
Diploma in Customer Relationship and Service Management	*	*	*	*	117	124	161	169	209
Diploma in Design for Interactivity	*	*	*	*	43	26	49	56	62
Diploma in Digital Entertainment Electronics	*	*	*	*	*	102	93	97	95
Diploma in Electronics Engineering	110	87	5	—	1	1	—	—	—
Diploma in Environmental Science	*	*	*	*	35	102	124	81	101
Diploma in Game Design	*	*	*	*	*	28	60	80	68
Diploma in Healthcare Administration	*	*	*	*	*	*	*	*	42
Diploma in Health Management and Promotion	*	*	*	*	*	*	*	54	75
Diploma in Hotel and Hospitality Management	*	*	*	*	*	113	138	169	170
Diploma in Industrial and Operations Management	*	*	118	150	135	165	120	95	123
Diploma in Industrial and Systems Engineering	73	83	1	—	1	1	—	—	—
Diploma in Information Technology	141	188	207	193	215	160	196	168	215
Diploma in Integrated Events Management	*	*	*	108	134	149	168	188	188
Diploma in Interactive and Digital Media	*	*	*	*	88	89	117	91	115
Diploma in IT Service Management	*	*	*	36	37	38	48	37	52
Diploma in Materials Science	*	*	85	82	128	102	79	74	76
Diploma in Micro and Nanotechnology	*	*	*	—	59	65	60	68	79
Diploma in New Media	*	*	113	100	106	99	163	184	181
Diploma in Outdoor & Adventure Learning	*	*	*	*	68	57	69	134	142
Diploma in Pharmaceutical Sciences	*	*	*	92	135	147	196	194	278
Diploma in Renewable Energy Engineering	*	*	*	*	*	*	*	48	81
Diploma in Restaurant and Culinary Operations	*	*	*	*	*	*	*	*	47
Diploma in Sonic Arts	*	*	*	40	47	40	40	50	48
Diploma in Sports & Exercise Sciences	*	*	*	78	101	116	132	117	161
Diploma in Sports & Leisure Management	*	*	*	106	165	153	187	127	136
Diploma in Supply Chain Management	*	*	*	60	116	156	177	127	136
Diploma in Technology & Arts Management	*	*	*	40	41	36	50	95	79
Diploma in Wellness, Lifestyle and Spa Management	*	*	*	*	*	*	*	43	54

* Refers to course yet to commence or produce graduates, or was not offered.

Source : Republic Polytechnic

H.2 KEY STATISTICS ON EMPLOYMENT OUTCOME OF GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING, 2007 – 2014

Institutions	2007	2008	2009	2010	2011	2012	2013	2014
Universities								
Proportion In Employment Of Economically Active Graduates (%)	94.5	91.3	90.6	90.7	91.4	91.0	89.3	89.1
Full-Time Permanent	89.8	87.3	84.7	84.8	86.4	85.6	83.4	82.7
Part-Time/Temporary	4.7	4.0	5.8	5.9	5.0	5.4	5.9	6.4
Median Gross Monthly Starting Salary Of Graduates In Full-Time Permanent Employment (\$)	2,750	2,850	2,700	2,900	3,000	3,050	3,050	3,200
Polytechnics								
Fresh Graduates								
Proportion In Employment Of Economically Active Graduates (%)	93.0	89.8	88.5	91.5	92.1	91.0	89.8	89.2
Full-Time Permanent	75.3	68.5	62.8	68.5	67.0	65.4	62.7	59.4
Part-Time/Temporary	17.7	21.3	25.7	23.0	25.1	25.7	27.1	29.8
Median Gross Monthly Starting Salary Of Graduates In Full-Time Permanent Employment (\$)	1,700	1,800	1,700	1,800	1,850	1,950	2,000	2,000
Post-NS Graduates								
Proportion In Employment Of Economically Active Graduates (%)	92.7	87.8	87.7	95.4	94.7	93.1	92.8	92.4
Full-Time Permanent	82.3	76.0	71.1	81.3	80.1	77.8	74.2	73.0
Part-Time/Temporary	10.4	11.8	16.6	14.1	14.6	15.3	18.7	19.3
Median Gross Monthly Starting Salary Of Graduates In Full-Time Permanent Employment (\$)	2,000	2,000	2,000	2,000	2,100	2,253	2,250	2,400
Institute of Technical Education (ITE)								
Fresh Graduates								
Proportion In Employment Of Economically Active Graduates (%)	92.9	88.3	81.1	84.7	84.1	83.2	81.7	83.0
Full-Time Permanent	71.1	61.9	57.6	57.8	63.5	51.5	62.4	59.3
Part-Time/Temporary	21.8	26.3	23.5	26.9	20.6	31.7	19.4	23.7
Median Gross Monthly Starting Salary Of Graduates In Full-Time Permanent Employment (\$)	1,217	1,300	1,200	1,291	1,300	1,350	1,410	1,500
Post-NS Graduates								
Proportion In Employment Of Economically Active Graduates (%)	93.9	90.8	88.4	90.4	89.6	89.6	89.9	89.4
Full-Time Permanent	79.8	76.4	78.4	78.3	79.7	79.4	80.4	78.6
Part-Time/Temporary	14.2	14.4	10.0	12.0	10.0	10.2	9.4	10.8
Median Gross Monthly Starting Salary Of Graduates In Full-Time Permanent Employment (\$)	1,400	1,600	1,500	1,600	1,600	1,700	1,743	1,835

Source: Graduate Employment Survey conducted by various institutions of higher learning

Notes :

- 1) Proportion in employment refers to the employed as a proportion of economically active graduates (i.e. graduates who have entered the labour market) as at the reference date, approximately 6 months after completion of final examinations.
- 2) Full-time permanent employment refers to employment of at least 35 hours a week and where the employment is not temporary. It includes those on contracts of one year or more. Before 2009, full-time employment refers to employment where normal hours of work is 30 hours or more.
- 3) Part-time or temporary employment refers to employment of less than 35 hours a week and where employment is casual, interim or seasonal. It includes those on contracts of less than one year.
- 4) Gross monthly starting salary comprises the basic salary, fixed allowances, overtime pay and commissions. Bonuses are excluded.
- 5) Fresh graduates refer to those who had completed their studies in the year, comprising mostly females who are not liable for National Service (NS) after graduation and males who defer NS for further studies.
- 6) Post-NS graduates refer to male graduates who had completed their studies about 2 years earlier. For example, 2014 data refers to male graduates who completed their full-time NS between April 2013 and March 2014 for Polytechnics and ITE graduates.
- 7) Universities refer to Nanyang Technological University (NTU), National University of Singapore (NUS) and Singapore Management University (SMU).
- 8) Polytechnics refer to Nanyang Polytechnic (NYP), Ngee Ann Polytechnic (NP), Republic Polytechnic (RP), Singapore Polytechnic (SP) and Temasek Polytechnic (TP).

H.3 EMPLOYMENT AND GROSS MONTHLY STARTING SALARY OF UNIVERSITY GRADUATES IN FULL-TIME PERMANENT EMPLOYMENT BY DEGREE, 2014

Degree	Universities conducting the courses	Employment		Median Gross Monthly Starting Salary (\$)
		Number	Proportion (%)	
<u>Three-Year Degree Programme</u>				
Bachelor of Accountancy	NTU	366	96.1	2,840
Bachelor of Arts	NUS	252	65.3	2,800
Bachelor of Business Administration (Accountancy)	NUS	44	89.8	2,838
Bachelor of Business Administration; Bachelor of Business	NUS, NTU	352	81.1	3,000
Bachelor of Science	NUS	140	61.4	3,000
<u>Four-Year Degree Programme</u>				
Bachelor of Accountancy	SMU	171	91.4	2,875
Bachelor of Arts (Chinese) (Honours)	NTU	69	75.8	3,000
Bachelor of Arts (Economics) (Honours)	NTU	76	78.4	3,200
Bachelor of Arts (Education) / Bachelor of Arts with Diploma in Education	NTU	242	100.0	3,475
Bachelor of Arts (Honours)	NUS	95	76.6	3,300
Bachelor of Arts (Sociology) (Honours)	NTU	38	67.9	3,100
Bachelor of Business Administration (Accountancy) (Honours)	NUS	79	96.3	2,913
Bachelor of Business Administration (Honours); Bachelor of Business Management	NUS, SMU	526	87.5	3,400
Bachelor of Communication Studies (Honours)	NTU	88	77.9	3,000
Bachelor of Computing (Honours)	NUS	201	87.8	3,300
Bachelor of Dental Surgery	NUS	31	100.0	4,000
Bachelor of Engineering (Aerospace Engineering)	NTU	43	82.7	3,770
Bachelor of Engineering (Biomedical Engineering); Bachelor of Engineering (Bioengineering)	NUS, NTU	99	72.3	3,000
Bachelor of Engineering (Chemical & Biomolecular Engineering)	NTU	89	76.1	3,400
Bachelor of Engineering (Chemical)	NUS	133	76.4	3,300
Bachelor of Engineering (Civil)	NUS, NTU	172	94.5	3,200
Bachelor of Engineering (Computer Science)	NTU	223	93.7	3,200

Source: Graduate Employment Survey conducted by various universities

Notes :

1) Universities refer to Nanyang Technological University (NTU), National University of Singapore (NUS) and Singapore Management University (SMU).

2) Employment Number refers to the actual number of employed persons who responded to the survey and indicated they were employed on a full-time permanent basis as at 1 November 2014.

3) Employment Proportion refers to the full-time permanently employed as a proportion of economically active graduates (i.e. graduates who have entered the labour market) as at 1 November 2014 (i.e. approximately 6 months after completing their final examinations).

4) Full-time permanent employment refers to employment of at least 35 hours a week and where the employment is not temporary. It includes those on contracts of one year or more.

5) Gross monthly starting salary comprises the basic salary, fixed allowances, overtime pay and commissions. Bonuses are excluded.

6) Data on law and medical graduates were not reflected as a significant number of them were still doing practical law course/ reading in chambers or serving housemanship.

H.3 EMPLOYMENT AND GROSS MONTHLY STARTING SALARY OF UNIVERSITY GRADUATES IN FULL-TIME PERMANENT EMPLOYMENT BY DEGREE, 2014 (continued)

Degree	Universities conducting the courses	Employment		Median Gross Monthly Starting Salary (\$)
		Number	Proportion (%)	
<u>Four-Year Degree Programme (Continued)</u>				
Bachelor of Engineering (Computer); Bachelor of Engineering (Computer Engineering)	NUS, NTU	200	90.5	3,490
Bachelor of Engineering (Electrical); Bachelor of Engineering (Electrical & Electronic Engineering)	NUS, NTU	520	88.3	3,215
Bachelor of Engineering (Environmental)	NUS, NTU	76	87.4	3,200
Bachelor of Engineering (Industrial & Systems Engineering)	NUS	55	96.5	3,600
Bachelor of Engineering (Information Engineering and Media)	NTU	41	73.2	3,200
Bachelor of Engineering (Materials Engineering)	NTU	129	77.7	3,150
Bachelor of Engineering (Materials Science & Engineering)	NUS	31	73.8	3,300
Bachelor of Engineering (Mechanical)	NUS, NTU	527	88.1	3,200
Bachelor of Fine Arts (Arts, Design & Media)	NTU	68	68.0	2,700
Bachelor of Science (Biological Sciences) (Honours)	NTU	115	60.8	3,000
Bachelor of Science (Chemistry & Biological Chemistry) (Honours)	NTU	84	68.3	3,100
Bachelor of Science (Economics)	SMU	120	83.9	3,500
Bachelor of Science (Education) / Bachelor of Science with Diploma in Education	NTU	99	100.0	3,475
Bachelor of Science (Honours)	NUS	295	75.8	3,210
Bachelor of Science (Information Systems Management)	SMU	158	80.6	3,350
Bachelor of Science (Maritime Studies)	NTU	37	92.5	3,050
Bachelor of Science (Mathematical Sciences)	NTU	55	79.7	3,200
Bachelor of Science (Mathematics & Economics)	NTU	60	87.0	3,200
Bachelor of Science (Nursing)	NUS	43	95.6	3,200
Bachelor of Science (Project & Facilities Management)	NUS	80	94.1	3,000
Bachelor of Science (Real Estate)	NUS	91	89.2	3,000
Bachelor of Social Sciences (Honours); Bachelor of Social Sciences	NUS, SMU	465	80.7	3,200
Bachelor of Accountancy & Bachelor of Business	NTU	109	95.6	3,300

Source: Graduate Employment Survey conducted by various universities

Notes :

1) Universities refer to Nanyang Technological University (NTU), National University of Singapore (NUS) and Singapore Management University (SMU).

2) Employment Number refers to the actual number of employed persons who responded to the survey and indicated they were employed on a full-time permanent basis as at 1 November 2014.

3) Employment Proportion refers to the full-time permanently employed as a proportion of economically active graduates (i.e. graduates who have entered the labour market) as at 1 November 2014 (i.e. approximately 6 months after completing their final examinations).

4) Full-time permanent employment refers to employment of at least 35 hours a week and where the employment is not temporary. It includes those on contracts of one year or more.

5) Gross monthly starting salary comprises the basic salary, fixed allowances, overtime pay and commissions. Bonuses are excluded.

6) Data on law and medical graduates were not reflected as a significant number of them were still doing practical law course/ reading in chambers or serving housemanship.

H.4 EMPLOYMENT AND GROSS MONTHLY STARTING SALARY OF POLYTECHNIC GRADUATES IN FULL-TIME PERMANENT EMPLOYMENT BY COURSE, 2014

Course	Polytechnics conducting the courses	Fresh Graduates			Post-NS Graduates		
		Employment		Median Gross Monthly Starting Salary (\$)	Employment		Median Gross Monthly Starting Salary (\$)
		Number	Proportion (%)		Number	Proportion (%)	
BUILT ENVIRONMENT, ENGINEERING & MARITIME		1,067	64.9	2,100	958	79.4	2,475
Aeronautical & Aerospace Technology; Aeronautical Engineering; Aerospace Engineering; Aerospace Technology	NYP, NP, RP, SP, TP	40	71.4	1,975	s	s	s
Aerospace Avionics; Aerospace Electronics; Aerospace Systems and Management	NYP, NP, RP, SP, TP	36	64.3	2,200	58	84.1	2,422
Automation & Mechatronic Systems; Mechatronic Engineering; Mechatronics; Mechatronics & Robotics; Mechatronics Engineering	NYP, NP, SP, TP	90	73.8	2,250	119	82.1	2,500
Bioelectronics; Bioengineering; Biomedical Electronics; Biomedical Engineering; Biomedical Informatics & Engineering	NYP, NP, RP, SP, TP	47	49.5	2,170	44	72.1	2,677
Chemical & Biomolecular Engineering; Chemical Engineering	NP, SP, TP	s	s	s	32	80.0	2,613
Communications and Automation Electronics; Computer Engineering; Electronic & Computer Engineering; Electronics; Electronics & Communication Engineering; Electronics, Computer & Communications Engineering; Media & Communication Technology; Microelectronics	NYP, NP, RP, SP, TP	165	65.2	2,119	203	82.2	2,300
Digital & Precision Engineering	NYP	42	91.3	2,140	s	s	s
Electrical & Electronic Engineering; Electrical Engineering; Electrical Engineering with Eco-Design	NYP, NP, SP	77	65.8	2,200	74	83.1	2,500
Facilities Management for Business; Hotel & Leisure Facilities Management; Integrated Facility Design & Management; Integrated Facility Management; Leisure & Business Facilities Management; Property Development & Facilities Management	NP, SP, TP	76	62.3	2,000	32	78.0	2,325
Green Building & Sustainability; Intelligent Building Technology	TP	33	67.3	2,200	s	s	s
Infocomm & Network Engineering; Info-Communication Engineering & Design; Info-Communications; Information Communication Technology	SP, TP	37	68.5	2,000	s	s	s
Mechanical Engineering	NP, SP	52	66.7	2,300	58	79.5	2,650
Multimedia & InfoComm Technology; Telematics & Media Technology	NYP	33	53.2	2,100	s	s	s
Supply Chain Management	RP	37	82.2	2,000	s	s	s

Source: Graduate Employment Survey conducted by polytechnics

Notes :

- 1) Polytechnics refer to Nanyang Polytechnic (NYP), Ngee Ann Polytechnic (NP), Republic Polytechnic (RP), Singapore Polytechnic (SP) and Temasek Polytechnic (TP).
- 2) Fresh graduates refer to those who had completed their studies in 2014, comprising mostly females who are not liable for National Service (NS) after graduation and males who defer NS for further studies.
- 3) Post-NS graduates refer to male graduates who had completed their studies in 2011 and their full-time NS between April 2013 and March 2014.
- 4) Employment Number refers to the actual number of employed persons who responded to the survey and indicated they were employed on a full-time permanent basis as at 1 October 2014.
- 5) Employment Proportion refers to the full-time permanently employed as a proportion of economically active graduates (i.e. graduates who have entered the labour market) as at 1 October 2014 (i.e. approximately 6 months after completing their final examinations).
- 6) Full-time permanent employment refers to employment of at least 35 hours a week and where the employment is not temporary. It includes those on contracts of one year or more.
- 7) Gross monthly starting salary comprises the basic salary, fixed allowances, overtime pay and commissions. Bonuses are excluded.
- 8) s : Data have been suppressed because the number covered was too small.

H.4 EMPLOYMENT AND GROSS MONTHLY STARTING SALARY OF POLYTECHNIC GRADUATES IN FULL-TIME PERMANENT EMPLOYMENT BY COURSE, 2014 (continued)

Course	Polytechnics conducting the courses	Fresh Graduates			Post-NS Graduates		
		Employment		Median Gross Monthly Starting Salary (\$)	Employment		Median Gross Monthly Starting Salary (\$)
		Number	Proportion (%)		Number	Proportion (%)	
<u>INFORMATION & DIGITAL TECHNOLOGIES</u>		254	60.8	2,000	190	70.6	2,230
Cyber & Digital Security; Digital Forensics; Infocomm Security Management; Information Security; Network Systems and Security	NYP, NP, SP, TP	32	82.1	2,270	s	s	s
Digital Media; Interactive & Digital Media; Multimedia & Animation; Multimedia Technology	NP, RP, SP	s	s	s	34	66.7	2,158
Information Technology	NYP, NP, RP, SP, TP	106	62.7	2,000	66	70.2	2,200
<u>APPLIED SCIENCES</u>		453	51.4	1,900	134	74.0	2,200
Applied Food Science & Nutrition; Food Science; Food Science & Nutrition; Food Science & Technology	NYP, SP, TP	62	50.0	1,950	s	s	s
Biomedical Lab Technology; Biomedical Science; Biomedical Sciences	NP, RP, SP, TP	45	39.8	1,900	s	s	s
Biotechnology; Molecular Biotechnology	NYP, NP, RP, SP, TP	63	45.0	1,900	31	73.8	2,206
Pharmaceutical Science; Pharmaceutical Sciences; Pharmacy Science	NYP, NP, RP, TP	128	59.5	1,822	s	s	s
<u>HEALTH SCIENCES</u>		717	85.8	2,150	60	75.9	2,665
Diagnostic Radiography; Radiation Therapy	NYP	31	96.9	2,420	-	-	-
Health Management and Promotion; Healthcare Administration	RP	36	64.3	1,800	-	-	-
Health Sciences (Nursing); Nursing	NYP, NP	544	90.5	2,100	36	80.0	2,488
Optometry	NP, SP	46	85.2	2,600	s	s	s

Source: Graduate Employment Survey conducted by polytechnics

Notes :

- 1) Polytechnics refer to Nanyang Polytechnic (NYP), Ngee Ann Polytechnic (NP), Republic Polytechnic (RP), Singapore Polytechnic (SP) and Temasek Polytechnic (TP).
- 2) Fresh graduates refer to those who had completed their studies in 2014, comprising mostly females who are not liable for National Service (NS) after graduation and males who defer NS for further studies.
- 3) Post-NS graduates refer to male graduates who had completed their studies in 2011 and their full-time NS between April 2013 and March 2014.
- 4) Employment Number refers to the actual number of employed persons who responded to the survey and indicated they were employed on a full-time permanent basis as at 1 October 2014.
- 5) Employment Proportion refers to the full-time permanently employed as a proportion of economically active graduates (i.e. graduates who have entered the labour market) as at 1 October 2014 (i.e. approximately 6 months after completing their final examinations).
- 6) Full-time permanent employment refers to employment of at least 35 hours a week and where the employment is not temporary. It includes those on contracts of one year or more.
- 7) Gross monthly starting salary comprises the basic salary, fixed allowances, overtime pay and commissions. Bonuses are excluded.
- 8) s : Data have been suppressed because the number covered was too small.

H.4 EMPLOYMENT AND GROSS MONTHLY STARTING SALARY OF POLYTECHNIC GRADUATES IN FULL-TIME PERMANENT EMPLOYMENT BY COURSE, 2014 (continued)

Course	Polytechnics conducting the courses	Fresh Graduates			Post-NS Graduates		
		Employment		Median Gross Monthly Starting Salary (\$)	Employment		Median Gross Monthly Starting Salary (\$)
		Number	Proportion (%)		Number	Proportion (%)	
<u>BUSINESS, MANAGEMENT, DESIGN & OTHERS</u>		1,290	51.3	2,000	423	63.9	2,437
Accountancy; Accountancy & Finance; Accounting & Finance	NYP, NP, SP, TP	78	55.7	2,000	38	62.3	2,200
Advertising & Public Relations; Communications & Media Management; Mass Communication; Mass Media Management; Media & Communication; Media Studies & Management; New Media	NYP, NP, RP, SP, TP	72	34.4	1,875	39	70.9	2,500
Animation & 3D; Digital Animation; Digital Media Design; Digital Media Design (Animation); Digital Visual Effects; Film, Sound & Video; Motion Graphics & Broadcast Design; Moving Images; Visual Effects & Motion Graphics	NYP, NP, SP, TP	65	55.1	2,000	s	s	s
Business; Business Administration; Business Management; Business Studies; International Business	NYP, NP, SP, TP	126	41.4	2,000	72	57.6	2,315
Child Psychology & Early Education; Early Childhood Education; Early Childhood Studies	NP, TP	104	80.0	2,025	s	s	s
Creative Media Design; Visual Communication; Visual Communication & Media Design	NYP, SP, TP	50	52.6	1,900	s	s	s
Customer Relationship and Service Management	RP	55	61.8	2,000	s	s	s
Hospitality & Tourism Management; Hospitality and Resort Management; Hotel and Hospitality Management; Integrated Events & Project Management; Integrated Events Management; Leisure & Resort Management; Tourism & Resort Management	NYP, NP, RP, SP, TP	219	49.1	1,900	45	56.3	2,500
Interior Architecture & Design; Interior Design; Retail & Hospitality Design; Space & Interior Design	NYP, SP, TP	57	79.2	2,000	s	s	s
Marketing; Retail Management	NYP, TP	38	50.0	1,915	s	s	s
<u>HYBRID COURSES</u>		266	51.4	2,000	143	66.8	2,437
Business Application; Business Computing; Business Informatics; Business Information Systems; Business Information Technology	NYP, NP, RP, SP, TP	148	48.2	2,000	67	67.7	2,500
Financial Business Informatics; Financial Informatics	NYP, NP, SP, TP	35	57.4	2,000	s	s	s

Source: Graduate Employment Survey conducted by polytechnics

Notes :

- 1) Polytechnics refer to Nanyang Polytechnic (NYP), Ngee Ann Polytechnic (NP), Republic Polytechnic (RP), Singapore Polytechnic (SP) and Temasek Polytechnic (TP).
- 2) Fresh graduates refer to those who had completed their studies in 2014, comprising mostly females who are not liable for National Service (NS) after graduation and males who defer NS for further studies.
- 3) Post-NS graduates refer to male graduates who had completed their studies in 2011 and their full-time NS between April 2013 and March 2014.
- 4) Employment Number refers to the actual number of employed persons who responded to the survey and indicated they were employed on a full-time permanent basis as at 1 October 2014.
- 5) Employment Proportion refers to the full-time permanently employed as a proportion of economically active graduates (i.e. graduates who have entered the labour market) as at 1 October 2014 (i.e. approximately 6 months after completing their final examinations).
- 6) Full-time permanent employment refers to employment of at least 35 hours a week and where the employment is not temporary. It includes those on contracts of one year or more.
- 7) Gross monthly starting salary comprises the basic salary, fixed allowances, overtime pay and commissions. Bonuses are excluded.
- 8) s : Data have been suppressed because the number covered was too small.

H.5 EMPLOYMENT AND GROSS MONTHLY STARTING SALARY OF ITE GRADUATES IN FULL-TIME PERMANENT EMPLOYMENT BY COURSE, 2014

Course	Fresh Graduates			Post-NS Graduates		
	Employment		Median Gross Monthly Starting Salary (\$)	Employment		Median Gross Monthly Starting Salary (\$)
	Number	Proportion (%)		Number	Proportion (%)	
Higher Nitec (Engineering)	82	60.3	1,600	243	84.1	2,000
Electrical Engineering	s	s	s	45	81.8	2,013
Electronics Engineering	s	s	s	64	92.8	1,930
Mechanical Engineering	s	s	s	48	80.0	2,000
Mechatronics Engineering	s	s	s	30	81.1	2,025
Higher Nitec (Business & Services)	213	60.0	1,500	119	81.5	2,000
Accounting	s	s	s	30	85.7	2,000
Business Studies (Administration)	47	51.1	1,415	s	s	s
Higher Nitec (Info & Communications Technology)	32	57.1	1,500	41	78.8	1,810
Nitec (Engineering)	123	53.7	1,500	664	77.8	1,800
Automotive Technology	s	s	s	53	76.8	1,740
Chemical Process Technology	s	s	s	39	69.6	1,975
Electrical Technology	s	s	s	42	70.0	2,000
Electronics	s	s	s	161	78.5	1,800
Facility Technology	s	s	s	71	76.3	1,800
Mechanical Technology	s	s	s	73	82.0	1,900
Mechatronics	s	s	s	61	79.2	1,700
Nitec (Business & Services)	311	61.7	1,430	161	73.9	1,800
Nursing	96	74.4	1,450	30	85.7	1,625
Service Skills	78	44.8	1,460	68	73.1	1,800
Nitec (Info & Communications Technology)	54	50.9	1,500	139	76.8	1,800
Info-Communications Technology	s	s	s	71	72.4	1,800

Source: Graduate Employment Survey conducted by Institute of Technical Education

Notes :

- 1) Data covered 2 cohorts of graduates who completed their full-time training in December 2013 and March 2014, and were surveyed on their employment status as at July 2014 and October 2014 respectively (i.e. approximately 6 months after completing their final examinations).
- 2) Fresh graduates refer to those who had completed their studies in 2014, comprising mostly females who are not liable for National Service (NS) after graduation and males who defer NS for further studies.
- 3) Post-NS graduates refer to male graduates who had completed their studies in 2011 and their full-time NS between April 2013 and March 2014.
- 4) Employment Number refers to the actual number of employed persons who responded to the survey and indicated they were employed on a full-time permanent basis as at 1 October 2014.
- 5) Employment Proportion refers to the full-time permanently employed as a proportion of economically active graduates (i.e. graduates who have entered the labour market) as at 1 October 2014 (i.e. approximately 6 months after completing their final examinations).
- 6) Full-time permanent employment refers to employment of at least 35 hours a week and where the employment is not temporary. It includes those on contracts of one year or more.
- 7) Gross monthly starting salary comprises the basic salary, fixed allowances, overtime pay and commissions. Bonuses are excluded.
- 8) s : Data have been suppressed because the number covered was too small.

H.6 SCHOOL LEAVERS WHO COMPLETED FULL-TIME AND TRAINEESHIP PROGRAMMES AT INSTITUTE OF TECHNICAL EDUCATION, 2004 – 2014

Type of Training	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL	8,633	9,083	10,247	10,486	10,819	11,323	11,608	11,427	11,813	12,183	11,398
Engineering											
Technical Engineer Diploma	*	*	*	*	*	*	42	40	40	75	46
Higher National ITE Certificate (<i>Higher Nitec</i>) ¹	1,651	1,334	1,272	1,411	1,657	1,659	1,857	1,765	1,792	1,765	1,820
National ITE Certificate (<i>Nitec</i>)	*	3,850	4,303	3,976	3,954	4,088	3,802	3,824	4,063	3,967	4,019
Business and Services											
Technical Diploma	*	*	*	*	*	*	*	*	*	19	15
Higher National ITE Certificate (<i>Higher Nitec</i>)	868	880	922	1,326	1,422	1,530	1,688	1,682	1,806	1,962	2,017
National ITE Certificate (<i>Nitec</i>)	1,575	1,996	2,251	2,174	2,255	2,536	2,558	2,496	2,467	2,781	1,829
ITE Skills Certificate (ISC)	38	*	*	*	*	*	*	*	*	*	*
Info-Communications Technology											
Higher National ITE Certificate (<i>Higher Nitec</i>)	*	224	284	403	447	469	508	478	549	549	523
National ITE Certificate (<i>Nitec</i>)	*	799	1,215	1,196	1,084	1,041	1,153	1,142	1,096	1,065	1,129
Technical Skills											
National ITE Certificate (<i>Nitec</i>) ²	4,288	*	*	*	*	*	*	*	*	*	*
ITE Skills Certificate (ISC) ³	213	*	*	*	*	*	*	*	*	*	*

Source : Institute of Technical Education

* Refers to course not offered under the certificate level.

¹ Before 2005, data include Info-Communications Technology programmes.² Includes Engineering and Info-Communications Technology programmes.³ Includes ITE Skills Certificate (formerly National Technical Certificate 3) and Certificate of Vocational Training.

Note :

Before 2005, Nitec and ISC of Technical Skills consisted of Nitec and ISC from both Engineering and Info-Communications Technology. From 2005 onwards, Nitec and ISC are classified from Technical Skills to Engineering and Info-Communications Technology.

H.7 WORKERS WHO COMPLETED SKILLS TRAINING PROGRAMMES AT INSTITUTE OF TECHNICAL EDUCATION, 2004 – 2014

Type of Training	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL	13,867	13,788	6,420	6,968	7,032	6,778	5,522	4,958	4,026	3,980	4,281
Engineering											
Higher National ITE Certificate (<i>Higher Nitec</i>)	393	356	326	178	177	191	161	113	135	192	195
National ITE Certificate (<i>Nitec</i>)	*	*	1,056	672	540	496	656	280	329	542	571
ITE Skills Certificate (ISC)	*	*	3,582	4,110	4,983	5,141	3,508	3,384	2,679	2,188	2,526
Business and Services											
Higher National ITE Certificate (<i>Higher Nitec</i>)	693	499	349	362	345	300	386	240	150	119	105
National ITE Certificate (<i>Nitec</i>)	681	408	380	626	385	197	261	203	155	503	343
ITE Skills Certificate (ISC)	*	675	643	964	550	408	518	709	550	410	503
Info-Communications Technology											
Higher National ITE Certificate (<i>Higher Nitec</i>)	*	*	42	23	19	18	8	9	13	13	24
National ITE Certificate (<i>Nitec</i>)	*	*	42	33	33	27	24	20	15	13	14
Technical Skills											
Master National ITE Certificate (<i>Master Nitec</i>)	13	—	—	—	—	—	—	—	—	—	—
National ITE Certificate (<i>Nitec</i>)	9,470	8,401	*	*	*	*	*	*	*	*	*
ITE Skills Certificate (ISC)	2,617	3,449	*	*	*	*	*	*	*	*	*

Source : Institute of Technical Education

* Refers to course not offered under the certificate level.

Notes :

1) Data refer to the number of workers who graduated or completed their programmes, unless otherwise stated.

2) Before 2005, Nitec and ISC of Technical Skills consisted of Nitec and ISC from both Engineering and Info-Communications Technology. From 2005 onwards, Nitec and ISC are classified from Technical Skills to Engineering and Info-Communications Technology.

3) Before 2006, data for Nitec (Technical Skills) were based on number completed in each module. The skills training programmes are offered in modular format of 6-monthly duration. A worker may attend more than one module per year.

4) Data exclude other short and customised courses not classified within the stated categories.

H.8 PERSONS WHO COMPLETED CONTINUING ACADEMIC EDUCATION COURSES AT INSTITUTE OF TECHNICAL EDUCATION, 2004 - 2014

Type of Training	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL	19,799	14,974	16,599	12,812	8,429	2,814	2,355	1,925	1,957	1,091	930
Basic Education for Skills Training (BEST)	7,155	7,134	8,949	7,067	3,804	*	*	*	*	*	*
Worker Improvement through Secondary Education (WISE)	5,081	3,198	3,999	2,725	1,913	*	*	*	*	*	*
Continuing Education (Secondary and Pre-University)	7,563	4,642	3,651	3,020	2,712	2,814	2,355	1,925	1,957	1,091	930

Source: Institute of Technical Education

* Refers to course not offered under the certificate level.

Notes :

1) Data refer to the number of continuing academic education places taken up and completed by workers. The BEST and WISE programmes are offered in modular format of 6-monthly duration. A worker may attend more than one module per year.

2) Continuing Education for Pre-University level was phased out in 2008.

H.9 PERSONS WHO PASSED SKILLS EVALUATION TESTS AND PUBLIC EXAMINATIONS AT INSTITUTE OF TECHNICAL EDUCATION, 2004 – 2014

Type of Training	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL	5,473	7,658	8,756	5,802	5,645	4,492	3,259	2,792	2,819	2,484	1,615
Skills											
Skills Evaluation Certificate Level 2	626	245	*	*	*	*	*	*	*	*	*
Skills Evaluation Certificate Level 1	4,729	2,993	*	*	*	*	*	*	*	*	*
Skills Evaluation Test Level 2 ¹	*	198	408	606	565	408	327	240	175	172	139
Skills Evaluation Test Level 1 ¹	*	4,153	8,276	5,044	5,032	4,084	2,932	2,552	2,644	2,312	1,476
Worker Education											
Basic Education for Skills Training (BEST) ²	47	27	47	64	26	*	*	*	*	*	*
Worker Improvement through Secondary Education (WISE) ²	71	42	25	88	22	*	*	*	*	*	*

Source : Institute of Technical Education

* Refers to certificate not introduced yet or replaced / subsumed by other certificates.

¹ Skills Evaluation Tests were implemented in July 2005 to replace the Skills Evaluation Certification Tests.² BEST and WISE public examinations were phased out in 2009.

H.10 WORKFORCE SKILLS QUALIFICATIONS (WSQ) TRAINEES BY AGE, HIGHEST QUALIFICATION ATTAINED AND SEX, 2011 – 2014

	Number			
	2011	2012	2013	2014
TOTAL	192,249	198,322	231,009	267,423
Age (Years)				
Under 20	10,860	11,575	13,641	14,221
20 – 29	37,056	40,260	45,947	52,170
30 – 39	44,643	46,722	52,223	56,622
40 – 49	44,489	43,950	50,793	56,065
50 – 59	38,461	37,916	45,233	54,096
60 – 69	13,560	14,812	18,990	27,614
70 & Over	3,180	3,087	4,182	6,635
Highest Qualification Attained				
Below Primary	5,695	5,531	8,863	12,074
Primary	28,343	28,516	26,391	33,538
Lower Secondary	27,824	22,120	26,606	30,313
Secondary	54,012	55,977	60,134	64,020
Post Secondary	12,663	17,318	20,601	21,856
Professional and WSQ Diploma	8,624	9,620	10,744	14,030
Polytechnic Diploma	17,224	19,790	24,144	26,612
Degree & Above	23,926	27,144	34,032	45,011
Not Reported	13,938	12,306	19,494	19,969
Sex				
Female	98,582	101,438	109,391	120,818
Male	90,364	95,154	119,170	144,166
Not Reported	3,303	1,730	2,448	2,439

Source : Singapore Workforce Development Agency

Note :

Data pertains to local WSQ trainees who have attained at least one WSQ Statement of Attainment.

H.11 WORKFORCE SKILLS QUALIFICATIONS (WSQ) TRAINEES BY LEVEL OF WSQ STATEMENT OF ATTAINMENT, 2011 – 2014

Level of WSQ Statement of Attainment	Number			
	2011	2012	2013	2014
Total	192,249	198,322	231,009	267,423
Certificate	147,901	155,148	164,867	188,700
Higher Certificate	11,678	7,294	11,146	10,728
Advanced Certificate	48,433	31,628	45,699	55,944
Diploma	23,363	19,771	32,873	36,117
Specialist Diploma	5,417	5,760	7,604	8,790
Graduate Certificate	1,029	751	784	756
Graduate Diploma	390	393	550	738

Source : Singapore Workforce Development Agency

Notes :

1) Data pertains to local WSQ trainees who have attained at least one WSQ Statement of Attainment.

2) Figures for each certification level are based on unique headcounts. That is, a trainee with more than one WSQ Statement of Attainment of the same certification level is counted once. A trainee with more than one WSQ Statement of Attainment at different certification levels is counted once in each certification level. Total refers to unique trainee headcounts across all certification levels.

H.12 PROFESSIONALS CONVERSION PROGRAMME, 2007 – 2014

	Number							
	2007	2008	2009	2010	2011	2012	2013	2014
Number of Trainees	750	1,300	2,200	3,600	4,200	5,000	6,000	6,100

Source : Singapore Workforce Development Agency

Notes :

1) Trainee numbers are cumulative across the years.

2) Due to a reclassification of Professionals Conversion Programmes (PCP) in 2014, some programmes have been removed from the PCP listing from 2014 onwards.

H.13 KEY INDICATORS OF EMPLOYMENT AND EMPLOYABILITY INSTITUTE (e2i), 2005 – 2014

	Number									
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total Number of Workers Assisted	7,200	12,000	15,000	20,616	53,347	40,466	45,985	58,024	65,439	81,898
Number of Workers Placed	4,600	8,900	7,339	11,709	17,127	14,716	19,287	11,752	10,434	8,741
Number of Workers Upgraded in Jobs	-	3,100	3,549	8,907	36,220	25,750	26,698	46,272	55,005	73,157

Source : National Trades Union Congress

Note :

Before 2009, workers were assisted under the Job Re-creation Programme (JRP). JRP was subsumed under e2i in Jan 2009.

H.14 WORKERS WHO COMPLETED TRAINING PROGRAMMES AT BUILDING AND CONSTRUCTION AUTHORITY ACADEMY, 2004 – 2014

Programme	Number										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Training Programme											
Skills Training	2,684	2,929	4,143	5,896	7,271	6,410	4,343	5,050	8,608	10,048	10,495
Supervisory and Professional Training	4,953	5,154	7,437	12,338	15,514	14,892	12,278	14,296	15,378	23,988	19,860
Trade Test											
Workers Tested	11,303	18,375	29,189	91,358	110,669	32,171	38,029	55,439	95,323	106,243	103,130
Workers Certified	8,276	12,420	19,201	60,281	75,474	21,307	26,421	37,465	67,406	79,048	78,227

Source : Building and Construction Authority Academy

H.15 UNION LEADERS WHO COMPLETED CERTIFICATES PROGRAMMES AT ONG TENG CHEONG LABOUR LEADERSHIP INSTITUTE, 2004 – 2014

Programme											Number
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Basic Certificate in Human Resources Management	105	88	79	89	136	42	46	43	–	35	–
Basic Certificate in Industrial Relations	384	434	473	342	324	258	219	354	218	223	313
Intermediate Certificate in Human Resources Management	15	7	48	*	18	22	13	–	–	–	–
Intermediate Certificate in Industrial Relations	200	176	221	208	215	206	121	207	152	95	119
Certificate in Leadership	74	106	82	39	105	22	108	120	152	36	15
Advanced Certificate in Industrial Relations	56	42	48	50	38	52	47	46	32	49	93
Advanced Certificate in Leadership	19	16	*	14	*	–	23	24	–	16	–
Diploma in Employment Relations	59	41	68	43	38	17	46	13	39	27	28
Professional Diploma in Employment Relations	*	*	*	*	24	25	21	–	–	28	38

Source : Ong Teng Cheong Labour Leadership Institute

* Refers to course under the certificate level yet to commence or produce graduates, or was not offered.

H.16 PERSONS WHO COMPLETED COURSES AT INSTITUTE OF SYSTEMS SCIENCE, 2004 – 2014

Course											Number
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Graduate Diploma in Systems Analysis	41	39	58	73	89	182	152	116	108	59	107
Master of Technology in Software Engineering	92	88	90	93	83	122	117	86	83	69	121
Master of Technology in Knowledge Engineering	39	34	38	33	33	21	30	30	20	26	40
Executive Education	2,601	3,354	3,374	2,324	2,209	2,610	4,350	3,343	3,591	4,196	5,146

Source : Institute of Systems Science, NUS

H.17 PERSONS WHO COMPLETED COURSES AT SINGAPORE HUMAN RESOURCES INSTITUTE/ SHRI ACADEMY PTE LTD, 2004 – 2014

											Number
Course	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL	940	878	696	735	1,187	1,017	814	851	748	621	489
School of Human Capital Management											
Basic Certificate in Human Resource Management	89	64	37	111	139	110	95	118	85	96	75
Certificate in Human Resource Management	71	57	48	99	143	134	90	103	70	50	51
Diploma in Business and Human Resource Management	121	86	155	108	178	139	145	152	160	109	64
Post Graduate Certificate in Human Capital Management	*	*	*	*	*	12	2	—	1	—	*
Post Graduate Diploma in Human Capital Management	94	105	91	80	213	187	166	98	64	52	33
Post Graduate Certificate in Human Resource and Talent Management	*	*	*	*	*	*	*	*	3	—	*
Post Graduate Diploma in Human Resource and Talent Management	*	*	*	*	*	*	11	44	54	29	23
Post Graduate Certificate in Organisational Development & Change	*	*	*	*	*	*	*	2	2	—	*
Post Graduate Diploma in Human Resource and Organisational Development & Change	*	*	*	*	*	*	4	22	50	14	15
Post Graduate Diploma in Human Resource and Organisational Psychology	*	*	*	*	*	*	*	24	28	24	11
Post Graduate Certificate in Organisational Psychology	*	*	*	*	*	*	*	*	*	1	*
Post Graduate Diploma in Human Resource and Training & Development	*	*	*	*	*	*	*	*	*	26	15
Post Graduate Diploma in Human Resource and Reward Management	*	*	*	*	*	*	*	*	*	21	20
Post Graduate Certificate in Reward Management	*	*	*	*	*	*	*	*	*	1	1
Post Graduate Diploma in Human Resource and Employment Relations	*	*	*	*	*	*	*	*	*	3	8
Post Graduate Certificate in Employment Relations	*	*	*	*	*	*	*	*	*	—	1
Bachelor of Commerce (Mgt and HRM/HR and IR)	39	36	38	33	38	18	2	—	—	*	*
Master of Human Resource Management	12	6	3	19	12	1	—	—	—	*	*
Post Graduate Certificate in Training and Development	*	*	*	*	*	9	2	1	—	*	*
Post Graduate Certificate in Train-the-Trainer & Internal Consultant	*	*	*	*	*	4	—	—	—	*	*

Source : Singapore Human Resources Institute/ SHRI Academy Pte Ltd

* Refers to course yet to commence or produce graduates, or was not offered.

H.17 PERSONS WHO COMPLETED COURSES AT SINGAPORE HUMAN RESOURCES INSTITUTE/ SHRI ACADEMY PTE LTD, 2004 – 2014 (continued)

Course											Number
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
BA in HRM with Financial Management	*	*	*	*	*	*	*	*	*	12	86
Post Graduate Diploma in Training and Development	*	44	56	32	53	54	46	24	—	1	*
Certificate in Payroll Administration	63	13	28	19	29	72	42	51	88	100	43
Professional Certificate in Compensation and Benefits Management	41	7	—	—	—	—	—	—	—	—	*
Diploma in Compensation and Benefits Management	*	23	25	28	38	66	31	32	30	19	19
Certificate in Applied Psychology	37	26	24	14	—	—	—	—	—	—	*
Advanced Certificate in Applied Psychology	*	*	*	11	*	*	—	*	*	*	*
Diploma in Applied Psychology	*	*	*	7	*	*	—	*	*	*	*
Certificate in Organisational Counselling	*	2	*	*	*	*	*	*	*	*	*
Diploma in Organisational Counselling	*	8	9	*	*	*	*	*	*	*	*
Certificate in Organisational Psychology	*	*	*	*	3	—	—	1	3	1	0
Diploma in Organisational Psychology	*	*	*	*	22	22	27	10	12	7	11
Diploma in Environmental Safety and Health Management	*	19	14	18	57	42	35	18	13	*	*
Professional Basic Certificate in People/Supervisory Skills	172	185	40	20	—	—	—	—	—	*	*
Professional Certificate in Condominium and Complex Management	13	*	*	*	*	*	*	*	—	*	*
School of Financial Services & Risk Management											
Certificate in Financial Services	56	32	33	41	69	49	38	20	10	16	1
Skills Certification	16	11	—	—	—	—	—	—	—	*	*
Advanced Certificate in Banking Services	*	22	—	17	—	—	—	—	—	*	*
Diploma in Banking and Finance	39	71	48	41	87	45	40	82	53	37	12
Diploma in Investment	42	30	18	24	52	33	19	25	22	2	*
Bachelor of Commerce (Banking and Management)	*	5	9	*	*	*	*	*	—	*	*
Master of Applied Finance	26	20	20	13	54	20	19	24	—	*	*
Master of Finance	9	*	*	*	*	*	*	*	—	*	*
Master of Financial Planning	—	6	*	*	*	*	*	*	—	*	*

Source : Singapore Human Resources Institute/ SHRI Academy Pte Ltd

* Refers to course yet to commence or produce graduates, or was not offered.

KEY ECONOMIC INDICATORS



I.1 LABOUR PRODUCTIVITY CHANGE BY INDUSTRY, 2004 – 2014

Industry (SSIC 2010)	Per Cent										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL¹	7.7	3.0	2.1	0.4	-7.2	-3.3	11.6	2.3	-0.5	0.3	-0.8
Total¹ (excluding Construction)	7.4	2.8	2.2	0.5	-6.7	-2.9	11.9	2.2	-0.3	0.9	-0.6
Goods Producing Industries²	10.3	3.5	3.2	-3.1	-12.1	-1.7	25.0	5.8	-2.2	-2.2	0.1
Manufacturing	9.5	2.6	3.5	-3.5	-11.2	1.5	32.2	7.9	-1.2	0.3	2.5
Construction	0.0	0.5	0.0	7.0	2.3	8.1	4.0	2.7	2.2	-2.6	-2.3
Services Producing Industries²	6.9	3.3	1.9	1.9	-3.6	-4.2	6.7	1.9	0.3	2.3	-1.1
Wholesale & Retail Trade	14.9	6.3	6.8	2.0	-1.6	-6.0	12.9	2.9	-1.0	4.3	-1.6
Transportation & Storage	10.9	3.3	1.1	7.1	-2.4	-9.8	4.6	1.5	1.3	-1.1	-1.6
Accommodation & Food Services	6.8	5.4	-1.0	-5.6	-8.9	-5.8	9.4	5.2	-0.4	-1.5	-2.9
Information & Communications	7.4	2.2	-4.1	-3.4	-1.6	0.7	1.4	-1.1	3.0	2.0	-1.4
Finance & Insurance	0.9	-0.7	4.3	1.6	-8.5	-2.0	6.4	1.1	0.0	9.1	3.5
Business Services	3.1	2.4	-3.6	1.9	-3.6	-0.8	3.0	1.7	1.6	-0.5	-2.8
Other Services Industries	2.1	0.9	0.1	-2.5	-3.7	0.3	7.3	0.5	-0.8	-0.7	-1.6

Sources : Singapore Department of Statistics and
Manpower Research and Statistics Department,
Ministry of Manpower

¹ Based on Gross Domestic Product At 2010 Market Prices.

² Based on Gross Value Added At 2010 Basic Prices.

I.2 CHANGE IN VALUE ADDED PER HOUR WORKED BY INDUSTRY, 2004 – 2014

Industry (SSIC 2010)	Per Cent										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
TOTAL¹	7.1	2.5	2.8	0.2	-7.2	-2.6	11.1	2.3	-0.5	0.3	-0.4
Total¹ (excluding Construction)	6.7	2.1	3.1	0.5	-6.7	-1.8	11.2	2.6	-0.3	1.2	0.1
Manufacturing	8.2	1.7	2.9	-3.7	-10.3	3.1	29.1	8.6	-1.2	0.5	3.3
Construction	-1.2	0.1	0.0	6.4	1.9	8.5	3.6	2.0	1.8	-2.9	-1.7
Wholesale & Retail Trade	14.1	6.3	7.3	1.5	-2.2	-6.0	12.6	3.1	-0.8	5.3	-1.4
Transportation & Storage	10.9	2.9	1.3	7.5	-3.2	-8.4	3.7	0.4	1.5	-0.2	-1.8
Accommodation & Food Services	6.8	4.8	-1.8	-7.7	-12.0	-5.8	9.4	4.2	-1.6	-3.6	-0.6
Information & Communications	7.6	2.2	-3.8	-3.2	-1.1	0.7	1.2	-0.6	3.0	1.5	-1.0
Finance & Insurance	0.2	-0.5	4.6	2.5	-8.0	-1.6	7.7	1.6	0.0	9.1	3.7
Business Services	2.9	1.3	-3.6	2.4	-3.0	-0.2	2.3	1.9	1.4	0.2	-2.4
Other Services Industries	2.1	-0.1	0.1	-2.2	-3.7	0.3	6.8	0.2	-0.8	-0.7	-1.3

Sources : Singapore Department of Statistics and
Manpower Research and Statistics Department,
Ministry of Manpower

¹ Based on Gross Domestic Product At 2010 Market Prices.

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Labour Market Third Quarter, 2014	15/12/2014
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